



The Washington State Department of Labor and Industries announced that Washington’s minimum wage, which is tied to inflation, will increase from \$16.28 to \$16.66 starting in 2025.

Many local jurisdictions have higher minimum wage rates. Below is a breakdown of new wages effective January 1, 2025. The table does not reflect any additional changes that may take effect later in the year for some jurisdictions.

| JURISDICTION | HOURLY WAGE RATE |
|---------------------|---------------------------|
| Bellingham | \$17.66 for all employers |

| | |
|----------------------------|--|
| Burien | \$19.66 for large employers ^[1] |
| | \$18.66 for midsize employers ^[2] |
| Renton | \$20.90 for large employers ^[3] |
| | \$18.90 for midsize employers ^[4] |
| Seattle | \$20.76 for all employers |
| SeaTac | \$20.17 for employers in hospitality and transportation industries |
| Tukwila | \$21.10 for large employers ^[5] |
| | \$20.10 for midsize employers ^[6] |
| Unincorporated King County | \$20.29 for large employers ^[7] |
| | \$18.29 for midsize employers ^[8] |

Overtime Exemption Salary Thresholds

The increase in minimum wage also affects the minimum salary threshold workers must meet to qualify for overtime exemptions under the Washington Minimum Wage Act.

2025 Executive, Administrative, and Professional Workers Exemption

The [minimum salary threshold](#) for large employers will increase to \$1,499.40 per week (\$77,968.80 per year), while the minimum salary threshold for small employers will rise to \$1,332.80 per week (\$69,305.60 per year). For overtime exemption purposes, large employers are those with more than 50 employees. Small employers have 50 or fewer employees.

2025 Computer Professional Exemption

The minimum salary threshold for [computer professionals](#) will increase to \$58.31 per hour regardless of employer size.

2025 Earning Thresholds for Noncompetes

The minimum amount an employee must earn for a [noncompete to be enforceable](#) is adjusted annually for inflation. An employee's total annual compensation will need to be at least \$123,394.17 starting January 1, 2025. That is up from \$120,559.99 in 2024. Meanwhile, an [independent contractor](#) will need to earn at least \$308,485.43 per year, compared to \$301,399.98 in 2024.

^[1] More than 500 full-time equivalent employees, including employees of franchisees in King County.

[2] 21-499 full-time equivalent employees in King County.

[3] More than 500 employees worldwide and certain franchisees.

[4] At least 15 but no more than 500 employees worldwide or over \$2 million of annual gross revenue in Renton.

[5] More than 500 employees worldwide and certain franchisees.

[6] At least 15 but no more than 500 employees worldwide or over \$2 million of annual gross revenue in Tukwila.

[7] 500 employees or more worldwide and certain franchisees.

[8] Annual gross revenue of at least \$2 million or 16-499 employees (regardless of gross revenue).

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