

Item #246**Section D: Compensation**

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

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

Item #247

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 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*
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.

Item #247

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 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*
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

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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.

Item #247

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 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*
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.

Item #247

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 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*
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.

Item #247

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 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*
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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Item #247

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 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	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.

Item #247

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 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*
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.

Item #247

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 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*
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.

Item #248

Section D: Compensation

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*
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.

Item #248

Section D: Compensation

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*
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.

Item #248

Section D: Compensation

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

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.

Item #248

Section D: Compensation

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*
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

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Item #248

Section D: Compensation

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*
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

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Section D: Compensation

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 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*
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 being assigned to Step L in their permanent salary range.

Item #248

Section D: Compensation

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*
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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Item #248

Section D: Compensation

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*
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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Item #248

Section D: Compensation

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 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*
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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 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*
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.

Item #249

Section D: Compensation

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

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

Item #249

Section D: Compensation

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*
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 being assigned to Step L in their permanent salary range.

Item #250

Section D: ~~CRS~~ Compensation

Draft

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	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.

Item #250

Section D: Compensation

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*
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.

Item #250

Section D: ~~CRS~~ Compensation

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.

Item #250

Section D: ~~CRS~~ Compensation

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.

Item #250

Section D: ~~Compensation~~

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.

Item #250

Section D: ~~Compensation~~

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*
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.

Item #251**Section D: Compensation**

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

Section D: Compensation

Item #252 Revised

DRAFT

Prepared by the Washington State Office of Financial Management
 Fish and Wildlife Officers Guild for Represented Employees
 Effective July 1, 2023

FWOG

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	154,596
	Monthly	12,883
	Hourly	74.04
	Standby	5.18

CAPTAIN		
SALARY RANGE		STEP A
804	Annual	162,324
	Monthly	13,527
	Hourly	77.74
	Standby	5.44

Item #253

Section D: Compensation

Draft

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

DOC - WFSE

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.

Item #253

Section D: Compensation

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

DOC - WFSE

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.

Item #253

Section D: Compensation

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

DOC - WFSE

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.

Item #253

Section D: Compensation

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

DOC - WFSE

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.

Item #253

Section D: Compensation

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

DOC - WFSE

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

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Item #253

Section D: Compensation

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

DOC - WFSE

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.

Item #253

Section D: Compensation

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

DOC - WFSE

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

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Item #253

Section D: Compensation

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

DOC - WFSE

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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 Effective July 1, 2023
 4% Increase

DOC - WFSE

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

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.

Item #253

Section D: Compensation

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

DOC - WFSE

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.

Item #254

Section D: Compensation

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)

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	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

Item #254

Section D: Compensation

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)

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

Item #254

Section D: Compensation

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)

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

Item #254

Section D: Compensation

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)

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

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Item #254

Section D: Compensation

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

WFSE - GG
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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

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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*
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

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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	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

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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*
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

Item #254

Section D: Compensation

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)

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

Item #254

Section D: Compensation

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)

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

Item #254

Section D: Compensation

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)

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	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

Item #255

Section D: Compensation

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*
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 begin assigned to Step L in their permanent salary range.

Item #255

Section D: Compensation

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

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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	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 begin assigned to Step L in their permanent salary range.

Item #255

Section D: Compensation

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
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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	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.

Item #255

Section D: Compensation

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
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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	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

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Item #255

Section D: Compensation

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

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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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WFSE
 Coalition

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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*
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.

Item #255

Section D: Compensation

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*
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

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Item #255

Section D: Compensation

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*
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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Item #255

Section D: Compensation

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 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*
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.

Item #255

Section D: Compensation

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*
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.

Item #255

Section D: Compensation

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.

Item #256

Section D: Compensation

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.

Item #256

Section D: Compensation

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

Revised

Teamsters

		Years of Experience																				
		1	2	3	4	5	6	7	8	12	15	18	20	21								
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	21					
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

Revised

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

Teamsters

Table with columns for Salary Range, Step (A-U), and Years of Experience (0-21). Rows include 60N2, 61N2, 62N2, 63N2, 64N2, 65N2, 66N2, 67N2, and 68N2, each with Annual, Monthly, Hourly, and Standby rates.

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

Revised

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

Teamsters

Table with columns: SALARY RANGE, STEP, Years of Experience (0-21), and rows for salary ranges 69N2 to 77N2. Includes Annual, Monthly, Hourly, and Standby rates.

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

Revised

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

Teamsters

Table with columns for SALARY RANGE, Years of Experience (0-21), and various salary components (Annual, Monthly, Hourly, Standby) for steps A-U.

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

Table with columns: SALARY RANGE, STEP (A-U), and values for 0-26 years of experience. Rows include 39E1, 41E1, and 48E1 with Annual, Monthly, Hourly, and Standby rates.

Table with columns: SALARY RANGE, STEP (A-U*), and values for 0-26 years of experience. Rows include 45N1, 47N1, 49N1, and 50N1 with Annual, Monthly, Hourly, and Standby rates.

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

*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*
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

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*
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

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

Table with columns for Years of Experience (0-26) and rows for job grades (79N1-86N1) and pay types (Annual, Monthly, Hourly, Standby). Values represent salary and standby rates.

