



***non-tipped and tipped workers rates by year under  
Executive Order 13658 applicable to covered DBA and SCA  
contracts***

| <b>Year/Effective Date</b> | <b>Non-tipped (Minimum Hourly Rate)</b> | <b>Tipped (Minimum Cash Rate)</b> |
|----------------------------|-----------------------------------------|-----------------------------------|
| 1/1/2015                   | \$10.10 per hour                        | \$4.90 per hour                   |
| 1/1/2016                   | \$10.15 per hour                        | \$5.85 per hour                   |
| 1/1/2017                   | \$10.20 per hour                        | \$6.80 per hour                   |
| 1/1/2018                   | \$10.35 per hour                        | \$7.25 per hour                   |
| 1/1/2019                   | \$10.60 per hour                        | \$7.40 per hour                   |
| 1/1/2020                   | \$10.80 per hour                        | \$7.55 per hour                   |
| 1/1/2021                   | \$10.95 per hour                        | \$7.65 per hour                   |
| 1/1/2022                   | \$11.25 per hour                        | \$7.90 per hour                   |
| 1/1/2023                   | \$12.15 per hour                        | \$8.50 per hour                   |
| 1/1/2024                   | \$12.90 per hour                        | \$9.05 per hour                   |
| 1/1/2025                   | \$13.30 per hour                        | \$9.30 per hour                   |
| 5/11/2026                  | \$13.65 per hour                        | \$9.55 per hour                   |

***Future Adjustments: Rates may continue to  
increase annually based on inflation and cost of  
living adjustments***