



	Small Employers (500 or Fewer Employees)		Large Employers (501 or More Employees)	
	Does the employer pay towards the individual employee's medical benefits and/or does the employee earn tips?		Does the employer pay towards the employee's medical benefits?	
	YES	NO	YES	NO
2017	\$11.00	\$13.00	\$13.50	\$15.00
2018	\$11.50	\$14.00	\$15.00	\$15.45
2019	\$12.00	\$15.00	\$16.00*	
2020	\$13.50	\$15.75	\$16.39	
2021	\$15.00	\$16.69	\$16.69	
2022	\$15.75	\$17.27	\$17.27	
2023	\$16.50**	\$18.69	\$18.69	
2024	\$17.25**	\$19.97	\$19.97	
2025	TBD, based on inflation		TBD, based on inflation	

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 \$17.25/hour so long as the employee makes at least \$2.72/hour in tips or the employer makes \$2.72/hour toward 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.

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.