

Fair Workweek Tipped Rate Predictability Pay

Effective: July 1, 2026 – June 30, 2027

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 Standards¹ 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.²

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 2025 rates for Philadelphia County, the rate in effect from July 1, 2026 through June 30th, 2027 is \$17.88.

If you have any further questions, please email WorkerProtection@phila.gov.

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

² 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).