

Prepared by the Washington State Office of Financial Management
Office of the Attorney General for Non-Represented Employees
Effective July 1, 2023
4% Increase

Attorney General

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Base Range Step Numbers	Graduation Year	AAG Range (Annual)	Managing AAG Range (Annual)	Deputy Solicitor General Range (Annual)
Step 1	2023	74,520	78,240	81,972
Step 2	2022	77,484	81,372	85,248
Step 3	2021	80,592	84,624	88,656
Step 4	2020	83,820	88,008	92,220
Step 5	2019	87,168	91,536	95,892
Step 6	2018	90,672	95,196	99,744
Step 7	2017	94,284	99,000	103,716
Step 8	2016	98,052	102,972	107,868
Step 9	2015	101,988	107,076	112,188
Step 10	2014	106,068	111,372	116,664
Step 11	2013	110,304	115,812	121,332
Step 12	2012	114,720	120,456	126,180
Step 13	2011	119,304	125,280	131,244
Step 14	2010	124,080	130,296	136,476
Step 15	2009	129,036	135,492	141,948
Step 16	2008	134,196	140,916	147,624
Step 17	2007	139,572	146,556	153,528

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	32340	32880	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444
	Monthly	2695	2740	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537
	Hourly	15.49	15.75	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33
	Standby	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42
31	Annual	32880	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428
	Monthly	2740	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619
	Hourly	15.75	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80
	Standby	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46
32	Annual	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400
	Monthly	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700
	Hourly	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26
	Standby	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49
33	Annual	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552
	Monthly	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796
	Hourly	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82
	Standby	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53
34	Annual	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596
	Monthly	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883
	Hourly	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32
	Standby	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56
35	Annual	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688
	Monthly	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974
	Hourly	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60
36	Annual	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864
	Monthly	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072
	Hourly	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40
	Standby	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64
37	Annual	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088
	Monthly	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174
	Hourly	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99
	Standby	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68
38	Annual	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384
	Monthly	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282
	Hourly	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61
	Standby	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620
	Monthly	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385
	Hourly	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20
	Standby	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76
40	Annual	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964
	Monthly	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497
	Hourly	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84
	Standby	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81
41	Annual	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224
	Monthly	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602
	Hourly	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45
	Standby	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85
42	Annual	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676
	Monthly	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723
	Hourly	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14
	Standby	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90
43	Annual	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104
	Monthly	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842
	Hourly	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83
	Standby	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95
44	Annual	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616
	Monthly	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968
	Hourly	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00
45	Annual	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056
	Monthly	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088
	Hourly	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24
	Standby	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05
46	Annual	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568
	Monthly	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214
	Hourly	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10
47	Annual	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092
	Monthly	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341
	Hourly	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70
	Standby	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15

Standby rate is equal to 7% of the hourly rate

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748
	Monthly	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479
	Hourly	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49
	Standby	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20
49	Annual	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380
	Monthly	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615
	Hourly	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27
	Standby	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26
50	Annual	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072
	Monthly	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756
	Hourly	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08
	Standby	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32
51	Annual	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800
	Monthly	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900
	Hourly	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91
	Standby	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37
52	Annual	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552
	Monthly	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046
	Hourly	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75
	Standby	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43
53	Annual	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376
	Monthly	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198
	Hourly	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62
	Standby	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49
54	Annual	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188
	Monthly	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349
	Hourly	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49
	Standby	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55
55	Annual	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120
	Monthly	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510
	Hourly	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41
	Standby	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62
56	Annual	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112
	Monthly	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676
	Hourly	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37
	Standby	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056
	Monthly	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838
	Hourly	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30
	Standby	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75
58	Annual	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192
	Monthly	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016
	Hourly	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32
	Standby	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82
59	Annual	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208
	Monthly	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184
	Hourly	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29
	Standby	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89
60	Annual	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416
	Monthly	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368
	Hourly	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34
	Standby	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96
61	Annual	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624
	Monthly	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552
	Hourly	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40
	Standby	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04
62	Annual	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868
	Monthly	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739
	Hourly	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48
	Standby	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11
63	Annual	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184
	Monthly	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932
	Hourly	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59
	Standby	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19
64	Annual	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596
	Monthly	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133
	Hourly	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74
	Standby	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27
65	Annual	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008
	Monthly	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334
	Hourly	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90
	Standby	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540
	Monthly	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545
	Hourly	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11
	Standby	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44
67	Annual	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096
	Monthly	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758
	Hourly	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33
	Standby	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52
68	Annual	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712
	Monthly	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976
	Hourly	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59
	Standby	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61
69	Annual	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400
	Monthly	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200
	Hourly	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87
	Standby	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70
70	Annual	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160
	Monthly	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430
	Hourly	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20
	Standby	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79
71	Annual	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016
	Monthly	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668
	Hourly	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56
	Standby	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89
72	Annual	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932
	Monthly	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911
	Hourly	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96
	Standby	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99
73	Annual	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860
	Monthly	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155
	Hourly	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36
	Standby	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09
74	Annual	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932
	Monthly	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411
	Hourly	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83
	Standby	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040
	Monthly	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670
	Hourly	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32
	Standby	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29
76	Annual	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244
	Monthly	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937
	Hourly	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86
	Standby	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40
77	Annual	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508
	Monthly	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209
	Hourly	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42
	Standby	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51
78	Annual	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916
	Monthly	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493
	Hourly	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05
	Standby	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62
79	Annual	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300
	Monthly	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775
	Hourly	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67
	Standby	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74
80	Annual	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840
	Monthly	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070
	Hourly	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37
	Standby	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86
81	Annual	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500
	Monthly	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375
	Hourly	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12
	Standby	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98
82	Annual	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172
	Monthly	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681
	Hourly	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88
	Standby	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10
83	Annual	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964
	Monthly	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997
	Hourly	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70
	Standby	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23

Standby rate is equal to 7% of the hourly rate

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888
	Monthly	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324
	Hourly	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57
	Standby	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36
85	Annual	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836
	Monthly	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653
	Hourly	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47
	Standby	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49
86	Annual	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000
	Monthly	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000
	Hourly	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46
	Standby	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63
87	Annual	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212
	Monthly	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351
	Hourly	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48
	Standby	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77
88	Annual	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496
	Monthly	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708
	Hourly	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53
	Standby	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92
89	Annual	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948
	Monthly	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079
	Hourly	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66
	Standby	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07
90	Annual	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424
	Monthly	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452
	Hourly	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80
	Standby	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22
91	Annual	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080
	Monthly	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840
	Hourly	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03
	Standby	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37
92	Annual	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796
	Monthly	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233
	Hourly	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29
	Standby	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53

Standby rate is equal to 7% of the hourly rate

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716
	Monthly	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643
	Hourly	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65
	Standby	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70
94	Annual	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684
	Monthly	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057
	Hourly	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03
	Standby	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86
95	Annual	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808
	Monthly	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484
	Hourly	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48
	Standby	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03
96	Annual	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076
	Monthly	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923
	Hourly	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01
	Standby	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21
97	Annual	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476
	Monthly	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373
	Hourly	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59
	Standby	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39
98	Annual	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984
	Monthly	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832
	Hourly	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23
	Standby	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58
99	Annual	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612
	Monthly	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301
	Hourly	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93
	Standby	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76
100	Annual	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420
	Monthly	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785
	Hourly	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71
	Standby	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96
101	Annual	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360
	Monthly	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280
	Hourly	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55
	Standby	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16

Standby rate is equal to 7% of the hourly rate

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432
	Monthly	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786
	Hourly	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46
	Standby	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36
103	Annual	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672
	Monthly	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306
	Hourly	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45
	Standby	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57
104	Annual	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056
	Monthly	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838
	Hourly	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51
	Standby	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79
105	Annual	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596
	Monthly	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383
	Hourly	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64
	Standby	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00
106	Annual	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316
	Monthly	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943
	Hourly	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86
	Standby	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23
107	Annual	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228
	Monthly	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519
	Hourly	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17
	Standby	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46
108	Annual	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296
	Monthly	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108
	Hourly	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55
	Standby	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70
109	Annual	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496
	Monthly	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708
	Hourly	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00
	Standby	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94
110	Annual	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912
	Monthly	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326
	Hourly	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55
	Standby	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508
	Monthly	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959
	Hourly	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19
	Standby	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44
112	Annual	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296
	Monthly	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608
	Hourly	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92
	Standby	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70
113	Annual	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264
	Monthly	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272
	Hourly	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74
	Standby	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97
114	Annual	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448
	Monthly	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954
	Hourly	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66
	Standby	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25
115	Annual	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848
	Monthly	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654
	Hourly	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68
	Standby	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53
116	Annual	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452
	Monthly	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371
	Hourly	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80
	Standby	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82
117	Annual	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260
	Monthly	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105
	Hourly	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02
	Standby	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11
118	Annual	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296
	Monthly	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858
	Hourly	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34
	Standby	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41
119	Annual	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296	379536
	Monthly	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858	31628
	Hourly	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34	181.77
	Standby	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41	12.72
120	Annual	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296	379536	389028
	Monthly	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858	31628	32419
	Hourly	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34	181.77	186.32
	Standby	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41	12.72	13.04

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	32340	32340	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984
	Monthly	2695	2695	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332
	Hourly	15.49	15.49	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15
	Standby	1.08	1.08	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34
31	Annual	32340	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932
	Monthly	2695	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411
	Hourly	15.49	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60
	Standby	1.08	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37
32	Annual	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868
	Monthly	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489
	Hourly	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05
	Standby	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40
33	Annual	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924
	Monthly	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577
	Hourly	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56
	Standby	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44
34	Annual	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908
	Monthly	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659
	Hourly	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03
	Standby	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47
35	Annual	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940
	Monthly	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745
	Hourly	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52
	Standby	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51
36	Annual	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056
	Monthly	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838
	Hourly	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54
37	Annual	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208
	Monthly	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934
	Hourly	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58
38	Annual	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396
	Monthly	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033
	Hourly	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584
	Monthly	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132
	Hourly	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75
	Standby	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66
40	Annual	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868
	Monthly	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239
	Hourly	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36
	Standby	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71
41	Annual	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044
	Monthly	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337
	Hourly	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93
	Standby	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74
42	Annual	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412
	Monthly	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451
	Hourly	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58
	Standby	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79
43	Annual	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744
	Monthly	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562
	Hourly	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22
	Standby	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84
44	Annual	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172
	Monthly	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681
	Hourly	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90
	Standby	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88
45	Annual	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516
	Monthly	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793
	Hourly	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55
	Standby	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93
46	Annual	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956
	Monthly	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913
	Hourly	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24
	Standby	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98
47	Annual	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408
	Monthly	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034
	Hourly	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93
	Standby	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 General Service 1 (GS1) Salary Schedule for Non-Represented Employees
 Only applies to the following job classifications: Physician 2-4 & Psychiatrists
 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956
	Monthly	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163
	Hourly	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67
	Standby	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08
49	Annual	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468
	Monthly	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289
	Hourly	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40
	Standby	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13
50	Annual	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100
	Monthly	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425
	Hourly	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18
	Standby	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18
51	Annual	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696
	Monthly	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558
	Hourly	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94
	Standby	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24
52	Annual	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364
	Monthly	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697
	Hourly	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74
	Standby	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
53	Annual	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080
	Monthly	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840
	Hourly	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56
	Standby	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
54	Annual	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808
	Monthly	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984
	Hourly	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
55	Annual	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620
	Monthly	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135
	Hourly	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
56	Annual	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492
	Monthly	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291
	Hourly	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53

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 General Service 1 (GS1) Salary Schedule for Non-Represented Employees
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 Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340
	Monthly	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445
	Hourly	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59
58	Annual	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332
	Monthly	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611
	Hourly	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66
59	Annual	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240
	Monthly	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770
	Hourly	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72
60	Annual	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316
	Monthly	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943
	Hourly	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79
61	Annual	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392
	Monthly	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116
	Hourly	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86
62	Annual	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504
	Monthly	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292
	Hourly	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93
63	Annual	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688
	Monthly	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474
	Hourly	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01
64	Annual	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968
	Monthly	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664
	Hourly	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05
	Standby	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08
65	Annual	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248
	Monthly	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854
	Hourly	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14
	Standby	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624
	Monthly	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052
	Hourly	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28
	Standby	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24
67	Annual	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012
	Monthly	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251
	Hourly	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42
	Standby	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32
68	Annual	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496
	Monthly	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458
	Hourly	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61
	Standby	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40
69	Annual	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028
	Monthly	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669
	Hourly	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82
	Standby	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49
70	Annual	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644
	Monthly	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887
	Hourly	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07
	Standby	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58
71	Annual	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320
	Monthly	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110
	Hourly	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36
	Standby	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66
72	Annual	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068
	Monthly	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339
	Hourly	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67
	Standby	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76
73	Annual	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852
	Monthly	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571
	Hourly	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01
	Standby	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85
74	Annual	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732
	Monthly	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811
	Hourly	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39
	Standby	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95

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75	Annual	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660
	Monthly	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055
	Hourly	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79
	Standby	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05
76	Annual	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660
	Monthly	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305
	Hourly	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22
	Standby	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15
77	Annual	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768
	Monthly	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564
	Hourly	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71
	Standby	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25
78	Annual	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960
	Monthly	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830
	Hourly	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24
	Standby	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36
79	Annual	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152
	Monthly	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096
	Hourly	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77
	Standby	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46
80	Annual	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488
	Monthly	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374
	Hourly	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37
	Standby	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58
81	Annual	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908
	Monthly	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659
	Hourly	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01
	Standby	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69
82	Annual	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400
	Monthly	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950
	Hourly	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68
	Standby	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81
83	Annual	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976
	Monthly	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248
	Hourly	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39
	Standby	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93

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 Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696
	Monthly	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558
	Hourly	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17
	Standby	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05
85	Annual	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392
	Monthly	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866
	Hourly	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94
	Standby	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18
86	Annual	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292
	Monthly	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191
	Hourly	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81
	Standby	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31
87	Annual	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288
	Monthly	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524
	Hourly	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72
	Standby	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44
88	Annual	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332
	Monthly	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861
	Hourly	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66
	Standby	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58
89	Annual	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520
	Monthly	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210
	Hourly	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67
	Standby	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72
90	Annual	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720
	Monthly	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560
	Hourly	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68
	Standby	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86
91	Annual	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124
	Monthly	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927
	Hourly	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79
	Standby	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01
92	Annual	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564
	Monthly	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297
	Hourly	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91
	Standby	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15

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Prepared by the Washington State Office of Financial Management
 General Service 1 (GS1) Salary Schedule for Non-Represented Employees
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 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208
	Monthly	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684
	Hourly	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14
	Standby	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31
94	Annual	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864
	Monthly	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072
	Hourly	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37
	Standby	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47
95	Annual	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736
	Monthly	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478
	Hourly	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70
	Standby	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63
96	Annual	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680
	Monthly	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890
	Hourly	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07
	Standby	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79
97	Annual	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768
	Monthly	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314
	Hourly	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51
	Standby	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97
98	Annual	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928
	Monthly	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744
	Hourly	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98
	Standby	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14
99	Annual	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256
	Monthly	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188
	Hourly	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53
	Standby	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32
100	Annual	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716
	Monthly	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643
	Hourly	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14
	Standby	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50
101	Annual	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308
	Monthly	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109
	Hourly	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82
	Standby	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69

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DRAFT

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102	Annual	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044
	Monthly	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587
	Hourly	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57
	Standby	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88
103	Annual	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936
	Monthly	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078
	Hourly	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39
	Standby	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08
104	Annual	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936
	Monthly	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578
	Hourly	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26
	Standby	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28
105	Annual	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104
	Monthly	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092
	Hourly	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22
	Standby	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49
106	Annual	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440
	Monthly	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620
	Hourly	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25
	Standby	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70
107	Annual	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944
	Monthly	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162
	Hourly	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37
	Standby	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92
108	Annual	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604
	Monthly	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717
	Hourly	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56
	Standby	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14
109	Annual	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408
	Monthly	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284
	Hourly	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82
	Standby	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37
110	Annual	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368
	Monthly	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864
	Hourly	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15
	Standby	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60

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DRAFT

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111	Annual	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544
	Monthly	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462
	Hourly	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59
	Standby	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84
112	Annual	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876
	Monthly	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073
	Hourly	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10
	Standby	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09
113	Annual	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400
	Monthly	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700
	Hourly	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70
	Standby	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34
114	Annual	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116
	Monthly	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343
	Hourly	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40
	Standby	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60
115	Annual	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000
	Monthly	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000
	Hourly	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17
	Standby	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86
116	Annual	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136
	Monthly	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678
	Hourly	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07
	Standby	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13
117	Annual	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416
	Monthly	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368
	Hourly	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03
	Standby	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41
118	Annual	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936
	Monthly	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078
	Hourly	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11
	Standby	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70
119	Annual	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936	357648
	Monthly	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078	29804
	Hourly	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11	171.29
	Standby	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99
120	Annual	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936	357648	366612
	Monthly	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078	29804	30551
	Hourly	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11	171.29	175.58
	Standby	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 Only applies to job classes assigned to the Information Technology Professional Structure
 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
01IT	Annual	59376	60888	62388	63948	65544	67176	68880	70596	72372	74172	76032	77928	79872
	Monthly	4948	5074	5199	5329	5462	5598	5740	5883	6031	6181	6336	6494	6656
	Hourly	28.44	29.16	29.88	30.63	31.39	32.17	32.99	33.81	34.66	35.52	36.41	37.32	38.25
	Standby	1.99	2.04	2.09	2.14	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68
02IT	Annual	63828	65436	67068	68736	70476	72240	74028	75888	77784	79728	81720	83748	85848
	Monthly	5319	5453	5589	5728	5873	6020	6169	6324	6482	6644	6810	6979	7154
	Hourly	30.57	31.34	32.12	32.92	33.75	34.60	35.45	36.34	37.25	38.18	39.14	40.11	41.11
	Standby	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88
03IT	Annual	68628	70332	72108	73908	75756	77664	79608	81600	83640	85728	87888	90084	92340
	Monthly	5719	5861	6009	6159	6313	6472	6634	6800	6970	7144	7324	7507	7695
	Hourly	32.87	33.68	34.53	35.40	36.28	37.20	38.13	39.08	40.06	41.06	42.09	43.14	44.22
	Standby	2.30	2.36	2.42	2.48	2.54	2.60	2.67	2.74	2.80	2.87	2.95	3.02	3.10
04IT	Annual	73764	75612	77484	79440	81420	83472	85548	87672	89868	92100	94404	96768	99192
	Monthly	6147	6301	6457	6620	6785	6956	7129	7306	7489	7675	7867	8064	8266
	Hourly	35.33	36.21	37.11	38.05	38.99	39.98	40.97	41.99	43.04	44.11	45.21	46.34	47.51
	Standby	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33
05IT	Annual	79296	81288	83316	85392	87540	89724	91968	94260	96612	99024	101496	104028	106644
	Monthly	6608	6774	6943	7116	7295	7477	7664	7855	8051	8252	8458	8669	8887
	Hourly	37.98	38.93	39.90	40.90	41.93	42.97	44.05	45.14	46.27	47.43	48.61	49.82	51.07
	Standby	2.66	2.73	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58
06IT	Annual	83268	85344	87480	89664	91920	94212	96552	98976	101448	103980	106596	109260	111984
	Monthly	6939	7112	7290	7472	7660	7851	8046	8248	8454	8665	8883	9105	9332
	Hourly	39.88	40.87	41.90	42.94	44.02	45.12	46.24	47.40	48.59	49.80	51.05	52.33	53.63
	Standby	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75
07IT	Annual	87432	89616	91860	94152	96492	98904	101376	103908	106512	109176	111912	114708	117588
	Monthly	7286	7468	7655	7846	8041	8242	8448	8659	8876	9098	9326	9559	9799
	Hourly	41.87	42.92	43.99	45.09	46.21	47.37	48.55	49.76	51.01	52.29	53.60	54.94	56.32
	Standby	2.93	3.00	3.08	3.16	3.23	3.32	3.40	3.48	3.57	3.66	3.75	3.85	3.94
08IT	Annual	91776	94092	96444	98844	101328	103860	106464	109116	111840	114648	117528	120456	123468
	Monthly	7648	7841	8037	8237	8444	8655	8872	9093	9320	9554	9794	10038	10289
	Hourly	43.95	45.06	46.19	47.34	48.53	49.74	50.99	52.26	53.56	54.91	56.29	57.69	59.13
	Standby	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14
09IT	Annual	96396	98796	101268	103812	106380	109068	111780	114564	117432	120384	123384	126480	129624
	Monthly	8033	8233	8439	8651	8865	9089	9315	9547	9786	10032	10282	10540	10802
	Hourly	46.17	47.32	48.50	49.72	50.95	52.24	53.53	54.87	56.24	57.66	59.09	60.57	62.08
	Standby	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35

Standby rate is equal to 7% of the hourly rate

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 General Service Salary Schedule for Non-Represented Employees
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 4% Increase

General Government
 Higher Education

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
10IT	Annual	101196	103728	106320	108972	111696	114492	117348	120288	123300	126372	129528	132768	136092
	Monthly	8433	8644	8860	9081	9308	9541	9779	10024	10275	10531	10794	11064	11341
	Hourly	48.47	49.68	50.92	52.19	53.49	54.83	56.20	57.61	59.05	60.52	62.03	63.59	65.18
	Standby	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56
11IT	Annual	106272	108924	111648	114444	117288	120228	123240	126324	129480	132708	136044	139440	142920
	Monthly	8856	9077	9304	9537	9774	10019	10270	10527	10790	11059	11337	11620	11910
	Hourly	50.90	52.17	53.47	54.81	56.17	57.58	59.02	60.50	62.01	63.56	65.16	66.78	68.45
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.67	4.79

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 N Range Salary Schedule for Non-Represented Employees
 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	12	15	18	20	26							
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
39EN	Annual	39792	40740	41736	42708	43704	44724	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548
	Monthly	3316	3395	3478	3559	3642	3727	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379
	Hourly	19.06	19.51	19.99	20.45	20.93	21.42	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91
	Standby	1.33	1.37	1.40	1.43	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16
41EN	Annual	41736	42708	43704	44724	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848
	Monthly	3478	3559	3642	3727	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654
	Hourly	19.99	20.45	20.93	21.42	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49
	Standby	1.40	1.43	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27
48EN	Annual	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616
	Monthly	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718
	Hourly	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61
	Standby	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*	
45N	Annual	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844
	Monthly	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237
	Hourly	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84
	Standby	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51
47N	Annual	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660
	Monthly	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555
	Hourly	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67
	Standby	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64
49N	Annual	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608
	Monthly	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884
	Hourly	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56
	Standby	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77
50N	Annual	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744
	Monthly	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062
	Hourly	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59
	Standby	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

