

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective January 1, 2025
 2% 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 | 33900 | 34692 | 35484 | 36336 | 37152 | 37992 | 38916 | 39792 | 40764 | 41640 | 42720 | 43668 | 44700 |
| | Monthly | 2825 | 2891 | 2957 | 3028 | 3096 | 3166 | 3243 | 3316 | 3397 | 3470 | 3560 | 3639 | 3725 |
| | Hourly | 16.24 | 16.61 | 16.99 | 17.40 | 17.79 | 18.20 | 18.64 | 19.06 | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 |
| | Standby | 1.14 | 1.16 | 1.19 | 1.22 | 1.25 | 1.27 | 1.30 | 1.33 | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 |
| 31 | Annual | 34692 | 35484 | 36336 | 37152 | 37992 | 38916 | 39792 | 40764 | 41640 | 42720 | 43668 | 44700 | 45780 |
| | Monthly | 2891 | 2957 | 3028 | 3096 | 3166 | 3243 | 3316 | 3397 | 3470 | 3560 | 3639 | 3725 | 3815 |
| | Hourly | 16.61 | 16.99 | 17.40 | 17.79 | 18.20 | 18.64 | 19.06 | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 |
| | Standby | 1.16 | 1.19 | 1.22 | 1.25 | 1.27 | 1.30 | 1.33 | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 |
| 32 | Annual | 35484 | 36336 | 37152 | 37992 | 38916 | 39792 | 40764 | 41640 | 42720 | 43668 | 44700 | 45780 | 46836 |
| | Monthly | 2957 | 3028 | 3096 | 3166 | 3243 | 3316 | 3397 | 3470 | 3560 | 3639 | 3725 | 3815 | 3903 |
| | Hourly | 16.99 | 17.40 | 17.79 | 18.20 | 18.64 | 19.06 | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 |
| | Standby | 1.19 | 1.22 | 1.25 | 1.27 | 1.30 | 1.33 | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 |
| 33 | Annual | 36336 | 37152 | 37992 | 38916 | 39792 | 40764 | 41640 | 42720 | 43668 | 44700 | 45780 | 46836 | 47988 |
| | Monthly | 3028 | 3096 | 3166 | 3243 | 3316 | 3397 | 3470 | 3560 | 3639 | 3725 | 3815 | 3903 | 3999 |
| | Hourly | 17.40 | 17.79 | 18.20 | 18.64 | 19.06 | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 |
| | Standby | 1.22 | 1.25 | 1.27 | 1.30 | 1.33 | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 |
| 34 | Annual | 37152 | 37992 | 38916 | 39792 | 40764 | 41640 | 42720 | 43668 | 44700 | 45780 | 46836 | 47988 | 49116 |
| | Monthly | 3096 | 3166 | 3243 | 3316 | 3397 | 3470 | 3560 | 3639 | 3725 | 3815 | 3903 | 3999 | 4093 |
| | Hourly | 17.79 | 18.20 | 18.64 | 19.06 | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 |
| | Standby | 1.25 | 1.27 | 1.30 | 1.33 | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 |
| 35 | Annual | 37992 | 38916 | 39792 | 40764 | 41640 | 42720 | 43668 | 44700 | 45780 | 46836 | 47988 | 49116 | 50268 |
| | Monthly | 3166 | 3243 | 3316 | 3397 | 3470 | 3560 | 3639 | 3725 | 3815 | 3903 | 3999 | 4093 | 4189 |
| | Hourly | 18.20 | 18.64 | 19.06 | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 |
| | Standby | 1.27 | 1.30 | 1.33 | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 |
| 36 | Annual | 38916 | 39792 | 40764 | 41640 | 42720 | 43668 | 44700 | 45780 | 46836 | 47988 | 49116 | 50268 | 51516 |
| | Monthly | 3243 | 3316 | 3397 | 3470 | 3560 | 3639 | 3725 | 3815 | 3903 | 3999 | 4093 | 4189 | 4293 |
| | Hourly | 18.64 | 19.06 | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 |
| | Standby | 1.30 | 1.33 | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 |
| 37 | Annual | 39792 | 40764 | 41640 | 42720 | 43668 | 44700 | 45780 | 46836 | 47988 | 49116 | 50268 | 51516 | 52800 |
| | Monthly | 3316 | 3397 | 3470 | 3560 | 3639 | 3725 | 3815 | 3903 | 3999 | 4093 | 4189 | 4293 | 4400 |
| | Hourly | 19.06 | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 |
| | Standby | 1.33 | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 |
| 38 | Annual | 40764 | 41640 | 42720 | 43668 | 44700 | 45780 | 46836 | 47988 | 49116 | 50268 | 51516 | 52800 | 54132 |
| | Monthly | 3397 | 3470 | 3560 | 3639 | 3725 | 3815 | 3903 | 3999 | 4093 | 4189 | 4293 | 4400 | 4511 |
| | Hourly | 19.52 | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 |
| | Standby | 1.37 | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 |

