

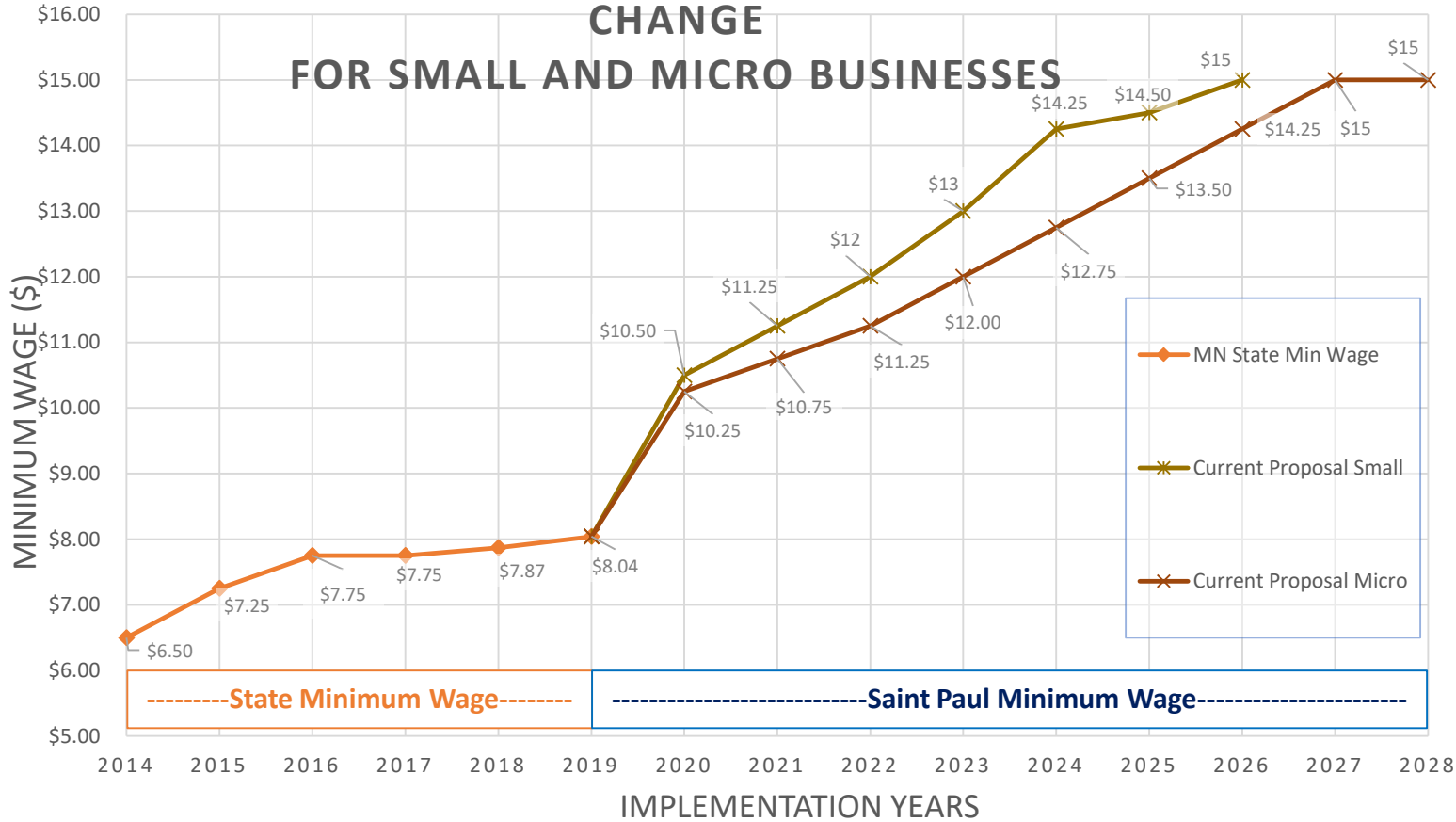
# Amendment Proposal to Sec. 224.03 City Minimum Wage Parts D and E

