



Proposed Ordinance 2023-0310

Update 3.25.24

King County Council TrEE Committee



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File #: 2023-0310 Version: 1

Type: Ordinance

Status: In Committee

File created: 9/12/2023

In control: [Transportation, Economy, and Environment Committee](#)

On agenda:

Final action:

Enactment date:

Enactment #:

Title: AN ORDINANCE establishing an hourly minimum wage for employees of employers in unincorporated King County, employees of certain county contractors, and county employees; amending Ordinance 17909, Section 4, as amended, and K.C.C. 3.18.010, Ordinance 17909, Section 5, as amended, and K.C.C. 3.18.020, and Ordinance 17909, Section 6, as amended, and K.C.C. 3.18.030, adding a new chapter to K.C.C. Title 12, and repealing Ordinance 17909, Section 8, and K.C.C. 3.18.050, Ordinance 17909, Section 9, and K.C.C. 3.18.060, and Ordinance 17909, Section 11, as amended, and K.C.C. 3.18.080, and establishing an effective date.

Sponsors: [Girmay Zahilay](#), [Rod Dembowski](#), [Jeanne Kohl-Welles](#), [Joe McDermott](#), [Jorge Barón](#)

Indexes: minimum wage

Attachments: [1. 2023-0310.1_AMDS1_Striking_Amendment_Zahilay](#), [2. 2023-0310.1_AMDT1_Title_Amendment_Zahilay](#), [3. 2023-0310.1_AMDS1_Striking_Amendment_Zahilay_TRACK_CHANGES](#), [4. 2023-0310_SR_Minimum_Wage_10-17-23](#), [5. 2023-0310_SR_Minimum_Wage_11.16.2023](#), [6. 2023-0310_SR_Minimum_Wage_02.20.2024](#), [7. 2023-0310.1_AMDS2_Striking_Amendment_Zahilay_bar_TRACK_CHANGES_02.09.24](#), [8. 2023-0310_SR_Minimum_Wage_03.19.2024](#), [9. ATT2. 2023-0310.1_AMDS2_Striking_Amendment_Zahilay_bar2_03.19.2024_v2_FINAL](#), [10. ATT3. AMDT2_Title_Amendment_Zahilay](#), [11. ATT4. 2023-0310.1_AMDS2_Striking_Amendment_Zahilay_bar2_03.19.2024_v2_FINAL_TRACK_CHANGES](#)

Staff: Kim, Andrew

History (7) Text

7 records Group Export

Date	Ver.	Action By	Action	Result	Action Details	Meeting Details	Video
3/19/2024	1	Transportation, Economy, and Environment Committee	Deferred		Action details	Meeting details	Not available
2/20/2024	1	Transportation, Economy, and Environment Committee	Deferred		Action details	Meeting details	Not available
1/9/2024	1	Metropolitan King County Council	Introduced and Referred		Action details	Meeting details	Not available
11/28/2023	1	Metropolitan King County Council	Hearing Held		Action details	Meeting details	Not available

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- Letter sent XX/XX
- Hourly min wage \$20.29
- All employers in unincorporated King County shall pay their employees at an hourly minimum wage at a rate of not less than twenty dollars and twenty-nine cents per hour or the hourly minimum wage rate established by federal or state law, whichever is greater.
- Beginning January 1, 2025, the hourly minimum wage rate shall increase annually on a percentage basis to reflect the annual rate of inflation and calculated to the nearest cent on January 1 of each year thereafter.
- For purposes of this section, "the annual rate of inflation" means one hundred percent of the annual average growth rate of the U.S. Department of Labor, Bureau of Labor Statistics Seattle-Tacoma-Bremerton Area Consumer Price Index for urban wage earners and clerical workers, CPI-W, or a successor index, for the twelve month period ending in August, but the percentage increase shall not be less than zero.
- Oct 1 each year, the new minimum wage will be set for January

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Exceptions

- Beginning on January 1, 2025, employers that employ fifteen employees or fewer and have an annual gross revenue less than two million dollars shall pay their employees an hourly minimum wage rate as established in subsection A. of this section minus three dollars. The three-dollar reduction shall decrease annually by fifty cents on January 1 of each year thereafter until the reduction is zero. (lines 436-441)
- Beginning on January 1, 2025, employers that employ more than fifteen employees but fewer than five hundred employees shall pay their employees an hourly minimum wage rate as established in subsection A. of this section minus two dollars per hour. The two-dollar reduction shall decrease annually by one dollar on 446 February January 1 of each year thereafter until the reduction is zero.

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Section 11E. Employer Records

- All employers in unincorporated King County shall maintain adequate records to provide proof of compliance and either have it available upon request by the department or have it available for a proceeding involving an aggrieved employee bringing a civil action in a court of competent jurisdiction against an employer for violating this chapter as described in section 1114 of this ordinance, or both. Adequate records shall include, but not be limited to:
 - 1. The number of employees employed by the employer during the previous year;
 - 2. The number of employees paid the minimum wage as required by subsection A. of this section during the previous year;
 - 3. Wages paid by the employer to all employees during the previous year;
 - 4. The number of work hours of each employee during the previous year;
 - 5. Wages paid to each employee during the previous year; and
 - 6. The amount of any deductions from the wages paid to each employee during the previous year.

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Section 16

A. The executive is requested to consult with the community to evaluate the hourly minimum wage rate as required by this ordinance on the agricultural sector in unincorporated King County. The community should include, but not be limited to, the following:

- 1. King County agriculture commission representatives;
- 2. Either individuals or organizations, or both, that represent agricultural sector employees in unincorporated King County; and
- 3. The chair of the local services and land use committee, or designee.

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Section 16

B. The executive should transmit a letter with findings and recommendations, if any, to address any impacts on the agricultural sector as a result of this ordinance. The executive shall electronically file any such a letter and any proposed ordinance to implement the recommendations no later than September 30, 2024, with the clerk of the council, who shall retain an electronic copy and provide an electronic copy to all councilmembers, the council chief of staff, and the lead staff for the transportation, economy, and environment committee, or its successor.