

Legislative Approved General Wage Adjustments

General Wage Increase Amount

Affected Employee Group	Effective July 1, 2019	Effective July 1, 2020**	Effective Jan 1, 2021	Effective July 1, 2021**	Effective July 1, 2022	Effective July 1, 2023
Non-Represented Employees		See comment for Non-Rep**		See comment for Non-Rep**		
General Service and Higher Education	3.0%	3.0%		3.0%	3.25%	4.0%
General Service 1 (GS1)	3.0%	3.0%		3.0%	3.25%	4.0%
Nurses	3.0%	3.0%		3.0%	3.25%	4.0%
General Service IT Professional Structure	NEW	3.0%		3.0%	3.25%	4.0%
Represented by a Collective Bargaining Agreement						
SP Range	3.0%	3.0%			3.25%	4.0%
General Service 1 (GS1), Coalition, WFSE	3.0%	3.0%			3.25%	4.0%
Coalition	3.0%	3.0%			3.25%	4.0%
Professional and Technical Employees (PTE) Local 17	3.0%	3.0%			3.25%	4.0%
Service Employees International Union (SEIU) 1199 NW	3.0%	3.0%			3.25%	4.0%
General Service 1 (GS1), Teamsters		4.0%			4.0%	6.0%
Teamsters Local 117	4.0%	4.0%			4.0%	6.0%
Teamsters Local 117 DES Printers Only	3.0%	3.0%			3.25%	4.0%
Teamsters Nurses	4.0%	4.0%			4.0%	6.0%
Washington Association of Fish and Wildlife Professionals (WAFWP)	3.0%	3.0%			3.25%	4.0%
Washington Federation of State Employees (WFSE)	3.0%	3.0%			3.25%	4.0%
Washington Federation of State Employees (WFSE) Association of Washington Assistant Attorneys General (AWAAG)					3.25%	4.0%
Washington Federation of State Employees (WFSE) "CC" Range DOC unique job classifications Effective July 1, 2023 CC ranges updated to DOC - WFSE. No longer identified by CC.	3.0%	3.0%				4.0%
Washington Public Employees Association (WPEA)	3.0%	3.0%			3.25%	4.0%
Washington State Patrol						
Washington State Patrol Troopers Association (WSPTA) Troopers Only	2.0%	2.5%			3.25%	4.0%
Washington State Patrol Troopers Association (WSPTA) Sergeants Only	2.0%	2.5%			10.00%	4.0%
Washington State Patrol Lieutenants Association (WSPLA)	2.0%	2.5%			10.00%	4.0%
Washington State Ferries						
Office and Professional Employees International Union (OPEIU) Local 8	4.0%	4.0%			3.25%	5.0%
Pacific Northwest Regional Council of Carpenters	4.0%	4.0%			3.25%	5.0%
Metal Trades Unions	4.0%	4.0%			3.25%	8.0%
Master, Mates and Pilots (MM&P) - Mates	3.0%	3.0%			3.25%	5.0%
Master, Mates and Pilots (MM&P) - Watch Center Supervisors	3.0%	2.0%			3.25%	6.0%
Master, Mates and Pilots (MM&P) - Masters	3.0%	3.0%			3.25%	5.0%
Service Employees International Union (SEIU) Local 6	9.0%	3.0%			3.25%	5.0%
Marine Engineer Beneficial Association (MEBA) Licensed Engineer Officers	3.5%	3.5%			3.25%	5.0%
Marine Engineer Beneficial Association (MEBA) Port Engineers	1.0%	3.0%			3.25%	5.0%
Marine Engineer Beneficial Association (MEBA) Unlicensed Engine Room Employees	3.5%	3.5%			3.25%	7.0%
Ferry Agents, Supervisors and Project Administrators Association (FASPAA)	3.0%	3.0%			3.25%	5.0%
Inlandboatmen's Union of the Pacific (IBU)	3.0%	3.0%	2.0%		3.25%	8.0%

**July, 2020 and July 2021: The changes that occurred July 1, 2020 and July 1, 2021 were due to Governor's Directive 20-08, dated June 17, 2020. Employees receiving an increase July 1, 2020 did not also receive an increase July 1, 2021.

