



Minimum Wage Effective July 1, 2023

Tukwila Municipal Code 5.63.040 provides that by December 31, 2022, the Finance Department shall establish and publish the applicable hourly minimum wage for covered employers that will take effect July 1, 2023. Covered employer means an employer that either (1) employs at least 15 employees worldwide, or (2) has annual gross revenue over \$2 million.

July 1, 2023 Minimum Wage for Large Employers: \$18.99

Large Employer: more than 500 employees worldwide, and all franchisees associated with a franchisor or a network of franchises with franchisees that employ more than 500 employees in aggregate.

July 1, 2023 Minimum Wage for Other Employers: \$16.99

Other Covered Employer: from 15 to 500 employees worldwide

[Tukwila Municipal Code Chapter 5.63](#), Labor Standards for Certain Employees, was enacted by Initiative Measure No. 1, approved by Tukwila voters 11/8/22.

Pursuant to TMC 5.63.040, the hourly minimum wage effective July 1, 2023 has been calculated based upon the 2022 "living wage rate" in the City of SeaTac, adjusted for 2023 by the annual rate of inflation, defined as 100% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bellevue Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the 12-month period ending in August.