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 N Range Salary Schedule for Non-Represented Employees
 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
51N	Annual	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820
	Monthly	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235
	Hourly	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58
	Standby	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91
52N	Annual	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968
	Monthly	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414
	Hourly	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61
	Standby	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98
53N	Annual	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236
	Monthly	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603
	Hourly	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70
	Standby	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06
54N	Annual	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480
	Monthly	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790
	Hourly	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77
	Standby	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13
55N	Annual	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820
	Monthly	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985
	Hourly	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89
	Standby	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21
56N	Annual	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196
	Monthly	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183
	Hourly	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03
	Standby	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29
57N	Annual	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668
	Monthly	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389
	Hourly	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21
	Standby	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37
58N	Annual	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188
	Monthly	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599
	Hourly	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42
	Standby	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 N Range Salary Schedule for Non-Represented Employees
 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
59N	Annual	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780
	Monthly	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815
	Hourly	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66
	Standby	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55
60N	Annual	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432
	Monthly	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036
	Hourly	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93
	Standby	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64
61N	Annual	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156
	Monthly	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263
	Hourly	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24
	Standby	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73
62N	Annual	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928
	Monthly	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494
	Hourly	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56
	Standby	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82
63N	Annual	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784
	Monthly	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732
	Hourly	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93
	Standby	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92
64N	Annual	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736
	Monthly	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978
	Hourly	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34
	Standby	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 N Range Salary Schedule for Non-Represented Employees
 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
65N	Annual	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700
	Monthly	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225
	Hourly	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76
	Standby	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11
66N	Annual	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772
	Monthly	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481
	Hourly	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24
	Standby	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22
67N	Annual	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916
	Monthly	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743
	Hourly	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74
	Standby	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32
68N	Annual	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156
	Monthly	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013
	Hourly	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29
	Standby	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43
69N	Annual	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456
	Monthly	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288
	Hourly	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87
	Standby	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54
70N	Annual	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852
	Monthly	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571
	Hourly	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50
	Standby	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66
71N	Annual	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320
	Monthly	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860
	Hourly	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16
	Standby	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 N Range Salary Schedule for Non-Represented Employees
 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
72N	Annual	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884
	Monthly	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157
	Hourly	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87
	Standby	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89
73N	Annual	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520
	Monthly	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460
	Hourly	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61
	Standby	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01
74N	Annual	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252
	Monthly	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771
	Hourly	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40
	Standby	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14
75N	Annual	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080
	Monthly	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090
	Hourly	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23
	Standby	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27
76N	Annual	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004
	Monthly	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417
	Hourly	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11
	Standby	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40
77N	Annual	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024
	Monthly	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752
	Hourly	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03
	Standby	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53
78N	Annual	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152
	Monthly	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096
	Hourly	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01
	Standby	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

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 N Range Salary Schedule for Non-Represented Employees
 Effective July 1, 2023
 4% Increase

General Government
 Higher Education

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
79N	Annual	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376
	Monthly	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448
	Hourly	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03
	Standby	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81
80N	Annual	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720
	Monthly	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810
	Hourly	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11
	Standby	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96
81N	Annual	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160
	Monthly	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180
	Hourly	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24
	Standby	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11
82N	Annual	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708
	Monthly	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559
	Hourly	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42
	Standby	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26
83N	Annual	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376
	Monthly	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948
	Hourly	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66
	Standby	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42
84N	Annual	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152
	Monthly	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346
	Hourly	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94
	Standby	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58
85N	Annual	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152	201048
	Monthly	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346	16754
	Hourly	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94	96.29
	Standby	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58	6.74
86N	Annual	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152	201048	206100
	Monthly	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346	16754	17175
	Hourly	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94	96.29	98.71
	Standby	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58	6.74	6.91

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 Association of Washington Assistant Attorneys General Represented Employees
 Effective July 1, 2023
 4% Increase

WFSE - AWAAG

DRAFT

Base Range Step Numbers	Graduation Year	AAG Range (Annual)	Managing AAG Range (Annual)	Deputy Solicitor General Range (Annual)
Step 1	2023	74,520	78,240	81,972
Step 2	2022	77,484	81,372	85,248
Step 3	2021	80,592	84,624	88,656
Step 4	2020	83,820	88,008	92,220
Step 5	2019	87,168	91,536	95,892
Step 6	2018	90,672	95,196	99,744
Step 7	2017	94,284	99,000	103,716
Step 8	2016	98,052	102,972	107,868
Step 9	2015	101,988	107,076	112,188
Step 10	2014	106,068	111,372	116,664
Step 11	2013	110,304	115,812	121,332
Step 12	2012	114,720	120,456	126,180
Step 13	2011	119,304	125,280	131,244
Step 14	2010	124,080	130,296	136,476
Step 15	2009	129,036	135,492	141,948
Step 16	2008	134,196	140,916	147,624
Step 17	2007	139,572	146,556	153,528

DRAFT

RECRUIT		
SALARY RANGE		STEP A
800	Annual	69,720
	Monthly	5,810
	Hourly	33.39
	Standby	2.34

OFFICER						
SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E
801	Annual	75,300	78,312	84,576	91,344	98,640
	Monthly	6,275	6,526	7,048	7,612	8,220
	Hourly	36.06	37.51	40.51	43.75	47.24
	Standby	2.52	2.63	2.84	3.06	3.31

SERGEANT		
SALARY RANGE		STEP A
802	Annual	117,432
	Monthly	9,786
	Hourly	56.24
	Standby	3.94

LIEUTENANT		
SALARY RANGE		STEP A
803	Annual	139,344
	Monthly	11,612
	Hourly	66.74
	Standby	4.67

CAPTAIN		
SALARY RANGE		STEP A
804	Annual	146,304
	Monthly	12,192
	Hourly	70.07
	Standby	4.90

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 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	32592	33336	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960
	Monthly	2716	2778	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580
	Hourly	15.61	15.97	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57
	Standby	1.09	1.12	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44
31	Annual	33336	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004
	Monthly	2778	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667
	Hourly	15.97	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07
	Standby	1.12	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48
32	Annual	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012
	Monthly	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751
	Hourly	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56
	Standby	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51
33	Annual	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128
	Monthly	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844
	Hourly	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09
	Standby	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55
34	Annual	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208
	Monthly	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934
	Hourly	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61
	Standby	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58
35	Annual	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312
	Monthly	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026
	Hourly	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14
	Standby	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62
36	Annual	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512
	Monthly	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126
	Hourly	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71
	Standby	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66
37	Annual	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748
	Monthly	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229
	Hourly	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30
	Standby	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70
38	Annual	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032
	Monthly	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336
	Hourly	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92
	Standby	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74
39	Annual	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280
	Monthly	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440
	Hourly	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52
	Standby	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
40	Annual	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684
	Monthly	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557
	Hourly	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19
	Standby	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83
41	Annual	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944
	Monthly	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662
	Hourly	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79
	Standby	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88
42	Annual	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420
	Monthly	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785
	Hourly	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50
	Standby	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93
43	Annual	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848
	Monthly	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904
	Hourly	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18
	Standby	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97
44	Annual	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396
	Monthly	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033
	Hourly	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93
	Standby	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02
45	Annual	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848
	Monthly	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154
	Hourly	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62
	Standby	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07
46	Annual	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372
	Monthly	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281
	Hourly	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35
	Standby	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12
47	Annual	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920
	Monthly	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410
	Hourly	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09
	Standby	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18
48	Annual	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624
	Monthly	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552
	Hourly	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91
	Standby	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23
49	Annual	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244
	Monthly	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687
	Hourly	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68
	Standby	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
50	Annual	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960
	Monthly	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830
	Hourly	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51
	Standby	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35
51	Annual	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700
	Monthly	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975
	Hourly	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34
	Standby	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40
52	Annual	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488
	Monthly	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124
	Hourly	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20
	Standby	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46
53	Annual	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312
	Monthly	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276
	Hourly	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07
	Standby	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52
54	Annual	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184
	Monthly	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432
	Hourly	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97
	Standby	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59
55	Annual	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152
	Monthly	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596
	Hourly	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91
	Standby	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65
56	Annual	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144
	Monthly	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762
	Hourly	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86
	Standby	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72
57	Annual	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124
	Monthly	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927
	Hourly	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81
	Standby	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79
58	Annual	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284
	Monthly	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107
	Hourly	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84
	Standby	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86
59	Annual	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324
	Monthly	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277
	Hourly	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82
	Standby	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
60	Annual	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556
	Monthly	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463
	Hourly	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89
	Standby	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00
61	Annual	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836
	Monthly	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653
	Hourly	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98
	Standby	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08
62	Annual	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080
	Monthly	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840
	Hourly	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06
	Standby	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15
63	Annual	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432
	Monthly	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036
	Hourly	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18
	Standby	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23
64	Annual	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844
	Monthly	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237
	Hourly	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34
	Standby	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31
65	Annual	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292
	Monthly	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441
	Hourly	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51
	Standby	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40
66	Annual	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872
	Monthly	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656
	Hourly	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75
	Standby	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48
67	Annual	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464
	Monthly	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872
	Hourly	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99
	Standby	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57
68	Annual	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116
	Monthly	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093
	Hourly	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26
	Standby	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66
69	Annual	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816
	Monthly	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318
	Hourly	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55
	Standby	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
70	Annual	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636
	Monthly	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553
	Hourly	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90
	Standby	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84
71	Annual	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528
	Monthly	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794
	Hourly	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29
	Standby	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94
72	Annual	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468
	Monthly	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039
	Hourly	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70
	Standby	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04
73	Annual	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444
	Monthly	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287
	Hourly	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12
	Standby	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14
74	Annual	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588
	Monthly	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549
	Hourly	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63
	Standby	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24
75	Annual	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708
	Monthly	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809
	Hourly	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12
	Standby	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35
76	Annual	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948
	Monthly	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079
	Hourly	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67
	Standby	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46
77	Annual	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272
	Monthly	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356
	Hourly	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26
	Standby	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57
78	Annual	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692
	Monthly	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641
	Hourly	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90
	Standby	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68
79	Annual	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112
	Monthly	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926
	Hourly	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54
	Standby	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
80	Annual	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700
	Monthly	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225
	Hourly	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26
	Standby	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92
81	Annual	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408
	Monthly	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534
	Hourly	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03
	Standby	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04
82	Annual	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152
	Monthly	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846
	Hourly	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83
	Standby	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17
83	Annual	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004
	Monthly	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167
	Hourly	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67
	Standby	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30
84	Annual	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976
	Monthly	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498
	Hourly	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57
	Standby	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43
85	Annual	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960
	Monthly	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830
	Hourly	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48
	Standby	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56
86	Annual	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160
	Monthly	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180
	Hourly	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49
	Standby	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70
87	Annual	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468
	Monthly	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539
	Hourly	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56
	Standby	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85
88	Annual	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788
	Monthly	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899
	Hourly	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63
	Standby	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99
89	Annual	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288
	Monthly	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274
	Hourly	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78
	Standby	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
90	Annual	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824
	Monthly	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652
	Hourly	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95
	Standby	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30
91	Annual	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552
	Monthly	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046
	Hourly	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22
	Standby	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46
92	Annual	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352
	Monthly	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446
	Hourly	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52
	Standby	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62
93	Annual	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344
	Monthly	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862
	Hourly	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91
	Standby	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78
94	Annual	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360
	Monthly	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280
	Hourly	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31
	Standby	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95
95	Annual	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544
	Monthly	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712
	Hourly	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79
	Standby	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13
96	Annual	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872
	Monthly	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156
	Hourly	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34
	Standby	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30
97	Annual	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332
	Monthly	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611
	Hourly	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96
	Standby	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49
98	Annual	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912
	Monthly	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076
	Hourly	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63
	Standby	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67
99	Annual	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636
	Monthly	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553
	Hourly	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37
	Standby	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87

Standby rate is equal to 7% of the hourly rate

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Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
100	Annual	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516
	Monthly	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043
	Hourly	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19
	Standby	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06
101	Annual	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516
	Monthly	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543
	Hourly	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06
	Standby	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26
102	Annual	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660
	Monthly	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055
	Hourly	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01
	Standby	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47
103	Annual	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972
	Monthly	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581
	Hourly	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03
	Standby	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68
104	Annual	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488
	Monthly	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124
	Hourly	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15
	Standby	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90
105	Annual	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100
	Monthly	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675
	Hourly	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32
	Standby	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12
106	Annual	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892
	Monthly	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241
	Hourly	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57
	Standby	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35
107	Annual	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864
	Monthly	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822
	Hourly	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91
	Standby	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58
108	Annual	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028
	Monthly	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419
	Hourly	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34
	Standby	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82
109	Annual	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360
	Monthly	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030
	Hourly	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85
	Standby	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07

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Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
110	Annual	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884
	Monthly	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657
	Hourly	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45
	Standby	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32
111	Annual	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564
	Monthly	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297
	Hourly	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13
	Standby	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58
112	Annual	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460
	Monthly	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955
	Hourly	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91
	Standby	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84
113	Annual	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548
	Monthly	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629
	Hourly	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79
	Standby	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12
114	Annual	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828
	Monthly	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319
	Hourly	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75
	Standby	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39
115	Annual	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324
	Monthly	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027
	Hourly	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82
	Standby	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68
116	Annual	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036
	Monthly	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753
	Hourly	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99
	Standby	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97
117	Annual	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964
	Monthly	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497
	Hourly	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27
	Standby	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27
118	Annual	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096
	Monthly	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258
	Hourly	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64
	Standby	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58
119	Annual	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096	384480
	Monthly	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258	32040
	Hourly	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64	184.14
	Standby	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58	12.89

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Prepared by the Washington State Office of Financial Management
Washington Federation of State Employees Salary Schedule for Represented Employees
Effective July 1, 2023
4% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096	384480	394092
	Monthly	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258	32040	32841
	Hourly	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64	184.14	188.74
	Standby	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58	12.89	13.21

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	32340	32880	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444
	Monthly	2695	2740	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537
	Hourly	15.49	15.75	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33
	Standby	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42
31	Annual	32880	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428
	Monthly	2740	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619
	Hourly	15.75	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80
	Standby	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46
32	Annual	33660	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400
	Monthly	2805	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700
	Hourly	16.12	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26
	Standby	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49
33	Annual	34500	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552
	Monthly	2875	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796
	Hourly	16.52	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82
	Standby	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53
34	Annual	35280	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596
	Monthly	2940	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883
	Hourly	16.90	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32
	Standby	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56
35	Annual	36072	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688
	Monthly	3006	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974
	Hourly	17.28	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60
36	Annual	36900	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864
	Monthly	3075	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072
	Hourly	17.67	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40
	Standby	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64
37	Annual	37740	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088
	Monthly	3145	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174
	Hourly	18.07	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99
	Standby	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68
38	Annual	38640	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384
	Monthly	3220	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282
	Hourly	18.51	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61
	Standby	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	39528	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620
	Monthly	3294	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385
	Hourly	18.93	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20
	Standby	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76
40	Annual	40512	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964
	Monthly	3376	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497
	Hourly	19.40	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84
	Standby	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81
41	Annual	41448	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224
	Monthly	3454	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602
	Hourly	19.85	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45
	Standby	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85
42	Annual	42444	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676
	Monthly	3537	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723
	Hourly	20.33	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14
	Standby	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90
43	Annual	43428	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104
	Monthly	3619	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842
	Hourly	20.80	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83
	Standby	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95
44	Annual	44400	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616
	Monthly	3700	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968
	Hourly	21.26	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00
45	Annual	45552	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056
	Monthly	3796	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088
	Hourly	21.82	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24
	Standby	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05
46	Annual	46596	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568
	Monthly	3883	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214
	Hourly	22.32	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10
47	Annual	47688	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092
	Monthly	3974	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341
	Hourly	22.84	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70
	Standby	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	48864	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748
	Monthly	4072	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479
	Hourly	23.40	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49
	Standby	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20
49	Annual	50088	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380
	Monthly	4174	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615
	Hourly	23.99	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27
	Standby	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26
50	Annual	51384	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072
	Monthly	4282	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756
	Hourly	24.61	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08
	Standby	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32
51	Annual	52620	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800
	Monthly	4385	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900
	Hourly	25.20	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91
	Standby	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37
52	Annual	53964	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552
	Monthly	4497	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046
	Hourly	25.84	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75
	Standby	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43
53	Annual	55224	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376
	Monthly	4602	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198
	Hourly	26.45	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62
	Standby	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49
54	Annual	56676	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188
	Monthly	4723	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349
	Hourly	27.14	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49
	Standby	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55
55	Annual	58104	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120
	Monthly	4842	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510
	Hourly	27.83	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41
	Standby	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62
56	Annual	59616	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112
	Monthly	4968	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676
	Hourly	28.55	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37
	Standby	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	61056	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056
	Monthly	5088	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838
	Hourly	29.24	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30
	Standby	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75
58	Annual	62568	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192
	Monthly	5214	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016
	Hourly	29.97	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32
	Standby	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82
59	Annual	64092	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208
	Monthly	5341	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184
	Hourly	30.70	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29
	Standby	2.15	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89
60	Annual	65748	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416
	Monthly	5479	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368
	Hourly	31.49	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34
	Standby	2.20	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96
61	Annual	67380	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624
	Monthly	5615	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552
	Hourly	32.27	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40
	Standby	2.26	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04
62	Annual	69072	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868
	Monthly	5756	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739
	Hourly	33.08	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48
	Standby	2.32	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11
63	Annual	70800	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184
	Monthly	5900	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932
	Hourly	33.91	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59
	Standby	2.37	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19
64	Annual	72552	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596
	Monthly	6046	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133
	Hourly	34.75	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74
	Standby	2.43	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27
65	Annual	74376	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008
	Monthly	6198	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334
	Hourly	35.62	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90
	Standby	2.49	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35

Standby rate is equal to 7% of the hourly rate

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	76188	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540
	Monthly	6349	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545
	Hourly	36.49	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11
	Standby	2.55	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44
67	Annual	78120	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096
	Monthly	6510	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758
	Hourly	37.41	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33
	Standby	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52
68	Annual	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712
	Monthly	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976
	Hourly	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59
	Standby	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61
69	Annual	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400
	Monthly	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200
	Hourly	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87
	Standby	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70
70	Annual	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160
	Monthly	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430
	Hourly	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20
	Standby	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79
71	Annual	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016
	Monthly	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668
	Hourly	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56
	Standby	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89
72	Annual	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932
	Monthly	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911
	Hourly	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96
	Standby	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99
73	Annual	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860
	Monthly	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155
	Hourly	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36
	Standby	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09
74	Annual	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932
	Monthly	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411
	Hourly	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83
	Standby	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040
	Monthly	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670
	Hourly	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32
	Standby	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29
76	Annual	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244
	Monthly	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937
	Hourly	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86
	Standby	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40
77	Annual	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508
	Monthly	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209
	Hourly	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42
	Standby	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51
78	Annual	102540	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916
	Monthly	8545	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493
	Hourly	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05
	Standby	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62
79	Annual	105096	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300
	Monthly	8758	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775
	Hourly	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67
	Standby	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74
80	Annual	107712	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840
	Monthly	8976	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070
	Hourly	51.59	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37
	Standby	3.61	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86
81	Annual	110400	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500
	Monthly	9200	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375
	Hourly	52.87	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12
	Standby	3.70	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98
82	Annual	113160	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172
	Monthly	9430	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681
	Hourly	54.20	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88
	Standby	3.79	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10
83	Annual	116016	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964
	Monthly	9668	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997
	Hourly	55.56	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70
	Standby	3.89	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	118932	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888
	Monthly	9911	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324
	Hourly	56.96	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57
	Standby	3.99	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36
85	Annual	121860	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836
	Monthly	10155	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653
	Hourly	58.36	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47
	Standby	4.09	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49
86	Annual	124932	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000
	Monthly	10411	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000
	Hourly	59.83	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46
	Standby	4.19	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63
87	Annual	128040	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212
	Monthly	10670	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351
	Hourly	61.32	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48
	Standby	4.29	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77
88	Annual	131244	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496
	Monthly	10937	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708
	Hourly	62.86	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53
	Standby	4.40	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92
89	Annual	134508	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948
	Monthly	11209	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079
	Hourly	64.42	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66
	Standby	4.51	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07
90	Annual	137916	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424
	Monthly	11493	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452
	Hourly	66.05	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80
	Standby	4.62	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22
91	Annual	141300	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080
	Monthly	11775	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840
	Hourly	67.67	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03
	Standby	4.74	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37
92	Annual	144840	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796
	Monthly	12070	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233
	Hourly	69.37	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29
	Standby	4.86	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	148500	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716
	Monthly	12375	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643
	Hourly	71.12	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65
	Standby	4.98	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70
94	Annual	152172	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684
	Monthly	12681	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057
	Hourly	72.88	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03
	Standby	5.10	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86
95	Annual	155964	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808
	Monthly	12997	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484
	Hourly	74.70	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48
	Standby	5.23	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03
96	Annual	159888	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076
	Monthly	13324	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923
	Hourly	76.57	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01
	Standby	5.36	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21
97	Annual	163836	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476
	Monthly	13653	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373
	Hourly	78.47	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59
	Standby	5.49	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39
98	Annual	168000	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984
	Monthly	14000	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832
	Hourly	80.46	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23
	Standby	5.63	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58
99	Annual	172212	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612
	Monthly	14351	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301
	Hourly	82.48	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93
	Standby	5.77	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76
100	Annual	176496	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420
	Monthly	14708	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785
	Hourly	84.53	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71
	Standby	5.92	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96
101	Annual	180948	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360
	Monthly	15079	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280
	Hourly	86.66	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55
	Standby	6.07	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	185424	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432
	Monthly	15452	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786
	Hourly	88.80	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46
	Standby	6.22	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36
103	Annual	190080	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672
	Monthly	15840	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306
	Hourly	91.03	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45
	Standby	6.37	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57
104	Annual	194796	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056
	Monthly	16233	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838
	Hourly	93.29	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51
	Standby	6.53	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79
105	Annual	199716	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596
	Monthly	16643	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383
	Hourly	95.65	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64
	Standby	6.70	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00
106	Annual	204684	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316
	Monthly	17057	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943
	Hourly	98.03	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86
	Standby	6.86	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23
107	Annual	209808	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228
	Monthly	17484	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519
	Hourly	100.48	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17
	Standby	7.03	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46
108	Annual	215076	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296
	Monthly	17923	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108
	Hourly	103.01	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55
	Standby	7.21	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70
109	Annual	220476	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496
	Monthly	18373	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708
	Hourly	105.59	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00
	Standby	7.39	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94
110	Annual	225984	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912
	Monthly	18832	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326
	Hourly	108.23	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55
	Standby	7.58	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	231612	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508
	Monthly	19301	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959
	Hourly	110.93	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19
	Standby	7.76	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44
112	Annual	237420	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296
	Monthly	19785	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608
	Hourly	113.71	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92
	Standby	7.96	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70
113	Annual	243360	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264
	Monthly	20280	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272
	Hourly	116.55	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74
	Standby	8.16	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97
114	Annual	249432	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448
	Monthly	20786	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954
	Hourly	119.46	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66
	Standby	8.36	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25
115	Annual	255672	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848
	Monthly	21306	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654
	Hourly	122.45	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68
	Standby	8.57	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53
116	Annual	262056	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452
	Monthly	21838	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371
	Hourly	125.51	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80
	Standby	8.79	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82
117	Annual	268596	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260
	Monthly	22383	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105
	Hourly	128.64	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02
	Standby	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11
118	Annual	275316	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296
	Monthly	22943	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858
	Hourly	131.86	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34
	Standby	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41
119	Annual	282228	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296	379536
	Monthly	23519	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858	31628
	Hourly	135.17	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34	181.77
	Standby	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41	12.72

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

WFSE - GG
 WPEA - GG
 WAFWP
 PTE Local 17
 Coalition
 Higher Ed. (see CBA)

