

Northwest WAGE SNAPSHOT

Snohomish, Skagit, Whatcom

Updated January 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

	Employment Data			Job Postings			
	Jobs	Job Growth	Shift Share ^[3]	Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
Kitchen							
Chefs and Head Cooks	483	22%	7	\$25.97	0.00%	8.21%	
Cooks, Restaurants	4,267	6%	-37	\$20.43	2.46%	2.46%	36.66%
Food Prep	2,435	17%	58	\$18.03	5.75%	2.10%	24.69%
Dishwasher	1,492	12%	12	\$17.54	2.87%	5.98%	25.55%
Front of the House							
Bartenders ^[2]	1,696	21%	7	\$16.31	-2.92%	-2.92%	20.99%
Server ^[2]	5,528	17%	171	\$16.80	4.61%	-6.82%	4.61%
Hosts and Hostesses	818	14%	-31	\$17.05	2.22%	-3.45%	26.48%
Busser	809	26%	-4	\$16.80	1.51%	3.83%	24.63%
Management							
1st Line Supervisors by 5 digit NAIC full	4,575	11%	13	\$18.95	-5.25%	-5.25%	9.60%
Food Service Manager	319	-6%	-46	\$31.38	2.82%	13.33%	35.26%
Non Industry Competition for Full Service Team Members							
Entry							
Grocery Bagger/Stocker	7,179	24%	497	\$20.00	0.00%	9.41%	29.45%
Landscape or Grounds Worker	3,139	6%	131	\$24.00	7.14%	9.54%	
Retail Cashier	8,858	14%	1198	\$17.54	-2.79%	2.87%	26.64%
Construction Laborer	4,847	4%	22	\$24.98	2.00%	-0.28%	
Warehouse stockers	5,486	-3%	-486	\$20.43	2.15%	9.54%	36.66%
Commerical Light Truck Driver	3,165	7%	114	\$21.91	9.55%	1.15%	19.86%
Retail Salesperson (base)	12,858	18%	2122	\$18.15	0.00%	0.67%	0.67%
Administrative Assistant	3,943	-1%	-11	\$23.20	5.89%	16.00%	28.67%
Office Support	6,472	-5%	-99	\$21.91	12.30%	15.62%	32.39%
Management							
1st Line Supervisors - Retail	3,965	19%	786	\$22.71	1.11%	1.11%	5.14%
Industrial Machine, Installation, Maintenance, and Repair	1,353	3%	-1	\$35.08	17.29%	17.80%	

^[1]Bureau of Labor Statistics' Occupational Employment Statistics (OES) dataset.

^[2]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.

^[3]Shift share indicates the employment growth and competitiveness compared to the nation. >0 means it grew more than the national avg; <0 means grew less than the national avg.

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State Minimum Wage

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QSR

	Jobs	Job Growth	Shift Share ^[3]
Fast Food Crew Member	14,616	7%	108
Cashiers	8,858	14%	1198
1st Line Supervisors	4,575	11%	13
Food Service Manager	319	-6%	-46
Food Delivery Drivers	1,297	-2%	-44

Non Industry Competition for QSR Team Members

Entry

	Jobs	Job Growth	Shift Share ^[3]
Grocery Bagger/Stocker	7,179	24%	497
Landscape or Grounds Worker	3,139	6%	131
Retail Cashier	8,858	14%	1198
Construction Laborer	4,847	4%	22
Bank Tellers	1,199	0%	49
Healthcare Support Occupations	335	-7%	-21

Management

	Jobs	Job Growth	Shift Share ^[3]
1st Line Supervisors - Retail	3,965	19%	786
Industrial Machine, Installation, Maintenance, and Repair	1,353	3%	-1

Employment Data				Job Postings			
Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019	Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$17.42	-0.68%	2.17%	29.23%	\$17.42	-0.68%	2.17%	29.23%
\$17.54	-2.72%	2.87%	26.64%	\$17.54	-2.72%	2.87%	26.64%
\$18.95	-5.25%	-5.25%	9.60%	\$18.95	-5.25%	-5.25%	9.60%
\$31.38	2.82%	13.33%	35.26%	\$31.38	2.82%	13.33%	35.26%
\$20.98	0.00%	4.90%	16.36%	\$20.98	0.00%	4.90%	16.36%
\$20.00	0.00%	9.41%	29.45%	\$20.00	0.00%	9.41%	29.45%
\$24.00	7.14%	9.54%		\$24.00	7.14%	9.54%	
\$17.54	-2.79%	2.87%	26.64%	\$17.54	-2.79%	2.87%	26.64%
\$24.98	2.00%	-0.28%		\$24.98	2.00%	-0.28%	
\$21.29	3.60%	9.46%	28.64%	\$21.29	3.60%	9.46%	28.64%
\$31.63	22.98%			\$31.63	22.98%		
\$22.71	1.11%	1.11%	5.14%	\$22.71	1.11%	1.11%	5.14%
\$35.08	17.29%	17.80%		\$35.08	17.29%	17.80%	

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LODGING

Job	Jobs	Job Growth	Shift Share ^[3]
Hotel, Motel, and Resort Desk Clerks	521	8%	11
Maids and Housekeeping Cleaners	1,841	1%	-63
Landscape or Grounds Worker	3,139	6%	131
Maintenance and Repair Workers, General	3,655	1%	-89
1st Line Supervisor of Housekeeping	357	20%	39
Lodging Managers	70	-24%	-28

Non Industry Competition for Lodging Team Members

Entry

Job	Jobs	Job Growth	Shift Share ^[3]
Receptionists and Information Clerks	3,224	3%	55
Administrative Assistant	3,943	-1%	-11
Childcare Worker	714	-19%	-178
Retail Cashier	8,858	14%	1198
Construction Laborer	4,847	4%	22

Management

Job	Jobs	Job Growth	Shift Share ^[3]
1st Line Supervisors - Retail	3,965	19%	786

Employment Data

Job Postings

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$18.22	-2.31%	6.86%	32.80%
\$18.52	0.00%	2.72%	23.88%
\$24.00	7.14%	9.54%	Insufficient data to calculate
\$25.48	5.57%	6.17%	35.75%
\$25.48	10.69%	27.78%	27.40%
\$25.97	3.96%	-7.45%	11.65%

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$18.52	-1.96%	2.72%	2.72%
\$23.20	5.89%	16.00%	28.67%
\$19.45	-9.45%	-8.12%	14.08%
\$17.54	-2.72%	2.87%	26.64%
\$24.98	2.00%	-0.28%	Insufficient data to calculate

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$22.71	1.11%	1.11%	5.14%

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