

# Northwest WAGE SNAPSHOT

Snohomish, Skagit, Whatcom  
Updated July 2024

  = Insufficient data to calculate  
  = Increase  
  = Decrease

| State Minimum Wage |               |               |
|--------------------|---------------|---------------|
| 2024               | 1 Yr Increase | 2 Yr Increase |
| \$16.28            | 3.43%         | 12.35%        |

## FULL SERVICE

|   | 2023 Income Data |          |          |           | Job Postings                  |                                |                     |  |
|---|------------------|----------|----------|-----------|-------------------------------|--------------------------------|---------------------|--|
|   | 25th %           | Median   | 75th %   | June 2024 | % Change of the last 6 months | % Change of the last 12 months | % Change since 2019 |  |
| <b>Kitchen</b>  |                  |          |          |           |                               |                                |                     |  |
| Chefs and Head Cooks  | \$ 24.64         | \$ 30.66 | \$ 34.11 | \$33.11   | 32.55%                        | 5.51%                          |                     |  |
| Cooks, Restaurants  | \$ 17.54         | \$ 19.77 | \$ 21.53 | \$20.92   | -3.42%                        | 4.91%                          |                     |  |
| Food Prep   | \$ 17.04         | \$ 18.81 | \$ 20.79 | \$20.68   | 4.34%                         | 6.32%                          | 38.33%              |  |
| Dishwasher  | \$ 15.90         | \$ 17.04 | \$ 19.38 | \$17.60   | -2.06%                        | -2.38%                         | 25.98%              |  |
| <b>Front of the House</b>                                     |                  |          |          |           |                               |                                |                     |  |
| Bartenders <sup>[2]</sup>                                     | \$ 16.70         | \$ 23.30 | \$ 35.41 | \$17.72   | 1.37%                         | 5.85%                          | 19.49%              |  |
| Server <sup>[2]</sup>   | \$ 17.40         | \$ 24.24 | \$ 35.26 | \$16.98   | -2.13%                        | -0.41%                         | 17.43%              |  |
| Hosts and Hostesses   | \$ 15.78         | \$ 16.84 | \$ 20.14 | \$16.86   | -4.85%                        | 1.44%                          | 20.69%              |  |
| Busser  | \$ 16.07         | \$ 16.88 | \$ 21.30 | \$18.46   | -6.86%                        | 4.18%                          | 27.66%              |  |
| <b>Management</b>   |                  |          |          |           |                               |                                |                     |  |
| 1st Line Supervisors by 5 digit NAIC full                     | \$ 18.51         | \$ 20.70 | \$ 27.18 | \$23.02   | 21.48%                        | -4.08%                         |                     |  |
| Food Service Manager  | \$ 31.89         | \$ 35.73 | \$ 43.85 | \$26.83   | 7.92%                         | 7.41%                          | 15.65%              |  |
| <b>Non Industry Competition for Full Service Team Members</b> |                  |          |          |           |                               |                                |                     |  |
| <b>Entry</b>  |                  |          |          |           |                               |                                |                     |  |
| Grocery Bagger/Stocker  | \$ 16.97         | \$ 18.94 | \$ 21.70 | \$19.32   | 1.95%                         | 3.98%                          | 31.34%              |  |
| Landscape or Grounds Worker                                   | \$ 19.47         | \$ 21.95 | \$ 24.75 | \$20.43   | -4.62%                        | -2.34%                         | 23.44%              |  |
| Retail Cashier  | \$ 15.81         | \$ 16.70 | \$ 18.75 | \$18.71   | 6.57%                         | 0.70%                          | 33.93%              |  |
| Construction Laborer  | \$ 21.76         | \$ 25.57 | \$ 33.15 | \$24.00   | 0.00%                         | 4.85%                          |                     |  |
| Warehouse stockers  | \$ 17.28         | \$ 19.20 | \$ 21.65 | \$20.92   | 0.00%                         | 2.40%                          | 39.93%              |  |
| Commerical Light Truck Driver                                 | \$ 19.54         | \$ 21.18 | \$ 27.30 | \$23.13   |                               |                                | 26.53%              |  |
| Retail Salesperson (base)                                     | \$ 15.84         | \$ 16.89 | \$ 19.49 | \$18.46   | 0.00%                         | -2.28%                         | 12.36%              |  |
| Administrative Assistant                                      | \$ 21.13         | \$ 24.62 | \$ 28.32 | \$24.37   | -0.49%                        | 13.77%                         | 35.16%              |  |
| Office Support  | \$ 18.54         | \$ 22.21 | \$ 27.06 | \$21.91   | 14.11%                        | 9.88%                          | 24.91%              |  |
| <b>Management</b>   |                  |          |          |           |                               |                                |                     |  |
| 1st Line Supervisors - Retail                                 | \$ 20.77         | \$ 24.80 | \$ 30.77 | \$24.62   | 3.10%                         | 9.91%                          | 26.19%              |  |
| Industrial Machine, Installation, Maintenance, and Repair     | \$ 27.21         | \$ 33.54 | \$ 41.05 | \$34.09   | 14.94%                        | 10.36%                         |                     |  |