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	289296	296496	303912	311508	319296	327264	335448	343848	352452	361260	370296	379536	389028
	Monthly	24108	24708	25326	25959	26608	27272	27954	28654	29371	30105	30858	31628	32419
	Hourly	138.55	142.00	145.55	149.19	152.92	156.74	160.66	164.68	168.80	173.02	177.34	181.77	186.32
	Standby	9.70	9.94	10.19	10.44	10.70	10.97	11.25	11.53	11.82	12.11	12.41	12.72	13.04

Standby rate is equal to 7% of the hourly rate

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	32340	32340	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984
	Monthly	2695	2695	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332
	Hourly	15.49	15.49	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15
	Standby	1.08	1.08	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34
31	Annual	32340	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932
	Monthly	2695	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411
	Hourly	15.49	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60
	Standby	1.08	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37
32	Annual	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868
	Monthly	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489
	Hourly	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05
	Standby	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40
33	Annual	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924
	Monthly	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577
	Hourly	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56
	Standby	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44
34	Annual	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908
	Monthly	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659
	Hourly	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03
	Standby	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47
35	Annual	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940
	Monthly	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745
	Hourly	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52
	Standby	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51
36	Annual	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056
	Monthly	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838
	Hourly	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54
37	Annual	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208
	Monthly	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934
	Hourly	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58
38	Annual	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396
	Monthly	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033
	Hourly	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62

Standby rate is equal to 7% of the hourly rate

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584
	Monthly	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132
	Hourly	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75
	Standby	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66
40	Annual	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868
	Monthly	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239
	Hourly	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36
	Standby	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71
41	Annual	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044
	Monthly	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337
	Hourly	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93
	Standby	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74
42	Annual	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412
	Monthly	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451
	Hourly	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58
	Standby	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79
43	Annual	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744
	Monthly	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562
	Hourly	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22
	Standby	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84
44	Annual	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172
	Monthly	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681
	Hourly	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90
	Standby	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88
45	Annual	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516
	Monthly	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793
	Hourly	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55
	Standby	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93
46	Annual	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956
	Monthly	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913
	Hourly	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24
	Standby	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98
47	Annual	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408
	Monthly	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034
	Hourly	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93
	Standby	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03

Standby rate is equal to 7% of the hourly rate

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956
	Monthly	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163
	Hourly	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67
	Standby	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08
49	Annual	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468
	Monthly	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289
	Hourly	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40
	Standby	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13
50	Annual	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100
	Monthly	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425
	Hourly	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18
	Standby	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18
51	Annual	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696
	Monthly	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558
	Hourly	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94
	Standby	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24
52	Annual	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364
	Monthly	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697
	Hourly	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74
	Standby	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
53	Annual	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080
	Monthly	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840
	Hourly	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56
	Standby	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
54	Annual	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808
	Monthly	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984
	Hourly	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
55	Annual	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620
	Monthly	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135
	Hourly	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
56	Annual	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492
	Monthly	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291
	Hourly	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340
	Monthly	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445
	Hourly	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59
58	Annual	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332
	Monthly	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611
	Hourly	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66
59	Annual	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240
	Monthly	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770
	Hourly	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72
60	Annual	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316
	Monthly	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943
	Hourly	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79
61	Annual	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392
	Monthly	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116
	Hourly	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86
62	Annual	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504
	Monthly	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292
	Hourly	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93
63	Annual	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688
	Monthly	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474
	Hourly	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01
64	Annual	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968
	Monthly	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664
	Hourly	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05
	Standby	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08
65	Annual	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248
	Monthly	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854
	Hourly	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14
	Standby	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624
	Monthly	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052
	Hourly	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28
	Standby	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24
67	Annual	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012
	Monthly	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251
	Hourly	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42
	Standby	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32
68	Annual	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496
	Monthly	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458
	Hourly	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61
	Standby	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40
69	Annual	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028
	Monthly	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669
	Hourly	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82
	Standby	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49
70	Annual	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644
	Monthly	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887
	Hourly	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07
	Standby	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58
71	Annual	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320
	Monthly	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110
	Hourly	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36
	Standby	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66
72	Annual	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068
	Monthly	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339
	Hourly	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67
	Standby	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76
73	Annual	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852
	Monthly	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571
	Hourly	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01
	Standby	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85
74	Annual	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732
	Monthly	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811
	Hourly	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39
	Standby	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660
	Monthly	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055
	Hourly	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79
	Standby	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05
76	Annual	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660
	Monthly	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305
	Hourly	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22
	Standby	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15
77	Annual	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768
	Monthly	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564
	Hourly	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71
	Standby	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25
78	Annual	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960
	Monthly	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830
	Hourly	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24
	Standby	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36
79	Annual	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152
	Monthly	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096
	Hourly	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77
	Standby	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46
80	Annual	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488
	Monthly	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374
	Hourly	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37
	Standby	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58
81	Annual	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908
	Monthly	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659
	Hourly	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01
	Standby	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69
82	Annual	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400
	Monthly	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950
	Hourly	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68
	Standby	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81
83	Annual	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976
	Monthly	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248
	Hourly	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39
	Standby	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696
	Monthly	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558
	Hourly	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17
	Standby	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05
85	Annual	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392
	Monthly	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866
	Hourly	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94
	Standby	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18
86	Annual	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292
	Monthly	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191
	Hourly	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81
	Standby	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31
87	Annual	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288
	Monthly	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524
	Hourly	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72
	Standby	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44
88	Annual	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332
	Monthly	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861
	Hourly	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66
	Standby	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58
89	Annual	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520
	Monthly	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210
	Hourly	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67
	Standby	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72
90	Annual	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720
	Monthly	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560
	Hourly	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68
	Standby	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86
91	Annual	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124
	Monthly	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927
	Hourly	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79
	Standby	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01
92	Annual	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564
	Monthly	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297
	Hourly	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91
	Standby	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208
	Monthly	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684
	Hourly	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14
	Standby	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31
94	Annual	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864
	Monthly	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072
	Hourly	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37
	Standby	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47
95	Annual	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736
	Monthly	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478
	Hourly	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70
	Standby	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63
96	Annual	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680
	Monthly	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890
	Hourly	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07
	Standby	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79
97	Annual	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768
	Monthly	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314
	Hourly	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51
	Standby	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97
98	Annual	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928
	Monthly	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744
	Hourly	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98
	Standby	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14
99	Annual	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256
	Monthly	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188
	Hourly	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53
	Standby	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32
100	Annual	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716
	Monthly	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643
	Hourly	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14
	Standby	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50
101	Annual	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308
	Monthly	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109
	Hourly	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82
	Standby	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044
	Monthly	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587
	Hourly	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57
	Standby	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88
103	Annual	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936
	Monthly	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078
	Hourly	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39
	Standby	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08
104	Annual	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936
	Monthly	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578
	Hourly	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26
	Standby	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28
105	Annual	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104
	Monthly	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092
	Hourly	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22
	Standby	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49
106	Annual	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440
	Monthly	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620
	Hourly	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25
	Standby	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70
107	Annual	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944
	Monthly	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162
	Hourly	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37
	Standby	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92
108	Annual	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604
	Monthly	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717
	Hourly	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56
	Standby	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14
109	Annual	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408
	Monthly	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284
	Hourly	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82
	Standby	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37
110	Annual	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368
	Monthly	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864
	Hourly	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15
	Standby	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544
	Monthly	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462
	Hourly	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59
	Standby	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84
112	Annual	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876
	Monthly	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073
	Hourly	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10
	Standby	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09
113	Annual	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400
	Monthly	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700
	Hourly	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70
	Standby	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34
114	Annual	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116
	Monthly	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343
	Hourly	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40
	Standby	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60
115	Annual	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000
	Monthly	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000
	Hourly	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17
	Standby	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86
116	Annual	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136
	Monthly	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678
	Hourly	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07
	Standby	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13
117	Annual	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416
	Monthly	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368
	Hourly	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03
	Standby	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41
118	Annual	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936
	Monthly	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078
	Hourly	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11
	Standby	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70
119	Annual	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936	357648
	Monthly	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078	29804
	Hourly	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11	171.29
	Standby	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 General Service 1 (GS1) Salary Schedule for Represented Employees
 Only applies to the following job classifications: Physician 2-4 & Psychiatrists
 Effective July 1, 2023
 4% Increase

WFSE
 Coalition

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936	357648	366612
	Monthly	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078	29804	30551
	Hourly	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11	171.29	175.58
	Standby	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Only applies to job classes assigned to the Information Technology Professional Structure
 Effective July 1, 2023
 4% Increase

WFSE- GG
 Coalition
 WPEA- GG
 WAFWP
 PTE Local 17
 Higher Ed. (see CBA)

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
01IT	Annual	59376	60888	62388	63948	65544	67176	68880	70596	72372	74172	76032	77928	79872
	Monthly	4948	5074	5199	5329	5462	5598	5740	5883	6031	6181	6336	6494	6656
	Hourly	28.44	29.16	29.88	30.63	31.39	32.17	32.99	33.81	34.66	35.52	36.41	37.32	38.25
	Standby	1.99	2.04	2.09	2.14	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68
02IT	Annual	63828	65436	67068	68736	70476	72240	74028	75888	77784	79728	81720	83748	85848
	Monthly	5319	5453	5589	5728	5873	6020	6169	6324	6482	6644	6810	6979	7154
	Hourly	30.57	31.34	32.12	32.92	33.75	34.60	35.45	36.34	37.25	38.18	39.14	40.11	41.11
	Standby	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88
03IT	Annual	68628	70332	72108	73908	75756	77664	79608	81600	83640	85728	87888	90084	92340
	Monthly	5719	5861	6009	6159	6313	6472	6634	6800	6970	7144	7324	7507	7695
	Hourly	32.87	33.68	34.53	35.40	36.28	37.20	38.13	39.08	40.06	41.06	42.09	43.14	44.22
	Standby	2.30	2.36	2.42	2.48	2.54	2.60	2.67	2.74	2.80	2.87	2.95	3.02	3.10
04IT	Annual	73764	75612	77484	79440	81420	83472	85548	87672	89868	92100	94404	96768	99192
	Monthly	6147	6301	6457	6620	6785	6956	7129	7306	7489	7675	7867	8064	8266
	Hourly	35.33	36.21	37.11	38.05	38.99	39.98	40.97	41.99	43.04	44.11	45.21	46.34	47.51
	Standby	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33
05IT	Annual	79296	81288	83316	85392	87540	89724	91968	94260	96612	99024	101496	104028	106644
	Monthly	6608	6774	6943	7116	7295	7477	7664	7855	8051	8252	8458	8669	8887
	Hourly	37.98	38.93	39.90	40.90	41.93	42.97	44.05	45.14	46.27	47.43	48.61	49.82	51.07
	Standby	2.66	2.73	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58
06IT	Annual	83268	85344	87480	89664	91920	94212	96552	98976	101448	103980	106596	109260	111984
	Monthly	6939	7112	7290	7472	7660	7851	8046	8248	8454	8665	8883	9105	9332
	Hourly	39.88	40.87	41.90	42.94	44.02	45.12	46.24	47.40	48.59	49.80	51.05	52.33	53.63
	Standby	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75
07IT	Annual	87432	89616	91860	94152	96492	98904	101376	103908	106512	109176	111912	114708	117588
	Monthly	7286	7468	7655	7846	8041	8242	8448	8659	8876	9098	9326	9559	9799
	Hourly	41.87	42.92	43.99	45.09	46.21	47.37	48.55	49.76	51.01	52.29	53.60	54.94	56.32
	Standby	2.93	3.00	3.08	3.16	3.23	3.32	3.40	3.48	3.57	3.66	3.75	3.85	3.94
08IT	Annual	91776	94092	96444	98844	101328	103860	106464	109116	111840	114648	117528	120456	123468
	Monthly	7648	7841	8037	8237	8444	8655	8872	9093	9320	9554	9794	10038	10289
	Hourly	43.95	45.06	46.19	47.34	48.53	49.74	50.99	52.26	53.56	54.91	56.29	57.69	59.13
	Standby	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14
09IT	Annual	96396	98796	101268	103812	106380	109068	111780	114564	117432	120384	123384	126480	129624
	Monthly	8033	8233	8439	8651	8865	9089	9315	9547	9786	10032	10282	10540	10802
	Hourly	46.17	47.32	48.50	49.72	50.95	52.24	53.53	54.87	56.24	57.66	59.09	60.57	62.08
	Standby	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Only applies to job classes assigned to the Information Technology Professional Structure
 Effective July 1, 2023
 4% Increase

WFSE- GG
 Coalition
 WPEA- GG
 WAFWP
 PTE Local 17
 Higher Ed. (see CBA)

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
10IT	Annual	101196	103728	106320	108972	111696	114492	117348	120288	123300	126372	129528	132768	136092
	Monthly	8433	8644	8860	9081	9308	9541	9779	10024	10275	10531	10794	11064	11341
	Hourly	48.47	49.68	50.92	52.19	53.49	54.83	56.20	57.61	59.05	60.52	62.03	63.59	65.18
	Standby	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56
11IT	Annual	106272	108924	111648	114444	117288	120228	123240	126324	129480	132708	136044	139440	142920
	Monthly	8856	9077	9304	9537	9774	10019	10270	10527	10790	11059	11337	11620	11910
	Hourly	50.90	52.17	53.47	54.81	56.17	57.58	59.02	60.50	62.01	63.56	65.16	66.78	68.45
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.67	4.79

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 N2 Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

		Years of Experience																				
		1	2	3	4	5	6	7	8	12	15	18	20	26								
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
39E2	Annual	44304	45312	46428	47508	48612	49752	50940	52176	53436	54708	56112	57516	58944	60456	61872	63432	65052	66684	68388	70044	71820
	Monthly	3692	3776	3869	3959	4051	4146	4245	4348	4453	4559	4676	4793	4912	5038	5156	5286	5421	5557	5699	5837	5985
	Hourly	21.22	21.70	22.24	22.75	23.28	23.83	24.40	24.99	25.59	26.20	26.87	27.55	28.23	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40
	Standby	1.49	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41
41E2	Annual	46428	47508	48612	49752	50940	52176	53436	54708	56112	57516	58944	60456	61872	63432	65052	66684	68388	70044	71820	73596	75468
	Monthly	3869	3959	4051	4146	4245	4348	4453	4559	4676	4793	4912	5038	5156	5286	5421	5557	5699	5837	5985	6133	6289
	Hourly	22.24	22.75	23.28	23.83	24.40	24.99	25.59	26.20	26.87	27.55	28.23	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14
	Standby	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53
48E2	Annual	54708	56112	57516	58944	60456	61872	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700
	Monthly	4559	4676	4793	4912	5038	5156	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475
	Hourly	26.20	26.87	27.55	28.23	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96
	Standby	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01
		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
SALARY RANGE		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
45N2	Annual	50940	52176	53436	54708	56112	57516	58944	60456	61872	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280
	Monthly	4245	4348	4453	4559	4676	4793	4912	5038	5156	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940
	Hourly	24.40	24.99	25.59	26.20	26.87	27.55	28.23	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89
	Standby	1.71	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79
47N2	Annual	53436	54708	56112	57516	58944	60456	61872	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504
	Monthly	4453	4559	4676	4793	4912	5038	5156	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292
	Hourly	25.59	26.20	26.87	27.55	28.23	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91
	Standby	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93
49N2	Annual	56112	57516	58944	60456	61872	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884
	Monthly	4676	4793	4912	5038	5156	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657
	Hourly	26.87	27.55	28.23	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01
	Standby	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08
50N2	Annual	57516	58944	60456	61872	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248
	Monthly	4793	4912	5038	5156	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854
	Hourly	27.55	28.23	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14
	Standby	1.93	1.98	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2023
6% Increase

Teamsters

SALARY RANGE		Years of Experience																				
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U
51N2	Annual	58944	60456	61872	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552
	Monthly	4912	5038	5156	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046
	Hourly	28.23	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24
	Standby	1.98	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24
52N2	Annual	60456	61872	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976
	Monthly	5038	5156	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248
	Hourly	28.95	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40
	Standby	2.03	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32
53N2	Annual	61872	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508
	Monthly	5156	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459
	Hourly	29.63	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61
	Standby	2.07	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40
54N2	Annual	63432	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992
	Monthly	5286	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666
	Hourly	30.38	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49
55N2	Annual	65052	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584
	Monthly	5421	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882
	Hourly	31.16	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57
56N2	Annual	66684	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248
	Monthly	5557	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104
	Hourly	31.94	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66
57N2	Annual	68388	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972
	Monthly	5699	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331
	Hourly	32.75	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63
	Standby	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75
58N2	Annual	70044	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816
	Monthly	5837	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568
	Hourly	33.55	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99
	Standby	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85
59N2	Annual	71820	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684
	Monthly	5985	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807
	Hourly	34.40	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36
	Standby	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95

Prepared by the Washington State Office of Financial Management
 N2 Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

SALARY RANGE		Years of Experience																				
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U
60N2	Annual	73596	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636
	Monthly	6133	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053
	Hourly	35.25	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78
	Standby	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04
61N2	Annual	75468	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660
	Monthly	6289	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305
	Hourly	36.14	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22
	Standby	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15
62N2	Annual	77316	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756
	Monthly	6443	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563
	Hourly	37.03	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71
	Standby	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25
63N2	Annual	79296	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924
	Monthly	6608	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827
	Hourly	37.98	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22
	Standby	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36
64N2	Annual	81252	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164
	Monthly	6771	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097
	Hourly	38.91	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78
	Standby	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46
65N2	Annual	83280	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500
	Monthly	6940	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375
	Hourly	39.89	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37
	Standby	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58
66N2	Annual	85344	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908
	Monthly	7112	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659
	Hourly	40.87	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01
	Standby	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69
67N2	Annual	87504	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400
	Monthly	7292	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950
	Hourly	41.91	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68
	Standby	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81
68N2	Annual	89700	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976
	Monthly	7475	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248
	Hourly	42.96	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39
	Standby	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93

Prepared by the Washington State Office of Financial Management
 N2 Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

SALARY RANGE		Years of Experience																				
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U
69N2	Annual	91884	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672
	Monthly	7657	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556
	Hourly	44.01	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16
	Standby	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05
70N2	Annual	94248	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428
	Monthly	7854	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869
	Hourly	45.14	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96
	Standby	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18
71N2	Annual	96552	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304
	Monthly	8046	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192
	Hourly	46.24	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82
	Standby	3.24	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31
72N2	Annual	98976	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264
	Monthly	8248	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522
	Hourly	47.40	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71
	Standby	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44
73N2	Annual	101508	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332
	Monthly	8459	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861
	Hourly	48.61	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66
	Standby	3.40	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58
74N2	Annual	103992	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496
	Monthly	8666	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208
	Hourly	49.80	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66
	Standby	3.49	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72
75N2	Annual	106584	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744
	Monthly	8882	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562
	Hourly	51.05	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69
	Standby	3.57	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86
76N2	Annual	109248	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124
	Monthly	9104	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927
	Hourly	52.32	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79
	Standby	3.66	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01
77N2	Annual	111972	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588
	Monthly	9331	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299
	Hourly	53.63	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93
	Standby	3.75	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15

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 6% Increase

Teamsters

SALARY RANGE		Years of Experience																				
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U
78N2	Annual	114816	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184
	Monthly	9568	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682
	Hourly	54.99	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13
	Standby	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31
79N2	Annual	117684	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184	192888
	Monthly	9807	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682	16074
	Hourly	56.36	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13	92.38
	Standby	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47
80N2	Annual	120636	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184	192888	197724
	Monthly	10053	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682	16074	16477
	Hourly	57.78	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13	92.38	94.70
	Standby	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63
81N2	Annual	123660	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184	192888	197724	202656
	Monthly	10305	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682	16074	16477	16888
	Hourly	59.22	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13	92.38	94.70	97.06
	Standby	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79
82N2	Annual	126756	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184	192888	197724	202656	207720
	Monthly	10563	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682	16074	16477	16888	17310
	Hourly	60.71	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13	92.38	94.70	97.06	99.48
	Standby	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.96
83N2	Annual	129924	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184	192888	197724	202656	207720	212904
	Monthly	10827	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682	16074	16477	16888	17310	17742
	Hourly	62.22	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13	92.38	94.70	97.06	99.48	101.97
	Standby	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.96	7.14
84N2	Annual	133164	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184	192888	197724	202656	207720	212904	218220
	Monthly	11097	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682	16074	16477	16888	17310	17742	18185
	Hourly	63.78	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13	92.38	94.70	97.06	99.48	101.97	104.51
	Standby	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.96	7.14	7.32
85N2	Annual	136500	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184	192888	197724	202656	207720	212904	218220	223668
	Monthly	11375	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682	16074	16477	16888	17310	17742	18185	18639
	Hourly	65.37	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13	92.38	94.70	97.06	99.48	101.97	104.51	107.12
	Standby	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.96	7.14	7.32	7.50
86N2	Annual	139908	143400	146976	150672	154428	158304	162264	166332	170496	174744	179124	183588	188184	192888	197724	202656	207720	212904	218220	223668	229284
	Monthly	11659	11950	12248	12556	12869	13192	13522	13861	14208	14562	14927	15299	15682	16074	16477	16888	17310	17742	18185	18639	19107
	Hourly	67.01	68.68	70.39	72.16	73.96	75.82	77.71	79.66	81.66	83.69	85.79	87.93	90.13	92.38	94.70	97.06	99.48	101.97	104.51	107.12	109.81
	Standby	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.96	7.14	7.32	7.50	7.69

Standby rate is equal to 7% of the hourly rate.

