



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>
Unincorporated King County	\$20.29 for large employers <sup>[7]</sup>
	\$18.29 for midsize employers <sup>[8]</sup>

## 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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<sup>[1]</sup> 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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