



TO: Elizabeth Pauli, City Manager
FROM: Bill Fosbre, City Attorney *Bill Fosbre*
COPY: Government Performance and Finance Committee; Andy Cherullo, Director of Finance and Committee Executive Liaison
PRESENTER: Debra E. Casparian, Deputy City Attorney, City Attorney's Office
SUBJECT: Minimum Wage and Workers with Disabilities
DATE: August 7, 2018

PRESENTATION TYPE:
Informational Briefing

SUMMARY:

The City Attorney's Office was asked whether the City could require employers to pay the full minimum wage to workers with disabilities. The City Attorney's Office will explain the law, and what other jurisdictions are doing in this regard.

BACKGROUND:

State law requires employers to pay a minimum wage, currently \$11.50/hour, to most employees, except that employers may apply to the state of Washington to pay a lower wage to workers with a disability.

The City of Tacoma also requires a minimum wage, currently \$12.00/hour, to be paid to workers in Tacoma. However, the City's code authorizes an exemption from the City's minimum wage requirements for employers who are permitted by the state of Washington to pay workers with a disability less than minimum wage.

ISSUE:

Can the City require employers to pay the full minimum wage to workers with disabilities?

ALTERNATIVES:

This is an information briefing only. There are no alternatives presented.

FISCAL IMPACT:

This is an information briefing only. There is no fiscal impact.

RECOMMENDATION:

This is an information briefing only. There is no recommendation.