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

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

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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
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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 Effective July 1, 2023
 4% Increase

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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.

Item #260

Section D: Compensation

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

DES Printing Teamsters

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.

Item #260

Section D: Compensation

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

DES Printing Teamsters

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.

Item #260

Section D: Compensation

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

DES Printing Teamsters

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

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 4% Increase

DES Printing Teamsters

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.

Item #260

Section D: Compensation

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

DES Printing Teamsters

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

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Item #260

Section D: Compensation

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 General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

DES Printing Teamsters

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

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 General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 4% Increase

DES Printing Teamsters

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

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 Effective July 1, 2023
 4% Increase

DES Printing Teamsters

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.

Item #260

Section D: Compensation

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

DES Printing Teamsters

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

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

Item #260

Section D: Compensation

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

DES Printing Teamsters

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

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 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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 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
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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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

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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

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	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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 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
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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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

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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

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, 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
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

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 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
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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

DRAFT

SALARY RANGE	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
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
	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
	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
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
	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
	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
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
	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
	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
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
	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
	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
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
	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
	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
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
	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
	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
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
	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
	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
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
	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
	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
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
	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
	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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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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Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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
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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Teamsters

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
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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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
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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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
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

Item #262

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2023
 6% Increase

Teamsters

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
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

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.

Item #264**Section D: Compensation**

Prepared by the Washington State Office of Financial Management
 Office of the Attorney General for Non-Represented Employees
 Effective July 1, 2024
 3% Increase

DRAFT

Base Range Step Numbers	Graduation Year	AAG Range (Annual)	Managing AAG Range (Annual)	Deputy Solicitor General Range (Annual)
Step 1	2024	76,752	80,592	84,432
Step 2	2023	79,812	83,808	87,804
Step 3	2022	83,004	87,168	91,320
Step 4	2021	86,340	90,648	94,992
Step 5	2020	89,784	94,284	98,772
Step 6	2019	93,396	98,052	102,732
Step 7	2018	97,116	101,976	106,824
Step 8	2017	100,992	106,056	111,108
Step 9	2016	105,048	110,292	115,548
Step 10	2015	109,248	114,708	120,168
Step 11	2014	113,616	119,292	124,968
Step 12	2013	118,164	124,068	129,960
Step 13	2012	122,880	129,036	135,180
Step 14	2011	127,800	134,208	140,568
Step 15	2010	132,912	139,560	146,208
Step 16	2009	138,216	145,140	152,052
Step 17	2008	143,760	150,948	158,136
Step 18	2007	149,508	156,996	164,460

Item #265

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 Effective July 1, 2024
 3% 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*
30	Annual	33312	33864	34668	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716
	Monthly	2776	2822	2889	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643
	Hourly	15.95	16.22	16.60	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94
	Standby	1.12	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47
31	Annual	33864	34668	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716	44736
	Monthly	2822	2889	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643	3728
	Hourly	16.22	16.60	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43
	Standby	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50
32	Annual	34668	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716	44736	45732
	Monthly	2889	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643	3728	3811
	Hourly	16.60	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90
	Standby	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53
33	Annual	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716	44736	45732	46920
	Monthly	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643	3728	3811	3910
	Hourly	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47
	Standby	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57
34	Annual	36336	37152	38004	38868	39804	40716	41724	42696	43716	44736	45732	46920	47988
	Monthly	3028	3096	3167	3239	3317	3393	3477	3558	3643	3728	3811	3910	3999
	Hourly	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98
	Standby	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61
35	Annual	37152	38004	38868	39804	40716	41724	42696	43716	44736	45732	46920	47988	49116
	Monthly	3096	3167	3239	3317	3393	3477	3558	3643	3728	3811	3910	3999	4093
	Hourly	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52
	Standby	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65
36	Annual	38004	38868	39804	40716	41724	42696	43716	44736	45732	46920	47988	49116	50328
	Monthly	3167	3239	3317	3393	3477	3558	3643	3728	3811	3910	3999	4093	4194
	Hourly	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10
	Standby	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69
37	Annual	38868	39804	40716	41724	42696	43716	44736	45732	46920	47988	49116	50328	51588
	Monthly	3239	3317	3393	3477	3558	3643	3728	3811	3910	3999	4093	4194	4299
	Hourly	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71
	Standby	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73
38	Annual	39804	40716	41724	42696	43716	44736	45732	46920	47988	49116	50328	51588	52920
	Monthly	3317	3393	3477	3558	3643	3728	3811	3910	3999	4093	4194	4299	4410
	Hourly	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34
	Standby	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77

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.

