### Seattle’s Minimum Wage

**Seattle’s Minimum Wage Ordinance went into effect on April 1, 2015**

**Who is covered by Seattle’s Minimum Wage?**
All employees working within Seattle city limits regardless of employees’ immigration status or location of their employer.

**How do I calculate employer size?**
Count the employer’s total number of individual employees worldwide. For franchises, count all employees in the franchise network.

**When can medical benefits count towards minimum wage?**
To pay the lower hourly rate, a small employer’s payments must be for a silver-level or higher medical benefits plan as defined by the federal Affordable Care Act.

A small employer cannot pay the lower rate if the employee declines or is not eligible for medical benefits.

* Beginning in 2019, all large employers pay the same minimum wage regardless of payments toward an employee’s medical benefits.

** A small employer may pay an employee a minimum of $15.75/hour so long as the employee makes at least $1.52/hour in tips or the employer makes $1.52/hour towards qualifying medical benefits plan (silver level equivalent or higher).

In 2025, small employers will no longer be able to count employee tips and/or payments toward an employee’s medical benefit plan.

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**Small Employers**
(500 or Fewer Employees)

<table>
<thead>
<tr>
<th>Year</th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$11.00</td>
<td>$13.00</td>
</tr>
<tr>
<td>2018</td>
<td>$11.50</td>
<td>$14.00</td>
</tr>
<tr>
<td>2019</td>
<td>$12.00</td>
<td>$15.00</td>
</tr>
<tr>
<td>2020</td>
<td>$13.50</td>
<td>$15.75</td>
</tr>
<tr>
<td>2021</td>
<td>$15.00</td>
<td>$16.69</td>
</tr>
<tr>
<td>2022</td>
<td>$15.75**</td>
<td>$17.27</td>
</tr>
<tr>
<td>2023</td>
<td>$16.50</td>
<td>TBD, based on inflation</td>
</tr>
<tr>
<td>2024</td>
<td>$17.25</td>
<td>TBD, based on inflation</td>
</tr>
</tbody>
</table>

**Large Employers**
(501 or More Employees)

<table>
<thead>
<tr>
<th>Year</th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$13.50</td>
<td>$15.00</td>
</tr>
<tr>
<td>2018</td>
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</tr>
<tr>
<td>2020</td>
<td>$16.39</td>
<td>$16.69</td>
</tr>
<tr>
<td>2021</td>
<td>$16.69</td>
<td>$17.27</td>
</tr>
<tr>
<td>2022</td>
<td>$17.27</td>
<td>TBD, based on inflation</td>
</tr>
<tr>
<td>2023</td>
<td>TBD, based on inflation</td>
<td>TBD, based on inflation</td>
</tr>
<tr>
<td>2024</td>
<td>TBD, based on inflation</td>
<td>TBD, based on inflation</td>
</tr>
</tbody>
</table>

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This chart only shows the rates through 2024. Note: The minimum wage increases annually based on the schedule outlined by the law and annual inflation. OLS will announce the increased minimum wage during the Fall of each year.