Prepared by the Washington State Office of Financial Management
 N1 Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SEIU - 1199
 WFSE - GG
 Coalition

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	12	15	18	20	26							
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
39E1	Annual	39792	40740	41736	42708	43704	44724	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548
	Monthly	3316	3395	3478	3559	3642	3727	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379
	Hourly	19.06	19.51	19.99	20.45	20.93	21.42	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91
	Standby	1.33	1.37	1.40	1.43	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16
41E1	Annual	41736	42708	43704	44724	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848
	Monthly	3478	3559	3642	3727	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654
	Hourly	19.99	20.45	20.93	21.42	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49
	Standby	1.40	1.43	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27
48E1	Annual	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616
	Monthly	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718
	Hourly	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61
	Standby	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70
		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*	
45N1	Annual	45828	46884	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844
	Monthly	3819	3907	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237
	Hourly	21.95	22.45	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84
	Standby	1.54	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51
47N1	Annual	48036	49176	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660
	Monthly	4003	4098	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555
	Hourly	23.01	23.55	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67
	Standby	1.61	1.65	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64
49N1	Annual	50448	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608
	Monthly	4204	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884
	Hourly	24.16	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56
	Standby	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77
50N1	Annual	51696	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744
	Monthly	4308	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062
	Hourly	24.76	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59
	Standby	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 N1 Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SEIU - 1199
 WFSE - GG
 Coalition

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
51N1	Annual	52992	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820
	Monthly	4416	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235
	Hourly	25.38	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58
	Standby	1.78	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91
52N1	Annual	54336	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968
	Monthly	4528	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414
	Hourly	26.02	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61
	Standby	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98
53N1	Annual	55620	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236
	Monthly	4635	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603
	Hourly	26.64	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70
	Standby	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06
54N1	Annual	57036	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480
	Monthly	4753	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790
	Hourly	27.32	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77
	Standby	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13
55N1	Annual	58452	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820
	Monthly	4871	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985
	Hourly	27.99	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89
	Standby	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21
56N1	Annual	59952	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196
	Monthly	4996	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183
	Hourly	28.71	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03
	Standby	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29
57N1	Annual	61476	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668
	Monthly	5123	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389
	Hourly	29.44	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21
	Standby	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37
58N1	Annual	62964	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188
	Monthly	5247	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599
	Hourly	30.16	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42
	Standby	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 N1 Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SEIU - 1199
 WFSE - GG
 Coalition

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
59N1	Annual	64548	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780
	Monthly	5379	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815
	Hourly	30.91	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66
	Standby	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55
60N1	Annual	66132	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432
	Monthly	5511	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036
	Hourly	31.67	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93
	Standby	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64
61N1	Annual	67848	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156
	Monthly	5654	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263
	Hourly	32.49	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24
	Standby	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73
62N1	Annual	69504	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928
	Monthly	5792	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494
	Hourly	33.29	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56
	Standby	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82
63N1	Annual	71244	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784
	Monthly	5937	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732
	Hourly	34.12	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93
	Standby	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92
64N1	Annual	73032	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736
	Monthly	6086	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978
	Hourly	34.98	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34
	Standby	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01

Standby rate is equal to 7% of the hourly rate

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Prepared by the Washington State Office of Financial Management
 N1 Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SEIU - 1199
 WFSE - GG
 Coalition

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
65N1	Annual	74844	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700
	Monthly	6237	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225
	Hourly	35.84	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76
	Standby	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11
66N1	Annual	76704	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772
	Monthly	6392	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481
	Hourly	36.74	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24
	Standby	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22
67N1	Annual	78660	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916
	Monthly	6555	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743
	Hourly	37.67	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74
	Standby	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32
68N1	Annual	80616	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156
	Monthly	6718	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013
	Hourly	38.61	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29
	Standby	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43
69N1	Annual	82608	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456
	Monthly	6884	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288
	Hourly	39.56	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87
	Standby	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54
70N1	Annual	84744	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852
	Monthly	7062	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571
	Hourly	40.59	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50
	Standby	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66
71N1	Annual	86820	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320
	Monthly	7235	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860
	Hourly	41.58	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16
	Standby	2.91	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77

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Prepared by the Washington State Office of Financial Management
 N1 Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

SEIU - 1199
 WFSE - GG
 Coalition

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
72N1	Annual	88968	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884
	Monthly	7414	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157
	Hourly	42.61	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87
	Standby	2.98	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89
73N1	Annual	91236	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520
	Monthly	7603	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460
	Hourly	43.70	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61
	Standby	3.06	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01
74N1	Annual	93480	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252
	Monthly	7790	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771
	Hourly	44.77	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40
	Standby	3.13	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14
75N1	Annual	95820	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080
	Monthly	7985	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090
	Hourly	45.89	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23
	Standby	3.21	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27
76N1	Annual	98196	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004
	Monthly	8183	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417
	Hourly	47.03	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11
	Standby	3.29	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40
77N1	Annual	100668	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024
	Monthly	8389	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752
	Hourly	48.21	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03
	Standby	3.37	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53
78N1	Annual	103188	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152
	Monthly	8599	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096
	Hourly	49.42	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01
	Standby	3.46	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67

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 Effective July 1, 2023
 4% Increase

SEIU - 1199
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 Coalition

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U*
79N1	Annual	105780	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376
	Monthly	8815	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448
	Hourly	50.66	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03
	Standby	3.55	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81
80N1	Annual	108432	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720
	Monthly	9036	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810
	Hourly	51.93	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11
	Standby	3.64	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96
81N1	Annual	111156	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160
	Monthly	9263	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180
	Hourly	53.24	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24
	Standby	3.73	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11
82N1	Annual	113928	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708
	Monthly	9494	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559
	Hourly	54.56	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42
	Standby	3.82	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26
83N1	Annual	116784	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376
	Monthly	9732	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948
	Hourly	55.93	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66
	Standby	3.92	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42
84N1	Annual	119736	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152
	Monthly	9978	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346
	Hourly	57.34	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94
	Standby	4.01	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58
85N1	Annual	122700	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152	201048
	Monthly	10225	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346	16754
	Hourly	58.76	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94	96.29
	Standby	4.11	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58	6.74
86N1	Annual	125772	128916	132156	135456	138852	142320	145884	149520	153252	157080	161004	165024	169152	173376	177720	182160	186708	191376	196152	201048	206100
	Monthly	10481	10743	11013	11288	11571	11860	12157	12460	12771	13090	13417	13752	14096	14448	14810	15180	15559	15948	16346	16754	17175
	Hourly	60.24	61.74	63.29	64.87	66.50	68.16	69.87	71.61	73.40	75.23	77.11	79.03	81.01	83.03	85.11	87.24	89.42	91.66	93.94	96.29	98.71
	Standby	4.22	4.32	4.43	4.54	4.66	4.77	4.89	5.01	5.14	5.27	5.40	5.53	5.67	5.81	5.96	6.11	6.26	6.42	6.58	6.74	6.91

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step U six (6) years after being assigned to Step T in their permanent salary range.

Prepared by the Washington State Office of Financial Management
 SP Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

WPEA - GG
 PTE Local 17
 Coalition
 Higher Ed (See CBA)

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
35SP	Annual	41292	42240	43260	44292	45276	46416	47472	48588	49716	50880	52152	53388	54660
	Monthly	3441	3520	3605	3691	3773	3868	3956	4049	4143	4240	4346	4449	4555
	Hourly	19.78	20.23	20.72	21.21	21.68	22.23	22.74	23.27	23.81	24.37	24.98	25.57	26.18
	Standby	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83
36SP	Annual	42240	43260	44292	45276	46416	47472	48588	49716	50880	52152	53388	54660	55992
	Monthly	3520	3605	3691	3773	3868	3956	4049	4143	4240	4346	4449	4555	4666
	Hourly	20.23	20.72	21.21	21.68	22.23	22.74	23.27	23.81	24.37	24.98	25.57	26.18	26.82
	Standby	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88
37SP	Annual	43260	44292	45276	46416	47472	48588	49716	50880	52152	53388	54660	55992	57396
	Monthly	3605	3691	3773	3868	3956	4049	4143	4240	4346	4449	4555	4666	4783
	Hourly	20.72	21.21	21.68	22.23	22.74	23.27	23.81	24.37	24.98	25.57	26.18	26.82	27.49
	Standby	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.92
38SP	Annual	44292	45276	46416	47472	48588	49716	50880	52152	53388	54660	55992	57396	58836
	Monthly	3691	3773	3868	3956	4049	4143	4240	4346	4449	4555	4666	4783	4903
	Hourly	21.21	21.68	22.23	22.74	23.27	23.81	24.37	24.98	25.57	26.18	26.82	27.49	28.18
	Standby	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.92	1.97
39SP	Annual	45276	46416	47472	48588	49716	50880	52152	53388	54660	55992	57396	58836	60264
	Monthly	3773	3868	3956	4049	4143	4240	4346	4449	4555	4666	4783	4903	5022
	Hourly	21.68	22.23	22.74	23.27	23.81	24.37	24.98	25.57	26.18	26.82	27.49	28.18	28.86
	Standby	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.92	1.97	2.02
40SP	Annual	46416	47472	48588	49716	50880	52152	53388	54660	55992	57396	58836	60264	61824
	Monthly	3868	3956	4049	4143	4240	4346	4449	4555	4666	4783	4903	5022	5152
	Hourly	22.23	22.74	23.27	23.81	24.37	24.98	25.57	26.18	26.82	27.49	28.18	28.86	29.61
	Standby	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07
41SP	Annual	47472	48588	49716	50880	52152	53388	54660	55992	57396	58836	60264	61824	63324
	Monthly	3956	4049	4143	4240	4346	4449	4555	4666	4783	4903	5022	5152	5277
	Hourly	22.74	23.27	23.81	24.37	24.98	25.57	26.18	26.82	27.49	28.18	28.86	29.61	30.33
	Standby	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12
42SP	Annual	48588	49716	50880	52152	53388	54660	55992	57396	58836	60264	61824	63324	64944
	Monthly	4049	4143	4240	4346	4449	4555	4666	4783	4903	5022	5152	5277	5412
	Hourly	23.27	23.81	24.37	24.98	25.57	26.18	26.82	27.49	28.18	28.86	29.61	30.33	31.10
	Standby	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18
43SP	Annual	49716	50880	52152	53388	54660	55992	57396	58836	60264	61824	63324	64944	66528
	Monthly	4143	4240	4346	4449	4555	4666	4783	4903	5022	5152	5277	5412	5544
	Hourly	23.81	24.37	24.98	25.57	26.18	26.82	27.49	28.18	28.86	29.61	30.33	31.10	31.86
	Standby	1.67	1.71	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23
44SP	Annual	50880	52152	53388	54660	55992	57396	58836	60264	61824	63324	64944	66528	68232
	Monthly	4240	4346	4449	4555	4666	4783	4903	5022	5152	5277	5412	5544	5686
	Hourly	24.37	24.98	25.57	26.18	26.82	27.49	28.18	28.86	29.61	30.33	31.10	31.86	32.68
	Standby	1.71	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29
45SP	Annual	52152	53388	54660	55992	57396	58836	60264	61824	63324	64944	66528	68232	69924
	Monthly	4346	4449	4555	4666	4783	4903	5022	5152	5277	5412	5544	5686	5827
	Hourly	24.98	25.57	26.18	26.82	27.49	28.18	28.86	29.61	30.33	31.10	31.86	32.68	33.49
	Standby	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34

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 SP Range Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

WPEA - GG
 PTE Local 17
 Coalition
 Higher Ed (See CBA)

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
46SP	Annual	53388	54660	55992	57396	58836	60264	61824	63324	64944	66528	68232	69924	71652
	Monthly	4449	4555	4666	4783	4903	5022	5152	5277	5412	5544	5686	5827	5971
	Hourly	25.57	26.18	26.82	27.49	28.18	28.86	29.61	30.33	31.10	31.86	32.68	33.49	34.32
	Standby	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40
47SP	Annual	54660	55992	57396	58836	60264	61824	63324	64944	66528	68232	69924	71652	73404
	Monthly	4555	4666	4783	4903	5022	5152	5277	5412	5544	5686	5827	5971	6117
	Hourly	26.18	26.82	27.49	28.18	28.86	29.61	30.33	31.10	31.86	32.68	33.49	34.32	35.16
	Standby	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46
48SP	Annual	55992	57396	58836	60264	61824	63324	64944	66528	68232	69924	71652	73404	75300
	Monthly	4666	4783	4903	5022	5152	5277	5412	5544	5686	5827	5971	6117	6275
	Hourly	26.82	27.49	28.18	28.86	29.61	30.33	31.10	31.86	32.68	33.49	34.32	35.16	36.06
	Standby	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.52
49SP	Annual	57396	58836	60264	61824	63324	64944	66528	68232	69924	71652	73404	75300	77160
	Monthly	4783	4903	5022	5152	5277	5412	5544	5686	5827	5971	6117	6275	6430
	Hourly	27.49	28.18	28.86	29.61	30.33	31.10	31.86	32.68	33.49	34.32	35.16	36.06	36.95
	Standby	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.52	2.59
50SP	Annual	58836	60264	61824	63324	64944	66528	68232	69924	71652	73404	75300	77160	79152
	Monthly	4903	5022	5152	5277	5412	5544	5686	5827	5971	6117	6275	6430	6596
	Hourly	28.18	28.86	29.61	30.33	31.10	31.86	32.68	33.49	34.32	35.16	36.06	36.95	37.91
	Standby	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.52	2.59	2.65
51SP	Annual	60264	61824	63324	64944	66528	68232	69924	71652	73404	75300	77160	79152	81096
	Monthly	5022	5152	5277	5412	5544	5686	5827	5971	6117	6275	6430	6596	6758
	Hourly	28.86	29.61	30.33	31.10	31.86	32.68	33.49	34.32	35.16	36.06	36.95	37.91	38.84
	Standby	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.52	2.59	2.65	2.72
52SP	Annual	61824	63324	64944	66528	68232	69924	71652	73404	75300	77160	79152	81096	83112
	Monthly	5152	5277	5412	5544	5686	5827	5971	6117	6275	6430	6596	6758	6926
	Hourly	29.61	30.33	31.10	31.86	32.68	33.49	34.32	35.16	36.06	36.95	37.91	38.84	39.80
	Standby	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.52	2.59	2.65	2.72	2.79
53SP	Annual	63324	64944	66528	68232	69924	71652	73404	75300	77160	79152	81096	83112	85152
	Monthly	5277	5412	5544	5686	5827	5971	6117	6275	6430	6596	6758	6926	7096
	Hourly	30.33	31.10	31.86	32.68	33.49	34.32	35.16	36.06	36.95	37.91	38.84	39.80	40.78
	Standby	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.85
54SP	Annual	64944	66528	68232	69924	71652	73404	75300	77160	79152	81096	83112	85152	87300
	Monthly	5412	5544	5686	5827	5971	6117	6275	6430	6596	6758	6926	7096	7275
	Hourly	31.10	31.86	32.68	33.49	34.32	35.16	36.06	36.95	37.91	38.84	39.80	40.78	41.81
	Standby	2.18	2.23	2.29	2.34	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.85	2.93
55SP	Annual	66528	68232	69924	71652	73404	75300	77160	79152	81096	83112	85152	87300	89460
	Monthly	5544	5686	5827	5971	6117	6275	6430	6596	6758	6926	7096	7275	7455
	Hourly	31.86	32.68	33.49	34.32	35.16	36.06	36.95	37.91	38.84	39.80	40.78	41.81	42.84
	Standby	2.23	2.29	2.34	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.85	2.93	3.00
56SP	Annual	68232	69924	71652	73404	75300	77160	79152	81096	83112	85152	87300	89460	91704
	Monthly	5686	5827	5971	6117	6275	6430	6596	6758	6926	7096	7275	7455	7642
	Hourly	32.68	33.49	34.32	35.16	36.06	36.95	37.91	38.84	39.80	40.78	41.81	42.84	43.92
	Standby	2.29	2.34	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.85	2.93	3.00	3.07

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
57SP	Annual	69924	71652	73404	75300	77160	79152	81096	83112	85152	87300	89460	91704	93996
	Monthly	5827	5971	6117	6275	6430	6596	6758	6926	7096	7275	7455	7642	7833
	Hourly	33.49	34.32	35.16	36.06	36.95	37.91	38.84	39.80	40.78	41.81	42.84	43.92	45.02
	Standby	2.34	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.85	2.93	3.00	3.07	3.15
58SP	Annual	71652	73404	75300	77160	79152	81096	83112	85152	87300	89460	91704	93996	96360
	Monthly	5971	6117	6275	6430	6596	6758	6926	7096	7275	7455	7642	7833	8030
	Hourly	34.32	35.16	36.06	36.95	37.91	38.84	39.80	40.78	41.81	42.84	43.92	45.02	46.15
	Standby	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.85	2.93	3.00	3.07	3.15	3.23
59SP	Annual	73404	75300	77160	79152	81096	83112	85152	87300	89460	91704	93996	96360	98772
	Monthly	6117	6275	6430	6596	6758	6926	7096	7275	7455	7642	7833	8030	8231
	Hourly	35.16	36.06	36.95	37.91	38.84	39.80	40.78	41.81	42.84	43.92	45.02	46.15	47.30
	Standby	2.46	2.52	2.59	2.65	2.72	2.79	2.85	2.93	3.00	3.07	3.15	3.23	3.31
60SP	Annual	75300	77160	79152	81096	83112	85152	87300	89460	91704	93996	96360	98772	101220
	Monthly	6275	6430	6596	6758	6926	7096	7275	7455	7642	7833	8030	8231	8435
	Hourly	36.06	36.95	37.91	38.84	39.80	40.78	41.81	42.84	43.92	45.02	46.15	47.30	48.48
	Standby	2.52	2.59	2.65	2.72	2.79	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39
61SP	Annual	77160	79152	81096	83112	85152	87300	89460	91704	93996	96360	98772	101220	103788
	Monthly	6430	6596	6758	6926	7096	7275	7455	7642	7833	8030	8231	8435	8649
	Hourly	36.95	37.91	38.84	39.80	40.78	41.81	42.84	43.92	45.02	46.15	47.30	48.48	49.71
	Standby	2.59	2.65	2.72	2.79	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48
62SP	Annual	79152	81096	83112	85152	87300	89460	91704	93996	96360	98772	101220	103788	106356
	Monthly	6596	6758	6926	7096	7275	7455	7642	7833	8030	8231	8435	8649	8863
	Hourly	37.91	38.84	39.80	40.78	41.81	42.84	43.92	45.02	46.15	47.30	48.48	49.71	50.94
	Standby	2.65	2.72	2.79	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.57
63SP	Annual	81096	83112	85152	87300	89460	91704	93996	96360	98772	101220	103788	106356	108996
	Monthly	6758	6926	7096	7275	7455	7642	7833	8030	8231	8435	8649	8863	9083
	Hourly	38.84	39.80	40.78	41.81	42.84	43.92	45.02	46.15	47.30	48.48	49.71	50.94	52.20
	Standby	2.72	2.79	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.57	3.65
64SP	Annual	83112	85152	87300	89460	91704	93996	96360	98772	101220	103788	106356	108996	111744
	Monthly	6926	7096	7275	7455	7642	7833	8030	8231	8435	8649	8863	9083	9312
	Hourly	39.80	40.78	41.81	42.84	43.92	45.02	46.15	47.30	48.48	49.71	50.94	52.20	53.52
	Standby	2.79	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.57	3.65	3.75
65SP	Annual	85152	87300	89460	91704	93996	96360	98772	101220	103788	106356	108996	111744	114528
	Monthly	7096	7275	7455	7642	7833	8030	8231	8435	8649	8863	9083	9312	9544
	Hourly	40.78	41.81	42.84	43.92	45.02	46.15	47.30	48.48	49.71	50.94	52.20	53.52	54.85
	Standby	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.57	3.65	3.75	3.84
66SP	Annual	87300	89460	91704	93996	96360	98772	101220	103788	106356	108996	111744	114528	117384
	Monthly	7275	7455	7642	7833	8030	8231	8435	8649	8863	9083	9312	9544	9782
	Hourly	41.81	42.84	43.92	45.02	46.15	47.30	48.48	49.71	50.94	52.20	53.52	54.85	56.22
	Standby	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.57	3.65	3.75	3.84	3.94
67SP	Annual	89460	91704	93996	96360	98772	101220	103788	106356	108996	111744	114528	117384	120324
	Monthly	7455	7642	7833	8030	8231	8435	8649	8863	9083	9312	9544	9782	10027
	Hourly	42.84	43.92	45.02	46.15	47.30	48.48	49.71	50.94	52.20	53.52	54.85	56.22	57.63
	Standby	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.57	3.65	3.75	3.84	3.94	4.03
68SP	Annual	91704	93996	96360	98772	101220	103788	106356	108996	111744	114528	117384	120324	123336
	Monthly	7642	7833	8030	8231	8435	8649	8863	9083	9312	9544	9782	10027	10278
	Hourly	43.92	45.02	46.15	47.30	48.48	49.71	50.94	52.20	53.52	54.85	56.22	57.63	59.07
	Standby	3.07	3.15	3.23	3.31	3.39	3.48	3.57	3.65	3.75	3.84	3.94	4.03	4.13

Standby rate is equal to 7% of the hourly rate.