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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|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 39 | Annual | 41640 | 42720 | 43668 | 44700 | 45780 | 46836 | 47988 | 49116 | 50268 | 51516 | 52800 | 54132 | 55440 |
| | Monthly | 3470 | 3560 | 3639 | 3725 | 3815 | 3903 | 3999 | 4093 | 4189 | 4293 | 4400 | 4511 | 4620 |
| | Hourly | 19.94 | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 |
| | Standby | 1.40 | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 |
| 40 | Annual | 42720 | 43668 | 44700 | 45780 | 46836 | 47988 | 49116 | 50268 | 51516 | 52800 | 54132 | 55440 | 56892 |
| | Monthly | 3560 | 3639 | 3725 | 3815 | 3903 | 3999 | 4093 | 4189 | 4293 | 4400 | 4511 | 4620 | 4741 |
| | Hourly | 20.46 | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 |
| | Standby | 1.43 | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 |
| 41 | Annual | 43668 | 44700 | 45780 | 46836 | 47988 | 49116 | 50268 | 51516 | 52800 | 54132 | 55440 | 56892 | 58200 |
| | Monthly | 3639 | 3725 | 3815 | 3903 | 3999 | 4093 | 4189 | 4293 | 4400 | 4511 | 4620 | 4741 | 4850 |
| | Hourly | 20.91 | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 |
| | Standby | 1.46 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 |
| 42 | Annual | 44700 | 45780 | 46836 | 47988 | 49116 | 50268 | 51516 | 52800 | 54132 | 55440 | 56892 | 58200 | 59748 |
| | Monthly | 3725 | 3815 | 3903 | 3999 | 4093 | 4189 | 4293 | 4400 | 4511 | 4620 | 4741 | 4850 | 4979 |
| | Hourly | 21.41 | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 |
| | Standby | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 |
| 43 | Annual | 45780 | 46836 | 47988 | 49116 | 50268 | 51516 | 52800 | 54132 | 55440 | 56892 | 58200 | 59748 | 61224 |
| | Monthly | 3815 | 3903 | 3999 | 4093 | 4189 | 4293 | 4400 | 4511 | 4620 | 4741 | 4850 | 4979 | 5102 |
| | Hourly | 21.93 | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 |
| | Standby | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 |
| 44 | Annual | 46836 | 47988 | 49116 | 50268 | 51516 | 52800 | 54132 | 55440 | 56892 | 58200 | 59748 | 61224 | 62844 |
| | Monthly | 3903 | 3999 | 4093 | 4189 | 4293 | 4400 | 4511 | 4620 | 4741 | 4850 | 4979 | 5102 | 5237 |
| | Hourly | 22.43 | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 |
| | Standby | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 |
| 45 | Annual | 47988 | 49116 | 50268 | 51516 | 52800 | 54132 | 55440 | 56892 | 58200 | 59748 | 61224 | 62844 | 64344 |
| | Monthly | 3999 | 4093 | 4189 | 4293 | 4400 | 4511 | 4620 | 4741 | 4850 | 4979 | 5102 | 5237 | 5362 |
| | Hourly | 22.98 | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 |
| | Standby | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 |
| 46 | Annual | 49116 | 50268 | 51516 | 52800 | 54132 | 55440 | 56892 | 58200 | 59748 | 61224 | 62844 | 64344 | 65940 |
| | Monthly | 4093 | 4189 | 4293 | 4400 | 4511 | 4620 | 4741 | 4850 | 4979 | 5102 | 5237 | 5362 | 5495 |
| | Hourly | 23.52 | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 |
| | Standby | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 |
| 47 | Annual | 50268 | 51516 | 52800 | 54132 | 55440 | 56892 | 58200 | 59748 | 61224 | 62844 | 64344 | 65940 | 67536 |
| | Monthly | 4189 | 4293 | 4400 | 4511 | 4620 | 4741 | 4850 | 4979 | 5102 | 5237 | 5362 | 5495 | 5628 |
| | Hourly | 24.07 | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 |
| | Standby | 1.69 | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 |