<sup>[1]</sup>Bureau of Labor Statistics' Occupational Employment Statistics (OES) dataset.

<sup>[2]</sup>The "2022 Compensation" is data from BLS and ESD – please be aware because this position has the majority of its income from tips and employers and state agencies are inconsistent on reporting methods for tips, we are not confident in it's accuracy. But, because it is available and the position is so important to the industry, we have chosen to include it. Please use the information cautiously.

# Northwest WAGE SNAPSHOT

## Minimum Wage

|                                  |
|----------------------------------|
| = Insufficient data to calculate |
| = Increase                       |
| = Decrease                       |

## State Minimum Wage

| 2024    | 1 Yr Increase | 2 Yr Increase |
|---------|---------------|---------------|
| \$16.28 | 3.43%         | 12.35%        |

## QSR

|                       | 25th %   | Median   | 75th %   |
|-----------------------|----------|----------|----------|
| Fast Food Crew Member | \$ 15.84 | \$ 16.42 | \$ 17.32 |
| Cashiers              | \$ 15.81 | \$ 16.70 | \$ 18.75 |
| 1st Line Supervisors  | \$ 18.51 | \$ 20.70 | \$ 27.18 |
| Food Service Manager  | \$ 31.89 | \$ 35.73 | \$ 43.85 |
| Food Delivery Drivers | \$ 15.88 | \$ 17.97 | \$ 25.88 |

## Non Industry Competition for QSR Team Members

### Entry

|                                | 25th %   | Median   | 75th %   |
|--------------------------------|----------|----------|----------|
| Grocery Bagger/Stocker         | \$ 16.97 | \$ 18.94 | \$ 21.70 |
| Landscape or Grounds Worker    | \$ 19.47 | \$ 21.95 | \$ 24.75 |
| Retail Cashier                 | \$ 15.81 | \$ 16.70 | \$ 18.75 |
| Construction Laborer           | \$ 21.76 | \$ 25.57 | \$ 33.15 |
| Bank Tellers                   | \$ 19.37 | \$ 21.10 | \$ 23.18 |
| Healthcare Support Occupations | \$ 23.20 | \$ 26.18 | \$ 28.99 |

### Management

|   |          |          |          |
|---|----------|----------|----------|
| 1st Line Supervisors - Retail                             | \$ 20.77 | \$ 24.80 | \$ 30.77 |
| Industrial Machine, Installation, Maintenance, and Repair | \$ 27.21 | \$ 33.54 | \$ 41.05 |

<sup>(1)</sup>Bureau of Labor Statistics' Occupational Employment Statistics (OES) dataset.

## 2023 Income Data

## Job Postings

| June 2024 | % Change of the last 6 months | % Change of the last 12 months | % Change since 2019 |
|-----------|-------------------------------|--------------------------------|---------------------|
| \$18.83   | 2.00%                         | 1.35%                          | 39.69%              |
| \$18.71   | 7.04%                         | 0.70%                          | 33.93%              |
| \$23.02   | 21.48%                        | -4.08%                         |                     |
| \$26.83   | 7.92%                         | 7.41%                          | 15.65%              |
| \$21.91   | 0.00%                         | 4.73%                          | 21.52%              |

| June 2024 | % Change of the last 6 months | % Change of the last 12 months | % Change since 2019 |
|-----------|-------------------------------|--------------------------------|---------------------|
| \$19.32   | 1.95%                         | 3.98%                          | 31.34%              |
| \$20.43   | -4.62%                        | -2.34%                         | 23.44%              |
| \$18.71   | 6.57%                         | 0.70%                          | 33.93%              |
| \$24.00   | 0.00%                         | 4.85%                          |                     |
| \$21.42   | -4.37%                        | -2.24%                         | 29.43%              |
| \$31.63   |                               | 5.75%                          |                     |

|         |        |        |        |
|---------|--------|--------|--------|
| \$24.62 | 3.10%  | 9.91%  | 26.19% |
| \$34.09 | 14.94% | 10.36% |        |