[Link to Directive 20-08](#)

Prepared by the Office of Financial Management
Revised June 29, 2023

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Implementation Date	Amount	Type
July 1, 2023	4%	General increase to Non-Represented employees
July 1, 2023	4%	General increase to employees represented by the following Unions: Coalition, Fish and Wildlife Officers Guild, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Department of Corrections, Service Employees International Union, State Patrol Troopers, Teamsters Local 117 DES Printers.
July 1, 2023	5%	General increase to employees represented by the following Unions: Marine OPEIU 8, Marine MEBA Port Engineers, Marine MEBA L, Marine FASPAA
July 1, 2023	6%	General increase to Teamsters Nurses, Teamsters local 117
July 1, 2023	6%	General increase to employees represented by the following Unions: Marine MMP Watch Sups
July 1, 2023	7%	General increase to employees represented by the following Unions: Marine MEBA UL
July 1, 2023	8%	General increase to employees represented by the following Unions: Marine IBU, Marine- Metal Trades
July 1, 2022	3.25%	Washington State Ferries (multiple unions)
July 1, 2022	4%	General increase to Teamsters Nurses, Teamsters local 117
July 1, 2022	3.25%	Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Service Employees International Union, State Patrol Troopers, Teamsters Local 117 DES Printers.
July 1, 2022	10%	State Patrol Troopers Association - Sergeants, State Patrol Lieutenants Association
July 1, 2022	3.25%	General increase to Non-Represented employees
July 1, 2021	3%	General increase to Non-Rep employees, determined by Governor's Directive 20-08. Dependent upon annual salary, and other factors. Not all non-rep received. See note under July 1, 2020.
January 1, 2021	2%	Increase to Inland Boatmen's Union of the Pacific.
July 1, 2020	3%	Washington State Patrol Troopers Association (WSPTA) Troopers Only, Washington State Patrol Troopers Association (WSPTA) Sergeants Only, Washington State Patrol Lieutenants Association (WSPLA)
July 1, 2020	4%	Washington State Ferries: Office and Professional Employees International Union (OPEIU) Local 8, Pacific Northwest Regional Council of Carpenters, Metal Trades Unions,
July 1, 2020	4%	General increase to Teamsters Nurses, Teamsters local 117
July 1, 2020	3%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Service Employees International Union, State Patrol, Teamsters Local 117 DES Printers. Washington State Ferries: Master, Mates and Pilots (MM&P) - Mates, Master, Mates and Pilots (MM&P) - Masters, Service Employees International Union (SEIU) Local 6, Marine Engineer Beneficial Association (MEBA) Port Engineers, Ferry Agents, Supervisors and Project Administrators Association (FASPAA),
July 1, 2020**	3%	General increase to Non-Rep employees, determined by Governor's Directive 20-08. Dependent upon annual salary, and other factors. Not all non-rep received.
**Regarding July 1, 2020 and July 1, 2021, see Directive 20-08. These employees did not receive an increase in both years. Directive 20-08		
July 1, 2020	2%	Washington State Ferries: Master, Mates and Pilots (MM&P) - Watch Center Supervisors