Standby rate is equal to 7% of the hourly rate

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|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 48 | Annual | 51516 | 52800 | 54132 | 55440 | 56892 | 58200 | 59748 | 61224 | 62844 | 64344 | 65940 | 67536 | 69312 |
| | Monthly | 4293 | 4400 | 4511 | 4620 | 4741 | 4850 | 4979 | 5102 | 5237 | 5362 | 5495 | 5628 | 5776 |
| | Hourly | 24.67 | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 |
| | Standby | 1.73 | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 |
| 49 | Annual | 52800 | 54132 | 55440 | 56892 | 58200 | 59748 | 61224 | 62844 | 64344 | 65940 | 67536 | 69312 | 71004 |
| | Monthly | 4400 | 4511 | 4620 | 4741 | 4850 | 4979 | 5102 | 5237 | 5362 | 5495 | 5628 | 5776 | 5917 |
| | Hourly | 25.29 | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 |
| | Standby | 1.77 | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 |
| 50 | Annual | 54132 | 55440 | 56892 | 58200 | 59748 | 61224 | 62844 | 64344 | 65940 | 67536 | 69312 | 71004 | 72792 |
| | Monthly | 4511 | 4620 | 4741 | 4850 | 4979 | 5102 | 5237 | 5362 | 5495 | 5628 | 5776 | 5917 | 6066 |
| | Hourly | 25.93 | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 |
| | Standby | 1.81 | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 |
| 51 | Annual | 55440 | 56892 | 58200 | 59748 | 61224 | 62844 | 64344 | 65940 | 67536 | 69312 | 71004 | 72792 | 74604 |
| | Monthly | 4620 | 4741 | 4850 | 4979 | 5102 | 5237 | 5362 | 5495 | 5628 | 5776 | 5917 | 6066 | 6217 |
| | Hourly | 26.55 | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 |
| | Standby | 1.86 | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 |
| 52 | Annual | 56892 | 58200 | 59748 | 61224 | 62844 | 64344 | 65940 | 67536 | 69312 | 71004 | 72792 | 74604 | 76452 |
| | Monthly | 4741 | 4850 | 4979 | 5102 | 5237 | 5362 | 5495 | 5628 | 5776 | 5917 | 6066 | 6217 | 6371 |
| | Hourly | 27.25 | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 |
| | Standby | 1.91 | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 |
| 53 | Annual | 58200 | 59748 | 61224 | 62844 | 64344 | 65940 | 67536 | 69312 | 71004 | 72792 | 74604 | 76452 | 78360 |
| | Monthly | 4850 | 4979 | 5102 | 5237 | 5362 | 5495 | 5628 | 5776 | 5917 | 6066 | 6217 | 6371 | 6530 |
| | Hourly | 27.87 | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 |
| | Standby | 1.95 | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 |
| 54 | Annual | 59748 | 61224 | 62844 | 64344 | 65940 | 67536 | 69312 | 71004 | 72792 | 74604 | 76452 | 78360 | 80304 |
| | Monthly | 4979 | 5102 | 5237 | 5362 | 5495 | 5628 | 5776 | 5917 | 6066 | 6217 | 6371 | 6530 | 6692 |
| | Hourly | 28.61 | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 |
| | Standby | 2.00 | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 |
| 55 | Annual | 61224 | 62844 | 64344 | 65940 | 67536 | 69312 | 71004 | 72792 | 74604 | 76452 | 78360 | 80304 | 82356 |
| | Monthly | 5102 | 5237 | 5362 | 5495 | 5628 | 5776 | 5917 | 6066 | 6217 | 6371 | 6530 | 6692 | 6863 |
| | Hourly | 29.32 | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 |
| | Standby | 2.05 | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 |
| 56 | Annual | 62844 | 64344 | 65940 | 67536 | 69312 | 71004 | 72792 | 74604 | 76452 | 78360 | 80304 | 82356 | 84420 |
| | Monthly | 5237 | 5362 | 5495 | 5628 | 5776 | 5917 | 6066 | 6217 | 6371 | 6530 | 6692 | 6863 | 7035 |
| | Hourly | 30.10 | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 |
| | Standby | 2.11 | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 |

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 2% Increase

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|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 57 | Annual | 64344 | 65940 | 67536 | 69312 | 71004 | 72792 | 74604 | 76452 | 78360 | 80304 | 82356 | 84420 | 86484 |
| | Monthly | 5362 | 5495 | 5628 | 5776 | 5917 | 6066 | 6217 | 6371 | 6530 | 6692 | 6863 | 7035 | 7207 |
| | Hourly | 30.82 | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 |
| | Standby | 2.16 | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 |
| 58 | Annual | 65940 | 67536 | 69312 | 71004 | 72792 | 74604 | 76452 | 78360 | 80304 | 82356 | 84420 | 86484 | 88728 |
| | Monthly | 5495 | 5628 | 5776 | 5917 | 6066 | 6217 | 6371 | 6530 | 6692 | 6863 | 7035 | 7207 | 7394 |
| | Hourly | 31.58 | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 |
| | Standby | 2.21 | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 |
| 59 | Annual | 67536 | 69312 | 71004 | 72792 | 74604 | 76452 | 78360 | 80304 | 82356 | 84420 | 86484 | 88728 | 90852 |
| | Monthly | 5628 | 5776 | 5917 | 6066 | 6217 | 6371 | 6530 | 6692 | 6863 | 7035 | 7207 | 7394 | 7571 |
| | Hourly | 32.34 | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 |
| | Standby | 2.26 | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 |
| 60 | Annual | 69312 | 71004 | 72792 | 74604 | 76452 | 78360 | 80304 | 82356 | 84420 | 86484 | 88728 | 90852 | 93168 |
| | Monthly | 5776 | 5917 | 6066 | 6217 | 6371 | 6530 | 6692 | 6863 | 7035 | 7207 | 7394 | 7571 | 7764 |
| | Hourly | 33.20 | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 |
| | Standby | 2.32 | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 |
| 61 | Annual | 71004 | 72792 | 74604 | 76452 | 78360 | 80304 | 82356 | 84420 | 86484 | 88728 | 90852 | 93168 | 95544 |
| | Monthly | 5917 | 6066 | 6217 | 6371 | 6530 | 6692 | 6863 | 7035 | 7207 | 7394 | 7571 | 7764 | 7962 |
| | Hourly | 34.01 | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 |
| | Standby | 2.38 | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 |
| 62 | Annual | 72792 | 74604 | 76452 | 78360 | 80304 | 82356 | 84420 | 86484 | 88728 | 90852 | 93168 | 95544 | 97884 |
| | Monthly | 6066 | 6217 | 6371 | 6530 | 6692 | 6863 | 7035 | 7207 | 7394 | 7571 | 7764 | 7962 | 8157 |
| | Hourly | 34.86 | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 |
| | Standby | 2.44 | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 |
| 63 | Annual | 74604 | 76452 | 78360 | 80304 | 82356 | 84420 | 86484 | 88728 | 90852 | 93168 | 95544 | 97884 | 100332 |
| | Monthly | 6217 | 6371 | 6530 | 6692 | 6863 | 7035 | 7207 | 7394 | 7571 | 7764 | 7962 | 8157 | 8361 |
| | Hourly | 35.73 | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 |
| | Standby | 2.50 | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 |
| 64 | Annual | 76452 | 78360 | 80304 | 82356 | 84420 | 86484 | 88728 | 90852 | 93168 | 95544 | 97884 | 100332 | 102840 |
| | Monthly | 6371 | 6530 | 6692 | 6863 | 7035 | 7207 | 7394 | 7571 | 7764 | 7962 | 8157 | 8361 | 8570 |
| | Hourly | 36.61 | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 |
| | Standby | 2.56 | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 |
| 65 | Annual | 78360 | 80304 | 82356 | 84420 | 86484 | 88728 | 90852 | 93168 | 95544 | 97884 | 100332 | 102840 | 105384 |
| | Monthly | 6530 | 6692 | 6863 | 7035 | 7207 | 7394 | 7571 | 7764 | 7962 | 8157 | 8361 | 8570 | 8782 |
| | Hourly | 37.53 | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 |
| | Standby | 2.63 | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 |