Councilmember Dai Thao

10/24/2018

Saint Paul City Hall

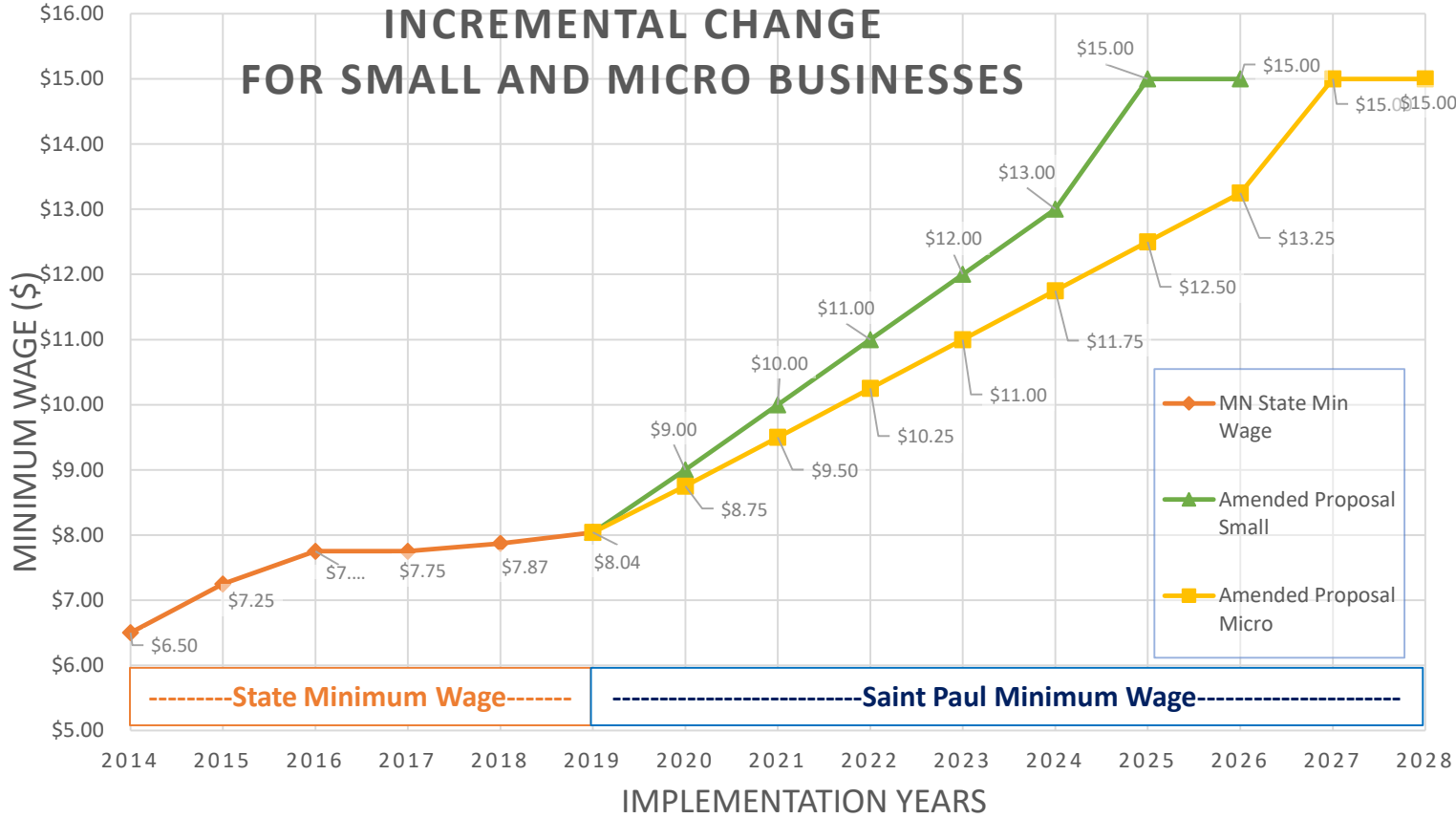
# CURRENT PROPOSAL MINIMUM WAGE INCREMENTAL CHANGE FOR SMALL AND MICRO BUSINESSES



|                                   |                          | Current Proposal Increment $\Delta$ |                          |          |  |
|-----------------------------------|--------------------------|-------------------------------------|--------------------------|----------|--|
| MN Min Wage                       | Small Business (>\$500k) | $\Delta$                            | Small Business (>\$500k) | $\Delta$ |  |
|                                   | 2014                     | \$6.50                              |                          | \$6.50   |  |
| 2015                              | \$7.25                   | \$0.75                              | \$7.25                   | \$0.75   |  |
| 2016                              | \$7.75                   | \$0.50                              | \$7.75                   | \$0.50   |  |
| 2017                              | \$7.75                   | \$0.00                              | \$7.75                   | \$0.00   |  |
| 2018                              | \$7.87                   | \$0.12                              | \$7.87                   | \$0.12   |  |
| 2019                              | \$8.04                   | \$0.17                              | \$8.04                   | \$0.17   |  |
| Current Proposal St. Paul \$15/hr | Micro (0-5)              | $\Delta$                            | Small (6-100)            | $\Delta$ |  |
| 2020                              | \$10.25                  | \$2.21                              | \$10.50                  | \$2.46   |  |
| 2021                              | \$10.75                  | \$0.50                              | \$11.25                  | \$0.75   |  |
| 2022                              | \$11.25                  | \$0.50                              | \$12.00                  | \$0.75   |  |
| 2023                              | \$12.00                  | \$0.75                              | \$13.00                  | \$1.00   |  |
| 2024                              | \$12.75                  | \$0.75                              | \$14.25                  | \$1.25   |  |
| 2025                              | \$13.50                  | \$0.75                              | \$14.50                  | \$0.25   |  |
| 2026                              | \$14.25                  | \$0.75                              | \$15.00                  | \$0.50   |  |
| 2027                              | \$15.00                  | \$0.75                              |                          |          |  |
| 2028                              | \$15.00                  | \$0.00                              |                          |          |  |

