

South Sound WAGE SNAPSHOT

Pierce County, Thurston County

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	543	22%	8	\$25.85	10.56%	23.57%	-1.86%
Cooks, Restaurants	4,463	9%	73	\$19.94	-2.40%	9.44%	30.16%
Food Prep	2,515	22%	157	\$17.05	-2.12%	-1.39%	26.48%
Dishwasher	1,497	11%	0	\$17.42	0.75%	3.69%	34.83%
Front of the House							
Bartenders ^[2]	1,967	23%	43	\$16.43	4.72%	3.86%	10.79%
Server ^[2]	5,636	18%	201	\$17.29	8.47%	7.66%	28.26%
Hosts and Hostesses	890	18%	-3	\$16.43	1.55%	4.72%	29.57%
Busser	922	31%	30	\$17.66	9.96%	5.12%	20.55%
Management							
1st Line Supervisors by 5 digit NAIC full	5,020	14%	136	\$19.94	1.27%	8.02%	11.33%
Food Service Manager	343	-9%	-57	\$30.03	0.00%	8.45%	29.44%
Non Industry Competition for Full Service Team Members							
Entry							
Grocery Bagger/Stocker	9,093	27%	847	\$20.00	3.20%	5.15%	26.42%
Landscape or Grounds Worker	2,677	1%	0	\$22.52	10.23%	15.78%	36.07%
Retail Cashier	8,588	17%	1301	\$17.29	1.39%	4.47%	23.24%
Construction Laborer	4,515	7%	120	\$22.40	3.13%	2.24%	39.48%
Warehouse stockers	8,501	-1%	-548	\$20.00	0.00%	2.51%	33.78%
Commerical Light Truck Driver	4,246	8%	208	\$21.91	-0.27%	0.27%	28.50%
Retail Salesperson (base)	12,316	21%	2277	\$18.28	1.39%	7.21%	1.39%
Administrative Assistant	4,942	-2%	-47	\$22.65	3.66%	5.74%	18.34%
Office Support	7,548	-3%	19	\$20.62	2.79%	8.81%	24.59%
Management							
1st Line Supervisors - Retail	3,716	19%	738	\$22.89	2.46%	4.76%	27.81%
Industrial Machine, Installation, Maintenance, and Repair	782	3%	0	\$36.06	22.57%	20.56%	22.32%

^[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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QSR

	Jobs	Job Growth	Shift Share ^[3]
Fast Food Crew Member	15,602	9%	399
Cashiers	8,588	17%	1301
1st Line Supervisors	5,020	14%	136
Food Service Manager	343	-9%	-57
Food Delivery Drivers	1,411	1%	-10

Non Industry Competition for QSR Team Members

Entry

	Jobs	Job Growth	Shift Share ^[3]
Grocery Bagger/Stocker	9,093	27%	847
Landscape or Grounds Worker	2,677	1%	0
Retail Cashier	8,588	17%	1301
Construction Laborer	4,515	7%	120
Bank Tellers	1,113	4%	92
Healthcare Support Occupations	567	-3%	-12

Management

	Jobs	Job Growth	Shift Share ^[3]
1st Line Supervisors - Retail	3,716	19%	738
Industrial Machine, Installation, Maintenance, and Repair	782	3%	0

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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
\$17.29	1.41%	4.47%	28.26%
\$17.29	1.41%	4.47%	23.24%
\$19.94	1.27%	8.02%	11.33%
\$30.03	0.00%	8.45%	29.44%
\$21.48	0.28%	-2.23%	24.23%

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$20.00	3.20%	5.15%	26.42%
\$22.52	10.23%	15.78%	36.07%
\$17.29	1.39%	4.47%	23.24%
\$22.40	3.13%	2.24%	39.48%
\$19.69	0.00%	-1.25%	18.97%
\$23.02	-4.08%	-4.08%	28.10%

\$22.89	2.46%	4.76%	27.81%
\$36.06	22.57%	20.56%	22.32%

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LODGING

Jobs	Job Growth	Shift Share ^[3]
Hotel, Motel, and Resort Desk Clerks	-1%	-23
Maids and Housekeeping Cleaners	-1%	-98
Landscape or Grounds Worker	1%	0
Maintenance and Repair Workers, General	-1%	-170
1st Line Supervisor of Housekeeping	15%	32
Lodging Managers	-28%	-18

Non Industry Competition for Lodging Team Members

Entry

Jobs	Job Growth	Shift Share ^[3]
Receptionists and Information Clerks	9%	235
Administrative Assistant	-2%	-47
Childcare Worker	-8%	-87
Retail Cashier	17%	1301
Construction Laborer	7%	120

Management

1st Line Supervisors - Retail	19%	738
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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
\$17.54	0.00%	2.87%	26.64%
\$19.02	4.79%	12.41%	36.15%
\$22.52	10.23%	15.78%	36.07%
\$26.65	9.72%	6.69%	27.03%
\$19.82	-7.47%	-11.75%	23.41%
\$21.42	-24.34%	-36.25%	27.05%

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$17.97	1.07%	2.45%	2.45%
\$22.65	3.66%	5.74%	18.34%
\$17.78	0.00%	-1.39%	18.93%
\$17.29	1.41%	4.47%	23.24%
\$22.40	3.13%	2.24%	39.48%
\$22.89	2.46%	4.76%	27.81%

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