

Dunn moved Amendment 1A. The motion failed.

Yes: 2 - Dunn, von Reichbauer

No: 6 - Perry, Dembowski, Upthegrove, Barón, Zahilay, Balducci

Excused: 1 - Mosqueda

May 14, 2024



Tips, bonuses, and medical benefits

Sponsor: Dunn

[A. Kim]

Proposed No.: 2023-0310

1 **AMENDMENT TO PROPOSED ORDINANCE 2023-0310, VERSION 2**

2 On page 13, after line 280 insert:

3 "A. "Bonuses" means nondiscretionary payments in addition to hourly, salary, or
4 commission paid under an agreement between an employer and employee."

5 Renumber the remaining subsections consecutively and correct any internal references
6 accordingly.

7

8 On page 14, after line 310 insert:

9 "I. "Health benefits plan" means a silver or higher level essential health benefits
10 package, as defined in 42 U.S.C. Sec. 18022, or an equivalent plan that is designed to
11 provide benefits that are actuarially equivalent to seventy percent of the full actuarial
12 value of the benefits provided under the plan, whichever is greater."

13 Renumber the remaining subsections consecutively and correct any internal references
14 accordingly.

15

16 On page 15, on line 340 after "less than zero." strike everything through line 341, and
17 insert "Tips, gratuities, bonuses, and money paid by an employer towards an employee's
18 health benefits plan may count towards the hourly minimum wage rate."

19

20 EFFECT prepared by A. Kim: *The amendment would allow gratuities, bonuses, and*
21 *money paid by an employer towards an employee's health benefits plan to count*
22 *towards the hourly minimum wage rate.*

23

24 *The following shows the amendment's proposed changes to Section 11.A. in red:*

NEW SECTION. SECTION 11.

A. All employers in unincorporated King County shall pay their employees an hourly minimum wage 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. Tips, gratuities, bonuses, and money paid by an employer towards an employee's health benefits plan may and service charges paid to an employee shall be in addition to, and not count towards, the hourly minimum wage rate.

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