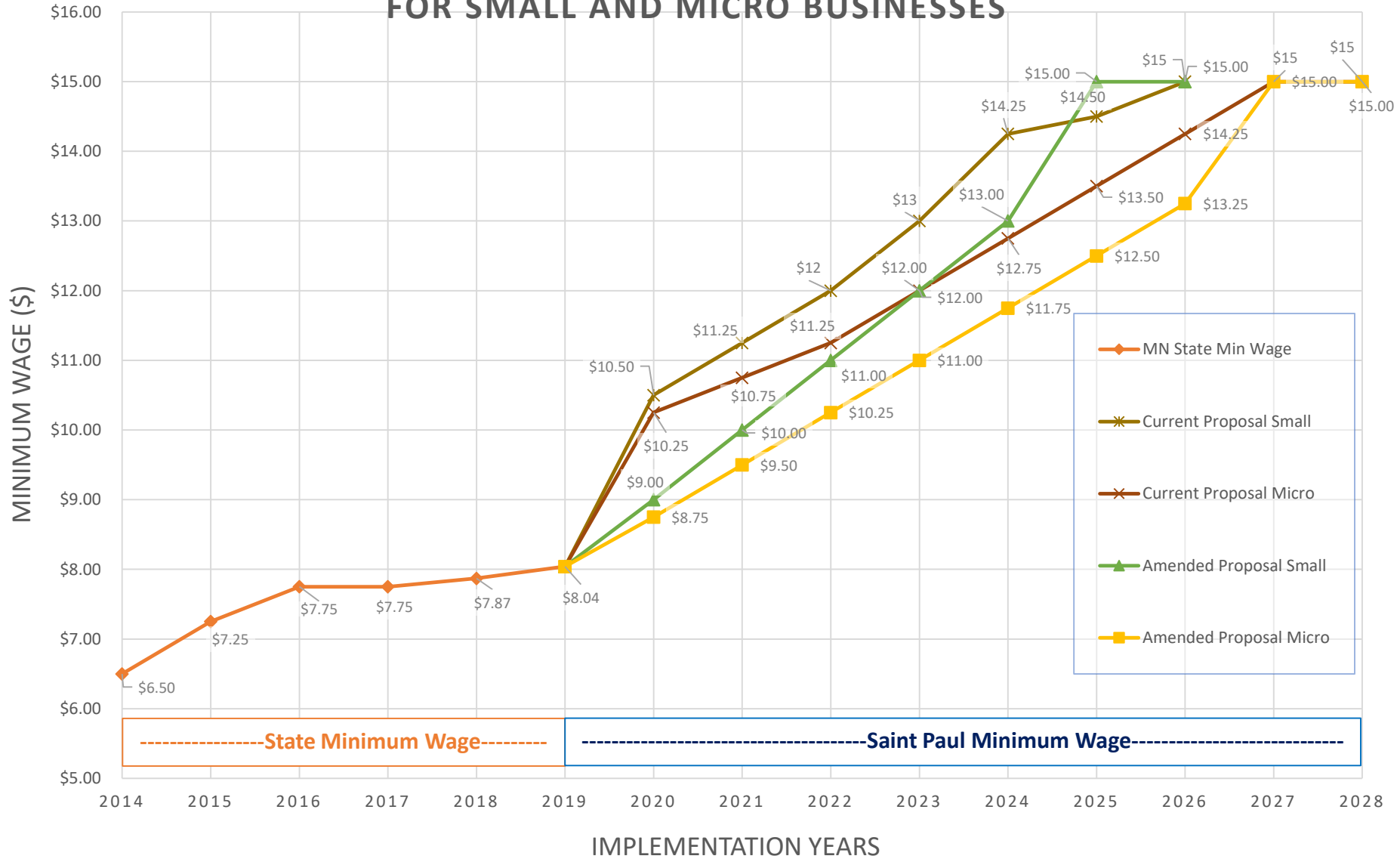
# AMENDED PROPOSAL MINIMUM WAGE

## INCREMENTAL CHANGE FOR SMALL AND MICRO BUSINESSES



| Amended Proposal Increment Δ      |                          |        |                          |        |
|-----------------------------------|--------------------------|--------|--------------------------|--------|
| MN Min Wage                       | Small Business (>\$500k) | Δ      | Small Business (>\$500k) | Δ      |
| 2014                              | \$6.50                   |        | \$6.50                   |        |
| 2015                              | \$7.25                   | \$0.75 | \$7.25                   | \$0.75 |
| 2016                              | \$7.75                   | \$0.50 | \$7.75                   | \$0.50 |
| 2017                              | \$7.75                   | \$0.00 | \$7.75                   | \$0.00 |
| 2018                              | \$7.87                   | \$0.12 | \$7.87                   | \$0.12 |
| 2019                              | \$8.04                   | \$0.17 | \$8.04                   | \$0.17 |
| Amended Proposal St. Paul \$15/hr | Micro (0-5)              | Δ      | Small (6-100)            | Δ      |
| 2020                              | \$8.75                   | \$0.71 | \$9.00                   | \$0.96 |
| 2021                              | \$9.50                   | \$0.75 | \$10.00                  | \$1.00 |
| 2022                              | \$10.25                  | \$0.75 | \$11.00                  | \$1.00 |
| 2023                              | \$11.00                  | \$0.75 | \$12.00                  | \$1.00 |
| 2024                              | \$11.75                  | \$0.75 | \$13.00                  | \$1.00 |
| 2025                              | \$12.50                  | \$0.75 | \$15.00                  | \$2.00 |
| 2026                              | \$13.25                  | \$0.75 | <b>\$15.00</b>           | \$0    |
| 2027                              | \$15.00                  | \$1.75 |                          |        |
| 2028                              | <b>\$15.00</b>           | \$0    |                          |        |