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	32592	33336	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960
	Monthly	2716	2778	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580
	Hourly	15.61	15.97	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57
	Standby	1.09	1.12	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44
31	Annual	33336	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004
	Monthly	2778	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667
	Hourly	15.97	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07
	Standby	1.12	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48
32	Annual	34104	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012
	Monthly	2842	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751
	Hourly	16.33	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56
	Standby	1.14	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51
33	Annual	34932	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128
	Monthly	2911	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844
	Hourly	16.73	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09
	Standby	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55
34	Annual	35700	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208
	Monthly	2975	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934
	Hourly	17.10	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61
	Standby	1.20	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58
35	Annual	36516	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312
	Monthly	3043	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026
	Hourly	17.49	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14
	Standby	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62
36	Annual	37404	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512
	Monthly	3117	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126
	Hourly	17.91	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71
	Standby	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66
37	Annual	38244	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748
	Monthly	3187	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229
	Hourly	18.32	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30
	Standby	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70
38	Annual	39180	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032
	Monthly	3265	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336
	Hourly	18.76	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92
	Standby	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	40020	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280
	Monthly	3335	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440
	Hourly	19.17	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52
	Standby	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79
40	Annual	41064	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684
	Monthly	3422	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557
	Hourly	19.67	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19
	Standby	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83
41	Annual	41976	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944
	Monthly	3498	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662
	Hourly	20.10	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79
	Standby	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88
42	Annual	42960	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420
	Monthly	3580	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785
	Hourly	20.57	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50
	Standby	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93
43	Annual	44004	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848
	Monthly	3667	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904
	Hourly	21.07	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18
	Standby	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97
44	Annual	45012	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396
	Monthly	3751	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033
	Hourly	21.56	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93
	Standby	1.51	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02
45	Annual	46128	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848
	Monthly	3844	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154
	Hourly	22.09	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62
	Standby	1.55	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07
46	Annual	47208	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372
	Monthly	3934	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281
	Hourly	22.61	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35
	Standby	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12
47	Annual	48312	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920
	Monthly	4026	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410
	Hourly	23.14	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09
	Standby	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	49512	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624
	Monthly	4126	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552
	Hourly	23.71	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91
	Standby	1.66	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23
49	Annual	50748	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244
	Monthly	4229	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687
	Hourly	24.30	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68
	Standby	1.70	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29
50	Annual	52032	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960
	Monthly	4336	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830
	Hourly	24.92	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51
	Standby	1.74	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35
51	Annual	53280	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700
	Monthly	4440	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975
	Hourly	25.52	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34
	Standby	1.79	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40
52	Annual	54684	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488
	Monthly	4557	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124
	Hourly	26.19	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20
	Standby	1.83	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46
53	Annual	55944	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312
	Monthly	4662	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276
	Hourly	26.79	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07
	Standby	1.88	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52
54	Annual	57420	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184
	Monthly	4785	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432
	Hourly	27.50	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97
	Standby	1.93	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59
55	Annual	58848	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152
	Monthly	4904	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596
	Hourly	28.18	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91
	Standby	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65
56	Annual	60396	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144
	Monthly	5033	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762
	Hourly	28.93	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86
	Standby	2.02	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	61848	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124
	Monthly	5154	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927
	Hourly	29.62	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81
	Standby	2.07	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79
58	Annual	63372	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284
	Monthly	5281	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107
	Hourly	30.35	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84
	Standby	2.12	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86
59	Annual	64920	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324
	Monthly	5410	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277
	Hourly	31.09	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82
	Standby	2.18	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93
60	Annual	66624	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556
	Monthly	5552	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463
	Hourly	31.91	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89
	Standby	2.23	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00
61	Annual	68244	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836
	Monthly	5687	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653
	Hourly	32.68	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98
	Standby	2.29	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08
62	Annual	69960	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080
	Monthly	5830	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840
	Hourly	33.51	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06
	Standby	2.35	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15
63	Annual	71700	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432
	Monthly	5975	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036
	Hourly	34.34	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18
	Standby	2.40	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23
64	Annual	73488	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844
	Monthly	6124	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237
	Hourly	35.20	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34
	Standby	2.46	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31
65	Annual	75312	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292
	Monthly	6276	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441
	Hourly	36.07	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51
	Standby	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	77184	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872
	Monthly	6432	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656
	Hourly	36.97	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75
	Standby	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48
67	Annual	79152	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464
	Monthly	6596	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872
	Hourly	37.91	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99
	Standby	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57
68	Annual	81144	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116
	Monthly	6762	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093
	Hourly	38.86	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26
	Standby	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66
69	Annual	83124	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816
	Monthly	6927	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318
	Hourly	39.81	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55
	Standby	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75
70	Annual	85284	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636
	Monthly	7107	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553
	Hourly	40.84	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90
	Standby	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84
71	Annual	87324	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528
	Monthly	7277	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794
	Hourly	41.82	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29
	Standby	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94
72	Annual	89556	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468
	Monthly	7463	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039
	Hourly	42.89	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70
	Standby	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04
73	Annual	91836	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444
	Monthly	7653	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287
	Hourly	43.98	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12
	Standby	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14
74	Annual	94080	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588
	Monthly	7840	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549
	Hourly	45.06	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63
	Standby	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	96432	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708
	Monthly	8036	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809
	Hourly	46.18	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12
	Standby	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35
76	Annual	98844	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948
	Monthly	8237	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079
	Hourly	47.34	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67
	Standby	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46
77	Annual	101292	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272
	Monthly	8441	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356
	Hourly	48.51	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26
	Standby	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57
78	Annual	103872	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692
	Monthly	8656	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641
	Hourly	49.75	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90
	Standby	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68
79	Annual	106464	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112
	Monthly	8872	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926
	Hourly	50.99	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54
	Standby	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80
80	Annual	109116	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700
	Monthly	9093	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225
	Hourly	52.26	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26
	Standby	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92
81	Annual	111816	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408
	Monthly	9318	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534
	Hourly	53.55	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03
	Standby	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04
82	Annual	114636	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152
	Monthly	9553	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846
	Hourly	54.90	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83
	Standby	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17
83	Annual	117528	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004
	Monthly	9794	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167
	Hourly	56.29	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67
	Standby	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	120468	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976
	Monthly	10039	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498
	Hourly	57.70	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57
	Standby	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43
85	Annual	123444	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960
	Monthly	10287	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830
	Hourly	59.12	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48
	Standby	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56
86	Annual	126588	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160
	Monthly	10549	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180
	Hourly	60.63	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49
	Standby	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70
87	Annual	129708	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468
	Monthly	10809	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539
	Hourly	62.12	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56
	Standby	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85
88	Annual	132948	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788
	Monthly	11079	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899
	Hourly	63.67	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63
	Standby	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99
89	Annual	136272	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288
	Monthly	11356	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274
	Hourly	65.26	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78
	Standby	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14
90	Annual	139692	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824
	Monthly	11641	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652
	Hourly	66.90	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95
	Standby	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30
91	Annual	143112	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552
	Monthly	11926	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046
	Hourly	68.54	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22
	Standby	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46
92	Annual	146700	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352
	Monthly	12225	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446
	Hourly	70.26	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52
	Standby	4.92	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	150408	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344
	Monthly	12534	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862
	Hourly	72.03	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91
	Standby	5.04	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78
94	Annual	154152	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360
	Monthly	12846	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280
	Hourly	73.83	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31
	Standby	5.17	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95
95	Annual	158004	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544
	Monthly	13167	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712
	Hourly	75.67	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79
	Standby	5.30	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13
96	Annual	161976	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872
	Monthly	13498	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156
	Hourly	77.57	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34
	Standby	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30
97	Annual	165960	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332
	Monthly	13830	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611
	Hourly	79.48	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96
	Standby	5.56	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49
98	Annual	170160	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912
	Monthly	14180	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076
	Hourly	81.49	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63
	Standby	5.70	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67
99	Annual	174468	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636
	Monthly	14539	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553
	Hourly	83.56	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37
	Standby	5.85	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87
100	Annual	178788	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516
	Monthly	14899	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043
	Hourly	85.63	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19
	Standby	5.99	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06
101	Annual	183288	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516
	Monthly	15274	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543
	Hourly	87.78	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06
	Standby	6.14	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	187824	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660
	Monthly	15652	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055
	Hourly	89.95	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01
	Standby	6.30	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47
103	Annual	192552	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972
	Monthly	16046	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581
	Hourly	92.22	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03
	Standby	6.46	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68
104	Annual	197352	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488
	Monthly	16446	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124
	Hourly	94.52	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15
	Standby	6.62	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90
105	Annual	202344	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100
	Monthly	16862	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675
	Hourly	96.91	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32
	Standby	6.78	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12
106	Annual	207360	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892
	Monthly	17280	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241
	Hourly	99.31	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57
	Standby	6.95	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35
107	Annual	212544	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864
	Monthly	17712	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822
	Hourly	101.79	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91
	Standby	7.13	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58
108	Annual	217872	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028
	Monthly	18156	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419
	Hourly	104.34	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34
	Standby	7.30	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82
109	Annual	223332	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360
	Monthly	18611	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030
	Hourly	106.96	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85
	Standby	7.49	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07
110	Annual	228912	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884
	Monthly	19076	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657
	Hourly	109.63	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45
	Standby	7.67	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32

Standby rate is equal to 7% of the hourly rate

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	234636	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564
	Monthly	19553	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297
	Hourly	112.37	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13
	Standby	7.87	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58
112	Annual	240516	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460
	Monthly	20043	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955
	Hourly	115.19	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91
	Standby	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84
113	Annual	246516	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548
	Monthly	20543	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629
	Hourly	118.06	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79
	Standby	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12
114	Annual	252660	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828
	Monthly	21055	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319
	Hourly	121.01	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75
	Standby	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39
115	Annual	258972	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324
	Monthly	21581	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027
	Hourly	124.03	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82
	Standby	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68
116	Annual	265488	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036
	Monthly	22124	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753
	Hourly	127.15	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99
	Standby	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97
117	Annual	272100	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964
	Monthly	22675	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497
	Hourly	130.32	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27
	Standby	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27
118	Annual	278892	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096
	Monthly	23241	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258
	Hourly	133.57	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64
	Standby	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58
119	Annual	285864	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096	384480
	Monthly	23822	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258	32040
	Hourly	136.91	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64	184.14
	Standby	9.58	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58	12.89
120	Annual	293028	300360	307884	315564	323460	331548	339828	348324	357036	365964	375096	384480	394092
	Monthly	24419	25030	25657	26297	26955	27629	28319	29027	29753	30497	31258	32040	32841
	Hourly	140.34	143.85	147.45	151.13	154.91	158.79	162.75	166.82	170.99	175.27	179.64	184.14	188.74
	Standby	9.82	10.07	10.32	10.58	10.84	11.12	11.39	11.68	11.97	12.27	12.58	12.89	13.21

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 General Service 1 (GS1) Salary Schedule for Represented Employees
 Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4 & Psychiatrists
 Effective July 1, 2023
 6% Increase

Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
27	Annual	31500	32148	32976	33696	34464	35304	36120	36936	37800	38664	39576	40536	41412
	Monthly	2625	2679	2748	2808	2872	2942	3010	3078	3150	3222	3298	3378	3451
	Hourly	15.09	15.40	15.79	16.14	16.51	16.91	17.30	17.69	18.10	18.52	18.95	19.41	19.83
	Standby	1.06	1.08	1.11	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
28	Annual	32148	32976	33696	34464	35304	36120	36936	37800	38664	39576	40536	41412	42444
	Monthly	2679	2748	2808	2872	2942	3010	3078	3150	3222	3298	3378	3451	3537
	Hourly	15.40	15.79	16.14	16.51	16.91	17.30	17.69	18.10	18.52	18.95	19.41	19.83	20.33
	Standby	1.08	1.11	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42
29	Annual	32976	33696	34464	35304	36120	36936	37800	38664	39576	40536	41412	42444	43428
	Monthly	2748	2808	2872	2942	3010	3078	3150	3222	3298	3378	3451	3537	3619
	Hourly	15.79	16.14	16.51	16.91	17.30	17.69	18.10	18.52	18.95	19.41	19.83	20.33	20.80
	Standby	1.11	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46
30	Annual	33696	34464	35304	36120	36936	37800	38664	39576	40536	41412	42444	43428	44448
	Monthly	2808	2872	2942	3010	3078	3150	3222	3298	3378	3451	3537	3619	3704
	Hourly	16.14	16.51	16.91	17.30	17.69	18.10	18.52	18.95	19.41	19.83	20.33	20.80	21.29
	Standby	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49
31	Annual	34464	35304	36120	36936	37800	38664	39576	40536	41412	42444	43428	44448	45516
	Monthly	2872	2942	3010	3078	3150	3222	3298	3378	3451	3537	3619	3704	3793
	Hourly	16.51	16.91	17.30	17.69	18.10	18.52	18.95	19.41	19.83	20.33	20.80	21.29	21.80
	Standby	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53
32	Annual	35304	36120	36936	37800	38664	39576	40536	41412	42444	43428	44448	45516	46560
	Monthly	2942	3010	3078	3150	3222	3298	3378	3451	3537	3619	3704	3793	3880
	Hourly	16.91	17.30	17.69	18.10	18.52	18.95	19.41	19.83	20.33	20.80	21.29	21.80	22.30
	Standby	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56
33	Annual	36120	36936	37800	38664	39576	40536	41412	42444	43428	44448	45516	46560	47724
	Monthly	3010	3078	3150	3222	3298	3378	3451	3537	3619	3704	3793	3880	3977
	Hourly	17.30	17.69	18.10	18.52	18.95	19.41	19.83	20.33	20.80	21.29	21.80	22.30	22.86
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60
34	Annual	36936	37800	38664	39576	40536	41412	42444	43428	44448	45516	46560	47724	48852
	Monthly	3078	3150	3222	3298	3378	3451	3537	3619	3704	3793	3880	3977	4071
	Hourly	17.69	18.10	18.52	18.95	19.41	19.83	20.33	20.80	21.29	21.80	22.30	22.86	23.40
	Standby	1.24	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64
35	Annual	37800	38664	39576	40536	41412	42444	43428	44448	45516	46560	47724	48852	50004
	Monthly	3150	3222	3298	3378	3451	3537	3619	3704	3793	3880	3977	4071	4167
	Hourly	18.10	18.52	18.95	19.41	19.83	20.33	20.80	21.29	21.80	22.30	22.86	23.40	23.95
	Standby	1.27	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68

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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
36	Annual	38664	39576	40536	41412	42444	43428	44448	45516	46560	47724	48852	50004	51240
	Monthly	3222	3298	3378	3451	3537	3619	3704	3793	3880	3977	4071	4167	4270
	Hourly	18.52	18.95	19.41	19.83	20.33	20.80	21.29	21.80	22.30	22.86	23.40	23.95	24.54
	Standby	1.30	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72
37	Annual	39576	40536	41412	42444	43428	44448	45516	46560	47724	48852	50004	51240	52500
	Monthly	3298	3378	3451	3537	3619	3704	3793	3880	3977	4071	4167	4270	4375
	Hourly	18.95	19.41	19.83	20.33	20.80	21.29	21.80	22.30	22.86	23.40	23.95	24.54	25.14
	Standby	1.33	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76
38	Annual	40536	41412	42444	43428	44448	45516	46560	47724	48852	50004	51240	52500	53856
	Monthly	3378	3451	3537	3619	3704	3793	3880	3977	4071	4167	4270	4375	4488
	Hourly	19.41	19.83	20.33	20.80	21.29	21.80	22.30	22.86	23.40	23.95	24.54	25.14	25.79
	Standby	1.36	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81
39	Annual	41412	42444	43428	44448	45516	46560	47724	48852	50004	51240	52500	53856	55152
	Monthly	3451	3537	3619	3704	3793	3880	3977	4071	4167	4270	4375	4488	4596
	Hourly	19.83	20.33	20.80	21.29	21.80	22.30	22.86	23.40	23.95	24.54	25.14	25.79	26.41
	Standby	1.39	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85
40	Annual	42444	43428	44448	45516	46560	47724	48852	50004	51240	52500	53856	55152	56568
	Monthly	3537	3619	3704	3793	3880	3977	4071	4167	4270	4375	4488	4596	4714
	Hourly	20.33	20.80	21.29	21.80	22.30	22.86	23.40	23.95	24.54	25.14	25.79	26.41	27.09
	Standby	1.42	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90
41	Annual	43428	44448	45516	46560	47724	48852	50004	51240	52500	53856	55152	56568	57900
	Monthly	3619	3704	3793	3880	3977	4071	4167	4270	4375	4488	4596	4714	4825
	Hourly	20.80	21.29	21.80	22.30	22.86	23.40	23.95	24.54	25.14	25.79	26.41	27.09	27.73
	Standby	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.94
42	Annual	44448	45516	46560	47724	48852	50004	51240	52500	53856	55152	56568	57900	59424
	Monthly	3704	3793	3880	3977	4071	4167	4270	4375	4488	4596	4714	4825	4952
	Hourly	21.29	21.80	22.30	22.86	23.40	23.95	24.54	25.14	25.79	26.41	27.09	27.73	28.46
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.94	1.99
43	Annual	45516	46560	47724	48852	50004	51240	52500	53856	55152	56568	57900	59424	60912
	Monthly	3793	3880	3977	4071	4167	4270	4375	4488	4596	4714	4825	4952	5076
	Hourly	21.80	22.30	22.86	23.40	23.95	24.54	25.14	25.79	26.41	27.09	27.73	28.46	29.17
	Standby	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04
44	Annual	46560	47724	48852	50004	51240	52500	53856	55152	56568	57900	59424	60912	62484
	Monthly	3880	3977	4071	4167	4270	4375	4488	4596	4714	4825	4952	5076	5207
	Hourly	22.30	22.86	23.40	23.95	24.54	25.14	25.79	26.41	27.09	27.73	28.46	29.17	29.93
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09

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 6% Increase

Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
45	Annual	47724	48852	50004	51240	52500	53856	55152	56568	57900	59424	60912	62484	64020
	Monthly	3977	4071	4167	4270	4375	4488	4596	4714	4825	4952	5076	5207	5335
	Hourly	22.86	23.40	23.95	24.54	25.14	25.79	26.41	27.09	27.73	28.46	29.17	29.93	30.66
	Standby	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15
46	Annual	48852	50004	51240	52500	53856	55152	56568	57900	59424	60912	62484	64020	65592
	Monthly	4071	4167	4270	4375	4488	4596	4714	4825	4952	5076	5207	5335	5466
	Hourly	23.40	23.95	24.54	25.14	25.79	26.41	27.09	27.73	28.46	29.17	29.93	30.66	31.41
	Standby	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20
47	Annual	50004	51240	52500	53856	55152	56568	57900	59424	60912	62484	64020	65592	67200
	Monthly	4167	4270	4375	4488	4596	4714	4825	4952	5076	5207	5335	5466	5600
	Hourly	23.95	24.54	25.14	25.79	26.41	27.09	27.73	28.46	29.17	29.93	30.66	31.41	32.18
	Standby	1.68	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25
48	Annual	51240	52500	53856	55152	56568	57900	59424	60912	62484	64020	65592	67200	68916
	Monthly	4270	4375	4488	4596	4714	4825	4952	5076	5207	5335	5466	5600	5743
	Hourly	24.54	25.14	25.79	26.41	27.09	27.73	28.46	29.17	29.93	30.66	31.41	32.18	33.01
	Standby	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31
49	Annual	52500	53856	55152	56568	57900	59424	60912	62484	64020	65592	67200	68916	70596
	Monthly	4375	4488	4596	4714	4825	4952	5076	5207	5335	5466	5600	5743	5883
	Hourly	25.14	25.79	26.41	27.09	27.73	28.46	29.17	29.93	30.66	31.41	32.18	33.01	33.81
	Standby	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37
50	Annual	53856	55152	56568	57900	59424	60912	62484	64020	65592	67200	68916	70596	72432
	Monthly	4488	4596	4714	4825	4952	5076	5207	5335	5466	5600	5743	5883	6036
	Hourly	25.79	26.41	27.09	27.73	28.46	29.17	29.93	30.66	31.41	32.18	33.01	33.81	34.69
	Standby	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43
51	Annual	55152	56568	57900	59424	60912	62484	64020	65592	67200	68916	70596	72432	74184
	Monthly	4596	4714	4825	4952	5076	5207	5335	5466	5600	5743	5883	6036	6182
	Hourly	26.41	27.09	27.73	28.46	29.17	29.93	30.66	31.41	32.18	33.01	33.81	34.69	35.53
	Standby	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49
52	Annual	56568	57900	59424	60912	62484	64020	65592	67200	68916	70596	72432	74184	76068
	Monthly	4714	4825	4952	5076	5207	5335	5466	5600	5743	5883	6036	6182	6339
	Hourly	27.09	27.73	28.46	29.17	29.93	30.66	31.41	32.18	33.01	33.81	34.69	35.53	36.43
	Standby	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55
53	Annual	57900	59424	60912	62484	64020	65592	67200	68916	70596	72432	74184	76068	77952
	Monthly	4825	4952	5076	5207	5335	5466	5600	5743	5883	6036	6182	6339	6496
	Hourly	27.73	28.46	29.17	29.93	30.66	31.41	32.18	33.01	33.81	34.69	35.53	36.43	37.33
	Standby	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61

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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
54	Annual	59424	60912	62484	64020	65592	67200	68916	70596	72432	74184	76068	77952	79896
	Monthly	4952	5076	5207	5335	5466	5600	5743	5883	6036	6182	6339	6496	6658
	Hourly	28.46	29.17	29.93	30.66	31.41	32.18	33.01	33.81	34.69	35.53	36.43	37.33	38.26
	Standby	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68
55	Annual	60912	62484	64020	65592	67200	68916	70596	72432	74184	76068	77952	79896	81888
	Monthly	5076	5207	5335	5466	5600	5743	5883	6036	6182	6339	6496	6658	6824
	Hourly	29.17	29.93	30.66	31.41	32.18	33.01	33.81	34.69	35.53	36.43	37.33	38.26	39.22
	Standby	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75
56	Annual	62484	64020	65592	67200	68916	70596	72432	74184	76068	77952	79896	81888	83976
	Monthly	5207	5335	5466	5600	5743	5883	6036	6182	6339	6496	6658	6824	6998
	Hourly	29.93	30.66	31.41	32.18	33.01	33.81	34.69	35.53	36.43	37.33	38.26	39.22	40.22
	Standby	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.82
57	Annual	64020	65592	67200	68916	70596	72432	74184	76068	77952	79896	81888	83976	86004
	Monthly	5335	5466	5600	5743	5883	6036	6182	6339	6496	6658	6824	6998	7167
	Hourly	30.66	31.41	32.18	33.01	33.81	34.69	35.53	36.43	37.33	38.26	39.22	40.22	41.19
	Standby	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.82	2.88
58	Annual	65592	67200	68916	70596	72432	74184	76068	77952	79896	81888	83976	86004	88248
	Monthly	5466	5600	5743	5883	6036	6182	6339	6496	6658	6824	6998	7167	7354
	Hourly	31.41	32.18	33.01	33.81	34.69	35.53	36.43	37.33	38.26	39.22	40.22	41.19	42.26
	Standby	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.82	2.88	2.96
59	Annual	67200	68916	70596	72432	74184	76068	77952	79896	81888	83976	86004	88248	90396
	Monthly	5600	5743	5883	6036	6182	6339	6496	6658	6824	6998	7167	7354	7533
	Hourly	32.18	33.01	33.81	34.69	35.53	36.43	37.33	38.26	39.22	40.22	41.19	42.26	43.29
	Standby	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.82	2.88	2.96	3.03
60	Annual	68916	70596	72432	74184	76068	77952	79896	81888	83976	86004	88248	90396	92676
	Monthly	5743	5883	6036	6182	6339	6496	6658	6824	6998	7167	7354	7533	7723
	Hourly	33.01	33.81	34.69	35.53	36.43	37.33	38.26	39.22	40.22	41.19	42.26	43.29	44.39
	Standby	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.82	2.88	2.96	3.03	3.11
61	Annual	70596	72432	74184	76068	77952	79896	81888	83976	86004	88248	90396	92676	95004
	Monthly	5883	6036	6182	6339	6496	6658	6824	6998	7167	7354	7533	7723	7917
	Hourly	33.81	34.69	35.53	36.43	37.33	38.26	39.22	40.22	41.19	42.26	43.29	44.39	45.50
	Standby	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.82	2.88	2.96	3.03	3.11	3.19
62	Annual	72432	74184	76068	77952	79896	81888	83976	86004	88248	90396	92676	95004	97332
	Monthly	6036	6182	6339	6496	6658	6824	6998	7167	7354	7533	7723	7917	8111
	Hourly	34.69	35.53	36.43	37.33	38.26	39.22	40.22	41.19	42.26	43.29	44.39	45.50	46.61
	Standby	2.43	2.49	2.55	2.61	2.68	2.75	2.82	2.88	2.96	3.03	3.11	3.19	3.26

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Teamsters

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63	Annual	74184	76068	77952	79896	81888	83976	86004	88248	90396	92676	95004	97332	99780
	Monthly	6182	6339	6496	6658	6824	6998	7167	7354	7533	7723	7917	8111	8315
	Hourly	35.53	36.43	37.33	38.26	39.22	40.22	41.19	42.26	43.29	44.39	45.50	46.61	47.79
	Standby	2.49	2.55	2.61	2.68	2.75	2.82	2.88	2.96	3.03	3.11	3.19	3.26	3.35
64	Annual	76068	77952	79896	81888	83976	86004	88248	90396	92676	95004	97332	99780	102300
	Monthly	6339	6496	6658	6824	6998	7167	7354	7533	7723	7917	8111	8315	8525
	Hourly	36.43	37.33	38.26	39.22	40.22	41.19	42.26	43.29	44.39	45.50	46.61	47.79	48.99
	Standby	2.55	2.61	2.68	2.75	2.82	2.88	2.96	3.03	3.11	3.19	3.26	3.35	3.43
65	Annual	77952	79896	81888	83976	86004	88248	90396	92676	95004	97332	99780	102300	104844
	Monthly	6496	6658	6824	6998	7167	7354	7533	7723	7917	8111	8315	8525	8737
	Hourly	37.33	38.26	39.22	40.22	41.19	42.26	43.29	44.39	45.50	46.61	47.79	48.99	50.21
	Standby	2.61	2.68	2.75	2.82	2.88	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.51
66	Annual	79896	81888	83976	86004	88248	90396	92676	95004	97332	99780	102300	104844	107520
	Monthly	6658	6824	6998	7167	7354	7533	7723	7917	8111	8315	8525	8737	8960
	Hourly	38.26	39.22	40.22	41.19	42.26	43.29	44.39	45.50	46.61	47.79	48.99	50.21	51.49
	Standby	2.68	2.75	2.82	2.88	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.51	3.60
67	Annual	81888	83976	86004	88248	90396	92676	95004	97332	99780	102300	104844	107520	110160
	Monthly	6824	6998	7167	7354	7533	7723	7917	8111	8315	8525	8737	8960	9180
	Hourly	39.22	40.22	41.19	42.26	43.29	44.39	45.50	46.61	47.79	48.99	50.21	51.49	52.76
	Standby	2.75	2.82	2.88	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.51	3.60	3.69
68	Annual	83976	86004	88248	90396	92676	95004	97332	99780	102300	104844	107520	110160	112932
	Monthly	6998	7167	7354	7533	7723	7917	8111	8315	8525	8737	8960	9180	9411
	Hourly	40.22	41.19	42.26	43.29	44.39	45.50	46.61	47.79	48.99	50.21	51.49	52.76	54.09
	Standby	2.82	2.88	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.51	3.60	3.69	3.79
69	Annual	86004	88248	90396	92676	95004	97332	99780	102300	104844	107520	110160	112932	115704
	Monthly	7167	7354	7533	7723	7917	8111	8315	8525	8737	8960	9180	9411	9642
	Hourly	41.19	42.26	43.29	44.39	45.50	46.61	47.79	48.99	50.21	51.49	52.76	54.09	55.41
	Standby	2.88	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.51	3.60	3.69	3.79	3.88
70	Annual	88248	90396	92676	95004	97332	99780	102300	104844	107520	110160	112932	115704	118656
	Monthly	7354	7533	7723	7917	8111	8315	8525	8737	8960	9180	9411	9642	9888
	Hourly	42.26	43.29	44.39	45.50	46.61	47.79	48.99	50.21	51.49	52.76	54.09	55.41	56.83
	Standby	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.51	3.60	3.69	3.79	3.88	3.98
71	Annual	90396	92676	95004	97332	99780	102300	104844	107520	110160	112932	115704	118656	121620
	Monthly	7533	7723	7917	8111	8315	8525	8737	8960	9180	9411	9642	9888	10135
	Hourly	43.29	44.39	45.50	46.61	47.79	48.99	50.21	51.49	52.76	54.09	55.41	56.83	58.25
	Standby	3.03	3.11	3.19	3.26	3.35	3.43	3.51	3.60	3.69	3.79	3.88	3.98	4.08