# Northwest WAGE SNAPSHOT

## Minimum Wage

|                                  |
|----------------------------------|
| = Insufficient data to calculate |
| = Increase                       |
| = Decrease                       |

## State Minimum Wage

| 2024    | 1 Yr Increase | 2 Yr Increase |
|---------|---------------|---------------|
| \$16.28 | 3.43%         | 12.35%        |

## LODGING

|   | 25th %   | Median   | 75th %   |
|---|----------|----------|----------|
| Hotel, Motel, and Resort Desk Clerks    | \$ 16.20 | \$ 17.10 | \$ 18.45 |
| Maids and Housekeeping Cleaners         | \$ 16.37 | \$ 17.09 | \$ 18.75 |
| Landscape or Grounds Worker             | \$ 19.47 | \$ 21.95 | \$ 24.75 |
| Maintenance and Repair Workers, General | \$ 20.59 | \$ 25.33 | \$ 30.09 |
| 1st Line Supervisor of Housekeeping     | \$ 21.00 | \$ 24.74 | \$ 28.16 |
| Lodging Managers                        | \$ 23.15 | \$ 27.29 | \$ 41.21 |

## Non Industry Competition for Lodging Team Members

|                                      | 25th %   | Median   | 75th %   |
|--------------------------------------|----------|----------|----------|
| <b>Entry</b>                         |          |          |          |
| Receptionists and Information Clerks | \$ 16.43 | \$ 18.39 | \$ 21.00 |
| Administrative Assistant             | \$ 21.13 | \$ 24.62 | \$ 28.32 |
| Childcare Worker                     | \$ 15.87 | \$ 16.64 | \$ 18.91 |
| Retail Cashier                       | \$ 15.81 | \$ 16.70 | \$ 18.75 |
| Construction Laborer                 | \$ 21.76 | \$ 25.57 | \$ 33.15 |

## Management

|                               |          |          |          |
|-------------------------------|----------|----------|----------|
| 1st Line Supervisors - Retail | \$ 20.77 | \$ 24.80 | \$ 30.77 |
|-------------------------------|----------|----------|----------|

## 2023 Income Data

## Job Postings

| June 2024 | % Change of the last 6 months    | % Change of the last 12 months   | % Change since 2019              |
|-----------|----------------------------------|----------------------------------|----------------------------------|
| \$18.46   | 2.73%                            | 2.73%                            | 34.55%                           |
| \$19.32   | 10.53%                           | 1.95%                            | 29.23%                           |
| \$20.43   | -4.62%                           | -2.34%                           | 23.44%                           |
| \$27.45   | 4.48%                            | 7.23%                            | 37.25%                           |
| \$19.94   | -8.99%                           | -4.68%                           | -2.40%                           |
| \$34.71   | = Insufficient data to calculate | = Insufficient data to calculate | = Insufficient data to calculate |

| June 2024 | % Change of the last 6 months | % Change of the last 12 months | % Change since 2019 |
|-----------|-------------------------------|--------------------------------|---------------------|
|-----------|-------------------------------|--------------------------------|---------------------|

|         |        |        |                                  |
|---------|--------|--------|----------------------------------|
| \$18.95 | 0.00%  | -1.30% | -1.30%                           |
| \$24.37 | -0.49% | 13.77% | 35.16%                           |
| \$20.92 | 2.40%  | -4.52% | 22.70%                           |
| \$18.71 | 7.04%  | 0.70%  | 33.93%                           |
| \$24.00 | 0.00%  | 4.85%  | = Insufficient data to calculate |

|         |       |       |        |
|---------|-------|-------|--------|
| \$24.62 | 3.10% | 9.91% | 26.19% |
|---------|-------|-------|--------|

<sup>[1]</sup>Bureau of Labor Statistics' Occupational Employment Statistics (OES) dataset.