# MINIMUM WAGE INCREMENTAL CHANGE FOR SMALL AND MICRO BUSINESSES



| Current Proposal Increment $\Delta$ |                          |          |                          |          |
|-------------------------------------|--------------------------|----------|--------------------------|----------|
| MN Min Wage                         | Small Business (>\$500k) | $\Delta$ | Small Business (>\$500k) | $\Delta$ |
| 2014                                | \$6.50                   |          | \$6.50                   |          |
| 2015                                | \$7.25                   | \$0.75   | \$7.25                   | \$0.75   |
| 2016                                | \$7.75                   | \$0.50   | \$7.75                   | \$0.50   |
| 2017                                | \$7.75                   | \$0.00   | \$7.75                   | \$0.00   |
| 2018                                | \$7.87                   | \$0.12   | \$7.87                   | \$0.12   |
| 2019                                | \$8.04                   | \$0.17   | \$8.04                   | \$0.17   |
| Current Proposal St. Paul \$15/hr   | Micro (0-5)              | $\Delta$ | Small (6-100)            | $\Delta$ |
| 2020                                | \$10.25                  | \$2.21   | \$10.50                  | \$2.46   |
| 2021                                | \$10.75                  | \$0.50   | \$11.25                  | \$0.75   |
| 2022                                | \$11.25                  | \$0.50   | \$12                     | \$0.75   |
| 2023                                | \$12.00                  | \$0.75   | \$13                     | \$1.00   |
| 2024                                | \$12.75                  | \$0.75   | \$14.25                  | \$1.25   |
| 2025                                | \$13.50                  | \$0.75   | \$14.50                  | \$0.25   |
| 2026                                | \$14.25                  | \$0.75   | <b>\$15</b>              | \$0.50   |
| 2027                                | <b>\$15</b>              | \$0.75   |                          |          |
| 2028                                | <b>\$15</b>              | \$0.00   |                          |          |

