

Spokane 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	235	26%	11	\$24.62	-24.52%	9.91%	17.35%
Cooks, Restaurants	2,220	9%	53	\$18.22	-6.32%	-3.85%	20.82%
Food Prep	1,177	16%	19	\$16.55	-1.49%	-2.93%	29.91%
Dishwasher	843	15%	33	\$16.55	3.05%	3.05%	22.77%
Front of the House							
Bartenders ^[2]	972	30%	73	\$15.69	-4.50%	-12.98%	-12.69%
Server ^[2]	3,018	20%	158	\$16.06	0.00%	-6.46%	-5.81%
Hosts and Hostesses	510	14%	-23	\$15.69	0.00%	1.55%	26.84%
Busser	381	16%	-33	\$17.05	3.02%	10.36%	30.65%
Management							
1st Line Supervisors by 5 digit NAIC full	2,455	11%	21	\$19.20	-1.29%	3.67%	28.43%
Food Service Manager	147	1%	-9	\$28.43	5.49%	7.93%	24.20%
Non Industry Competition for Full Service Team Members							
Entry							
Grocery Bagger/Stocker	4,061	15%	-11	\$18.03	-6.39%	2.79%	20.60%
Landscape or Grounds Worker	1,680	3%	27	\$19.94	5.22%	10.59%	29.06%
Retail Cashier	3,748	-6%	-184	\$17.54	2.79%	10.04%	30.12%
Construction Laborer	1,982	2%	-43	\$24.00	12.04%	20.36%	
Warehouse stockers	4,416	4%	-46	\$19.51	5.35%	6.73%	30.50%
Commerical Light Truck Driver	1,872	-4%	-139	\$20.49	-14.63%	2.45%	25.63%
Retail Salesperson (base)	7,688	-4%	-183	\$17.29	0.70%	4.47%	-10.23%
Administrative Assistant	2,790	0%	23	\$21.66	4.74%	11.02%	29.86%
Office Support	4,497	-7%	-165	\$20.31	4.42%	8.90%	27.42%
Management							
1st Line Supervisors - Retail	2,213	-4%	6	\$21.42	3.58%	-4.37%	11.21%
Industrial Machine, Installation, Maintenance, and Repair	611	0%	-18	\$27.20	-9.78%	12.77%	-4.33%

^[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	7,443	8%	124
Cashiers	3,748	-6%	-184
1st Line Supervisors	2,455	11%	21
Food Service Manager	147	1%	-9
Food Delivery Drivers	906	2%	1

Non Industry Competition for QSR Team Members

Entry

	Jobs	Job Growth	Shift Share ^[3]
Grocery Bagger/Stocker	4,061	15%	-11
Landscape or Grounds Worker	1,680	3%	27
Retail Cashier	3,748	-6%	-184
Construction Laborer	1,982	2%	-43
Bank Tellers	1,275	8%	153
Healthcare Support Occupations	296	34%	77

Management

	Jobs	Job Growth	Shift Share ^[3]
1st Line Supervisors - Retail	2,213	-4%	6
Industrial Machine, Installation, Maintenance, and Repair	611	0%	-18

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
\$17.05	0.00%	4.54%	31.36%	\$17.05	0.00%	4.54%	31.36%
\$17.54	2.87%	10.04%	30.12%	\$17.54	2.87%	10.04%	30.12%
\$19.20	-1.29%	3.67%	28.43%	\$19.20	-1.29%	3.67%	28.43%
\$28.43	5.49%	7.93%	24.20%	\$28.43	5.49%	7.93%	24.20%
\$20.43	-0.58%	5.04%	27.21%	\$20.43	-0.58%	5.04%	27.21%
\$18.03	-6.39%	2.79%	20.60%	\$18.03	-6.39%	2.79%	20.60%
\$19.94	5.22%	10.59%	29.06%	\$19.94	5.22%	10.59%	29.06%
\$17.54	2.79%	10.04%	30.12%	\$17.54	2.79%	10.04%	30.12%
\$24.00	12.04%	20.36%		\$24.00	12.04%	20.36%	
\$22.15	3.41%	14.65%		\$22.15	3.41%	14.65%	
\$23.51	-9.05%	32.67%	32.23%	\$23.51	-9.05%	32.67%	32.23%
\$21.42	3.58%	-4.37%	11.21%	\$21.42	3.58%	-4.37%	11.21%
\$27.20	-9.78%	12.77%	-4.33%	\$27.20	-9.78%	12.77%	-4.33%

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LODGING

Jobs	Job Growth	Shift Share ^[3]
Hotel, Motel, and Resort Desk Clerks	408	9%
Maids and Housekeeping Cleaners	1,355	4%
Landscape or Grounds Worker	1,680	3%
Maintenance and Repair Workers, General	2,405	5%
1st Line Supervisor of Housekeeping	263	22%
Lodging Managers	66	-10%

Non Industry Competition for Lodging Team Members

Entry

Jobs	Job Growth	Shift Share ^[3]
Receptionists and Information Clerks	2,155	4%
Administrative Assistant	2,790	0%
Childcare Worker	458	-4%
Retail Cashier	3,748	-6%
Construction Laborer	1,982	2%

Management

1st Line Supervisors - Retail	2,213	-4%
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Jobs	Job Growth	Shift Share ^[3]	Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
			\$17.05	0.00%	3.02%	26.48%
			\$18.03	7.32%	10.55%	33.75%
			\$19.94	5.22%	10.59%	29.06%
			\$22.95	4.27%	6.25%	20.66%
			\$20.43	13.69%	2.46%	34.41%
			\$22.89	-9.27%	14.79%	30.50%
Jobs	Job Growth	Shift Share ^[3]	Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
			\$17.78	4.28%	5.83%	5.83%
			\$21.66	4.74%	11.02%	29.86%
			\$17.97	2.45%	-0.33%	20.20%
			\$17.54	2.87%	10.04%	30.12%
			\$24.00	12.04%	20.36%	
			\$21.42	3.58%	-4.37%	11.21%

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