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July 1, 2020	3.5%	Washington State Ferries: Marine Engineer Beneficial Association (MEBA) Licensed Engineer Officers, Marine Engineer Beneficial Association (MEBA) Unlicensed Engine Room Employees
July 1, 2019	9%	Washington State Ferries: Service Employees International Union (SEIU) Local 6,
July 1, 2019	1%	Washington State Ferries: Marine Engineer Beneficial Association (MEBA) Port Engineers,
July 1, 2019	3.5%	Washington State Ferries: Marine Engineer Beneficial Association (MEBA) Licensed Engineer Officers, Marine Engineer Beneficial Association (MEBA) Unlicensed Engine Room Employees
July 1, 2019	3%	Washington State Ferries: Master, Mates and Pilots (MM&P) - Mates, Ferry Agents, Supervisors and Project Administrators Association (FASPAA), Master, Mates and Pilots (MM&P) - Watch Center Supervisors, Master, Mates and Pilots (MM&P) - Masters, Inlandboatmen's Union of the Pacific (IBU)
July 1, 2019	4%	Washington State Ferries: Office and Professional Employees International Union (OPEIU) Local 8, Pacific Northwest Regional Council of Carpenters, Metal Trades Unions
July 1, 2019	2%	Washington State Patrol
July 1, 2019	4%	General increase to employees represented by Teamsters Local 117
July 1, 2019	3%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Service Employees International Union, State Patrol, Teamsters Local 117 DES Printers
July 1, 2019	3%	General increase to Non-Represented employees
January 1, 2019	2.0%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Service Employees International Union, State Patrol, Teamsters Local 117 DES Printers
January 1, 2019	2.0%	General increase to Non-Represented employees
January 1, 2019	0.0%	Represented and Non-Represented employees on the General Service 1 (GS1), N, N1, and N2 salary schedules were not eligible for general wage increases.
January 1, 2019	3.0%	General increase to employees represented by Teamsters Local 117
July 1, 2018	2.0%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, State Patrol, Teamsters Local 117 DES Printers
July 1, 2018	2.0%	General increase to Non-Represented employees
July 1, 2018	0.0%	Represented and Non-Represented employees on the General Service 1 (GS1), N, N1, and N2 salary schedules were not eligible for general wage increases.
July 1, 2018	3.0%	General increase to employees represented by Teamsters Local 117
July 1, 2017	2.0%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, State Patrol, Teamsters Local 117 DES Printers
July 1, 2017	2.0%	General increase to Non-Represented employees
July 1, 2017	0.0%	Represented and Non-Represented employees on the General Service 1 (GS1), N, N1, and N2 salary schedules were not eligible for general wage increases.

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July 1, 2017	4.5%	General increase to employees represented by Teamsters Local 117
July 1, 2016	4.30%	General increase to employees represented by Teamsters Local 117
July 1, 2016	1.80%	General increase to employees represented by Service Employees International Union
July 1, 2016	1.80% or 1% plus \$20, whichever is greater	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Teamsters Local 117 DES Printers
July 1, 2016	1.80% or 1% plus \$20, whichever is greater	General increase to Non-Represented employees
July 1, 2015	4.30%	General increase to employees represented by Teamsters Local 117 DES Printers
July 1, 2015	4.30%	Washington Federation of State Employees - Community Corrections salary schedule created for specific job classes in Community Corrections at the Department of Corrections.
July 1, 2015	5.50%	General increase to employees represented by the Teamers Local 117
July 1, 2015	3.00%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Service Employees International Union, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association
July 1, 2015	3.00%	General increase to Non-Represented employees
July 1, 2013	0.00%	New Step M created for both Represented and Non-Represented employees
July 1, 2013	0.00%	New Step U created for both Represented and Non-Represented employee nurses
June 30, 2013	3.00%	Restore Temporary salary reduction
July 1, 2011	-3.00%	Temporary salary reduction for most state employees (ESSB 5860), July 1, 2011 - June 29, 2013.
July 1, 2010	0.00%	No General Increase
July 1, 2009	0.00%	No General Increase
September 1, 2008	2.00%	General increase to Non-Represented employees.
July 1, 2008	2.00%	General increase to employees represented by a CBA negotiated by the Governor's Office
September 1, 2007	3.20%	General increase to Non-Represented employees
July 1, 2007	3.20%	General increase to employees represented by a CBA negotiated by the Governor's Office New Step L created for both Represented and Non-Represented employees
July 1, 2007	1.60%	2006 Total Compensation Survey Partial Implementation to classes more than 10 ranges behind the prevailing rate (ESHB 1128)
September 1, 2006	1.60%	General increase to non-represented employees
July 1, 2006	2.90%	General increase to employees represented by the Teamsters negotiated by the Governor's Office Create new N2 range for nurses represented by the Teamsters
July 1, 2006	1.60%	General increase to employees represented by a CBA negotiated by the Governor's Office
September 1, 2005	3.20%	General increase to Non-Represented employees
July 1, 2005	3.20%	General increase to employees represented by a Collective Bargaining Agreement (CBA) negotiated by the Governor's Office
July 1, 2004	0.00%	No General Increase
July 1, 2004	0.00%	2002 Total Compensation Salary Survey Partial Implementation to classes more than 10 ranges behind the prevailing rate (ESSB 6090)

