



King County
Local Services

NEW minimum wage in unincorporated King County

\$20.29 per hour

Effective January 1, 2025

There are three exceptions, based on business size and gross revenue.

If the employer has...	Minimum wage is...	Employers, check which one applies
15 or fewer employees and revenue less than \$2 million	\$17.29 per hour	
15 or fewer employees and revenue of \$2 million or more	\$18.29 per hour	
More than 15 but fewer than 500 employees	\$18.29 per hour	
More than 500 employees and gross revenue of any amount	\$20.29 per hour	

- Anyone who does work in unincorporated King County must be paid at least this rate.
- Unincorporated King County means areas outside city limits and under King County's jurisdiction.
- Tips, gratuities, service charges, housing and health benefits do not count toward the minimum wage.
- The minimum wage will increase each year to reflect inflation.
- Employers must comply with these laws. Retaliation is illegal.
- Employers must post the new wage in a place where employees can see it.



kingcounty.gov/wage



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