Item #265

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 Effective July 1, 2024
 3% 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*
39	Annual	40716	41724	42696	43716	44736	45732	46920	47988	49116	50328	51588	52920	54204
	Monthly	3393	3477	3558	3643	3728	3811	3910	3999	4093	4194	4299	4410	4517
	Hourly	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96
	Standby	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82
40	Annual	41724	42696	43716	44736	45732	46920	47988	49116	50328	51588	52920	54204	55584
	Monthly	3477	3558	3643	3728	3811	3910	3999	4093	4194	4299	4410	4517	4632
	Hourly	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62
	Standby	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86
41	Annual	42696	43716	44736	45732	46920	47988	49116	50328	51588	52920	54204	55584	56880
	Monthly	3558	3643	3728	3811	3910	3999	4093	4194	4299	4410	4517	4632	4740
	Hourly	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24
	Standby	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91
42	Annual	43716	44736	45732	46920	47988	49116	50328	51588	52920	54204	55584	56880	58380
	Monthly	3643	3728	3811	3910	3999	4093	4194	4299	4410	4517	4632	4740	4865
	Hourly	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96
	Standby	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96
43	Annual	44736	45732	46920	47988	49116	50328	51588	52920	54204	55584	56880	58380	59844
	Monthly	3728	3811	3910	3999	4093	4194	4299	4410	4517	4632	4740	4865	4987
	Hourly	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66
	Standby	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01
44	Annual	45732	46920	47988	49116	50328	51588	52920	54204	55584	56880	58380	59844	61404
	Monthly	3811	3910	3999	4093	4194	4299	4410	4517	4632	4740	4865	4987	5117
	Hourly	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06
45	Annual	46920	47988	49116	50328	51588	52920	54204	55584	56880	58380	59844	61404	62892
	Monthly	3910	3999	4093	4194	4299	4410	4517	4632	4740	4865	4987	5117	5241
	Hourly	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11
46	Annual	47988	49116	50328	51588	52920	54204	55584	56880	58380	59844	61404	62892	64440
	Monthly	3999	4093	4194	4299	4410	4517	4632	4740	4865	4987	5117	5241	5370
	Hourly	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16
47	Annual	49116	50328	51588	52920	54204	55584	56880	58380	59844	61404	62892	64440	66012
	Monthly	4093	4194	4299	4410	4517	4632	4740	4865	4987	5117	5241	5370	5501
	Hourly	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21

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.

Item #265

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 Effective July 1, 2024
 3% 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	50328	51588	52920	54204	55584	56880	58380	59844	61404	62892	64440	66012	67716
	Monthly	4194	4299	4410	4517	4632	4740	4865	4987	5117	5241	5370	5501	5643
	Hourly	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27
49	Annual	51588	52920	54204	55584	56880	58380	59844	61404	62892	64440	66012	67716	69396
	Monthly	4299	4410	4517	4632	4740	4865	4987	5117	5241	5370	5501	5643	5783
	Hourly	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33
50	Annual	52920	54204	55584	56880	58380	59844	61404	62892	64440	66012	67716	69396	71148
	Monthly	4410	4517	4632	4740	4865	4987	5117	5241	5370	5501	5643	5783	5929
	Hourly	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07
	Standby	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39
51	Annual	54204	55584	56880	58380	59844	61404	62892	64440	66012	67716	69396	71148	72924
	Monthly	4517	4632	4740	4865	4987	5117	5241	5370	5501	5643	5783	5929	6077
	Hourly	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93
	Standby	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44
52	Annual	55584	56880	58380	59844	61404	62892	64440	66012	67716	69396	71148	72924	74724
	Monthly	4632	4740	4865	4987	5117	5241	5370	5501	5643	5783	5929	6077	6227
	Hourly	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79
	Standby	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51
53	Annual	56880	58380	59844	61404	62892	64440	66012	67716	69396	71148	72924	74724	76608
	Monthly	4740	4865	4987	5117	5241	5370	5501	5643	5783	5929	6077	6227	6384
	Hourly	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69
	Standby	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57
54	Annual	58380	59844	61404	62892	64440	66012	67716	69396	71148	72924	74724	76608	78468
	Monthly	4865	4987	5117	5241	5370	5501	5643	5783	5929	6077	6227	6384	6539
	Hourly	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58
	Standby	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63
55	Annual	59844	61404	62892	64440	66012	67716	69396	71148	72924	74724	76608	78468	80460
	Monthly	4987	5117	5241	5370	5501	5643	5783	5929	6077	6227	6384	6539	6705
	Hourly	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53
	Standby	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70
56	Annual	61404	62892	64440	66012	67716	69396	71148	72924	74724	76608	78468	80460	82512
	Monthly	5117	5241	5370	5501	5643	5783	5929	6077	6227	6384	6539	6705	6876
	Hourly	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52
	Standby	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77

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.

