



# CITY OF RENTON

## Administrative Rule

**2024-1**

### IMPLEMENTATION OF CITIZEN-LED RENTON LABOR STANDARDS ADOPTED BY CHAPTER 5-28 RMC

#### CHAPTER 1: PURPOSE AND CONSTRUCTION

The purpose of this rule is to implement the citizen-led Initiative Measure 23-02 approved by voters in February 2023, which is codified within Chapter 5-28 and Section 5-5-4 of the Renton Municipal Code (collectively, "the Ordinance"). Employers should consult and be familiar with the Ordinance to ensure their compliance. This rule is not intended to replace or modify the Ordinance, but only clarify critical terminology and address procedural requirements contemplated by the Ordinance. The clarifications provided by this rule will apply as to City initiated enforcement of the Ordinance, but Employers should be aware that courts enforcing the Ordinance in actions brought by employees may not defer to these rules and could interpret the applicability of the Ordinance differently than provided herein. Accordingly, employers are cautioned to seek their own legal counsel as to interpretation of the Ordinance.

#### CHAPTER 2: TERMINOLOGY

As used in the Ordinance with respect to covered employers, "gross revenue" means revenue generated from sales made, services performed, and other business activities that occur within the Renton city limits.

#### CHAPTER 3: RULES AND PROCEDURES

##### **3-1 Establishment of Minimum Wage Rates**

The City's Finance Department will establish and publish the applicable hourly minimum wage rate for the following year by October 15 of each year on its [website](#), file a copy with the City Clerk, and notify the Washington State Department of Labor & Industries.

##### **3-2 Employer Certification of Compliance**

Employers are required to certify compliance with the Ordinance at the time of submitting their annual Renton business license renewal application. Failure to certify compliance may result in denial or revocation of an employer's business license.

Effective Date: 5/31/24

Kari Roller, Finance

Administrator