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.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective January 1, 2025
 2% 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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 66 | Annual | 80304 | 82356 | 84420 | 86484 | 88728 | 90852 | 93168 | 95544 | 97884 | 100332 | 102840 | 105384 | 108072 |
| | Monthly | 6692 | 6863 | 7035 | 7207 | 7394 | 7571 | 7764 | 7962 | 8157 | 8361 | 8570 | 8782 | 9006 |
| | Hourly | 38.46 | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 |
| | Standby | 2.69 | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 |
| 67 | Annual | 82356 | 84420 | 86484 | 88728 | 90852 | 93168 | 95544 | 97884 | 100332 | 102840 | 105384 | 108072 | 110760 |
| | Monthly | 6863 | 7035 | 7207 | 7394 | 7571 | 7764 | 7962 | 8157 | 8361 | 8570 | 8782 | 9006 | 9230 |
| | Hourly | 39.44 | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 |
| | Standby | 2.76 | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 |
| 68 | Annual | 84420 | 86484 | 88728 | 90852 | 93168 | 95544 | 97884 | 100332 | 102840 | 105384 | 108072 | 110760 | 113532 |
| | Monthly | 7035 | 7207 | 7394 | 7571 | 7764 | 7962 | 8157 | 8361 | 8570 | 8782 | 9006 | 9230 | 9461 |
| | Hourly | 40.43 | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 |
| | Standby | 2.83 | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 |
| 69 | Annual | 86484 | 88728 | 90852 | 93168 | 95544 | 97884 | 100332 | 102840 | 105384 | 108072 | 110760 | 113532 | 116328 |
| | Monthly | 7207 | 7394 | 7571 | 7764 | 7962 | 8157 | 8361 | 8570 | 8782 | 9006 | 9230 | 9461 | 9694 |
| | Hourly | 41.42 | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 |
| | Standby | 2.90 | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 |
| 70 | Annual | 88728 | 90852 | 93168 | 95544 | 97884 | 100332 | 102840 | 105384 | 108072 | 110760 | 113532 | 116328 | 119268 |
| | Monthly | 7394 | 7571 | 7764 | 7962 | 8157 | 8361 | 8570 | 8782 | 9006 | 9230 | 9461 | 9694 | 9939 |
| | Hourly | 42.49 | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 |
| | Standby | 2.97 | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 |
| 71 | Annual | 90852 | 93168 | 95544 | 97884 | 100332 | 102840 | 105384 | 108072 | 110760 | 113532 | 116328 | 119268 | 122280 |
| | Monthly | 7571 | 7764 | 7962 | 8157 | 8361 | 8570 | 8782 | 9006 | 9230 | 9461 | 9694 | 9939 | 10190 |
| | Hourly | 43.51 | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 |
| | Standby | 3.05 | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 |
| 72 | Annual | 93168 | 95544 | 97884 | 100332 | 102840 | 105384 | 108072 | 110760 | 113532 | 116328 | 119268 | 122280 | 125340 |
| | Monthly | 7764 | 7962 | 8157 | 8361 | 8570 | 8782 | 9006 | 9230 | 9461 | 9694 | 9939 | 10190 | 10445 |
| | Hourly | 44.62 | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 |
| | Standby | 3.12 | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 |
| 73 | Annual | 95544 | 97884 | 100332 | 102840 | 105384 | 108072 | 110760 | 113532 | 116328 | 119268 | 122280 | 125340 | 128436 |
| | Monthly | 7962 | 8157 | 8361 | 8570 | 8782 | 9006 | 9230 | 9461 | 9694 | 9939 | 10190 | 10445 | 10703 |
| | Hourly | 45.76 | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 |
| | Standby | 3.20 | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 |
| 74 | Annual | 97884 | 100332 | 102840 | 105384 | 108072 | 110760 | 113532 | 116328 | 119268 | 122280 | 125340 | 128436 | 131700 |
| | Monthly | 8157 | 8361 | 8570 | 8782 | 9006 | 9230 | 9461 | 9694 | 9939 | 10190 | 10445 | 10703 | 10975 |
| | Hourly | 46.88 | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 |
| | Standby | 3.28 | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 |