Item #265

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 Effective July 1, 2024
 3% 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*
57	Annual	62892	64440	66012	67716	69396	71148	72924	74724	76608	78468	80460	82512	84516
	Monthly	5241	5370	5501	5643	5783	5929	6077	6227	6384	6539	6705	6876	7043
	Hourly	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48
	Standby	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83
58	Annual	64440	66012	67716	69396	71148	72924	74724	76608	78468	80460	82512	84516	86712
	Monthly	5370	5501	5643	5783	5929	6077	6227	6384	6539	6705	6876	7043	7226
	Hourly	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53
	Standby	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91
59	Annual	66012	67716	69396	71148	72924	74724	76608	78468	80460	82512	84516	86712	88800
	Monthly	5501	5643	5783	5929	6077	6227	6384	6539	6705	6876	7043	7226	7400
	Hourly	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53
	Standby	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98
60	Annual	67716	69396	71148	72924	74724	76608	78468	80460	82512	84516	86712	88800	91068
	Monthly	5643	5783	5929	6077	6227	6384	6539	6705	6876	7043	7226	7400	7589
	Hourly	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61
	Standby	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05
61	Annual	69396	71148	72924	74724	76608	78468	80460	82512	84516	86712	88800	91068	93348
	Monthly	5783	5929	6077	6227	6384	6539	6705	6876	7043	7226	7400	7589	7779
	Hourly	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71
	Standby	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13
62	Annual	71148	72924	74724	76608	78468	80460	82512	84516	86712	88800	91068	93348	95652
	Monthly	5929	6077	6227	6384	6539	6705	6876	7043	7226	7400	7589	7779	7971
	Hourly	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81
	Standby	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21
63	Annual	72924	74724	76608	78468	80460	82512	84516	86712	88800	91068	93348	95652	98040
	Monthly	6077	6227	6384	6539	6705	6876	7043	7226	7400	7589	7779	7971	8170
	Hourly	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95
	Standby	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29
64	Annual	74724	76608	78468	80460	82512	84516	86712	88800	91068	93348	95652	98040	100524
	Monthly	6227	6384	6539	6705	6876	7043	7226	7400	7589	7779	7971	8170	8377
	Hourly	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14
	Standby	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37
65	Annual	76608	78468	80460	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008
	Monthly	6384	6539	6705	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584
	Hourly	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33
	Standby	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45

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.

Item #265

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 Effective July 1, 2024
 3% 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*
66	Annual	78468	80460	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612
	Monthly	6539	6705	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801
	Hourly	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58
	Standby	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54
67	Annual	80460	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252
	Monthly	6705	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021
	Hourly	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84
	Standby	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
68	Annual	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940
	Monthly	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245
	Hourly	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13
	Standby	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72
69	Annual	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712
	Monthly	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476
	Hourly	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46
	Standby	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81
70	Annual	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556
	Monthly	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713
	Hourly	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82
	Standby	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91
71	Annual	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496
	Monthly	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958
	Hourly	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23
	Standby	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01
72	Annual	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496
	Monthly	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208
	Hourly	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11
73	Annual	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520
	Monthly	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460
	Hourly	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21
74	Annual	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676
	Monthly	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723
	Hourly	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31

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Item #265

Section D: Compensation

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 Effective July 1, 2024
 3% 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*
75	Annual	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676	131880
	Monthly	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723	10990
	Hourly	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42
76	Annual	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676	131880	135180
	Monthly	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723	10990	11265
	Hourly	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53
77	Annual	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676	131880	135180	138540
	Monthly	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723	10990	11265	11545
	Hourly	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64
78	Annual	105612	108252	110940	113712	116556	119496	122496	125520	128676	131880	135180	138540	142056
	Monthly	8801	9021	9245	9476	9713	9958	10208	10460	10723	10990	11265	11545	11838
	Hourly	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03
	Standby	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76
79	Annual	108252	110940	113712	116556	119496	122496	125520	128676	131880	135180	138540	142056	145536
	Monthly	9021	9245	9476	9713	9958	10208	10460	10723	10990	11265	11545	11838	12128
	Hourly	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70
	Standby	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88
80	Annual	110940	113712	116556	119496	122496	125520	128676	131880	135180	138540	142056	145536	149184
	Monthly	9245	9476	9713	9958	10208	10460	10723	10990	11265	11545	11838	12128	12432
	Hourly	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45
	Standby	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00
81	Annual	113712	116556	119496	122496	125520	128676	131880	135180	138540	142056	145536	149184	152952
	Monthly	9476	9713	9958	10208	10460	10723	10990	11265	11545	11838	12128	12432	12746
	Hourly	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25
	Standby	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13
82	Annual	116556	119496	122496	125520	128676	131880	135180	138540	142056	145536	149184	152952	156732
	Monthly	9713	9958	10208	10460	10723	10990	11265	11545	11838	12128	12432	12746	13061
	Hourly	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06
	Standby	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25
83	Annual	119496	122496	125520	128676	131880	135180	138540	142056	145536	149184	152952	156732	160644
	Monthly	9958	10208	10460	10723	10990	11265	11545	11838	12128	12432	12746	13061	13387
	Hourly	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94
	Standby	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39

