

Sec. 14-62. – Minimum wage payment requirements.

- (a) All employers shall pay all employees no less than minimum wage, and shall pay tipped employees no less than the tipped minimum wage, for each hour worked within the municipal limits of the city, as provided in this section.
- (b) Beginning on January 1, 2015, the minimum wage shall be an hourly rate of \$8.40 *sp* and hour; beginning on January 1, 2017, the minimum wage shall be an hourly rate of \$9.20 an hour; and beginning on January 1, 2019, the minimum wage shall be an hourly rate of \$10.10 an hour.
- (c) Beginning January 1, 2020, and on January 1 of each year thereafter, the minimum wage provided for under this ordinance shall be adjusted by the increase, if any, in the cost of living. The increase in the cost of living shall be calculated based on the percentage increase, if any, as of August of the immediately preceding year over the level as measured by August of the previous year of the Consumer Price Index (All Urban Wage Earners and Clerical Workers, U.S. City Average for All Items) for the West Region or its successor index as published by the U.S. Department of Labor or up to the nearest five cents. The City or its designee shall publish the adjusted minimum wage rate for the forthcoming year on its internet home page by October 15 of each year, and it shall become effective on January 1 of the forthcoming year. The minimum wage shall be reduced if the Consumer Price Index has decreased during any applicable year.
- (d) A tipped employee shall be paid no less than the following tipped minimum wage; Beginning January 1, 2015, 40 percent of the minimum wage required in subsections (b) and (c) as of that date.
- (e) An employee shall not be required to work more than 40 hours in any week of seven days unless the employee is paid the higher of one and one half times the employee's regular hourly rate of pay or one and one half times the minimum wage as provided in subsections (b) and (c), for all hours worked in excess of 40 hours. Tipped employees shall be paid higher of their average hourly wage, including tips, for the previous 40 hours worked, or one and one half times the minimum wage as provided in subsections (b) and (c).
- (f) The city council will meet on or before July 1, 2015, 2016, and July 1, 2018, to determine if there should be any change in the minimum wage.