

2025 NOTICE REGARDING EXECUTIVE ORDER 2014-1

EXECUTIVE ORDER 2014-1

For City of Chicago contracts advertised on or after October 1, 2014, Contractor must comply with Mayoral Executive Order 2014-1 and any applicable related regulations issued by the CPO.

As of July 1, 2025, the minimum wage to be paid under City contracts or concessionaire agreements pursuant to the Order is **\$17.80** per hour. When applying an allowance for gratuities to the wage of City concessionaire employees in positions that customarily receive gratuities, the resulting rate is the same as the Chicago Minimum Wage for similarly situated employees. The minimum wage must be paid to:

- All employees, including employees of City concessionaires, regularly performing work on City property or at a City jobsite.
- All employees whose regular work entails performing a service for the City under a City contract.

Each July 1st, this wage shall increase in proportion to the increase, if any, in the Consumer Price Index for All Urban Consumers most recently published by the Bureau of Labor Statistics of the United States Department of Labor.

Whether a City contract was awarded before or after October 1, 2014, however, if the payment of prevailing wages is required for work or services done under that contract, and the prevailing wages for Covered Employees are higher than the Chicago Minimum Wage or the Base Wage required by EO-2014-1, then the Contractor must pay the prevailing wage rates.

THE CHICAGO MINIMUM WAGE ORDINANCE¹

On December 2, 2014, the City Council of the City of Chicago passed a new chapter of the Municipal Code of Chicago specifying a minimum wage to be paid to all workers within the City of Chicago, not just employees of City contractors, effective July 1, 2015. This Minimum Wage Ordinance has been modified several times since then and is currently codified in Chapter 6-105 of the Municipal Code of Chicago.

As of July 1, 2025, the minimum wage for each hour of work performed for an employer by a covered employee is as follows:

- (1) \$16.60 per hour for employers who have 4 or more employees.
- (2) \$16.50 per hour for subsidized temporary youth employment programs, for subsidized transitional employment programs, for covered employees who are under 18 years of age, and those subject to Section 6 of the Minimum Wage Law.

As of July 1, 2025, the minimum wage for each hour of work performed for an employer by a tipped employee is as follows:

- (1) \$12.62 per hour for employers who have 4 or more employees
- (2) \$12.54 per hour for subsidized temporary youth employment programs, for subsidized transitional employment programs, for covered employees who are under 18 years of age, and those subject to Section 6 of the Minimum Wage Law.

¹ For more information, please visit the City's Department of Business Affairs and Consumer Protection website at chicago.gov/bacp.

The Chicago minimum wage increases annually on July 1. Updates to the Chicago minimum wage will be posted to the website of the Department of Business Affairs and Consumer Protection.

If the Contractor is required by Executive Order 2014-1 or any other law (e.g., the Prevailing Wage Act) to pay a higher rate, above the generally applicable Chicago minimum wage, that higher rate will apply.