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 Higher Education

DRAFT

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84	Annual	122496	125520	128676	131880	135180	138540	142056	145536	149184	152952	156732	160644	164688
	Monthly	10208	10460	10723	10990	11265	11545	11838	12128	12432	12746	13061	13387	13724
	Hourly	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87
	Standby	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52
85	Annual	125520	128676	131880	135180	138540	142056	145536	149184	152952	156732	160644	164688	168756
	Monthly	10460	10723	10990	11265	11545	11838	12128	12432	12746	13061	13387	13724	14063
	Hourly	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82
	Standby	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66
86	Annual	128676	131880	135180	138540	142056	145536	149184	152952	156732	160644	164688	168756	173040
	Monthly	10723	10990	11265	11545	11838	12128	12432	12746	13061	13387	13724	14063	14420
	Hourly	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87
	Standby	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80
87	Annual	131880	135180	138540	142056	145536	149184	152952	156732	160644	164688	168756	173040	177384
	Monthly	10990	11265	11545	11838	12128	12432	12746	13061	13387	13724	14063	14420	14782
	Hourly	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95
	Standby	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95
88	Annual	135180	138540	142056	145536	149184	152952	156732	160644	164688	168756	173040	177384	181788
	Monthly	11265	11545	11838	12128	12432	12746	13061	13387	13724	14063	14420	14782	15149
	Hourly	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06
	Standby	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09
89	Annual	138540	142056	145536	149184	152952	156732	160644	164688	168756	173040	177384	181788	186372
	Monthly	11545	11838	12128	12432	12746	13061	13387	13724	14063	14420	14782	15149	15531
	Hourly	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26
	Standby	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25
90	Annual	142056	145536	149184	152952	156732	160644	164688	168756	173040	177384	181788	186372	190992
	Monthly	11838	12128	12432	12746	13061	13387	13724	14063	14420	14782	15149	15531	15916
	Hourly	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47
	Standby	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40
91	Annual	145536	149184	152952	156732	160644	164688	168756	173040	177384	181788	186372	190992	195780
	Monthly	12128	12432	12746	13061	13387	13724	14063	14420	14782	15149	15531	15916	16315
	Hourly	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76
	Standby	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56
92	Annual	149184	152952	156732	160644	164688	168756	173040	177384	181788	186372	190992	195780	200640
	Monthly	12432	12746	13061	13387	13724	14063	14420	14782	15149	15531	15916	16315	16720
	Hourly	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09
	Standby	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73

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93	Annual	152952	156732	160644	164688	168756	173040	177384	181788	186372	190992	195780	200640	205704
	Monthly	12746	13061	13387	13724	14063	14420	14782	15149	15531	15916	16315	16720	17142
	Hourly	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52
	Standby	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90
94	Annual	156732	160644	164688	168756	173040	177384	181788	186372	190992	195780	200640	205704	210828
	Monthly	13061	13387	13724	14063	14420	14782	15149	15531	15916	16315	16720	17142	17569
	Hourly	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97
	Standby	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07
95	Annual	160644	164688	168756	173040	177384	181788	186372	190992	195780	200640	205704	210828	216108
	Monthly	13387	13724	14063	14420	14782	15149	15531	15916	16315	16720	17142	17569	18009
	Hourly	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50
	Standby	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25
96	Annual	164688	168756	173040	177384	181788	186372	190992	195780	200640	205704	210828	216108	221532
	Monthly	13724	14063	14420	14782	15149	15531	15916	16315	16720	17142	17569	18009	18461
	Hourly	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10
	Standby	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43
97	Annual	168756	173040	177384	181788	186372	190992	195780	200640	205704	210828	216108	221532	227088
	Monthly	14063	14420	14782	15149	15531	15916	16315	16720	17142	17569	18009	18461	18924
	Hourly	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76
	Standby	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61
98	Annual	173040	177384	181788	186372	190992	195780	200640	205704	210828	216108	221532	227088	232764
	Monthly	14420	14782	15149	15531	15916	16315	16720	17142	17569	18009	18461	18924	19397
	Hourly	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48
	Standby	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80
99	Annual	177384	181788	186372	190992	195780	200640	205704	210828	216108	221532	227088	232764	238560
	Monthly	14782	15149	15531	15916	16315	16720	17142	17569	18009	18461	18924	19397	19880
	Hourly	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25
	Standby	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00
100	Annual	181788	186372	190992	195780	200640	205704	210828	216108	221532	227088	232764	238560	244548
	Monthly	15149	15531	15916	16315	16720	17142	17569	18009	18461	18924	19397	19880	20379
	Hourly	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12
	Standby	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20
101	Annual	186372	190992	195780	200640	205704	210828	216108	221532	227088	232764	238560	244548	250656
	Monthly	15531	15916	16315	16720	17142	17569	18009	18461	18924	19397	19880	20379	20888
	Hourly	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05
	Standby	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40

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.

Item #265

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 Effective July 1, 2024
 3% 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*
102	Annual	190992	195780	200640	205704	210828	216108	221532	227088	232764	238560	244548	250656	256920
	Monthly	15916	16315	16720	17142	17569	18009	18461	18924	19397	19880	20379	20888	21410
	Hourly	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05
	Standby	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61
103	Annual	195780	200640	205704	210828	216108	221532	227088	232764	238560	244548	250656	256920	263340
	Monthly	16315	16720	17142	17569	18009	18461	18924	19397	19880	20379	20888	21410	21945
	Hourly	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12
	Standby	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83
104	Annual	200640	205704	210828	216108	221532	227088	232764	238560	244548	250656	256920	263340	269916
	Monthly	16720	17142	17569	18009	18461	18924	19397	19880	20379	20888	21410	21945	22493
	Hourly	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27
	Standby	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05
105	Annual	205704	210828	216108	221532	227088	232764	238560	244548	250656	256920	263340	269916	276648
	Monthly	17142	17569	18009	18461	18924	19397	19880	20379	20888	21410	21945	22493	23054
	Hourly	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49
	Standby	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27
106	Annual	210828	216108	221532	227088	232764	238560	244548	250656	256920	263340	269916	276648	283572
	Monthly	17569	18009	18461	18924	19397	19880	20379	20888	21410	21945	22493	23054	23631
	Hourly	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81
	Standby	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51
107	Annual	216108	221532	227088	232764	238560	244548	250656	256920	263340	269916	276648	283572	290700
	Monthly	18009	18461	18924	19397	19880	20379	20888	21410	21945	22493	23054	23631	24225
	Hourly	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22
	Standby	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75
108	Annual	221532	227088	232764	238560	244548	250656	256920	263340	269916	276648	283572	290700	297972
	Monthly	18461	18924	19397	19880	20379	20888	21410	21945	22493	23054	23631	24225	24831
	Hourly	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71
	Standby	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99
109	Annual	227088	232764	238560	244548	250656	256920	263340	269916	276648	283572	290700	297972	305388
	Monthly	18924	19397	19880	20379	20888	21410	21945	22493	23054	23631	24225	24831	25449
	Hourly	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26
	Standby	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24
110	Annual	232764	238560	244548	250656	256920	263340	269916	276648	283572	290700	297972	305388	313032
	Monthly	19397	19880	20379	20888	21410	21945	22493	23054	23631	24225	24831	25449	26086
	Hourly	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92
	Standby	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49

