

Seattle WAGE SNAPSHOT

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	992	20%	-1	\$33.85	3.77%	17.05%	35.51%
Cooks, Restaurants	7,210	11%	263	\$23.38	0.00%	6.71%	33.30%
Food Prep	3,596	10%	-133	\$21.91	6.62%	9.88%	36.43%
Dishwasher	2,385	11%	13	\$20.43	2.46%	5.04%	27.21%
Front of the House							
Bartenders ^[2]	3,431	25%	128	\$19.45	2.26%	7.88%	21.11%
Server ^[2]	9,155	20%	464	\$19.02	1.98%	1.98%	18.43%
Hosts and Hostesses	1,313	20%	15	\$20.98	0.00%	1.16%	30.64%
Busser	1,497	39%	131	\$18.83	-1.00%	4.44%	17.25%
Management							
1st Line Supervisors by 5 digit NAIC full	6,540	16%	286	\$25.48	2.00%	4.04%	
Food Service Manager	553	2%	-26	\$36.06	2.79%	6.53%	
Non Industry Competition for Full Service Team Members							
Entry							
Grocery Bagger/Stocker	9,076	-6%	-1988	\$20.43	-1.21%	5.04%	23.44%
Landscape or Grounds Worker	2,546	-2%	-88	\$24.00	2.65%	7.14%	29.59%
Retail Cashier	10,161	-15%	-1630	\$20.00	3.10%	6.55%	24.53%
Construction Laborer	4,081	4%	12	\$27.45	9.89%	4.21%	37.25%
Warehouse stockers	9,166	-5%	-965	\$21.42	0.89%	4.85%	29.43%
Commerical Light Truck Driver	5,437	6%	190	\$23.14	5.61%	-1.03%	26.59%
Retail Salesperson (base)	15,541	-19%	-3224	\$20.98	4.90%	4.90%	23.05%
Administrative Assistant	6,912	0%	24	\$24.49	-0.53%	6.99%	23.19%
Office Support	10,811	-4%	-65	\$22.89	-4.63%	3.34%	26.96%
Management							
1st Line Supervisors - Retail	4,825	-15%	-628	\$28.18	13.90%	25.13%	
Industrial Machine, Installation, Maintenance, and Repair	900	1%	-18	\$34.83	12.75%	3.66%	31.33%

^[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	16,071	6%	-122
Cashiers	10,161	-15%	-1630
1st Line Supervisors	6,540	16%	286
Food Service Manager	553	2%	-26
Food Delivery Drivers	1,779	4%	35

Non Industry Competition for QSR Team Members

Entry

	Jobs	Job Growth	Shift Share ^[3]
Grocery Bagger/Stocker	9,076	-6%	-1988
Landscape or Grounds Worker	2,546	-2%	-88
Retail Cashier	10,161	-15%	-1630
Construction Laborer	4,081	4%	12
Bank Tellers	1,714	3%	121
Healthcare Support Occupations	665	-9%	-58

Management

	Jobs	Job Growth	Shift Share ^[3]
1st Line Supervisors - Retail	4,825	-15%	-628
Industrial Machine, Installation, Maintenance, and Repair	900	1%	-18

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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
\$20.49	0.59%	7.73%	27.58%	\$20.00	3.20%	6.55%	24.53%
\$25.48	2.00%	4.04%		\$36.06	2.79%	6.53%	
\$22.40	2.24%	0.00%	24.24%				
\$20.43	-1.21%	5.04%	23.44%	\$24.00	2.65%	7.14%	29.59%
\$20.00	3.10%	6.55%	24.53%	\$27.45	9.89%	4.21%	37.25%
\$22.52	1.08%	8.27%	38.07%	\$26.09	-5.78%	-3.19%	
\$28.18	13.90%	25.13%		\$34.83	12.75%	3.66%	31.33%

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LODGING

Hotel, Motel, and Resort Desk Clerks	981	16%	79
Maids and Housekeeping Cleaners	3,195	2%	-56
Landscape or Grounds Worker	2,546	-2%	-88
Maintenance and Repair Workers, General	6,384	1%	-181
1st Line Supervisor of Housekeeping	550	19%	53
Lodging Managers	177	-13%	-39

Non Industry Competition for Lodging Team Members

Entry

Receptionists and Information Clerks	4,960	8%	309
Administrative Assistant	6,912	0%	24
Childcare Worker	1,391	-14%	-267
Retail Cashier	10,161	-15%	-1630
Construction Laborer	4,081	4%	12

Management

1st Line Supervisors - Retail	4,825	-15%	-628
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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
\$21.66					-1.14%	8.63%	30.88%
\$22.77					5.12%	14.19%	37.58%
\$24.00					2.65%	7.14%	29.59%
\$26.95					3.64%	7.89%	25.47%
\$24.98					-15.09%	2.00%	28.04%
\$33.60					0.00%	0.00%	38.56%
	Jobs	Job Growth	Shift Share ^[3]	Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$20.68					6.32%	8.39%	8.39%
\$24.49					-0.53%	6.99%	23.19%
\$23.14					3.30%	3.30%	15.70%
\$20.00					3.20%	6.55%	24.53%
\$27.45					9.89%	4.21%	37.25%
\$28.18					13.90%	25.13%	Insufficient data to calculate

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