

EVERETT'S MINIMUM WAGE 2026 UPDATE

LARGE EMPLOYERS

\$20.77 per hour

excluding tips/ service charges

Rate effective: Jan. 1-Dec. 31, 2026

‘**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.

OTHER COVERED EMPLOYERS

\$18.77 per hour
excluding tips/ service charges

Rate effective: Jan. 1-June 30, 2026

\$19.77 per hour
excluding tips/ service charges

Rate effective: July 1-Dec. 31, 2026

‘**OTHER COVERED EMPLOYERS**’ employ at least 15 individuals regardless of where those employees are employed OR has annual gross revenue over \$2 million in Everett.

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

**The City of Everett Finance Department will establish and publish the next year’s updated hourly minimum wage rate by October 15 of each year. It will be available on the City of Everett website and the Washington State Department of Labor & Industries will be notified.*