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.

Item #265

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Non-Represented Employees
 Effective July 1, 2024
 3% 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*
111	Annual	238560	244548	250656	256920	263340	269916	276648	283572	290700	297972	305388	313032	320856
	Monthly	19880	20379	20888	21410	21945	22493	23054	23631	24225	24831	25449	26086	26738
	Hourly	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67
	Standby	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76
112	Annual	244548	250656	256920	263340	269916	276648	283572	290700	297972	305388	313032	320856	328872
	Monthly	20379	20888	21410	21945	22493	23054	23631	24225	24831	25449	26086	26738	27406
	Hourly	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51
	Standby	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03
113	Annual	250656	256920	263340	269916	276648	283572	290700	297972	305388	313032	320856	328872	337080
	Monthly	20888	21410	21945	22493	23054	23631	24225	24831	25449	26086	26738	27406	28090
	Hourly	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44
	Standby	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30
114	Annual	256920	263340	269916	276648	283572	290700	297972	305388	313032	320856	328872	337080	345516
	Monthly	21410	21945	22493	23054	23631	24225	24831	25449	26086	26738	27406	28090	28793
	Hourly	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48
	Standby	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58
115	Annual	263340	269916	276648	283572	290700	297972	305388	313032	320856	328872	337080	345516	354168
	Monthly	21945	22493	23054	23631	24225	24831	25449	26086	26738	27406	28090	28793	29514
	Hourly	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62
	Standby	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87
116	Annual	269916	276648	283572	290700	297972	305388	313032	320856	328872	337080	345516	354168	363024
	Monthly	22493	23054	23631	24225	24831	25449	26086	26738	27406	28090	28793	29514	30252
	Hourly	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86
	Standby	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17
117	Annual	276648	283572	290700	297972	305388	313032	320856	328872	337080	345516	354168	363024	372096
	Monthly	23054	23631	24225	24831	25449	26086	26738	27406	28090	28793	29514	30252	31008
	Hourly	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86	178.21
	Standby	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17	12.47
118	Annual	283572	290700	297972	305388	313032	320856	328872	337080	345516	354168	363024	372096	381408
	Monthly	23631	24225	24831	25449	26086	26738	27406	28090	28793	29514	30252	31008	31784
	Hourly	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86	178.21	182.67
	Standby	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79
119	Annual	290700	297972	305388	313032	320856	328872	337080	345516	354168	363024	372096	381408	390924
	Monthly	24225	24831	25449	26086	26738	27406	28090	28793	29514	30252	31008	31784	32577
	Hourly	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86	178.21	182.67	187.22
	Standby	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11
120	Annual	297972	305388	313032	320856	328872	337080	345516	354168	363024	372096	381408	390924	400704
	Monthly	24831	25449	26086	26738	27406	28090	28793	29514	30252	31008	31784	32577	33392
	Hourly	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86	178.21	182.67	187.22	191.91
	Standby	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43

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.

