

Spokane WAGE SNAPSHOT

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			
					June 2024	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
Kitchen								
	25th %	Median	75th %					
Chefs and Head Cooks	\$ 20.97	\$ 22.47	\$ 31.04		\$24.98	35.32%	-21.02%	-3.10%
Cooks, Restaurants	\$ 17.39	\$ 17.98	\$ 21.11		\$20.43	7.81%	2.46%	31.72%
Food Prep	\$ 16.36	\$ 17.59	\$ 18.05		\$17.23	-4.12%	-4.12%	32.74%
Dishwasher	\$ 15.85	\$ 16.38	\$ 17.39		\$17.11	3.76%	4.52%	26.93%
Front of the House								
	25th %	Median	75th %					
Bartenders ^[2]	\$ 16.28	\$ 20.95	\$ 28.34		\$16.25	3.17%	-18.51%	1.56%
Server ^[2]	\$ 16.50	\$ 22.91	\$ 35.50		\$16.25	-1.81%	-1.81%	-4.69%
Hosts and Hostesses	\$ 15.87	\$ 16.46	\$ 18.14		\$16.49	-8.24%	0.73%	32.88%
Busser	\$ 15.88	\$ 16.93	\$ 20.93		\$17.97	-5.82%	-5.82%	16.84%
Management								
	25th %	Median	75th %					
1st Line Supervisors by 5 digit NAIC full	\$ 17.88	\$ 19.34	\$ 23.77		\$18.34	-3.22%	-8.02%	-2.29%
Food Service Manager	\$ 27.41	\$ 35.43	\$ 41.58		\$27.94	33.56%	31.98%	22.06%
Non Industry Competition for Full Service Team Members								
	25th %	Median	75th %					
Entry								
Grocery Bagger/Stocker	\$ 17.69	\$ 19.09	\$ 22.70		\$17.23	2.93%	-2.77%	20.15%
Landscape or Grounds Worker	\$ 18.27	\$ 21.36	\$ 22.44		\$20.43	12.13%	2.46%	32.23%
Retail Cashier	\$ 15.93	\$ 16.62	\$ 17.63		\$17.85	-3.42%	-0.67%	32.42%
Construction Laborer	\$ 19.38	\$ 23.28	\$ 29.10		\$20.43	1.24%	2.46%	27.21%
Warehouse stockers	\$ 17.63	\$ 19.09	\$ 22.11		\$19.94	5.22%	6.57%	33.38%
Commerical Light Truck Driver	\$ 17.43	\$ 20.68	\$ 25.39		Insf. Data			
Retail Salesperson (base)	\$ 16.18	\$ 16.93	\$ 18.41		\$17.72	2.49%	-1.72%	7.85%
Administrative Assistant	\$ 19.62	\$ 22.47	\$ 25.50		\$21.78	-7.36%	5.32%	27.74%
Office Support	\$ 18.46	\$ 21.75	\$ 26.33		\$21.91	13.41%	21.93%	24.91%
Management								
1st Line Supervisors - Retail	\$ 19.87	\$ 23.37	\$ 29.82		\$21.54	2.96%	5.43%	12.54%
Industrial Machine, Installation, Maintenance, and Repair	\$ 24.42	\$ 29.85	\$ 35.48		\$25.00		-37.50%	8.93%

^[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.

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Minimum Wage

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State Minimum Wage

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

QSR

	25th %	Median	75th %
Fast Food Crew Member	\$ 15.86	\$ 16.43	\$ 16.97
Cashiers	\$ 15.93	\$ 16.62	\$ 17.63
1st Line Supervisors	\$ 17.88	\$ 19.34	\$ 23.77
Food Service Manager	\$ 27.41	\$ 35.43	\$ 41.58
Food Delivery Drivers	\$ 15.83	\$ 16.66	\$ 22.18

Non Industry Competition for QSR Team Members

Entry

	25th %	Median	75th %
Grocery Bagger/Stocker	\$ 17.69	\$ 19.09	\$ 22.70
Landscape or Grounds Worker	\$ 18.27	\$ 21.36	\$ 22.44
Retail Cashier	\$ 15.93	\$ 16.62	\$ 17.63
Construction Laborer	\$ 19.38	\$ 23.28	\$ 29.10
Bank Tellers	\$ 18.88	\$ 20.37	\$ 22.49
Healthcare Support Occupations	\$ 18.97	\$ 23.00	\$ 26.50

Management

1st Line Supervisors - Retail	\$ 19.87	\$ 23.37	\$ 29.82
Industrial Machine, Installation, Maintenance, and Repair	\$ 24.42	\$ 29.85	\$ 35.48

Job Postings			
June 2024	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$17.11	0.77%	1.48%	34.30%
\$17.85	-3.30%	-0.67%	32.42%
\$18.34	-3.22%	-8.02%	-2.29%
\$27.94	33.56%	31.98%	22.06%
\$20.43	-4.62%	-2.34%	21.61%
June 2024	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$17.23	2.93%	-2.77%	20.15%
\$20.43	12.13%	2.46%	32.23%
\$17.85	-3.42%	-0.67%	32.42%
\$20.43	1.24%	2.46%	27.21%
\$24.00	14.01%	1.57%	
\$28.99			
\$21.54	2.96%	5.43%	12.54%
\$25.00		-37.50%	8.93%

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

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State Minimum Wage

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LODGING

Hotel, Motel, and Resort Desk Clerks
Maids and Housekeeping Cleaners
Landscape or Grounds Worker
Maintenance and Repair Workers, General
1st Line Supervisor of Housekeeping
Lodging Managers

25th %	Median	75th %
\$ 16.02	\$ 17.15	\$ 17.77
\$ 16.37	\$ 17.02	\$ 17.63
\$ 18.27	\$ 21.36	\$ 22.44
\$ 19.23	\$ 23.39	\$ 28.75
\$ 19.65	\$ 23.71	\$ 30.74
\$ 25.21	\$ 30.36	\$ 40.66

Job Postings

June 2024	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$16.98	0.00%	0.00%	25.96%
\$17.23	-10.26%	4.49%	27.82%
\$20.43	12.13%	2.46%	32.23%
\$23.75	0.00%	2.11%	24.87%
\$17.97	-8.74%	3.57%	4.66%
\$28.80	-0.17%		

Non Industry Competition for Lodging Team Members

Entry
Receptionists and Information Clerks
Administrative Assistant
Childcare Worker
Retail Cashier
Construction Laborer

25th %	Median	75th %
\$ 16.95	\$ 18.16	\$ 20.66
\$ 19.62	\$ 22.47	\$ 25.50
\$ 15.88	\$ 17.28	\$ 21.30
\$ 15.93	\$ 16.62	\$ 17.63
\$ 19.38	\$ 23.28	\$ 29.10

June 2024	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$19.45	8.24%	9.39%	9.39%
\$21.78	-7.36%	5.32%	27.74%
\$16.98	-2.13%	-5.51%	13.58%
\$17.85	-3.30%	-0.67%	32.42%
\$20.43	1.24%	2.46%	27.21%

Management

1st Line Supervisors - Retail

\$ 19.87	\$ 23.37	\$ 29.82
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\$21.54	2.96%	5.43%	12.54%
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⁽¹⁾Bureau of Labor Statistics' Occupational Employment Statistics (OES) dataset.