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July 1, 2003	0.00%	No General Increase
July 1, 2002	0.00%	No General Increase
January 1, 2002	\$40.7 M	2001-03 6767 List partially funded (items #1-8b)
July 1, 2001	3.70%	Across the Board (part of budget bill)
July 1, 2000	3.00%	Across the Board (part of budget bill)
July 1, 1999	\$10.7 M	1998 Comp. Salary Survey Partial Implementation to classes more than 10 ranges behind prevailing rate
July 1, 1999	\$39.4 M	6767 Implementation for 99/01 biennium
July 1, 1999	3.00%	Across the Board (part of budget bill)
July 1, 1998	\$6.2 M	6767 Partial Implementation of 1997-99 Priority List (items 11-23)
July 1, 1997	3.00%	Across the Board (part of budget bill). SP1 and SP2 combined and received an additional 3% for a total of 6%
July 1, 1997	\$9.3 M	6767 Partial Implementation of the 1997-99 List (items 1-10)
July 1, 1996	4.00%	Increase to SP ranges part of Transportation Budget
July 1, 1996	\$11.2 M	911 Legislation – General Fund dollars
July 1, 1995	5.00%	Create new SP Rgs for WSP's CVEO & Communication Officers. Classes received 5%
July 1, 1995	4.00%	Across the Board (part of budget bill)
January 1, 1993	3.60%	Increase to "N" Range for classes requiring licensure as a RN in addition to the 3% ATB
January 1, 1993	3.00%	Across the Board (part of budget bill)
January 1, 1992	3.10%	Increase to "N" Range for classes requiring licensure as a RN in addition to the 3.6% ATB
January 1, 1992	0.10%	Net (5% increase to 600 engineering/tech positions)
January 1, 1992	3.60%	Across the Board
July 1, 1991	10%	Increase to 2,400 Transp. Engrs. and related classes
January 1, 1991	1.20%	Selected increases to 20% salary gap (10,543 employees averaged 5.3%)
January 1, 1991	6.00%	Across the Board
October 1, 1990	"N" Range	For classes requiring licensure as an RN
January 1, 1990	2.50%	Across the Board
January 1, 1989	3.00%	Across the Board
January 1, 1988	2.65%	or \$50 (the Greater)
September 1, 1986	2.50%	Or \$50 (the Greater – 3.0% Average)
January 1, 1985	8.40%	Average (1/2 + of Survey Catch-up)
June 30, 1983	7.00%	Across the Board
October 1, 1981	7.20%	Average (Survey Catch-up)
October 1, 1980	6.00%	Across the Board
October 1, 1979	6.40%	Average (Survey Catch-up)
July 1, 1979	5.00%	Across the Board
July 1, 1978	5.00%	Across the Board
July 1, 1977	10.00%	Average (50% of Survey Rec.)
July 1, 1976	5.80%	Average (50% of Survey Rec.)
March 1, 1975	12.50%	Average (Include \$15 for Lower Ranges)
July 1, 1974	1.50%	(Est.) 6 th Step Added for Lower
January 1, 1974	4.50%	(Est.) ½ of 1972 Remainder
February 1, 1973	5.50%	(Est.) \$40 Across the Board
September 1, 1972	3.00%	Across the Board
July 1, 1970	4.00%	Across the Board
July 1, 1969	12.50%	Average
January 1, 1968	4.00%	Average
February 1, 1967	13.00%	Average