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
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective January 1, 2025
 2% 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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 75 | Annual | 100332 | 102840 | 105384 | 108072 | 110760 | 113532 | 116328 | 119268 | 122280 | 125340 | 128436 | 131700 | 134952 |
| | Monthly | 8361 | 8570 | 8782 | 9006 | 9230 | 9461 | 9694 | 9939 | 10190 | 10445 | 10703 | 10975 | 11246 |
| | Hourly | 48.05 | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 |
| | Standby | 3.36 | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 |
| 76 | Annual | 102840 | 105384 | 108072 | 110760 | 113532 | 116328 | 119268 | 122280 | 125340 | 128436 | 131700 | 134952 | 138324 |
| | Monthly | 8570 | 8782 | 9006 | 9230 | 9461 | 9694 | 9939 | 10190 | 10445 | 10703 | 10975 | 11246 | 11527 |
| | Hourly | 49.25 | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 |
| | Standby | 3.45 | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 |
| 77 | Annual | 105384 | 108072 | 110760 | 113532 | 116328 | 119268 | 122280 | 125340 | 128436 | 131700 | 134952 | 138324 | 141780 |
| | Monthly | 8782 | 9006 | 9230 | 9461 | 9694 | 9939 | 10190 | 10445 | 10703 | 10975 | 11246 | 11527 | 11815 |
| | Hourly | 50.47 | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 |
| | Standby | 3.53 | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 |
| 78 | Annual | 108072 | 110760 | 113532 | 116328 | 119268 | 122280 | 125340 | 128436 | 131700 | 134952 | 138324 | 141780 | 145332 |
| | Monthly | 9006 | 9230 | 9461 | 9694 | 9939 | 10190 | 10445 | 10703 | 10975 | 11246 | 11527 | 11815 | 12111 |
| | Hourly | 51.76 | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 |
| | Standby | 3.62 | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 |
| 79 | Annual | 110760 | 113532 | 116328 | 119268 | 122280 | 125340 | 128436 | 131700 | 134952 | 138324 | 141780 | 145332 | 148896 |
| | Monthly | 9230 | 9461 | 9694 | 9939 | 10190 | 10445 | 10703 | 10975 | 11246 | 11527 | 11815 | 12111 | 12408 |
| | Hourly | 53.05 | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 |
| | Standby | 3.71 | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 |
| 80 | Annual | 113532 | 116328 | 119268 | 122280 | 125340 | 128436 | 131700 | 134952 | 138324 | 141780 | 145332 | 148896 | 152628 |
| | Monthly | 9461 | 9694 | 9939 | 10190 | 10445 | 10703 | 10975 | 11246 | 11527 | 11815 | 12111 | 12408 | 12719 |
| | Hourly | 54.37 | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 |
| | Standby | 3.81 | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 |
| 81 | Annual | 116328 | 119268 | 122280 | 125340 | 128436 | 131700 | 134952 | 138324 | 141780 | 145332 | 148896 | 152628 | 156492 |
| | Monthly | 9694 | 9939 | 10190 | 10445 | 10703 | 10975 | 11246 | 11527 | 11815 | 12111 | 12408 | 12719 | 13041 |
| | Hourly | 55.71 | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 |
| | Standby | 3.90 | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 |
| 82 | Annual | 119268 | 122280 | 125340 | 128436 | 131700 | 134952 | 138324 | 141780 | 145332 | 148896 | 152628 | 156492 | 160380 |
| | Monthly | 9939 | 10190 | 10445 | 10703 | 10975 | 11246 | 11527 | 11815 | 12111 | 12408 | 12719 | 13041 | 13365 |
| | Hourly | 57.12 | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 |
| | Standby | 4.00 | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 |
| 83 | Annual | 122280 | 125340 | 128436 | 131700 | 134952 | 138324 | 141780 | 145332 | 148896 | 152628 | 156492 | 160380 | 164388 |
| | Monthly | 10190 | 10445 | 10703 | 10975 | 11246 | 11527 | 11815 | 12111 | 12408 | 12719 | 13041 | 13365 | 13699 |
| | Hourly | 58.56 | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 |
| | Standby | 4.10 | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 |