| Amended Proposal Increment $\Delta$ |                          |          |                          |          |
|-------------------------------------|--------------------------|----------|--------------------------|----------|
| MN Min Wage                         | Small Business (>\$500k) | $\Delta$ | Small Business (>\$500k) | $\Delta$ |
| 2014                                | \$6.50                   |          | \$6.50                   |          |
| 2015                                | \$7.25                   | \$0.75   | \$7.25                   | \$0.75   |
| 2016                                | \$7.75                   | \$0.50   | \$7.75                   | \$0.50   |
| 2017                                | \$7.75                   | \$0.00   | \$7.75                   | \$0.00   |
| 2018                                | \$7.87                   | \$0.12   | \$7.87                   | \$0.12   |
| 2019                                | \$8.04                   | \$0.17   | \$8.04                   | \$0.17   |
| Amended Proposal St. Paul \$15/hr   | Micro (0-5)              | $\Delta$ | Small (6-100)            | $\Delta$ |
| 2020                                | \$8.75                   | \$0.71   | \$9.00                   | \$0.96   |
| 2021                                | \$9.50                   | \$0.75   | \$10.00                  | \$1.00   |
| 2022                                | \$10.25                  | \$0.75   | \$11.00                  | \$1.00   |
| 2023                                | \$11.00                  | \$0.75   | \$12.00                  | \$1.00   |
| 2024                                | \$11.75                  | \$0.75   | \$13.00                  | \$1.00   |
| 2025                                | \$12.50                  | \$0.75   | <b>\$15.00</b>           | \$2.00   |
| 2026                                | \$13.25                  | \$0.75   | <b>\$15.00</b>           | \$0      |
| 2027                                | <b>\$15.00</b>           | \$1.75   |                          |          |
| 2028                                | <b>\$15.00</b>           | \$0      |                          |          |

# Amendment Proposal Change to Language

Amending:

## Sec. 224.03 City Minimum Wage.

Parts:

- (d) Small businesses shall pay a City Minimum Wage of no less than the hourly rates set forth herein:
- ~~(1) On July 1, 2020, the hourly wage shall be ten dollars and fifty cents (\$10.50).~~  
(1) On July 1, 2020, the hourly wage shall be nine dollars (\$9.00).
  - ~~2) On July 1, 2021, the hourly wage shall be eleven dollars and twenty-five cents (\$11.25).~~  
(2) On July 1, 2021, the hourly wage shall be ten dollars (\$10.00).
  - ~~(3) On July 1, 2022, the hourly wage shall be twelve dollars (\$12.00).~~  
(3) On July 1, 2022, the hourly wage shall be eleven dollars (\$11.00).
  - ~~(4) On July 1, 2023, the hourly wage shall be thirteen dollars (\$13.00).~~  
(4) On July 1, 2023, the hourly wage shall be twelve dollars (\$12.00).
  - ~~(5) On July 1, 2024, the hourly wage shall be fourteen dollars and twenty-five cents (\$14.25).~~  
(5) On July 1, 2024, the hourly wage shall be thirteen dollars (\$13.00).
  - ~~(6) On July 1, 2025, the hourly wage shall be fourteen dollars and fifty cents (\$15.00).~~  
(6) On July 1, 2025, the hourly wage shall be fifteen dollars (\$15.00).
  - (7) On July 1, 2026, the City Minimum Wage that applies to the City of Saint Paul shall apply to small businesses.

- (e) Micro Businesses shall pay a City Minimum Wage of no less than the hourly rates set forth herein:
- ~~(1) On July 1, 2020, the hourly wage shall be ten dollars and twenty-five cents (\$10.25).~~  
(1) On July 1, 2020, the hourly wage shall be eight dollars and seventy-five cents (\$8.75).
  - ~~(2) On July 1, 2021, the hourly wage shall be ten dollars and seventy-five cents (\$10.75).~~  
(2) On July 1, 2021, the hourly wage shall be nine dollars and fifty cents (\$9.50).
  - ~~(3) On July 1, 2022, the hourly wage shall be eleven dollars and twenty-five cents (\$11.25).~~  
(3) On July 1, 2022, the hourly wage shall be ten dollars and twenty-five cents (\$10.25).
  - ~~(4) On July 1, 2023, the hourly wage shall be twelve dollars (\$12.00).~~  
(4) On July 1, 2023, the hourly wage shall be eleven dollars (\$11.00).
  - ~~(5) On July 1, 2024, the hourly wage shall be twelve dollars and seventy-five cents (\$12.75).~~  
(5) On July 1, 2024, the hourly wage shall be eleven dollars and seventy-five cents (\$11.75).
  - ~~(6) On July 1, 2025, the hourly wage shall be thirteen dollars and fifty cents (\$13.50).~~  
(6) On July 1, 2025, the hourly wage shall be twelve dollars and fifty cents (\$12.50).
  - ~~(7) On July 1, 2026, the hourly wage shall be fourteen dollars and twenty-five cents (\$14.25).~~  
(7) On July 1, 2026, the hourly wage shall be thirteen dollars and twenty-five cents (\$13.25).
  - (8) On July 1, 2027, the hourly wage shall be fifteen dollars (\$15.00).
  - (9) On July 1, 2028, the City Minimum Wage that applies to the City of Saint Paul shall apply to micro businesses.