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Washington Announces New Minimum Wages for 2025



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.

<b>JURISDICTION</b>	<b>HOURLY WAGE RATE</b>
Bellingham	\$17.66 for all employers
Burien	\$21.16 for large employers <sup>[1]</sup> \$20.16 for midsize employers <sup>[2]</sup>
Renton	\$20.90 for large employers <sup>[3]</sup> \$18.90 for midsize employers <sup>[4]</sup>
Seattle	\$20.76 for all employers
SeaTac	\$20.17 for employers in hospitality and transportation industries
Tukwila	\$21.10 for large employers <sup>[5]</sup> \$20.10 for midsize employers <sup>[6]</sup>

\$20.29 for large employers[7]  
Unincorporated King County  
\$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.

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[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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