

CITY OF EVERETT MINIMUM WAGE 2026 ANNUAL UPDATE

This notice contains information about the Everett minimum wage. As of July 1, 2025, Everett's voter approved Labor Standards take effect under Initiative Measure 24-01, codified in EMC Chapter 5.08. 'Large' and 'Other Covered' employers conducting business within Everett city limits are required to comply.

LARGE EMPLOYERS

Those with 500+ total employees, including franchises under common control

\$20.77/hr *excluding tips/
service charges*

Employer Responsibilities:

Determine their classification (Large vs. Covered), based on employee count, and/or gross revenue from business activities within Everett city limits.

Maintain adequate records showing compliance with the minimum wage requirement.

Certify compliance when renewing their Everett business license. This is required to avoid denial/revocation of their business license.

Employers should be aware that courts may interpret EMC Chapter 5.08 differently in private actions. Seeking legal advice is encouraged.

OTHER COVERED EMPLOYERS

Those with 15-499 employees OR \$2M+ annual revenue in Everett

JAN. 1-JUNE 30, 2026 | JULY 1-DEC. 31, 2026

\$18.77/hr | **\$19.77/hr**

excluding tips/ service charges

Phased In For Other Covered Employers:

By July 1, 2025, 'other covered employers' shall pay not less than the established 'large employer' minimum wage minus 2 dollars.

By July 1, 2026, 'other covered employers' shall pay not less than the established 'large employer' minimum wage minus 1 dollar.

By July 1, 2027, 'other covered employers' shall pay not less than the established 'large employer' minimum wage.

The Basics:

Hourly minimum wage will increase January 1 each year, based on the Seattle-Tacoma- Bellevue CPI-W.

The City Finance Department will publish the next year's wage rate online by October 15 each year and notify Washington State L&I.

Employees who assert their rights to receive the city minimum wage are protected from retaliation and may bring civil action.



For the most up-to-date information:
everettwa.gov/minimumwage
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