



Seattle Office of Labor Standards

Memorandum

Date: October 14, 2019
To: Monica Simmons, City Clerk
From: Martin S. Garfinkel, Director, Seattle Office of Labor Standards
Subject: 2020 annual increases to Seattle minimum wage, penalties, and fines

The City of Seattle Office of Labor Standards announces the required increase to the 2020 Seattle minimum wage for large employers as defined by SMC 14.19, and increases to all penalties and fines in other labor standards, to reflect the annual rate of inflation.

2020 Seattle Minimum Wage for large employers (501 or more employees)

| Minimum wage | 2018 | 2019 | 2020 CPI-W Increase | 2020 |
|-----------------|---------|---------|---------------------|----------------|
| Large employers | \$15.45 | \$16.00 | 2.45% | \$16.39 |

2020 Penalties and Fines

- Paid Sick & Safe Time - SMC 14.16
- Fair Chance Employment - SMC 14.17
- Minimum Wage - SMC 14.19
- Wage Theft - SMC 14.20
- Secure Scheduling - SMC 14.22

| Penalties & Fines | 2018 | 2019 | 2020 CPI-W Increase | 2020 |
|-------------------|----------|----------|---------------------|--------------------|
| | \$515 | \$533 | 2.45% | \$546.07 |
| | \$772 | \$800 | 2.45% | \$819.61 |
| | \$1,030 | \$1,066 | 2.45% | \$1,092.13 |
| | \$5,149 | \$5,332 | 2.45% | \$5,462.70 |
| | \$20,596 | \$21,327 | 2.45% | \$21,849.79 |

2020 Penalties and Fines

- Domestic Workers Ordinance – SMC 14.23

| Penalties & Fines | 2019 | 2020 CPI-W Increase | 2020 |
|-------------------|-------------|---------------------|--------------------|
| | \$500.00 | 2.45% | \$512.56 |
| | \$1,000.00 | 2.45% | \$1,024.51 |
| | \$5,000.00 | 2.45% | \$5,122.56 |
| | \$20,000.00 | 2.45% | \$20,490.26 |

Statutory Authority

[SMC 14.16.010](#), [14.17.010](#), [14.19.010](#), [14.20.010](#), [14.22.010](#), [14.23.010](#)

"Rate of inflation" means 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers, termed CPI-W, for the 12-month period ending in August, provided that the percentage increase shall not be less than zero.

[SMC 14.19.030 - Hourly Minimum Wage - Schedule 1 Employers](#)

Effective January 1, 2018, the hourly minimum wage paid by a Schedule 1 employer to any employee shall be increased annually on a percentage basis to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter.

[SMC 14.16.080](#), [14.17.055](#), [14.19.080](#), [14.20.060](#), [14.22.095](#)

Effective January 1, 2017, the amounts of all civil penalties, penalties payable to aggrieved parties, and fines contained in this [Section 14.19.080](#) shall be increased annually to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter. The Agency shall determine the amounts and file a schedule of such amounts with the City Clerk.

[SMC 14.23.095](#)

Effective July 1, 2019, the amounts of all civil penalties and penalties payable to aggrieved parties contained in this Section 14.23.095 shall be increased to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year. The Agency shall determine the amounts and file a schedule of such amounts with the City Clerk.