

June 14, 2025

**RE: Fair Workweek Tipped Rate Predictability Pay: July 1, 2025 – June 30, 2026**

To Whom It May Concern,

Chapter 9-4600 of Philadelphia Code, entitled “Fair Workweek Employment Standards,” requires the rate of Predictability Pay for tipped workers be set by regulation. Phila. Code § 9-4601(10). Section 5.1 of the Regulations Regarding Chapter 9-4600 of the Philadelphia Code: Fair Workweek Employment Standards<sup>1</sup> states that the “Agency” shall determine the rate of pay for tipped workers earning less than \$7.25 per hour yearly based on an average of three predetermined Standard Occupational Classification (SOC) codes as published for Philadelphia County: 35-3011 Bartenders, 35-3031 Waiters & Waitresses, 35-9011 Dining Room & Cafeteria Attendants & Bartender Helpers.<sup>2</sup>

The website can be found at: <https://www.pa.gov/agencies/dli/resources/statistic-materials/products/occupational-wages/county-wages.html>. Select “Philadelphia” from the county list.

Based on May 2024 rates for Philadelphia County, the rate in effect from July 1, 2025 through June 30th, 2026 is \$15.75.

If you have any further questions, please email [FairWorkweek@phila.gov](mailto:FairWorkweek@phila.gov).

Regards,  
Alison Stohr  
Director – Office of Worker Protections  
Department of Labor  
[alison.stohr@phila.gov](mailto:alison.stohr@phila.gov)

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<sup>1</sup> Available at <https://www.phila.gov/documents/fair-workweek-resources/>.

<sup>2</sup> Under Chapter 9-4100 of the Philadelphia Code, entitled “Promoting Healthy Families and Workplaces,” as amended on May 27, 2025, this same hourly rate of pay shall be used for the purposes of calculating paid sick time for a tipped employee. Phila. Code § 9-4103(12).