



King County

Department of Local Services

Minimum wage in unincorporated King County

\$20.82

 per hour

Effective January 1, 2026

There are three exceptions, based on business size and gross revenue:

If the employer has...	Minimum wage is...	Employer – check which one applies
15 or fewer employees and annual gross revenue of less than \$2 million	\$18.32 per hour	
15 or fewer employees and annual gross revenue of \$2 million or more	\$19.82 per hour	
More than 15 but fewer than 500 employees	\$19.82 per hour	
500 or more employees and gross revenue of any amount	\$20.82 per hour	

- Anyone who does work in incorporated 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.



 kingcounty.gov/wage

 AskLocalServices@kingcounty.gov

 206-477-3800

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