



# City of Tacoma

W A S H I N G T O N

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In November 2015, Tacoma voters approved a \$12 per hour city minimum wage phased in over two years. The new minimum wage applies to almost all employees who work at least 80 hours per year within Tacoma city limits. It begins with an increase to \$10.35 per hour on February 1, 2016.

Check if your workplace is in the City of Tacoma

The voter-approved initiative provides the following schedule for increases:

- **\$10.35 per hour on February 1, 2016** (the same effective date as the [Paid Leave Ordinance](#) passed in January 2015)
- \$11.15 per hour on January 1, 2017
- \$12 per hour on January 1, 2018
- Adjusted annually by the rate of inflation beginning January 1, 2019

The City of Tacoma underwent a public process to develop the rules in November and December 2015, including four meetings to collect community feedback. The now finalized [Minimum Wage Rules](#) guide implementation of the voter-approved minimum wage.

You can stay up to date on issues related to minimum wage by subscribing to our e-Newsletter:

Sign Up for Email Updates on Minimum Wage

## Do you have more questions about the new minimum wage?

### **What employees are eligible for the minimum wage set by Initiative Measure No. 1B?**

All employees the work within Tacoma city limits for 80 or more hours per year are covered by the new minimum wage beginning February 1, 2016, except for the uncommon exceptions outlined below.

### **What employees are exempt from the new minimum wage under Initiative Measure No. 1B?**

State minimum wage laws will continue to apply to employees under the age of 16 as well as workers covered by special state certificates issued according to [RCW 49.46.060](#) (disabled workers, learners, student learners, apprentices, student workers, etc.).

### **Are any employers exempt from the new minimum wage under Initiative Measure No. 1B?**

All employers (private, non-profit, and government) with qualifying employees will need to begin paying the new minimum wage on February 1, 2016, with the exception of federal government and tribal government entities. There are no exemptions based on the size of the business or the number of employees.

### **Do tips or gratuities count as part of the minimum wage set by Initiative Measure No. 1B?**

No. Just like under state law, tips do not count as wages.

### **Does Initiative Measure No. 1B set a reduced rate for employees who are doing on the job training?**

No. The Ordinance sets one minimum wage for all work performed within Tacoma.

## **Are there other responsibilities for Employers set by Initiative Measure No. 1B?**

Yes. Employers will be required to provide notice of the City of Tacoma minimum wage requirement to their employees. During the rules process, [a model notice](#) was created to help employers come into compliance with this requirement. Employers will be required to keep records documenting hours worked in the City of Tacoma and the wages paid for those hours, and employers will certify that they are in compliance when applying for or renewing their business license.

## **Does the \$12 an hour minimum wage set by Initiative Measure No. 1B phase in?**

Yes. The \$12 per hour minimum wage is phased in over two years. The Ballot Measure provides the following schedule for increases:

- \$10.35 per hour on February 1, 2016 (the same effective date as the [Paid Leave Ordinance](#) passed in January 2015)
- \$11.15 per hour on January 1, 2017
- \$12 per hour on January 1, 2018
- Adjusted annually by the rate of inflation beginning January 1, 2019

## **What do I do if I am being paid less than \$10.35 an hour after February 1, 2016?**

Information on how to report a violation of the Minimum Wage Ordinance can be found on the [Employment Standards Enforcement Webpage](#).

## **Retaliation is prohibited by Initiative Measure No. 1B.**

It is a violation of the Initiative for an employer or any other person to interfere with, restrain, or deny the exercise of any right protected under the City's Minimum Wage law.

Minimum Wage Ordinance: [Initiative Measure No. 1B](#)

[Minimum Wage Rules](#)

[Minimum Wage Workplace Notice](#)

[Minimum Wage Quick Reference Guide](#)

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[Ask a question or report a violation](#)

## Contact

(253) 591-5306

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