

# **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.

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

- 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.



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