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Teamsters

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72	Annual	92676	95004	97332	99780	102300	104844	107520	110160	112932	115704	118656	121620	124644
	Monthly	7723	7917	8111	8315	8525	8737	8960	9180	9411	9642	9888	10135	10387
	Hourly	44.39	45.50	46.61	47.79	48.99	50.21	51.49	52.76	54.09	55.41	56.83	58.25	59.70
	Standby	3.11	3.19	3.26	3.35	3.43	3.51	3.60	3.69	3.79	3.88	3.98	4.08	4.18
73	Annual	95004	97332	99780	102300	104844	107520	110160	112932	115704	118656	121620	124644	127740
	Monthly	7917	8111	8315	8525	8737	8960	9180	9411	9642	9888	10135	10387	10645
	Hourly	45.50	46.61	47.79	48.99	50.21	51.49	52.76	54.09	55.41	56.83	58.25	59.70	61.18
	Standby	3.19	3.26	3.35	3.43	3.51	3.60	3.69	3.79	3.88	3.98	4.08	4.18	4.28
74	Annual	97332	99780	102300	104844	107520	110160	112932	115704	118656	121620	124644	127740	130992
	Monthly	8111	8315	8525	8737	8960	9180	9411	9642	9888	10135	10387	10645	10916
	Hourly	46.61	47.79	48.99	50.21	51.49	52.76	54.09	55.41	56.83	58.25	59.70	61.18	62.74
	Standby	3.26	3.35	3.43	3.51	3.60	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39
75	Annual	99780	102300	104844	107520	110160	112932	115704	118656	121620	124644	127740	130992	134208
	Monthly	8315	8525	8737	8960	9180	9411	9642	9888	10135	10387	10645	10916	11184
	Hourly	47.79	48.99	50.21	51.49	52.76	54.09	55.41	56.83	58.25	59.70	61.18	62.74	64.28
	Standby	3.35	3.43	3.51	3.60	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50
76	Annual	102300	104844	107520	110160	112932	115704	118656	121620	124644	127740	130992	134208	137580
	Monthly	8525	8737	8960	9180	9411	9642	9888	10135	10387	10645	10916	11184	11465
	Hourly	48.99	50.21	51.49	52.76	54.09	55.41	56.83	58.25	59.70	61.18	62.74	64.28	65.89
	Standby	3.43	3.51	3.60	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61
77	Annual	104844	107520	110160	112932	115704	118656	121620	124644	127740	130992	134208	137580	141024
	Monthly	8737	8960	9180	9411	9642	9888	10135	10387	10645	10916	11184	11465	11752
	Hourly	50.21	51.49	52.76	54.09	55.41	56.83	58.25	59.70	61.18	62.74	64.28	65.89	67.54
	Standby	3.51	3.60	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73
78	Annual	107520	110160	112932	115704	118656	121620	124644	127740	130992	134208	137580	141024	144540
	Monthly	8960	9180	9411	9642	9888	10135	10387	10645	10916	11184	11465	11752	12045
	Hourly	51.49	52.76	54.09	55.41	56.83	58.25	59.70	61.18	62.74	64.28	65.89	67.54	69.22
	Standby	3.60	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85
79	Annual	110160	112932	115704	118656	121620	124644	127740	130992	134208	137580	141024	144540	148128
	Monthly	9180	9411	9642	9888	10135	10387	10645	10916	11184	11465	11752	12045	12344
	Hourly	52.76	54.09	55.41	56.83	58.25	59.70	61.18	62.74	64.28	65.89	67.54	69.22	70.94
	Standby	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97
80	Annual	112932	115704	118656	121620	124644	127740	130992	134208	137580	141024	144540	148128	151800
	Monthly	9411	9642	9888	10135	10387	10645	10916	11184	11465	11752	12045	12344	12650
	Hourly	54.09	55.41	56.83	58.25	59.70	61.18	62.74	64.28	65.89	67.54	69.22	70.94	72.70
	Standby	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09

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 6% Increase

Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
81	Annual	115704	118656	121620	124644	127740	130992	134208	137580	141024	144540	148128	151800	155676
	Monthly	9642	9888	10135	10387	10645	10916	11184	11465	11752	12045	12344	12650	12973
	Hourly	55.41	56.83	58.25	59.70	61.18	62.74	64.28	65.89	67.54	69.22	70.94	72.70	74.56
	Standby	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22
82	Annual	118656	121620	124644	127740	130992	134208	137580	141024	144540	148128	151800	155676	159516
	Monthly	9888	10135	10387	10645	10916	11184	11465	11752	12045	12344	12650	12973	13293
	Hourly	56.83	58.25	59.70	61.18	62.74	64.28	65.89	67.54	69.22	70.94	72.70	74.56	76.40
	Standby	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35
83	Annual	121620	124644	127740	130992	134208	137580	141024	144540	148128	151800	155676	159516	163488
	Monthly	10135	10387	10645	10916	11184	11465	11752	12045	12344	12650	12973	13293	13624
	Hourly	58.25	59.70	61.18	62.74	64.28	65.89	67.54	69.22	70.94	72.70	74.56	76.40	78.30
	Standby	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48
84	Annual	124644	127740	130992	134208	137580	141024	144540	148128	151800	155676	159516	163488	167652
	Monthly	10387	10645	10916	11184	11465	11752	12045	12344	12650	12973	13293	13624	13971
	Hourly	59.70	61.18	62.74	64.28	65.89	67.54	69.22	70.94	72.70	74.56	76.40	78.30	80.29
	Standby	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62
85	Annual	127740	130992	134208	137580	141024	144540	148128	151800	155676	159516	163488	167652	171756
	Monthly	10645	10916	11184	11465	11752	12045	12344	12650	12973	13293	13624	13971	14313
	Hourly	61.18	62.74	64.28	65.89	67.54	69.22	70.94	72.70	74.56	76.40	78.30	80.29	82.26
	Standby	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76
86	Annual	130992	134208	137580	141024	144540	148128	151800	155676	159516	163488	167652	171756	176076
	Monthly	10916	11184	11465	11752	12045	12344	12650	12973	13293	13624	13971	14313	14673
	Hourly	62.74	64.28	65.89	67.54	69.22	70.94	72.70	74.56	76.40	78.30	80.29	82.26	84.33
	Standby	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90
87	Annual	134208	137580	141024	144540	148128	151800	155676	159516	163488	167652	171756	176076	180564
	Monthly	11184	11465	11752	12045	12344	12650	12973	13293	13624	13971	14313	14673	15047
	Hourly	64.28	65.89	67.54	69.22	70.94	72.70	74.56	76.40	78.30	80.29	82.26	84.33	86.48
	Standby	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05
88	Annual	137580	141024	144540	148128	151800	155676	159516	163488	167652	171756	176076	180564	185004
	Monthly	11465	11752	12045	12344	12650	12973	13293	13624	13971	14313	14673	15047	15417
	Hourly	65.89	67.54	69.22	70.94	72.70	74.56	76.40	78.30	80.29	82.26	84.33	86.48	88.60
	Standby	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20
89	Annual	141024	144540	148128	151800	155676	159516	163488	167652	171756	176076	180564	185004	189708
	Monthly	11752	12045	12344	12650	12973	13293	13624	13971	14313	14673	15047	15417	15809
	Hourly	67.54	69.22	70.94	72.70	74.56	76.40	78.30	80.29	82.26	84.33	86.48	88.60	90.86
	Standby	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36

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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
90	Annual	144540	148128	151800	155676	159516	163488	167652	171756	176076	180564	185004	189708	194364
	Monthly	12045	12344	12650	12973	13293	13624	13971	14313	14673	15047	15417	15809	16197
	Hourly	69.22	70.94	72.70	74.56	76.40	78.30	80.29	82.26	84.33	86.48	88.60	90.86	93.09
	Standby	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52
91	Annual	148128	151800	155676	159516	163488	167652	171756	176076	180564	185004	189708	194364	199248
	Monthly	12344	12650	12973	13293	13624	13971	14313	14673	15047	15417	15809	16197	16604
	Hourly	70.94	72.70	74.56	76.40	78.30	80.29	82.26	84.33	86.48	88.60	90.86	93.09	95.43
	Standby	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68
92	Annual	151800	155676	159516	163488	167652	171756	176076	180564	185004	189708	194364	199248	204192
	Monthly	12650	12973	13293	13624	13971	14313	14673	15047	15417	15809	16197	16604	17016
	Hourly	72.70	74.56	76.40	78.30	80.29	82.26	84.33	86.48	88.60	90.86	93.09	95.43	97.79
	Standby	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85
93	Annual	155676	159516	163488	167652	171756	176076	180564	185004	189708	194364	199248	204192	209400
	Monthly	12973	13293	13624	13971	14313	14673	15047	15417	15809	16197	16604	17016	17450
	Hourly	74.56	76.40	78.30	80.29	82.26	84.33	86.48	88.60	90.86	93.09	95.43	97.79	100.29
	Standby	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02
94	Annual	159516	163488	167652	171756	176076	180564	185004	189708	194364	199248	204192	209400	214572
	Monthly	13293	13624	13971	14313	14673	15047	15417	15809	16197	16604	17016	17450	17881
	Hourly	76.40	78.30	80.29	82.26	84.33	86.48	88.60	90.86	93.09	95.43	97.79	100.29	102.76
	Standby	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.19
95	Annual	163488	167652	171756	176076	180564	185004	189708	194364	199248	204192	209400	214572	219984
	Monthly	13624	13971	14313	14673	15047	15417	15809	16197	16604	17016	17450	17881	18332
	Hourly	78.30	80.29	82.26	84.33	86.48	88.60	90.86	93.09	95.43	97.79	100.29	102.76	105.36
	Standby	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.19	7.37
96	Annual	167652	171756	176076	180564	185004	189708	194364	199248	204192	209400	214572	219984	225480
	Monthly	13971	14313	14673	15047	15417	15809	16197	16604	17016	17450	17881	18332	18790
	Hourly	80.29	82.26	84.33	86.48	88.60	90.86	93.09	95.43	97.79	100.29	102.76	105.36	107.99
	Standby	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.19	7.37	7.56
97	Annual	171756	176076	180564	185004	189708	194364	199248	204192	209400	214572	219984	225480	231108
	Monthly	14313	14673	15047	15417	15809	16197	16604	17016	17450	17881	18332	18790	19259
	Hourly	82.26	84.33	86.48	88.60	90.86	93.09	95.43	97.79	100.29	102.76	105.36	107.99	110.68
	Standby	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.19	7.37	7.56	7.75
98	Annual	176076	180564	185004	189708	194364	199248	204192	209400	214572	219984	225480	231108	236892
	Monthly	14673	15047	15417	15809	16197	16604	17016	17450	17881	18332	18790	19259	19741
	Hourly	84.33	86.48	88.60	90.86	93.09	95.43	97.79	100.29	102.76	105.36	107.99	110.68	113.45
	Standby	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.19	7.37	7.56	7.75	7.94

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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
99	Annual	180564	185004	189708	194364	199248	204192	209400	214572	219984	225480	231108	236892	242808
	Monthly	15047	15417	15809	16197	16604	17016	17450	17881	18332	18790	19259	19741	20234
	Hourly	86.48	88.60	90.86	93.09	95.43	97.79	100.29	102.76	105.36	107.99	110.68	113.45	116.29
	Standby	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.19	7.37	7.56	7.75	7.94	8.14
100	Annual	185004	189708	194364	199248	204192	209400	214572	219984	225480	231108	236892	242808	248892
	Monthly	15417	15809	16197	16604	17016	17450	17881	18332	18790	19259	19741	20234	20741
	Hourly	88.60	90.86	93.09	95.43	97.79	100.29	102.76	105.36	107.99	110.68	113.45	116.29	119.20
	Standby	6.20	6.36	6.52	6.68	6.85	7.02	7.19	7.37	7.56	7.75	7.94	8.14	8.34
101	Annual	189708	194364	199248	204192	209400	214572	219984	225480	231108	236892	242808	248892	255096
	Monthly	15809	16197	16604	17016	17450	17881	18332	18790	19259	19741	20234	20741	21258
	Hourly	90.86	93.09	95.43	97.79	100.29	102.76	105.36	107.99	110.68	113.45	116.29	119.20	122.17
	Standby	6.36	6.52	6.68	6.85	7.02	7.19	7.37	7.56	7.75	7.94	8.14	8.34	8.55
102	Annual	194364	199248	204192	209400	214572	219984	225480	231108	236892	242808	248892	255096	261468
	Monthly	16197	16604	17016	17450	17881	18332	18790	19259	19741	20234	20741	21258	21789
	Hourly	93.09	95.43	97.79	100.29	102.76	105.36	107.99	110.68	113.45	116.29	119.20	122.17	125.22
	Standby	6.52	6.68	6.85	7.02	7.19	7.37	7.56	7.75	7.94	8.14	8.34	8.55	8.77
103	Annual	199248	204192	209400	214572	219984	225480	231108	236892	242808	248892	255096	261468	267996
	Monthly	16604	17016	17450	17881	18332	18790	19259	19741	20234	20741	21258	21789	22333
	Hourly	95.43	97.79	100.29	102.76	105.36	107.99	110.68	113.45	116.29	119.20	122.17	125.22	128.35
	Standby	6.68	6.85	7.02	7.19	7.37	7.56	7.75	7.94	8.14	8.34	8.55	8.77	8.98
104	Annual	204192	209400	214572	219984	225480	231108	236892	242808	248892	255096	261468	267996	274740
	Monthly	17016	17450	17881	18332	18790	19259	19741	20234	20741	21258	21789	22333	22895
	Hourly	97.79	100.29	102.76	105.36	107.99	110.68	113.45	116.29	119.20	122.17	125.22	128.35	131.58
	Standby	6.85	7.02	7.19	7.37	7.56	7.75	7.94	8.14	8.34	8.55	8.77	8.98	9.21
105	Annual	209400	214572	219984	225480	231108	236892	242808	248892	255096	261468	267996	274740	281580
	Monthly	17450	17881	18332	18790	19259	19741	20234	20741	21258	21789	22333	22895	23465
	Hourly	100.29	102.76	105.36	107.99	110.68	113.45	116.29	119.20	122.17	125.22	128.35	131.58	134.86
	Standby	7.02	7.19	7.37	7.56	7.75	7.94	8.14	8.34	8.55	8.77	8.98	9.21	9.44
106	Annual	214572	219984	225480	231108	236892	242808	248892	255096	261468	267996	274740	281580	288624
	Monthly	17881	18332	18790	19259	19741	20234	20741	21258	21789	22333	22895	23465	24052
	Hourly	102.76	105.36	107.99	110.68	113.45	116.29	119.20	122.17	125.22	128.35	131.58	134.86	138.23
	Standby	7.19	7.37	7.56	7.75	7.94	8.14	8.34	8.55	8.77	8.98	9.21	9.44	9.68
107	Annual	219984	225480	231108	236892	242808	248892	255096	261468	267996	274740	281580	288624	295860
	Monthly	18332	18790	19259	19741	20234	20741	21258	21789	22333	22895	23465	24052	24655
	Hourly	105.36	107.99	110.68	113.45	116.29	119.20	122.17	125.22	128.35	131.58	134.86	138.23	141.70
	Standby	7.37	7.56	7.75	7.94	8.14	8.34	8.55	8.77	8.98	9.21	9.44	9.68	9.92

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108	Annual	225480	231108	236892	242808	248892	255096	261468	267996	274740	281580	288624	295860	303252
	Monthly	18790	19259	19741	20234	20741	21258	21789	22333	22895	23465	24052	24655	25271
	Hourly	107.99	110.68	113.45	116.29	119.20	122.17	125.22	128.35	131.58	134.86	138.23	141.70	145.24
	Standby	7.56	7.75	7.94	8.14	8.34	8.55	8.77	8.98	9.21	9.44	9.68	9.92	10.17
109	Annual	231108	236892	242808	248892	255096	261468	267996	274740	281580	288624	295860	303252	310836
	Monthly	19259	19741	20234	20741	21258	21789	22333	22895	23465	24052	24655	25271	25903
	Hourly	110.68	113.45	116.29	119.20	122.17	125.22	128.35	131.58	134.86	138.23	141.70	145.24	148.87
	Standby	7.75	7.94	8.14	8.34	8.55	8.77	8.98	9.21	9.44	9.68	9.92	10.17	10.42
110	Annual	236892	242808	248892	255096	261468	267996	274740	281580	288624	295860	303252	310836	318600
	Monthly	19741	20234	20741	21258	21789	22333	22895	23465	24052	24655	25271	25903	26550
	Hourly	113.45	116.29	119.20	122.17	125.22	128.35	131.58	134.86	138.23	141.70	145.24	148.87	152.59
	Standby	7.94	8.14	8.34	8.55	8.77	8.98	9.21	9.44	9.68	9.92	10.17	10.42	10.68
111	Annual	242808	248892	255096	261468	267996	274740	281580	288624	295860	303252	310836	318600	326556
	Monthly	20234	20741	21258	21789	22333	22895	23465	24052	24655	25271	25903	26550	27213
	Hourly	116.29	119.20	122.17	125.22	128.35	131.58	134.86	138.23	141.70	145.24	148.87	152.59	156.40
	Standby	8.14	8.34	8.55	8.77	8.98	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95
112	Annual	248892	255096	261468	267996	274740	281580	288624	295860	303252	310836	318600	326556	334740
	Monthly	20741	21258	21789	22333	22895	23465	24052	24655	25271	25903	26550	27213	27895
	Hourly	119.20	122.17	125.22	128.35	131.58	134.86	138.23	141.70	145.24	148.87	152.59	156.40	160.32
	Standby	8.34	8.55	8.77	8.98	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22
113	Annual	255096	261468	267996	274740	281580	288624	295860	303252	310836	318600	326556	334740	343104
	Monthly	21258	21789	22333	22895	23465	24052	24655	25271	25903	26550	27213	27895	28592
	Hourly	122.17	125.22	128.35	131.58	134.86	138.23	141.70	145.24	148.87	152.59	156.40	160.32	164.32
	Standby	8.55	8.77	8.98	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50
114	Annual	261468	267996	274740	281580	288624	295860	303252	310836	318600	326556	334740	343104	351696
	Monthly	21789	22333	22895	23465	24052	24655	25271	25903	26550	27213	27895	28592	29308
	Hourly	125.22	128.35	131.58	134.86	138.23	141.70	145.24	148.87	152.59	156.40	160.32	164.32	168.44
	Standby	8.77	8.98	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79
115	Annual	267996	274740	281580	288624	295860	303252	310836	318600	326556	334740	343104	351696	360492
	Monthly	22333	22895	23465	24052	24655	25271	25903	26550	27213	27895	28592	29308	30041
	Hourly	128.35	131.58	134.86	138.23	141.70	145.24	148.87	152.59	156.40	160.32	164.32	168.44	172.65
	Standby	8.98	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09
116	Annual	274740	281580	288624	295860	303252	310836	318600	326556	334740	343104	351696	360492	369504
	Monthly	22895	23465	24052	24655	25271	25903	26550	27213	27895	28592	29308	30041	30792
	Hourly	131.58	134.86	138.23	141.70	145.24	148.87	152.59	156.40	160.32	164.32	168.44	172.65	176.97
	Standby	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39

Prepared by the Washington State Office of Financial Management

Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4 & Psychiatrists

Effective July 1, 2023

6% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
117	Annual	281580	288624	295860	303252	310836	318600	326556	334740	343104	351696	360492	369504	378756
	Monthly	23465	24052	24655	25271	25903	26550	27213	27895	28592	29308	30041	30792	31563
	Hourly	134.86	138.23	141.70	145.24	148.87	152.59	156.40	160.32	164.32	168.44	172.65	176.97	181.40
	Standby	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70
118	Annual	288624	295860	303252	310836	318600	326556	334740	343104	351696	360492	369504	378756	388224
	Monthly	24052	24655	25271	25903	26550	27213	27895	28592	29308	30041	30792	31563	32352
	Hourly	138.23	141.70	145.24	148.87	152.59	156.40	160.32	164.32	168.44	172.65	176.97	181.40	185.93
	Standby	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02
119	Annual	295860	303252	310836	318600	326556	334740	343104	351696	360492	369504	378756	388224	397920
	Monthly	24655	25271	25903	26550	27213	27895	28592	29308	30041	30792	31563	32352	33160
	Hourly	141.70	145.24	148.87	152.59	156.40	160.32	164.32	168.44	172.65	176.97	181.40	185.93	190.57
	Standby	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34
120	Annual	303252	310836	318600	326556	334740	343104	351696	360492	369504	378756	388224	397920	407868
	Monthly	25271	25903	26550	27213	27895	28592	29308	30041	30792	31563	32352	33160	33989
	Hourly	145.24	148.87	152.59	156.40	160.32	164.32	168.44	172.65	176.97	181.40	185.93	190.57	195.34
	Standby	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.09	12.39	12.70	13.02	13.34	13.67