Standby rate is equal to 7% of the hourly rate

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 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective January 1, 2025
 2% 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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 84 | Annual | 125340 | 128436 | 131700 | 134952 | 138324 | 141780 | 145332 | 148896 | 152628 | 156492 | 160380 | 164388 | 168516 |
| | Monthly | 10445 | 10703 | 10975 | 11246 | 11527 | 11815 | 12111 | 12408 | 12719 | 13041 | 13365 | 13699 | 14043 |
| | Hourly | 60.03 | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 |
| | Standby | 4.20 | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 |
| 85 | Annual | 128436 | 131700 | 134952 | 138324 | 141780 | 145332 | 148896 | 152628 | 156492 | 160380 | 164388 | 168516 | 172668 |
| | Monthly | 10703 | 10975 | 11246 | 11527 | 11815 | 12111 | 12408 | 12719 | 13041 | 13365 | 13699 | 14043 | 14389 |
| | Hourly | 61.51 | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 |
| | Standby | 4.31 | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 |
| 86 | Annual | 131700 | 134952 | 138324 | 141780 | 145332 | 148896 | 152628 | 156492 | 160380 | 164388 | 168516 | 172668 | 177036 |
| | Monthly | 10975 | 11246 | 11527 | 11815 | 12111 | 12408 | 12719 | 13041 | 13365 | 13699 | 14043 | 14389 | 14753 |
| | Hourly | 63.07 | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 |
| | Standby | 4.42 | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 |
| 87 | Annual | 134952 | 138324 | 141780 | 145332 | 148896 | 152628 | 156492 | 160380 | 164388 | 168516 | 172668 | 177036 | 181524 |
| | Monthly | 11246 | 11527 | 11815 | 12111 | 12408 | 12719 | 13041 | 13365 | 13699 | 14043 | 14389 | 14753 | 15127 |
| | Hourly | 64.63 | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 |
| | Standby | 4.52 | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 |
| 88 | Annual | 138324 | 141780 | 145332 | 148896 | 152628 | 156492 | 160380 | 164388 | 168516 | 172668 | 177036 | 181524 | 186012 |
| | Monthly | 11527 | 11815 | 12111 | 12408 | 12719 | 13041 | 13365 | 13699 | 14043 | 14389 | 14753 | 15127 | 15501 |
| | Hourly | 66.25 | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 |
| | Standby | 4.64 | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 |
| 89 | Annual | 141780 | 145332 | 148896 | 152628 | 156492 | 160380 | 164388 | 168516 | 172668 | 177036 | 181524 | 186012 | 190692 |
| | Monthly | 11815 | 12111 | 12408 | 12719 | 13041 | 13365 | 13699 | 14043 | 14389 | 14753 | 15127 | 15501 | 15891 |
| | Hourly | 67.90 | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 |
| | Standby | 4.75 | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 |
| 90 | Annual | 145332 | 148896 | 152628 | 156492 | 160380 | 164388 | 168516 | 172668 | 177036 | 181524 | 186012 | 190692 | 195408 |
| | Monthly | 12111 | 12408 | 12719 | 13041 | 13365 | 13699 | 14043 | 14389 | 14753 | 15127 | 15501 | 15891 | 16284 |
| | Hourly | 69.60 | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 |
| | Standby | 4.87 | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 |
| 91 | Annual | 148896 | 152628 | 156492 | 160380 | 164388 | 168516 | 172668 | 177036 | 181524 | 186012 | 190692 | 195408 | 200328 |
| | Monthly | 12408 | 12719 | 13041 | 13365 | 13699 | 14043 | 14389 | 14753 | 15127 | 15501 | 15891 | 16284 | 16694 |
| | Hourly | 71.31 | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 |
| | Standby | 4.99 | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 |
| 92 | Annual | 152628 | 156492 | 160380 | 164388 | 168516 | 172668 | 177036 | 181524 | 186012 | 190692 | 195408 | 200328 | 205332 |
| | Monthly | 12719 | 13041 | 13365 | 13699 | 14043 | 14389 | 14753 | 15127 | 15501 | 15891 | 16284 | 16694 | 17111 |
| | Hourly | 73.10 | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 |
| | Standby | 5.12 | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 |

Standby rate is equal to 7% of the hourly rate

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 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective January 1, 2025
 2% 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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 93 | Annual | 156492 | 160380 | 164388 | 168516 | 172668 | 177036 | 181524 | 186012 | 190692 | 195408 | 200328 | 205332 | 210516 |
| | Monthly | 13041 | 13365 | 13699 | 14043 | 14389 | 14753 | 15127 | 15501 | 15891 | 16284 | 16694 | 17111 | 17543 |
| | Hourly | 74.95 | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 |
| | Standby | 5.25 | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 |
| 94 | Annual | 160380 | 164388 | 168516 | 172668 | 177036 | 181524 | 186012 | 190692 | 195408 | 200328 | 205332 | 210516 | 215748 |
| | Monthly | 13365 | 13699 | 14043 | 14389 | 14753 | 15127 | 15501 | 15891 | 16284 | 16694 | 17111 | 17543 | 17979 |
| | Hourly | 76.81 | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 |
| | Standby | 5.38 | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 |
| 95 | Annual | 164388 | 168516 | 172668 | 177036 | 181524 | 186012 | 190692 | 195408 | 200328 | 205332 | 210516 | 215748 | 221124 |
| | Monthly | 13699 | 14043 | 14389 | 14753 | 15127 | 15501 | 15891 | 16284 | 16694 | 17111 | 17543 | 17979 | 18427 |
| | Hourly | 78.73 | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 |
| | Standby | 5.51 | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 |
| 96 | Annual | 168516 | 172668 | 177036 | 181524 | 186012 | 190692 | 195408 | 200328 | 205332 | 210516 | 215748 | 221124 | 226668 |
| | Monthly | 14043 | 14389 | 14753 | 15127 | 15501 | 15891 | 16284 | 16694 | 17111 | 17543 | 17979 | 18427 | 18889 |
| | Hourly | 80.71 | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 |
| | Standby | 5.65 | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 |
| 97 | Annual | 172668 | 177036 | 181524 | 186012 | 190692 | 195408 | 200328 | 205332 | 210516 | 215748 | 221124 | 226668 | 232356 |
| | Monthly | 14389 | 14753 | 15127 | 15501 | 15891 | 16284 | 16694 | 17111 | 17543 | 17979 | 18427 | 18889 | 19363 |
| | Hourly | 82.70 | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 |
| | Standby | 5.79 | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 |
| 98 | Annual | 177036 | 181524 | 186012 | 190692 | 195408 | 200328 | 205332 | 210516 | 215748 | 221124 | 226668 | 232356 | 238164 |
| | Monthly | 14753 | 15127 | 15501 | 15891 | 16284 | 16694 | 17111 | 17543 | 17979 | 18427 | 18889 | 19363 | 19847 |
| | Hourly | 84.79 | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 |
| | Standby | 5.94 | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 |
| 99 | Annual | 181524 | 186012 | 190692 | 195408 | 200328 | 205332 | 210516 | 215748 | 221124 | 226668 | 232356 | 238164 | 244116 |
| | Monthly | 15127 | 15501 | 15891 | 16284 | 16694 | 17111 | 17543 | 17979 | 18427 | 18889 | 19363 | 19847 | 20343 |
| | Hourly | 86.94 | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 |
| | Standby | 6.09 | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 |
| 100 | Annual | 186012 | 190692 | 195408 | 200328 | 205332 | 210516 | 215748 | 221124 | 226668 | 232356 | 238164 | 244116 | 250236 |
| | Monthly | 15501 | 15891 | 16284 | 16694 | 17111 | 17543 | 17979 | 18427 | 18889 | 19363 | 19847 | 20343 | 20853 |
| | Hourly | 89.09 | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 |
| | Standby | 6.24 | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 |
| 101 | Annual | 190692 | 195408 | 200328 | 205332 | 210516 | 215748 | 221124 | 226668 | 232356 | 238164 | 244116 | 250236 | 256476 |
| | Monthly | 15891 | 16284 | 16694 | 17111 | 17543 | 17979 | 18427 | 18889 | 19363 | 19847 | 20343 | 20853 | 21373 |
| | Hourly | 91.33 | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 |
| | Standby | 6.39 | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 |