Item #266

Section D: Compensation

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, 2024
 3% 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*
30	Annual	33312	33312	33312	33456	34236	35004	35820	36636	37524	38352	39300	40236	41184
	Monthly	2776	2776	2776	2788	2853	2917	2985	3053	3127	3196	3275	3353	3432
	Hourly	15.95	15.95	15.95	16.02	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72
	Standby	1.12	1.12	1.12	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38
31	Annual	33312	33312	33456	34236	35004	35820	36636	37524	38352	39300	40236	41184	42156
	Monthly	2776	2776	2788	2853	2917	2985	3053	3127	3196	3275	3353	3432	3513
	Hourly	15.95	15.95	16.02	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19
	Standby	1.12	1.12	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41
32	Annual	33312	33456	34236	35004	35820	36636	37524	38352	39300	40236	41184	42156	43128
	Monthly	2776	2788	2853	2917	2985	3053	3127	3196	3275	3353	3432	3513	3594
	Hourly	15.95	16.02	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66
	Standby	1.12	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45
33	Annual	33456	34236	35004	35820	36636	37524	38352	39300	40236	41184	42156	43128	44208
	Monthly	2788	2853	2917	2985	3053	3127	3196	3275	3353	3432	3513	3594	3684
	Hourly	16.02	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17
	Standby	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48
34	Annual	34236	35004	35820	36636	37524	38352	39300	40236	41184	42156	43128	44208	45228
	Monthly	2853	2917	2985	3053	3127	3196	3275	3353	3432	3513	3594	3684	3769
	Hourly	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66
	Standby	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52
35	Annual	35004	35820	36636	37524	38352	39300	40236	41184	42156	43128	44208	45228	46284
	Monthly	2917	2985	3053	3127	3196	3275	3353	3432	3513	3594	3684	3769	3857
	Hourly	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17
	Standby	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55
36	Annual	35820	36636	37524	38352	39300	40236	41184	42156	43128	44208	45228	46284	47436
	Monthly	2985	3053	3127	3196	3275	3353	3432	3513	3594	3684	3769	3857	3953
	Hourly	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72
	Standby	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59
37	Annual	36636	37524	38352	39300	40236	41184	42156	43128	44208	45228	46284	47436	48624
	Monthly	3053	3127	3196	3275	3353	3432	3513	3594	3684	3769	3857	3953	4052
	Hourly	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63
38	Annual	37524	38352	39300	40236	41184	42156	43128	44208	45228	46284	47436	48624	49848
	Monthly	3127	3196	3275	3353	3432	3513	3594	3684	3769	3857	3953	4052	4154
	Hourly	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87
	Standby	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67

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.

Item #266

Section D: Compensation

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, 2024
 3% 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*
39	Annual	38352	39300	40236	41184	42156	43128	44208	45228	46284	47436	48624	49848	51072
	Monthly	3196	3275	3353	3432	3513	3594	3684	3769	3857	3953	4052	4154	4256
	Hourly	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46
	Standby	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71
40	Annual	39300	40236	41184	42156	43128	44208	45228	46284	47436	48624	49848	51072	52392
	Monthly	3275	3353	3432	3513	3594	3684	3769	3857	3953	4052	4154	4256	4366
	Hourly	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09
	Standby	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76
41	Annual	40236	41184	42156	43128	44208	45228	46284	47436	48624	49848	51072	52392	53604
	Monthly	3353	3432	3513	3594	3684	3769	3857	3953	4052	4154	4256	4366	4467
	Hourly	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80
42	Annual	41184	42156	43128	44208	45228	46284	47436	48624	49848	51072	52392	53604	55020
	Monthly	3432	3513	3594	3684	3769	3857	3953	4052	4154	4256	4366	4467	4585
	Hourly	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35
	Standby	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84
43	Annual	42156	43128	44208	45228	46284	47436	48624	49848	51072	52392	53604	55020	56388
	Monthly	3513	3594	3684	3769	3857	3953	4052	4154	4256	4366	4467	4585	4699
	Hourly	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01
	Standby	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89
44	Annual	43128	44208	45228	46284	47436	48624	49848	51072	52392	53604	55020	56388	57852
	Monthly	3594	3684	3769	3857	3953	4052	4154	4256	4366	4467	4585	4699	4821
	Hourly	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71
	Standby	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94
45	Annual	44208	45228	46284	47436	48624	49848	51072	52392	53604	55020	56388	57852	59244
	Monthly	3684	3769	3857	3953	4052	4154	4256	4366	4467	4585	4699	4821	4937
	Hourly	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37
	Standby	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99
46	Annual	45228	46284	47436	48624	49848	51072	52392	53604	55020	56388	57852	59244	60720
	Monthly	3769	3857	3953	4052	4154	4256	4366	4467	4585	4699	4821	4937	5060
	Hourly	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08
	Standby	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04
47	Annual	46284	47436	48624	49848	51072	52392	53604	55020	56388	57852	59244	60720	62220
	Monthly	3857	3953	4052	4154	4256	4366	4467	4585	4699	4821	4937	5060	5185
	Hourly	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80
	Standby	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09

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.

