

## Seattle Minimum Wage Schedule of Wage Increases For Schedule 2 Employers

EFFECTIVE DATE	<b>Employers ≤ 500 Employees</b>	
	<b>(must satisfy both of below)</b>	
	Minimum Wage	Minimum Compensation
4/1/2015	\$10.00	\$11.00
1/1/2016	10.50 or Schedule 1 <sup>i</sup>	12.00 or Schedule 1 <sup>ii</sup>
2017	11.00 or Schedule 1	13.00 or Schedule 1
2018	11.50 or Schedule 1	14.00 or Schedule 1
2019	12.00 or Schedule 1	15.00 or Schedule 1
2020	13.50 or Schedule 1	15.75 or Schedule 1
2021	15.00 or Schedule 1	Schedule 1 minimum wage <sup>iii</sup>
2022	15.75 or Schedule 1	Schedule 1 minimum wage
2023	16.50 or Schedule 1	Schedule 1 minimum wage
2024	17.25 or Schedule 1	Schedule 1 minimum wage
2025	Schedule 1 minimum wage <sup>iv</sup>	No longer in effect

<sup>i</sup> From January 1, 2016 until 2025, the hourly minimum wage Schedule 2 employers must pay is either (a) the Schedule 1 hourly minimum wage for that year (“S1”) or (b) the hourly minimum wage shown in this chart for that year – **whichever is lower**. It is likely that the wage shown in this chart will be lower each year, (in 2016 the S1 rate is \$13.00 and in 2017 the S1 rate is \$15.00, after which the S1 rate is increased by the rate of inflation – estimated by SOCR to be 2.4%).

<sup>ii</sup> From January 1, 2016 until 2021, the minimum compensation paid to each employee must be either (a) the Schedule 1 hourly minimum wage for that year (“S1”) or (b) the hourly minimum compensation shown in this chart for that year – **whichever is lower**. It is likely that the minimum compensation shown in this chart will be lower amount each year until maybe 2020, as set forth in (i) above.

<sup>iii</sup> Effective January 1, 2021, the minimum compensation shall equal the hourly minimum wage applicable to Schedule 1 employers. This applies until 2025, when the minimum compensation expires.

<sup>iv</sup> Effective January 1, 2025 and for every year thereafter, the hourly minimum wage paid by a Schedule 2 employer shall equal the hourly minimum wage applicable to Schedule 1 employers for that given year, and the minimum compensation will no longer be in effect.