

Western WA WAGE SNAPSHOT

Peninsula and Island County
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			
	25th %	Median	75th %	June 2024	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019	
Kitchen								
Chefs and Head Cooks	\$ 18.20	\$ 22.88	\$ 31.28	\$30.00		-15.66%	35.81%	
Cooks, Restaurants	\$ 17.57	\$ 18.89	\$ 21.90	\$19.94	-16.92%	5.22%	29.06%	
Food Prep	\$ 16.96	\$ 18.39	\$ 20.32	\$16.62	-16.65%	-2.12%	21.14%	
Dishwasher	\$ 16.23	\$ 17.00	\$ 17.90	\$17.97	3.57%	2.80%	33.31%	
Front of the House								
Bartenders ^[2]	\$ 16.76	\$ 21.16	\$ 28.50	\$21.05	29.22%	20.42%		
Server ^[2]	\$ 17.03	\$ 22.12	\$ 29.90	\$17.05	3.40%	3.40%	6.16%	
Hosts and Hostesses	\$ 16.35	\$ 17.15	\$ 18.28	\$16.28	-15.43%	-19.84%	16.54%	
Busser	\$ 16.20	\$ 17.48	\$ 20.80	\$20.68	20.02%	1.52%		
Management								
1st Line Supervisors by 5 digit NAIC full	\$ 18.31	\$ 21.37	\$ 26.40	\$21.05	11.08%	-8.04%	10.67%	
Food Service Manager	\$ 24.38	\$ 39.78	\$ 46.78	\$28.43	12.68%	13.81%	21.91%	
Non Industry Competition for Full Service Team Members								
Entry								
Grocery Bagger/Stocker	\$ 17.77	\$ 19.41	\$ 22.18	\$18.22	3.52%	-1.30%	16.12%	
Landscape or Grounds Worker	\$ 18.37	\$ 21.19	\$ 23.16	\$24.98	38.93%	22.27%		
Retail Cashier	\$ 16.17	\$ 17.04	\$ 18.06	\$17.54	-9.46%	-8.65%	25.55%	
Construction Laborer	\$ 21.44	\$ 25.10	\$ 30.24	\$22.89	4.47%	4.47%		
Warehouse stockers	\$ 16.89	\$ 18.75	\$ 21.88	\$21.91	9.88%	12.65%	33.35%	
Commerical Light Truck Driver	\$ 17.61	\$ 21.13	\$ 24.13	Insf. Data				
Retail Salesperson (base)	\$ 16.48	\$ 17.34	\$ 19.32	\$18.09	-3.31%	-3.62%	10.10%	
Administrative Assistant	\$ 20.62	\$ 24.01	\$ 27.81	\$25.97	2.93%	21.24%		
Office Support	\$ 18.39	\$ 21.67	\$ 25.09	\$21.42	-2.24%	-4.88%	30.37%	
Management								
1st Line Supervisors - Retail	\$ 21.26	\$ 24.67	\$ 30.33	\$22.28	-1.63%	-5.23%	30.67%	
Industrial Machine, Installation, Maintenance, and Repair	\$ 26.69	\$ 34.51	\$ 39.67	\$41.48			39.85%	

^[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

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QSR

	25th %	Median	75th %
Fast Food Crew Member	\$ 15.99	\$ 16.71	\$ 17.61
Cashiers	\$ 16.17	\$ 17.04	\$ 18.06
1st Line Supervisors	\$ 18.31	\$ 21.37	\$ 26.40
Food Service Manager	\$ 24.38	\$ 39.78	\$ 46.78
Food Delivery Drivers	\$ 16.04	\$ 16.86	\$ 21.55

Non Industry Competition for QSR Team Members

Entry

	25th %	Median	75th %
Grocery Bagger/Stocker	\$ 17.77	\$ 19.41	\$ 22.18
Landscape or Grounds Worker	\$ 18.37	\$ 21.19	\$ 23.16
Retail Cashier	\$ 16.17	\$ 17.04	\$ 18.06
Construction Laborer	\$ 21.44	\$ 25.10	\$ 30.24
Bank Tellers	\$ 18.57	\$ 20.55	\$ 22.57
Healthcare Support Occupations	\$ 21.87	\$ 26.04	\$ 28.90

Management

1st Line Supervisors - Retail	\$ 21.26	\$ 24.67	\$ 30.33
Industrial Machine, Installation, Maintenance, and Repair	\$ 26.69	\$ 34.51	\$ 39.67

Job Postings

June 2024	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$17.85	-1.00%	-2.35%	37.52%
\$17.54	-8.65%	-8.65%	25.55%
\$21.05	11.08%	-8.04%	10.67%
\$28.43	12.68%	13.81%	21.91%
\$20.68	1.82%	1.22%	13.13%

June 2024	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$18.22	3.52%	-1.30%	16.12%
\$24.98	38.93%	22.27%	
\$17.54	-9.46%	-8.65%	25.55%
\$22.89	4.47%	4.47%	
\$21.78	5.99%	5.99%	32.00%
\$30.00		5.71%	-15.33%

\$22.28	-1.63%	-5.23%	30.67%
\$41.48			39.85%

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	2023 Income Data			Job Postings			
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LODGING							
Hotel, Motel, and Resort Desk Clerks	\$ 15.75	\$ 16.08	\$ 17.82	\$17.48	-7.17%	2.94%	16.92%
Maids and Housekeeping Cleaners	\$ 15.83	\$ 16.71	\$ 18.20	\$18.71	4.12%	4.12%	25.15%
Landscape or Grounds Worker	\$ 18.37	\$ 21.19	\$ 23.16	\$24.98	38.93%	22.27%	-
Maintenance and Repair Workers, General	\$ 19.25	\$ 23.56	\$ 30.14	\$24.00	4.63%	0.00%	11.73%
1st Line Supervisor of Housekeeping	\$ 20.05	\$ 23.67	\$ 30.07	\$17.60	-20.00%	-5.27%	9.59%
Lodging Managers	\$ 20.39	\$ 25.75	\$ 33.68	\$19.45	-11.59%	-26.16%	10.89%
Non Industry Competition for Lodging Team Members							
Entry							
Receptionists and Information Clerks	\$ 16.72	\$ 18.10	\$ 21.08	\$18.95	2.65%	7.30%	7.30%
Administrative Assistant	\$ 20.62	\$ 24.01	\$ 27.81	\$25.97	2.93%	21.24%	-
Childcare Worker	\$ 15.83	\$ 18.14	\$ 19.73	\$18.46	12.77%	-	11.54%
Retail Cashier	\$ 16.17	\$ 17.04	\$ 18.06	\$17.54	-8.65%	-8.65%	25.55%
Construction Laborer	\$ 21.44	\$ 25.10	\$ 30.24	\$22.89	4.47%	4.47%	-
Management							
1st Line Supervisors - Retail	\$ 21.26	\$ 24.67	\$ 30.33	\$22.28	-1.63%	-5.23%	30.67%

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