

EVERETT'S MINIMUM WAGE OFFICIAL NOTICE

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\$20.24 per hour

Large Employers

\$18.24 per hour

Covered Employers

Rate effective: July 1 - Dec. 31, 2025

As of **Jan. 1, 2026**, other Covered Employers will be required to pay \$1 less than the calculated Large Employer minimum wage after adjusted for inflation.*

As of **Jan. 1, 2027**, other Covered Employers will be required to pay the same rate as Large Employers after adjusted for inflation.*

COVERED EMPLOYERS

Employ at least 15 individuals regardless of where those employees are employed or has annual gross revenue over \$2 million.

LARGE EMPLOYERS

Employ 500+ employees, regardless of where those employees are employed, and all franchisees associated with a franchisor or a network of franchises with franchisees that employ 500+ employees in aggregate.

RETALIATION

Under the ordinance, employees who assert their rights to receive the city minimum wage are protected from retaliation and may bring civil action.

**The City of Everett Finance Department will establish and publish the updated hourly minimum wage rate for the following year by October 15 of each year. It will be available on the City of Everett website, a copy will be filed with the City Clerk and the Washington State Department of Labor & Industries will be notified.*



Learn more:
everettwa.gov/minimumwage