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
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective January 1, 2025
 2% 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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 102 | Annual | 195408 | 200328 | 205332 | 210516 | 215748 | 221124 | 226668 | 232356 | 238164 | 244116 | 250236 | 256476 | 262872 |
| | Monthly | 16284 | 16694 | 17111 | 17543 | 17979 | 18427 | 18889 | 19363 | 19847 | 20343 | 20853 | 21373 | 21906 |
| | Hourly | 93.59 | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 |
| | Standby | 6.55 | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 |
| 103 | Annual | 200328 | 205332 | 210516 | 215748 | 221124 | 226668 | 232356 | 238164 | 244116 | 250236 | 256476 | 262872 | 269436 |
| | Monthly | 16694 | 17111 | 17543 | 17979 | 18427 | 18889 | 19363 | 19847 | 20343 | 20853 | 21373 | 21906 | 22453 |
| | Hourly | 95.94 | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 |
| | Standby | 6.72 | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 |
| 104 | Annual | 205332 | 210516 | 215748 | 221124 | 226668 | 232356 | 238164 | 244116 | 250236 | 256476 | 262872 | 269436 | 276204 |
| | Monthly | 17111 | 17543 | 17979 | 18427 | 18889 | 19363 | 19847 | 20343 | 20853 | 21373 | 21906 | 22453 | 23017 |
| | Hourly | 98.34 | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 |
| | Standby | 6.88 | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 |
| 105 | Annual | 210516 | 215748 | 221124 | 226668 | 232356 | 238164 | 244116 | 250236 | 256476 | 262872 | 269436 | 276204 | 283104 |
| | Monthly | 17543 | 17979 | 18427 | 18889 | 19363 | 19847 | 20343 | 20853 | 21373 | 21906 | 22453 | 23017 | 23592 |
| | Hourly | 100.82 | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 |
| | Standby | 7.06 | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 |
| 106 | Annual | 215748 | 221124 | 226668 | 232356 | 238164 | 244116 | 250236 | 256476 | 262872 | 269436 | 276204 | 283104 | 290160 |
| | Monthly | 17979 | 18427 | 18889 | 19363 | 19847 | 20343 | 20853 | 21373 | 21906 | 22453 | 23017 | 23592 | 24180 |
| | Hourly | 103.33 | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 |
| | Standby | 7.23 | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 |
| 107 | Annual | 221124 | 226668 | 232356 | 238164 | 244116 | 250236 | 256476 | 262872 | 269436 | 276204 | 283104 | 290160 | 297408 |
| | Monthly | 18427 | 18889 | 19363 | 19847 | 20343 | 20853 | 21373 | 21906 | 22453 | 23017 | 23592 | 24180 | 24784 |
| | Hourly | 105.90 | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 |
| | Standby | 7.41 | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 |
| 108 | Annual | 226668 | 232356 | 238164 | 244116 | 250236 | 256476 | 262872 | 269436 | 276204 | 283104 | 290160 | 297408 | 304860 |
| | Monthly | 18889 | 19363 | 19847 | 20343 | 20853 | 21373 | 21906 | 22453 | 23017 | 23592 | 24180 | 24784 | 25405 |
| | Hourly | 108.56 | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 |
| | Standby | 7.60 | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 |
| 109 | Annual | 232356 | 238164 | 244116 | 250236 | 256476 | 262872 | 269436 | 276204 | 283104 | 290160 | 297408 | 304860 | 312504 |
| | Monthly | 19363 | 19847 | 20343 | 20853 | 21373 | 21906 | 22453 | 23017 | 23592 | 24180 | 24784 | 25405 | 26042 |
| | Hourly | 111.28 | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 |
| | Standby | 7.79 | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 |
| 110 | Annual | 238164 | 244116 | 250236 | 256476 | 262872 | 269436 | 276204 | 283104 | 290160 | 297408 | 304860 | 312504 | 320316 |
| | Monthly | 19847 | 20343 | 20853 | 21373 | 21906 | 22453 | 23017 | 23592 | 24180 | 24784 | 25405 | 26042 | 26693 |
| | Hourly | 114.06 | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 |
| | Standby | 7.98 | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 |