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
27	Annual	34932	35652	36528	37356	38220	39120	40056	40944	41916	42888	43872	44940	45912
	Monthly	2911	2971	3044	3113	3185	3260	3338	3412	3493	3574	3656	3745	3826
	Hourly	16.73	17.07	17.49	17.89	18.30	18.74	19.18	19.61	20.07	20.54	21.01	21.52	21.99
	Standby	1.17	1.20	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54
28	Annual	35652	36528	37356	38220	39120	40056	40944	41916	42888	43872	44940	45912	47076
	Monthly	2971	3044	3113	3185	3260	3338	3412	3493	3574	3656	3745	3826	3923
	Hourly	17.07	17.49	17.89	18.30	18.74	19.18	19.61	20.07	20.54	21.01	21.52	21.99	22.55
	Standby	1.20	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58
29	Annual	36528	37356	38220	39120	40056	40944	41916	42888	43872	44940	45912	47076	48168
	Monthly	3044	3113	3185	3260	3338	3412	3493	3574	3656	3745	3826	3923	4014
	Hourly	17.49	17.89	18.30	18.74	19.18	19.61	20.07	20.54	21.01	21.52	21.99	22.55	23.07
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.61
30	Annual	37356	38220	39120	40056	40944	41916	42888	43872	44940	45912	47076	48168	49272
	Monthly	3113	3185	3260	3338	3412	3493	3574	3656	3745	3826	3923	4014	4106
	Hourly	17.89	18.30	18.74	19.18	19.61	20.07	20.54	21.01	21.52	21.99	22.55	23.07	23.60
	Standby	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.61	1.65
31	Annual	38220	39120	40056	40944	41916	42888	43872	44940	45912	47076	48168	49272	50472
	Monthly	3185	3260	3338	3412	3493	3574	3656	3745	3826	3923	4014	4106	4206
	Hourly	18.30	18.74	19.18	19.61	20.07	20.54	21.01	21.52	21.99	22.55	23.07	23.60	24.17
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.61	1.65	1.69
32	Annual	39120	40056	40944	41916	42888	43872	44940	45912	47076	48168	49272	50472	51600
	Monthly	3260	3338	3412	3493	3574	3656	3745	3826	3923	4014	4106	4206	4300
	Hourly	18.74	19.18	19.61	20.07	20.54	21.01	21.52	21.99	22.55	23.07	23.60	24.17	24.71
	Standby	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.61	1.65	1.69	1.73
33	Annual	40056	40944	41916	42888	43872	44940	45912	47076	48168	49272	50472	51600	52932
	Monthly	3338	3412	3493	3574	3656	3745	3826	3923	4014	4106	4206	4300	4411
	Hourly	19.18	19.61	20.07	20.54	21.01	21.52	21.99	22.55	23.07	23.60	24.17	24.71	25.35
	Standby	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.61	1.65	1.69	1.73	1.77
34	Annual	40944	41916	42888	43872	44940	45912	47076	48168	49272	50472	51600	52932	54144
	Monthly	3412	3493	3574	3656	3745	3826	3923	4014	4106	4206	4300	4411	4512
	Hourly	19.61	20.07	20.54	21.01	21.52	21.99	22.55	23.07	23.60	24.17	24.71	25.35	25.93
	Standby	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82
35	Annual	41916	42888	43872	44940	45912	47076	48168	49272	50472	51600	52932	54144	55452
	Monthly	3493	3574	3656	3745	3826	3923	4014	4106	4206	4300	4411	4512	4621
	Hourly	20.07	20.54	21.01	21.52	21.99	22.55	23.07	23.60	24.17	24.71	25.35	25.93	26.56
	Standby	1.41	1.44	1.47	1.51	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
36	Annual	42888	43872	44940	45912	47076	48168	49272	50472	51600	52932	54144	55452	56808
	Monthly	3574	3656	3745	3826	3923	4014	4106	4206	4300	4411	4512	4621	4734
	Hourly	20.54	21.01	21.52	21.99	22.55	23.07	23.60	24.17	24.71	25.35	25.93	26.56	27.21
	Standby	1.44	1.47	1.51	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.90
37	Annual	43872	44940	45912	47076	48168	49272	50472	51600	52932	54144	55452	56808	58176
	Monthly	3656	3745	3826	3923	4014	4106	4206	4300	4411	4512	4621	4734	4848
	Hourly	21.01	21.52	21.99	22.55	23.07	23.60	24.17	24.71	25.35	25.93	26.56	27.21	27.86
	Standby	1.47	1.51	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.90	1.95
38	Annual	44940	45912	47076	48168	49272	50472	51600	52932	54144	55452	56808	58176	59712
	Monthly	3745	3826	3923	4014	4106	4206	4300	4411	4512	4621	4734	4848	4976
	Hourly	21.52	21.99	22.55	23.07	23.60	24.17	24.71	25.35	25.93	26.56	27.21	27.86	28.60
	Standby	1.51	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.90	1.95	2.00
39	Annual	45912	47076	48168	49272	50472	51600	52932	54144	55452	56808	58176	59712	61140
	Monthly	3826	3923	4014	4106	4206	4300	4411	4512	4621	4734	4848	4976	5095
	Hourly	21.99	22.55	23.07	23.60	24.17	24.71	25.35	25.93	26.56	27.21	27.86	28.60	29.28
	Standby	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.90	1.95	2.00	2.05
40	Annual	47076	48168	49272	50472	51600	52932	54144	55452	56808	58176	59712	61140	62724
	Monthly	3923	4014	4106	4206	4300	4411	4512	4621	4734	4848	4976	5095	5227
	Hourly	22.55	23.07	23.60	24.17	24.71	25.35	25.93	26.56	27.21	27.86	28.60	29.28	30.04
	Standby	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.90	1.95	2.00	2.05	2.10
41	Annual	48168	49272	50472	51600	52932	54144	55452	56808	58176	59712	61140	62724	64200
	Monthly	4014	4106	4206	4300	4411	4512	4621	4734	4848	4976	5095	5227	5350
	Hourly	23.07	23.60	24.17	24.71	25.35	25.93	26.56	27.21	27.86	28.60	29.28	30.04	30.75
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.90	1.95	2.00	2.05	2.10	2.15
42	Annual	49272	50472	51600	52932	54144	55452	56808	58176	59712	61140	62724	64200	65880
	Monthly	4106	4206	4300	4411	4512	4621	4734	4848	4976	5095	5227	5350	5490
	Hourly	23.60	24.17	24.71	25.35	25.93	26.56	27.21	27.86	28.60	29.28	30.04	30.75	31.55
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21
43	Annual	50472	51600	52932	54144	55452	56808	58176	59712	61140	62724	64200	65880	67560
	Monthly	4206	4300	4411	4512	4621	4734	4848	4976	5095	5227	5350	5490	5630
	Hourly	24.17	24.71	25.35	25.93	26.56	27.21	27.86	28.60	29.28	30.04	30.75	31.55	32.36
	Standby	1.69	1.73	1.77	1.82	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26
44	Annual	51600	52932	54144	55452	56808	58176	59712	61140	62724	64200	65880	67560	69252
	Monthly	4300	4411	4512	4621	4734	4848	4976	5095	5227	5350	5490	5630	5771
	Hourly	24.71	25.35	25.93	26.56	27.21	27.86	28.60	29.28	30.04	30.75	31.55	32.36	33.17
	Standby	1.73	1.77	1.82	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
45	Annual	52932	54144	55452	56808	58176	59712	61140	62724	64200	65880	67560	69252	70956
	Monthly	4411	4512	4621	4734	4848	4976	5095	5227	5350	5490	5630	5771	5913
	Hourly	25.35	25.93	26.56	27.21	27.86	28.60	29.28	30.04	30.75	31.55	32.36	33.17	33.98
	Standby	1.77	1.82	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38
46	Annual	54144	55452	56808	58176	59712	61140	62724	64200	65880	67560	69252	70956	72720
	Monthly	4512	4621	4734	4848	4976	5095	5227	5350	5490	5630	5771	5913	6060
	Hourly	25.93	26.56	27.21	27.86	28.60	29.28	30.04	30.75	31.55	32.36	33.17	33.98	34.83
	Standby	1.82	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44
47	Annual	55452	56808	58176	59712	61140	62724	64200	65880	67560	69252	70956	72720	74496
	Monthly	4621	4734	4848	4976	5095	5227	5350	5490	5630	5771	5913	6060	6208
	Hourly	26.56	27.21	27.86	28.60	29.28	30.04	30.75	31.55	32.36	33.17	33.98	34.83	35.68
	Standby	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50
48	Annual	56808	58176	59712	61140	62724	64200	65880	67560	69252	70956	72720	74496	76416
	Monthly	4734	4848	4976	5095	5227	5350	5490	5630	5771	5913	6060	6208	6368
	Hourly	27.21	27.86	28.60	29.28	30.04	30.75	31.55	32.36	33.17	33.98	34.83	35.68	36.60
	Standby	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56
49	Annual	58176	59712	61140	62724	64200	65880	67560	69252	70956	72720	74496	76416	78288
	Monthly	4848	4976	5095	5227	5350	5490	5630	5771	5913	6060	6208	6368	6524
	Hourly	27.86	28.60	29.28	30.04	30.75	31.55	32.36	33.17	33.98	34.83	35.68	36.60	37.49
	Standby	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62
50	Annual	59712	61140	62724	64200	65880	67560	69252	70956	72720	74496	76416	78288	80292
	Monthly	4976	5095	5227	5350	5490	5630	5771	5913	6060	6208	6368	6524	6691
	Hourly	28.60	29.28	30.04	30.75	31.55	32.36	33.17	33.98	34.83	35.68	36.60	37.49	38.45
	Standby	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69
51	Annual	61140	62724	64200	65880	67560	69252	70956	72720	74496	76416	78288	80292	82248
	Monthly	5095	5227	5350	5490	5630	5771	5913	6060	6208	6368	6524	6691	6854
	Hourly	29.28	30.04	30.75	31.55	32.36	33.17	33.98	34.83	35.68	36.60	37.49	38.45	39.39
	Standby	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76
52	Annual	62724	64200	65880	67560	69252	70956	72720	74496	76416	78288	80292	82248	84336
	Monthly	5227	5350	5490	5630	5771	5913	6060	6208	6368	6524	6691	6854	7028
	Hourly	30.04	30.75	31.55	32.36	33.17	33.98	34.83	35.68	36.60	37.49	38.45	39.39	40.39
	Standby	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.83
53	Annual	64200	65880	67560	69252	70956	72720	74496	76416	78288	80292	82248	84336	86412
	Monthly	5350	5490	5630	5771	5913	6060	6208	6368	6524	6691	6854	7028	7201
	Hourly	30.75	31.55	32.36	33.17	33.98	34.83	35.68	36.60	37.49	38.45	39.39	40.39	41.39
	Standby	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.83	2.90

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
54	Annual	65880	67560	69252	70956	72720	74496	76416	78288	80292	82248	84336	86412	88584
	Monthly	5490	5630	5771	5913	6060	6208	6368	6524	6691	6854	7028	7201	7382
	Hourly	31.55	32.36	33.17	33.98	34.83	35.68	36.60	37.49	38.45	39.39	40.39	41.39	42.43
	Standby	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.83	2.90	2.97
55	Annual	67560	69252	70956	72720	74496	76416	78288	80292	82248	84336	86412	88584	90792
	Monthly	5630	5771	5913	6060	6208	6368	6524	6691	6854	7028	7201	7382	7566
	Hourly	32.36	33.17	33.98	34.83	35.68	36.60	37.49	38.45	39.39	40.39	41.39	42.43	43.48
	Standby	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.83	2.90	2.97	3.04
56	Annual	69252	70956	72720	74496	76416	78288	80292	82248	84336	86412	88584	90792	93108
	Monthly	5771	5913	6060	6208	6368	6524	6691	6854	7028	7201	7382	7566	7759
	Hourly	33.17	33.98	34.83	35.68	36.60	37.49	38.45	39.39	40.39	41.39	42.43	43.48	44.59
	Standby	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.83	2.90	2.97	3.04	3.12
57	Annual	70956	72720	74496	76416	78288	80292	82248	84336	86412	88584	90792	93108	95340
	Monthly	5913	6060	6208	6368	6524	6691	6854	7028	7201	7382	7566	7759	7945
	Hourly	33.98	34.83	35.68	36.60	37.49	38.45	39.39	40.39	41.39	42.43	43.48	44.59	45.66
	Standby	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.83	2.90	2.97	3.04	3.12	3.20
58	Annual	72720	74496	76416	78288	80292	82248	84336	86412	88584	90792	93108	95340	97812
	Monthly	6060	6208	6368	6524	6691	6854	7028	7201	7382	7566	7759	7945	8151
	Hourly	34.83	35.68	36.60	37.49	38.45	39.39	40.39	41.39	42.43	43.48	44.59	45.66	46.84
	Standby	2.44	2.50	2.56	2.62	2.69	2.76	2.83	2.90	2.97	3.04	3.12	3.20	3.28
59	Annual	74496	76416	78288	80292	82248	84336	86412	88584	90792	93108	95340	97812	100212
	Monthly	6208	6368	6524	6691	6854	7028	7201	7382	7566	7759	7945	8151	8351
	Hourly	35.68	36.60	37.49	38.45	39.39	40.39	41.39	42.43	43.48	44.59	45.66	46.84	47.99
	Standby	2.50	2.56	2.62	2.69	2.76	2.83	2.90	2.97	3.04	3.12	3.20	3.28	3.36
60	Annual	76416	78288	80292	82248	84336	86412	88584	90792	93108	95340	97812	100212	102768
	Monthly	6368	6524	6691	6854	7028	7201	7382	7566	7759	7945	8151	8351	8564
	Hourly	36.60	37.49	38.45	39.39	40.39	41.39	42.43	43.48	44.59	45.66	46.84	47.99	49.22
	Standby	2.56	2.62	2.69	2.76	2.83	2.90	2.97	3.04	3.12	3.20	3.28	3.36	3.45
61	Annual	78288	80292	82248	84336	86412	88584	90792	93108	95340	97812	100212	102768	105312
	Monthly	6524	6691	6854	7028	7201	7382	7566	7759	7945	8151	8351	8564	8776
	Hourly	37.49	38.45	39.39	40.39	41.39	42.43	43.48	44.59	45.66	46.84	47.99	49.22	50.44
	Standby	2.62	2.69	2.76	2.83	2.90	2.97	3.04	3.12	3.20	3.28	3.36	3.45	3.53
62	Annual	80292	82248	84336	86412	88584	90792	93108	95340	97812	100212	102768	105312	107916
	Monthly	6691	6854	7028	7201	7382	7566	7759	7945	8151	8351	8564	8776	8993
	Hourly	38.45	39.39	40.39	41.39	42.43	43.48	44.59	45.66	46.84	47.99	49.22	50.44	51.68
	Standby	2.69	2.76	2.83	2.90	2.97	3.04	3.12	3.20	3.28	3.36	3.45	3.53	3.62

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
63	Annual	82248	84336	86412	88584	90792	93108	95340	97812	100212	102768	105312	107916	110616
	Monthly	6854	7028	7201	7382	7566	7759	7945	8151	8351	8564	8776	8993	9218
	Hourly	39.39	40.39	41.39	42.43	43.48	44.59	45.66	46.84	47.99	49.22	50.44	51.68	52.98
	Standby	2.76	2.83	2.90	2.97	3.04	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71
64	Annual	84336	86412	88584	90792	93108	95340	97812	100212	102768	105312	107916	110616	113424
	Monthly	7028	7201	7382	7566	7759	7945	8151	8351	8564	8776	8993	9218	9452
	Hourly	40.39	41.39	42.43	43.48	44.59	45.66	46.84	47.99	49.22	50.44	51.68	52.98	54.32
	Standby	2.83	2.90	2.97	3.04	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80
65	Annual	86412	88584	90792	93108	95340	97812	100212	102768	105312	107916	110616	113424	116232
	Monthly	7201	7382	7566	7759	7945	8151	8351	8564	8776	8993	9218	9452	9686
	Hourly	41.39	42.43	43.48	44.59	45.66	46.84	47.99	49.22	50.44	51.68	52.98	54.32	55.67
	Standby	2.90	2.97	3.04	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90
66	Annual	88584	90792	93108	95340	97812	100212	102768	105312	107916	110616	113424	116232	119196
	Monthly	7382	7566	7759	7945	8151	8351	8564	8776	8993	9218	9452	9686	9933
	Hourly	42.43	43.48	44.59	45.66	46.84	47.99	49.22	50.44	51.68	52.98	54.32	55.67	57.09
	Standby	2.97	3.04	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00
67	Annual	90792	93108	95340	97812	100212	102768	105312	107916	110616	113424	116232	119196	122112
	Monthly	7566	7759	7945	8151	8351	8564	8776	8993	9218	9452	9686	9933	10176
	Hourly	43.48	44.59	45.66	46.84	47.99	49.22	50.44	51.68	52.98	54.32	55.67	57.09	58.48
	Standby	3.04	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.09
68	Annual	93108	95340	97812	100212	102768	105312	107916	110616	113424	116232	119196	122112	125208
	Monthly	7759	7945	8151	8351	8564	8776	8993	9218	9452	9686	9933	10176	10434
	Hourly	44.59	45.66	46.84	47.99	49.22	50.44	51.68	52.98	54.32	55.67	57.09	58.48	59.97
	Standby	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.09	4.20
69	Annual	95340	97812	100212	102768	105312	107916	110616	113424	116232	119196	122112	125208	128292
	Monthly	7945	8151	8351	8564	8776	8993	9218	9452	9686	9933	10176	10434	10691
	Hourly	45.66	46.84	47.99	49.22	50.44	51.68	52.98	54.32	55.67	57.09	58.48	59.97	61.44
	Standby	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.09	4.20	4.30
70	Annual	97812	100212	102768	105312	107916	110616	113424	116232	119196	122112	125208	128292	131532
	Monthly	8151	8351	8564	8776	8993	9218	9452	9686	9933	10176	10434	10691	10961
	Hourly	46.84	47.99	49.22	50.44	51.68	52.98	54.32	55.67	57.09	58.48	59.97	61.44	62.99
	Standby	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.09	4.20	4.30	4.41
71	Annual	100212	102768	105312	107916	110616	113424	116232	119196	122112	125208	128292	131532	134808
	Monthly	8351	8564	8776	8993	9218	9452	9686	9933	10176	10434	10691	10961	11234
	Hourly	47.99	49.22	50.44	51.68	52.98	54.32	55.67	57.09	58.48	59.97	61.44	62.99	64.56
	Standby	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.09	4.20	4.30	4.41	4.52

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
72	Annual	102768	105312	107916	110616	113424	116232	119196	122112	125208	128292	131532	134808	138192
	Monthly	8564	8776	8993	9218	9452	9686	9933	10176	10434	10691	10961	11234	11516
	Hourly	49.22	50.44	51.68	52.98	54.32	55.67	57.09	58.48	59.97	61.44	62.99	64.56	66.18
	Standby	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.09	4.20	4.30	4.41	4.52	4.63
73	Annual	105312	107916	110616	113424	116232	119196	122112	125208	128292	131532	134808	138192	141624
	Monthly	8776	8993	9218	9452	9686	9933	10176	10434	10691	10961	11234	11516	11802
	Hourly	50.44	51.68	52.98	54.32	55.67	57.09	58.48	59.97	61.44	62.99	64.56	66.18	67.83
	Standby	3.53	3.62	3.71	3.80	3.90	4.00	4.09	4.20	4.30	4.41	4.52	4.63	4.75
74	Annual	107916	110616	113424	116232	119196	122112	125208	128292	131532	134808	138192	141624	145224
	Monthly	8993	9218	9452	9686	9933	10176	10434	10691	10961	11234	11516	11802	12102
	Hourly	51.68	52.98	54.32	55.67	57.09	58.48	59.97	61.44	62.99	64.56	66.18	67.83	69.55
	Standby	3.62	3.71	3.80	3.90	4.00	4.09	4.20	4.30	4.41	4.52	4.63	4.75	4.87
75	Annual	110616	113424	116232	119196	122112	125208	128292	131532	134808	138192	141624	145224	148800
	Monthly	9218	9452	9686	9933	10176	10434	10691	10961	11234	11516	11802	12102	12400
	Hourly	52.98	54.32	55.67	57.09	58.48	59.97	61.44	62.99	64.56	66.18	67.83	69.55	71.26
	Standby	3.71	3.80	3.90	4.00	4.09	4.20	4.30	4.41	4.52	4.63	4.75	4.87	4.99
76	Annual	113424	116232	119196	122112	125208	128292	131532	134808	138192	141624	145224	148800	152496
	Monthly	9452	9686	9933	10176	10434	10691	10961	11234	11516	11802	12102	12400	12708
	Hourly	54.32	55.67	57.09	58.48	59.97	61.44	62.99	64.56	66.18	67.83	69.55	71.26	73.03
	Standby	3.80	3.90	4.00	4.09	4.20	4.30	4.41	4.52	4.63	4.75	4.87	4.99	5.11
77	Annual	116232	119196	122112	125208	128292	131532	134808	138192	141624	145224	148800	152496	156372
	Monthly	9686	9933	10176	10434	10691	10961	11234	11516	11802	12102	12400	12708	13031
	Hourly	55.67	57.09	58.48	59.97	61.44	62.99	64.56	66.18	67.83	69.55	71.26	73.03	74.89
	Standby	3.90	4.00	4.09	4.20	4.30	4.41	4.52	4.63	4.75	4.87	4.99	5.11	5.24
78	Annual	119196	122112	125208	128292	131532	134808	138192	141624	145224	148800	152496	156372	160260
	Monthly	9933	10176	10434	10691	10961	11234	11516	11802	12102	12400	12708	13031	13355
	Hourly	57.09	58.48	59.97	61.44	62.99	64.56	66.18	67.83	69.55	71.26	73.03	74.89	76.75
	Standby	4.00	4.09	4.20	4.30	4.41	4.52	4.63	4.75	4.87	4.99	5.11	5.24	5.37
79	Annual	122112	125208	128292	131532	134808	138192	141624	145224	148800	152496	156372	160260	164220
	Monthly	10176	10434	10691	10961	11234	11516	11802	12102	12400	12708	13031	13355	13685
	Hourly	58.48	59.97	61.44	62.99	64.56	66.18	67.83	69.55	71.26	73.03	74.89	76.75	78.65
	Standby	4.09	4.20	4.30	4.41	4.52	4.63	4.75	4.87	4.99	5.11	5.24	5.37	5.51
80	Annual	125208	128292	131532	134808	138192	141624	145224	148800	152496	156372	160260	164220	168312
	Monthly	10434	10691	10961	11234	11516	11802	12102	12400	12708	13031	13355	13685	14026
	Hourly	59.97	61.44	62.99	64.56	66.18	67.83	69.55	71.26	73.03	74.89	76.75	78.65	80.61
	Standby	4.20	4.30	4.41	4.52	4.63	4.75	4.87	4.99	5.11	5.24	5.37	5.51	5.64

