

# **NEW** minimum hourly wage in unincorporated King County

# \$20.29

Effective January 1, 2025

<b>There are exceptions for smaller employers. If the employer has...</b>	<b>The 2025 minimum wage is...</b>
15 or fewer employees and annual gross revenue of less than \$2 million	<b>\$17.29</b> per hour
15 or fewer employees and annual gross revenue of \$2 million or more	<b>\$18.29</b> per hour
More than 15 but fewer than 500 employees and gross revenue of any amount	<b>\$18.29</b> per hour
More than 500 employees and gross revenue of any amount	<b>\$20.29</b> per hour

## What this means for employers

- For number of employees, use the average number of people employed during the past 12 months, regardless of where each employee worked.
- For gross revenue, use the total worldwide revenue of the business.
- Document all hours worked by employees and keep records.
- Post the new wage rate in the workplace.
- The minimum wage rate will be adjusted every year on January 1.

## What this means for employees

- Know where you work – this rate is for work done in unincorporated King County.
- The minimum wage rate will be adjusted every year on January 1.

### Learn more on the website



[kingcounty.gov/wage](https://kingcounty.gov/wage)

### Am I in unincorporated King County?



[kingcounty.gov/  
unincorporated-map](https://kingcounty.gov/unincorporated-map)

### Ask for this information in another format or language:

**206-477-3800**

**AskLocalServices  
@kingcounty.gov**