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.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective January 1, 2025
 2% 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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 111 | Annual | 244116 | 250236 | 256476 | 262872 | 269436 | 276204 | 283104 | 290160 | 297408 | 304860 | 312504 | 320316 | 328308 |
| | Monthly | 20343 | 20853 | 21373 | 21906 | 22453 | 23017 | 23592 | 24180 | 24784 | 25405 | 26042 | 26693 | 27359 |
| | Hourly | 116.91 | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 |
| | Standby | 8.18 | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 |
| 112 | Annual | 250236 | 256476 | 262872 | 269436 | 276204 | 283104 | 290160 | 297408 | 304860 | 312504 | 320316 | 328308 | 336528 |
| | Monthly | 20853 | 21373 | 21906 | 22453 | 23017 | 23592 | 24180 | 24784 | 25405 | 26042 | 26693 | 27359 | 28044 |
| | Hourly | 119.84 | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 |
| | Standby | 8.39 | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 |
| 113 | Annual | 256476 | 262872 | 269436 | 276204 | 283104 | 290160 | 297408 | 304860 | 312504 | 320316 | 328308 | 336528 | 344952 |
| | Monthly | 21373 | 21906 | 22453 | 23017 | 23592 | 24180 | 24784 | 25405 | 26042 | 26693 | 27359 | 28044 | 28746 |
| | Hourly | 122.83 | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 | 165.21 |
| | Standby | 8.60 | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 | 11.56 |
| 114 | Annual | 262872 | 269436 | 276204 | 283104 | 290160 | 297408 | 304860 | 312504 | 320316 | 328308 | 336528 | 344952 | 353556 |
| | Monthly | 21906 | 22453 | 23017 | 23592 | 24180 | 24784 | 25405 | 26042 | 26693 | 27359 | 28044 | 28746 | 29463 |
| | Hourly | 125.90 | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 | 165.21 | 169.33 |
| | Standby | 8.81 | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 | 11.56 | 11.85 |
| 115 | Annual | 269436 | 276204 | 283104 | 290160 | 297408 | 304860 | 312504 | 320316 | 328308 | 336528 | 344952 | 353556 | 362400 |
| | Monthly | 22453 | 23017 | 23592 | 24180 | 24784 | 25405 | 26042 | 26693 | 27359 | 28044 | 28746 | 29463 | 30200 |
| | Hourly | 129.04 | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 | 165.21 | 169.33 | 173.56 |
| | Standby | 9.03 | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 | 11.56 | 11.85 | 12.15 |
| 116 | Annual | 276204 | 283104 | 290160 | 297408 | 304860 | 312504 | 320316 | 328308 | 336528 | 344952 | 353556 | 362400 | 371460 |
| | Monthly | 23017 | 23592 | 24180 | 24784 | 25405 | 26042 | 26693 | 27359 | 28044 | 28746 | 29463 | 30200 | 30955 |
| | Hourly | 132.28 | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 | 165.21 | 169.33 | 173.56 | 177.90 |
| | Standby | 9.26 | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 | 11.56 | 11.85 | 12.15 | 12.45 |
| 117 | Annual | 283104 | 290160 | 297408 | 304860 | 312504 | 320316 | 328308 | 336528 | 344952 | 353556 | 362400 | 371460 | 380748 |
| | Monthly | 23592 | 24180 | 24784 | 25405 | 26042 | 26693 | 27359 | 28044 | 28746 | 29463 | 30200 | 30955 | 31729 |
| | Hourly | 135.59 | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 | 165.21 | 169.33 | 173.56 | 177.90 | 182.35 |
| | Standby | 9.49 | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 | 11.56 | 11.85 | 12.15 | 12.45 | 12.76 |
| 118 | Annual | 290160 | 297408 | 304860 | 312504 | 320316 | 328308 | 336528 | 344952 | 353556 | 362400 | 371460 | 380748 | 390252 |
| | Monthly | 24180 | 24784 | 25405 | 26042 | 26693 | 27359 | 28044 | 28746 | 29463 | 30200 | 30955 | 31729 | 32521 |
| | Hourly | 138.97 | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 | 165.21 | 169.33 | 173.56 | 177.90 | 182.35 | 186.90 |
| | Standby | 9.73 | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 | 11.56 | 11.85 | 12.15 | 12.45 | 12.76 | 13.08 |
| 119 | Annual | 297408 | 304860 | 312504 | 320316 | 328308 | 336528 | 344952 | 353556 | 362400 | 371460 | 380748 | 390252 | 400020 |
| | Monthly | 24784 | 25405 | 26042 | 26693 | 27359 | 28044 | 28746 | 29463 | 30200 | 30955 | 31729 | 32521 | 33335 |
| | Hourly | 142.44 | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 | 165.21 | 169.33 | 173.56 | 177.90 | 182.35 | 186.90 | 191.58 |
| | Standby | 9.97 | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 | 11.56 | 11.85 | 12.15 | 12.45 | 12.76 | 13.08 | 13.41 |
| 120 | Annual | 304860 | 312504 | 320316 | 328308 | 336528 | 344952 | 353556 | 362400 | 371460 | 380748 | 390252 | 400020 | 410016 |
| | Monthly | 25405 | 26042 | 26693 | 27359 | 28044 | 28746 | 29463 | 30200 | 30955 | 31729 | 32521 | 33335 | 34168 |
| | Hourly | 146.01 | 149.67 | 153.41 | 157.24 | 161.17 | 165.21 | 169.33 | 173.56 | 177.90 | 182.35 | 186.90 | 191.58 | 196.37 |
| | Standby | 10.22 | 10.48 | 10.74 | 11.01 | 11.28 | 11.56 | 11.85 | 12.15 | 12.45 | 12.76 | 13.08 | 13.41 | 13.75 |

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.