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
81	Annual	128292	131532	134808	138192	141624	145224	148800	152496	156372	160260	164220	168312	172584
	Monthly	10691	10961	11234	11516	11802	12102	12400	12708	13031	13355	13685	14026	14382
	Hourly	61.44	62.99	64.56	66.18	67.83	69.55	71.26	73.03	74.89	76.75	78.65	80.61	82.66
	Standby	4.30	4.41	4.52	4.63	4.75	4.87	4.99	5.11	5.24	5.37	5.51	5.64	5.79
82	Annual	131532	134808	138192	141624	145224	148800	152496	156372	160260	164220	168312	172584	176856
	Monthly	10961	11234	11516	11802	12102	12400	12708	13031	13355	13685	14026	14382	14738
	Hourly	62.99	64.56	66.18	67.83	69.55	71.26	73.03	74.89	76.75	78.65	80.61	82.66	84.70
	Standby	4.41	4.52	4.63	4.75	4.87	4.99	5.11	5.24	5.37	5.51	5.64	5.79	5.93
83	Annual	134808	138192	141624	145224	148800	152496	156372	160260	164220	168312	172584	176856	181260
	Monthly	11234	11516	11802	12102	12400	12708	13031	13355	13685	14026	14382	14738	15105
	Hourly	64.56	66.18	67.83	69.55	71.26	73.03	74.89	76.75	78.65	80.61	82.66	84.70	86.81
	Standby	4.52	4.63	4.75	4.87	4.99	5.11	5.24	5.37	5.51	5.64	5.79	5.93	6.08
84	Annual	138192	141624	145224	148800	152496	156372	160260	164220	168312	172584	176856	181260	185856
	Monthly	11516	11802	12102	12400	12708	13031	13355	13685	14026	14382	14738	15105	15488
	Hourly	66.18	67.83	69.55	71.26	73.03	74.89	76.75	78.65	80.61	82.66	84.70	86.81	89.01
	Standby	4.63	4.75	4.87	4.99	5.11	5.24	5.37	5.51	5.64	5.79	5.93	6.08	6.23
85	Annual	141624	145224	148800	152496	156372	160260	164220	168312	172584	176856	181260	185856	190428
	Monthly	11802	12102	12400	12708	13031	13355	13685	14026	14382	14738	15105	15488	15869
	Hourly	67.83	69.55	71.26	73.03	74.89	76.75	78.65	80.61	82.66	84.70	86.81	89.01	91.20
	Standby	4.75	4.87	4.99	5.11	5.24	5.37	5.51	5.64	5.79	5.93	6.08	6.23	6.38
86	Annual	145224	148800	152496	156372	160260	164220	168312	172584	176856	181260	185856	190428	195216
	Monthly	12102	12400	12708	13031	13355	13685	14026	14382	14738	15105	15488	15869	16268
	Hourly	69.55	71.26	73.03	74.89	76.75	78.65	80.61	82.66	84.70	86.81	89.01	91.20	93.49
	Standby	4.87	4.99	5.11	5.24	5.37	5.51	5.64	5.79	5.93	6.08	6.23	6.38	6.54
87	Annual	148800	152496	156372	160260	164220	168312	172584	176856	181260	185856	190428	195216	200172
	Monthly	12400	12708	13031	13355	13685	14026	14382	14738	15105	15488	15869	16268	16681
	Hourly	71.26	73.03	74.89	76.75	78.65	80.61	82.66	84.70	86.81	89.01	91.20	93.49	95.87
	Standby	4.99	5.11	5.24	5.37	5.51	5.64	5.79	5.93	6.08	6.23	6.38	6.54	6.71
88	Annual	152496	156372	160260	164220	168312	172584	176856	181260	185856	190428	195216	200172	205092
	Monthly	12708	13031	13355	13685	14026	14382	14738	15105	15488	15869	16268	16681	17091
	Hourly	73.03	74.89	76.75	78.65	80.61	82.66	84.70	86.81	89.01	91.20	93.49	95.87	98.22
	Standby	5.11	5.24	5.37	5.51	5.64	5.79	5.93	6.08	6.23	6.38	6.54	6.71	6.88
89	Annual	156372	160260	164220	168312	172584	176856	181260	185856	190428	195216	200172	205092	210312
	Monthly	13031	13355	13685	14026	14382	14738	15105	15488	15869	16268	16681	17091	17526
	Hourly	74.89	76.75	78.65	80.61	82.66	84.70	86.81	89.01	91.20	93.49	95.87	98.22	100.72
	Standby	5.24	5.37	5.51	5.64	5.79	5.93	6.08	6.23	6.38	6.54	6.71	6.88	7.05

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
90	Annual	160260	164220	168312	172584	176856	181260	185856	190428	195216	200172	205092	210312	215472
	Monthly	13355	13685	14026	14382	14738	15105	15488	15869	16268	16681	17091	17526	17956
	Hourly	76.75	78.65	80.61	82.66	84.70	86.81	89.01	91.20	93.49	95.87	98.22	100.72	103.20
	Standby	5.37	5.51	5.64	5.79	5.93	6.08	6.23	6.38	6.54	6.71	6.88	7.05	7.22
91	Annual	164220	168312	172584	176856	181260	185856	190428	195216	200172	205092	210312	215472	220920
	Monthly	13685	14026	14382	14738	15105	15488	15869	16268	16681	17091	17526	17956	18410
	Hourly	78.65	80.61	82.66	84.70	86.81	89.01	91.20	93.49	95.87	98.22	100.72	103.20	105.80
	Standby	5.51	5.64	5.79	5.93	6.08	6.23	6.38	6.54	6.71	6.88	7.05	7.22	7.41
92	Annual	168312	172584	176856	181260	185856	190428	195216	200172	205092	210312	215472	220920	226368
	Monthly	14026	14382	14738	15105	15488	15869	16268	16681	17091	17526	17956	18410	18864
	Hourly	80.61	82.66	84.70	86.81	89.01	91.20	93.49	95.87	98.22	100.72	103.20	105.80	108.41
	Standby	5.64	5.79	5.93	6.08	6.23	6.38	6.54	6.71	6.88	7.05	7.22	7.41	7.59
93	Annual	172584	176856	181260	185856	190428	195216	200172	205092	210312	215472	220920	226368	232164
	Monthly	14382	14738	15105	15488	15869	16268	16681	17091	17526	17956	18410	18864	19347
	Hourly	82.66	84.70	86.81	89.01	91.20	93.49	95.87	98.22	100.72	103.20	105.80	108.41	111.19
	Standby	5.79	5.93	6.08	6.23	6.38	6.54	6.71	6.88	7.05	7.22	7.41	7.59	7.78
94	Annual	176856	181260	185856	190428	195216	200172	205092	210312	215472	220920	226368	232164	237876
	Monthly	14738	15105	15488	15869	16268	16681	17091	17526	17956	18410	18864	19347	19823
	Hourly	84.70	86.81	89.01	91.20	93.49	95.87	98.22	100.72	103.20	105.80	108.41	111.19	113.93
	Standby	5.93	6.08	6.23	6.38	6.54	6.71	6.88	7.05	7.22	7.41	7.59	7.78	7.97
95	Annual	181260	185856	190428	195216	200172	205092	210312	215472	220920	226368	232164	237876	243864
	Monthly	15105	15488	15869	16268	16681	17091	17526	17956	18410	18864	19347	19823	20322
	Hourly	86.81	89.01	91.20	93.49	95.87	98.22	100.72	103.20	105.80	108.41	111.19	113.93	116.79
	Standby	6.08	6.23	6.38	6.54	6.71	6.88	7.05	7.22	7.41	7.59	7.78	7.97	8.18
96	Annual	185856	190428	195216	200172	205092	210312	215472	220920	226368	232164	237876	243864	249972
	Monthly	15488	15869	16268	16681	17091	17526	17956	18410	18864	19347	19823	20322	20831
	Hourly	89.01	91.20	93.49	95.87	98.22	100.72	103.20	105.80	108.41	111.19	113.93	116.79	119.72
	Standby	6.23	6.38	6.54	6.71	6.88	7.05	7.22	7.41	7.59	7.78	7.97	8.18	8.38
97	Annual	190428	195216	200172	205092	210312	215472	220920	226368	232164	237876	243864	249972	256224
	Monthly	15869	16268	16681	17091	17526	17956	18410	18864	19347	19823	20322	20831	21352
	Hourly	91.20	93.49	95.87	98.22	100.72	103.20	105.80	108.41	111.19	113.93	116.79	119.72	122.71
	Standby	6.38	6.54	6.71	6.88	7.05	7.22	7.41	7.59	7.78	7.97	8.18	8.38	8.59
98	Annual	195216	200172	205092	210312	215472	220920	226368	232164	237876	243864	249972	256224	262644
	Monthly	16268	16681	17091	17526	17956	18410	18864	19347	19823	20322	20831	21352	21887
	Hourly	93.49	95.87	98.22	100.72	103.20	105.80	108.41	111.19	113.93	116.79	119.72	122.71	125.79
	Standby	6.54	6.71	6.88	7.05	7.22	7.41	7.59	7.78	7.97	8.18	8.38	8.59	8.81

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
99	Annual	200172	205092	210312	215472	220920	226368	232164	237876	243864	249972	256224	262644	269208
	Monthly	16681	17091	17526	17956	18410	18864	19347	19823	20322	20831	21352	21887	22434
	Hourly	95.87	98.22	100.72	103.20	105.80	108.41	111.19	113.93	116.79	119.72	122.71	125.79	128.93
	Standby	6.71	6.88	7.05	7.22	7.41	7.59	7.78	7.97	8.18	8.38	8.59	8.81	9.03
100	Annual	205092	210312	215472	220920	226368	232164	237876	243864	249972	256224	262644	269208	275904
	Monthly	17091	17526	17956	18410	18864	19347	19823	20322	20831	21352	21887	22434	22992
	Hourly	98.22	100.72	103.20	105.80	108.41	111.19	113.93	116.79	119.72	122.71	125.79	128.93	132.14
	Standby	6.88	7.05	7.22	7.41	7.59	7.78	7.97	8.18	8.38	8.59	8.81	9.03	9.25
101	Annual	210312	215472	220920	226368	232164	237876	243864	249972	256224	262644	269208	275904	282816
	Monthly	17526	17956	18410	18864	19347	19823	20322	20831	21352	21887	22434	22992	23568
	Hourly	100.72	103.20	105.80	108.41	111.19	113.93	116.79	119.72	122.71	125.79	128.93	132.14	135.45
	Standby	7.05	7.22	7.41	7.59	7.78	7.97	8.18	8.38	8.59	8.81	9.03	9.25	9.48
102	Annual	215472	220920	226368	232164	237876	243864	249972	256224	262644	269208	275904	282816	289860
	Monthly	17956	18410	18864	19347	19823	20322	20831	21352	21887	22434	22992	23568	24155
	Hourly	103.20	105.80	108.41	111.19	113.93	116.79	119.72	122.71	125.79	128.93	132.14	135.45	138.82
	Standby	7.22	7.41	7.59	7.78	7.97	8.18	8.38	8.59	8.81	9.03	9.25	9.48	9.72
103	Annual	220920	226368	232164	237876	243864	249972	256224	262644	269208	275904	282816	289860	297132
	Monthly	18410	18864	19347	19823	20322	20831	21352	21887	22434	22992	23568	24155	24761
	Hourly	105.80	108.41	111.19	113.93	116.79	119.72	122.71	125.79	128.93	132.14	135.45	138.82	142.30
	Standby	7.41	7.59	7.78	7.97	8.18	8.38	8.59	8.81	9.03	9.25	9.48	9.72	9.96
104	Annual	226368	232164	237876	243864	249972	256224	262644	269208	275904	282816	289860	297132	304584
	Monthly	18864	19347	19823	20322	20831	21352	21887	22434	22992	23568	24155	24761	25382
	Hourly	108.41	111.19	113.93	116.79	119.72	122.71	125.79	128.93	132.14	135.45	138.82	142.30	145.87
	Standby	7.59	7.78	7.97	8.18	8.38	8.59	8.81	9.03	9.25	9.48	9.72	9.96	10.21
105	Annual	232164	237876	243864	249972	256224	262644	269208	275904	282816	289860	297132	304584	312192
	Monthly	19347	19823	20322	20831	21352	21887	22434	22992	23568	24155	24761	25382	26016
	Hourly	111.19	113.93	116.79	119.72	122.71	125.79	128.93	132.14	135.45	138.82	142.30	145.87	149.52
	Standby	7.78	7.97	8.18	8.38	8.59	8.81	9.03	9.25	9.48	9.72	9.96	10.21	10.47
106	Annual	237876	243864	249972	256224	262644	269208	275904	282816	289860	297132	304584	312192	319980
	Monthly	19823	20322	20831	21352	21887	22434	22992	23568	24155	24761	25382	26016	26665
	Hourly	113.93	116.79	119.72	122.71	125.79	128.93	132.14	135.45	138.82	142.30	145.87	149.52	153.25
	Standby	7.97	8.18	8.38	8.59	8.81	9.03	9.25	9.48	9.72	9.96	10.21	10.47	10.73
107	Annual	243864	249972	256224	262644	269208	275904	282816	289860	297132	304584	312192	319980	327996
	Monthly	20322	20831	21352	21887	22434	22992	23568	24155	24761	25382	26016	26665	27333
	Hourly	116.79	119.72	122.71	125.79	128.93	132.14	135.45	138.82	142.30	145.87	149.52	153.25	157.09
	Standby	8.18	8.38	8.59	8.81	9.03	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
108	Annual	249972	256224	262644	269208	275904	282816	289860	297132	304584	312192	319980	327996	336192
	Monthly	20831	21352	21887	22434	22992	23568	24155	24761	25382	26016	26665	27333	28016
	Hourly	119.72	122.71	125.79	128.93	132.14	135.45	138.82	142.30	145.87	149.52	153.25	157.09	161.01
	Standby	8.38	8.59	8.81	9.03	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.27
109	Annual	256224	262644	269208	275904	282816	289860	297132	304584	312192	319980	327996	336192	344592
	Monthly	21352	21887	22434	22992	23568	24155	24761	25382	26016	26665	27333	28016	28716
	Hourly	122.71	125.79	128.93	132.14	135.45	138.82	142.30	145.87	149.52	153.25	157.09	161.01	165.03
	Standby	8.59	8.81	9.03	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.27	11.55
110	Annual	262644	269208	275904	282816	289860	297132	304584	312192	319980	327996	336192	344592	353208
	Monthly	21887	22434	22992	23568	24155	24761	25382	26016	26665	27333	28016	28716	29434
	Hourly	125.79	128.93	132.14	135.45	138.82	142.30	145.87	149.52	153.25	157.09	161.01	165.03	169.16
	Standby	8.81	9.03	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.27	11.55	11.84
111	Annual	269208	275904	282816	289860	297132	304584	312192	319980	327996	336192	344592	353208	362064
	Monthly	22434	22992	23568	24155	24761	25382	26016	26665	27333	28016	28716	29434	30172
	Hourly	128.93	132.14	135.45	138.82	142.30	145.87	149.52	153.25	157.09	161.01	165.03	169.16	173.40
	Standby	9.03	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.27	11.55	11.84	12.14
112	Annual	275904	282816	289860	297132	304584	312192	319980	327996	336192	344592	353208	362064	371076
	Monthly	22992	23568	24155	24761	25382	26016	26665	27333	28016	28716	29434	30172	30923
	Hourly	132.14	135.45	138.82	142.30	145.87	149.52	153.25	157.09	161.01	165.03	169.16	173.40	177.72
	Standby	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.27	11.55	11.84	12.14	12.44
113	Annual	282816	289860	297132	304584	312192	319980	327996	336192	344592	353208	362064	371076	380364
	Monthly	23568	24155	24761	25382	26016	26665	27333	28016	28716	29434	30172	30923	31697
	Hourly	135.45	138.82	142.30	145.87	149.52	153.25	157.09	161.01	165.03	169.16	173.40	177.72	182.17
	Standby	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.27	11.55	11.84	12.14	12.44	12.75
114	Annual	289860	297132	304584	312192	319980	327996	336192	344592	353208	362064	371076	380364	389892
	Monthly	24155	24761	25382	26016	26665	27333	28016	28716	29434	30172	30923	31697	32491
	Hourly	138.82	142.30	145.87	149.52	153.25	157.09	161.01	165.03	169.16	173.40	177.72	182.17	186.73
	Standby	9.72	9.96	10.21	10.47	10.73	11.00	11.27	11.55	11.84	12.14	12.44	12.75	13.07
115	Annual	297132	304584	312192	319980	327996	336192	344592	353208	362064	371076	380364	389892	399612
	Monthly	24761	25382	26016	26665	27333	28016	28716	29434	30172	30923	31697	32491	33301
	Hourly	142.30	145.87	149.52	153.25	157.09	161.01	165.03	169.16	173.40	177.72	182.17	186.73	191.39
	Standby	9.96	10.21	10.47	10.73	11.00	11.27	11.55	11.84	12.14	12.44	12.75	13.07	13.40
116	Annual	304584	312192	319980	327996	336192	344592	353208	362064	371076	380364	389892	399612	409620
	Monthly	25382	26016	26665	27333	28016	28716	29434	30172	30923	31697	32491	33301	34135
	Hourly	145.87	149.52	153.25	157.09	161.01	165.03	169.16	173.40	177.72	182.17	186.73	191.39	196.18
	Standby	10.21	10.47	10.73	11.00	11.27	11.55	11.84	12.14	12.44	12.75	13.07	13.40	13.73

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
117	Annual	312192	319980	327996	336192	344592	353208	362064	371076	380364	389892	399612	409620	419880
	Monthly	26016	26665	27333	28016	28716	29434	30172	30923	31697	32491	33301	34135	34990
	Hourly	149.52	153.25	157.09	161.01	165.03	169.16	173.40	177.72	182.17	186.73	191.39	196.18	201.09
	Standby	10.47	10.73	11.00	11.27	11.55	11.84	12.14	12.44	12.75	13.07	13.40	13.73	14.08
118	Annual	319980	327996	336192	344592	353208	362064	371076	380364	389892	399612	409620	419880	430344
	Monthly	26665	27333	28016	28716	29434	30172	30923	31697	32491	33301	34135	34990	35862
	Hourly	153.25	157.09	161.01	165.03	169.16	173.40	177.72	182.17	186.73	191.39	196.18	201.09	206.10
	Standby	10.73	11.00	11.27	11.55	11.84	12.14	12.44	12.75	13.07	13.40	13.73	14.08	14.43
119	Annual	327996	336192	344592	353208	362064	371076	380364	389892	399612	409620	419880	430344	441108
	Monthly	27333	28016	28716	29434	30172	30923	31697	32491	33301	34135	34990	35862	36759
	Hourly	157.09	161.01	165.03	169.16	173.40	177.72	182.17	186.73	191.39	196.18	201.09	206.10	211.26
	Standby	11.00	11.27	11.55	11.84	12.14	12.44	12.75	13.07	13.40	13.73	14.08	14.43	14.79
120	Annual	336192	344592	353208	362064	371076	380364	389892	399612	409620	419880	430344	441108	452136
	Monthly	28016	28716	29434	30172	30923	31697	32491	33301	34135	34990	35862	36759	37678
	Hourly	161.01	165.03	169.16	173.40	177.72	182.17	186.73	191.39	196.18	201.09	206.10	211.26	216.54
	Standby	11.27	11.55	11.84	12.14	12.44	12.75	13.07	13.40	13.73	14.08	14.43	14.79	15.16

DRAFT

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Administrative Law Judges
 Effective July 1, 2023
 4% Increase

WFSE - ALJ

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
68	Annual	80112	82056	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712
	Monthly	6676	6838	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976
	Hourly	38.37	39.30	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59
	Standby	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61
70	Annual	84192	86208	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160
	Monthly	7016	7184	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430
	Hourly	40.32	41.29	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20
	Standby	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79
72	Annual	88416	90624	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932
	Monthly	7368	7552	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911
	Hourly	42.34	43.40	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96
	Standby	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99
74	Annual	92868	95184	97596	100008	102540	105096	107712	110400	113160	116016	118932	121860	124932
	Monthly	7739	7932	8133	8334	8545	8758	8976	9200	9430	9668	9911	10155	10411
	Hourly	44.48	45.59	46.74	47.90	49.11	50.33	51.59	52.87	54.20	55.56	56.96	58.36	59.83
	Standby	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79	3.89	3.99	4.09	4.19

Standby rate is equal to 7% of the hourly rate.

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

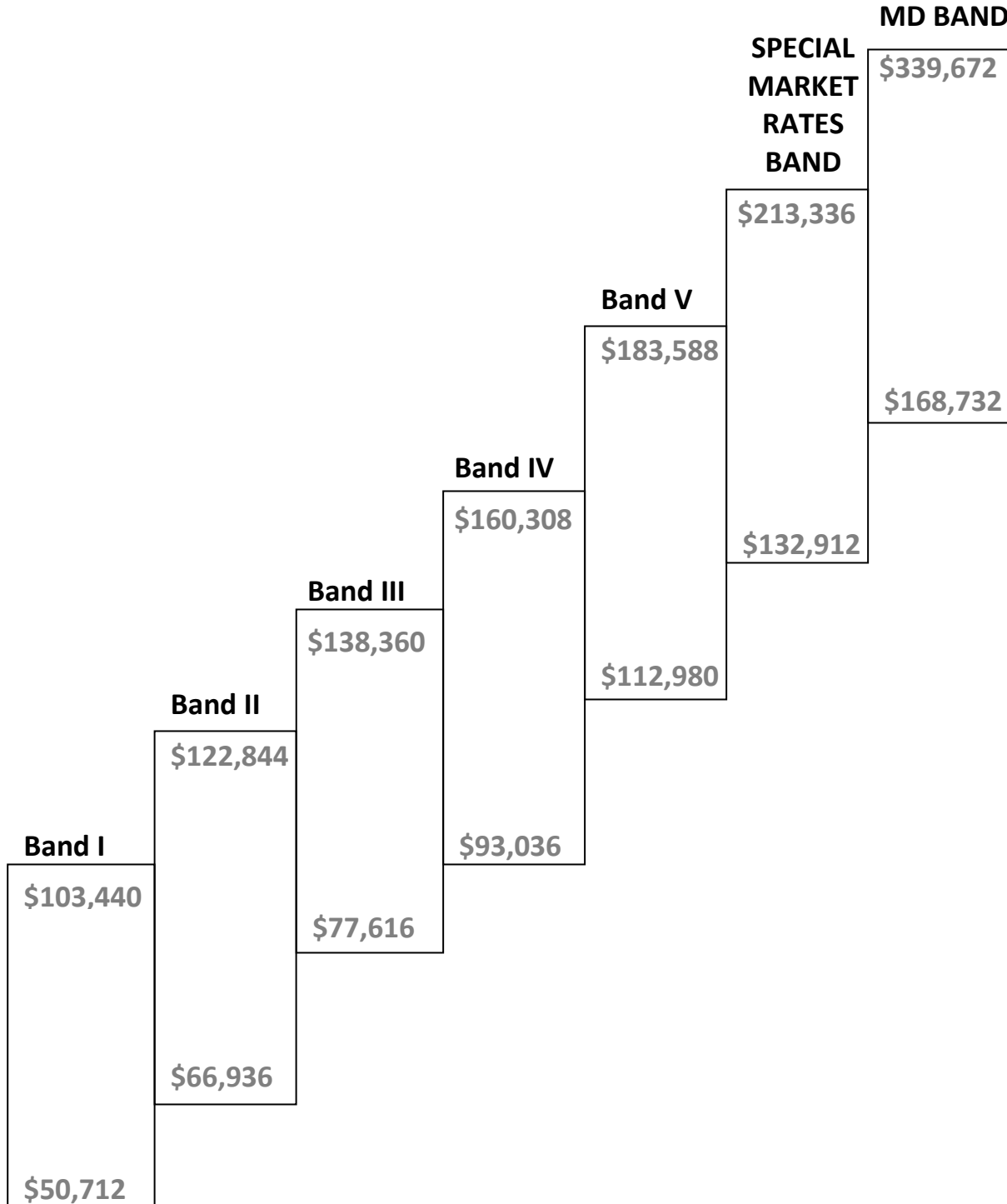
State of Washington, Office of Financial Management

Exempt Management Service Salary Structure

DRAFT

Effective July 1, 2023

Agencies should include in their EMS job postings the most reasonable and genuinely expected wage information, as defined in the employer's policy.



State of Washington, Office of Financial Management
Washington Management Service Salary Structure
Effective July 1, 2023

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Employers should include in their WMS job postings the most reasonable and genuinely expected wage information, as defined in the employer's salary administration policy.