Item #266

Section D: Compensation

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, 2024
 3% Increase

General Government
 Higher Education

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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	47436	48624	49848	51072	52392	53604	55020	56388	57852	59244	60720	62220	63816
	Monthly	3953	4052	4154	4256	4366	4467	4585	4699	4821	4937	5060	5185	5318
	Hourly	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56
	Standby	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14
49	Annual	48624	49848	51072	52392	53604	55020	56388	57852	59244	60720	62220	63816	65376
	Monthly	4052	4154	4256	4366	4467	4585	4699	4821	4937	5060	5185	5318	5448
	Hourly	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31
	Standby	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19
50	Annual	49848	51072	52392	53604	55020	56388	57852	59244	60720	62220	63816	65376	67056
	Monthly	4154	4256	4366	4467	4585	4699	4821	4937	5060	5185	5318	5448	5588
	Hourly	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11
	Standby	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25
51	Annual	51072	52392	53604	55020	56388	57852	59244	60720	62220	63816	65376	67056	68700
	Monthly	4256	4366	4467	4585	4699	4821	4937	5060	5185	5318	5448	5588	5725
	Hourly	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90
	Standby	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30
52	Annual	52392	53604	55020	56388	57852	59244	60720	62220	63816	65376	67056	68700	70416
	Monthly	4366	4467	4585	4699	4821	4937	5060	5185	5318	5448	5588	5725	5868
	Hourly	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72
	Standby	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36
53	Annual	53604	55020	56388	57852	59244	60720	62220	63816	65376	67056	68700	70416	72180
	Monthly	4467	4585	4699	4821	4937	5060	5185	5318	5448	5588	5725	5868	6015
	Hourly	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57
	Standby	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42
54	Annual	55020	56388	57852	59244	60720	62220	63816	65376	67056	68700	70416	72180	73968
	Monthly	4585	4699	4821	4937	5060	5185	5318	5448	5588	5725	5868	6015	6164
	Hourly	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43
	Standby	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48
55	Annual	56388	57852	59244	60720	62220	63816	65376	67056	68700	70416	72180	73968	75828
	Monthly	4699	4821	4937	5060	5185	5318	5448	5588	5725	5868	6015	6164	6319
	Hourly	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32
	Standby	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54
56	Annual	57852	59244	60720	62220	63816	65376	67056	68700	70416	72180	73968	75828	77760
	Monthly	4821	4937	5060	5185	5318	5448	5588	5725	5868	6015	6164	6319	6480
	Hourly	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24
	Standby	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61

Standby rate is equal to 7% of the hourly rate

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Item #266

Section D: Compensation

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, 2024
 3% Increase

General Government
 Higher Education

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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	59244	60720	62220	63816	65376	67056	68700	70416	72180	73968	75828	77760	79656
	Monthly	4937	5060	5185	5318	5448	5588	5725	5868	6015	6164	6319	6480	6638
	Hourly	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15
	Standby	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67
58	Annual	60720	62220	63816	65376	67056	68700	70416	72180	73968	75828	77760	79656	81708
	Monthly	5060	5185	5318	5448	5588	5725	5868	6015	6164	6319	6480	6638	6809
	Hourly	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13
	Standby	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74
59	Annual	62220	63816	65376	67056	68700	70416	72180	73968	75828	77760	79656	81708	83676
	Monthly	5185	5318	5448	5588	5725	5868	6015	6164	6319	6480	6638	6809	6973
	Hourly	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07
	Standby	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81
60	Annual	63816	65376	67056	68700	70416	72180	73968	75828	77760	79656	81708	83676	85812
	Monthly	5318	5448	5588	5725	5868	6015	6164	6319	6480	6638	6809	6973	7151
	Hourly	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10
	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
61	Annual	65376	67056	68700	70416	72180	73968	75828	77760	79656	81708	83676	85812	87948
	Monthly	5448	5588	5725	5868	6015	6164	6319	6480	6638	6809	6973	7151	7329
	Hourly	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12
	Standby	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95
62	Annual	67056	68700	70416	72180	73968	75828	77760	79656	81708	83676	85812	87948	90132
	Monthly	5588	5725	5868	6015	6164	6319	6480	6638	6809	6973	7151	7329	7511
	Hourly	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17
	Standby	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02
63	Annual	68700	70416	72180	73968	75828	77760	79656	81708	83676	85812	87948	90132	92376
	Monthly	5725	5868	6015	6164	6319	6480	6638	6809	6973	7151	7329	7511	7698
	Hourly	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24
	Standby	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10
64	Annual	70416	72180	73968	75828	77760	79656	81708	83676	85812	87948	90132	92376	94728
	Monthly	5868	6015	6164	6319	6480	6638	6809	6973	7151	7329	7511	7698	7894
	Hourly	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37
	Standby	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18
65	Annual	72180	73968	75828	77760	79656	81708	83676	85812	87948	90132	92376	94728	97080
	Monthly	6015	6164	6319	6480	6638	6809	6973	7151	7329	7511	7698	7894	8090
	Hourly	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49
	Standby	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25

Standby rate is equal to 7% of the hourly rate

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Item #266

Section D: Compensation

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, 2024
 3% Increase

General Government
 Higher Education

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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	73968	75828	77760	79656	81708	83676	85812	87948	90132	92376	94728	97080	99528
	Monthly	6164	6319	6480	6638	6809	6973	7151	7329	7511	7698	7894	8090	8294
	Hourly	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67
	Standby	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34
67	Annual	75828	77760	79656	81708	83676	85812	87948	90132	92376	94728	97080	99528	101988
	Monthly	6319	6480	6638	6809	6973	7151	7329	7511	7698	7894	8090	8294	8499
	Hourly	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84
	Standby	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42
68	Annual	77760	79656	81708	83676	85812	87948	90132	92376	94728	97080	99528	101988	104544
	Monthly	6480	6638	6809	6973	7151	7329	7511	7698	7894	8090	8294	8499	8712
	Hourly	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07
	Standby	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50
69	Annual	79656	81708	83676	85812	87948	90132	92376	94728	97080	99528	101988	104544	107148
	Monthly	6638	6809	6973	7151	7329	7511	7698	7894	8090	8294	8499	8712	8929
	Hourly	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32
	Standby	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59
70	Annual	81708	83676	85812	87948	90132	92376	94728	97080	99528	101988	104544	107148	109848
	Monthly	6809	6973	7151	7329	7511	7698	7894	8090	8294	8499	8712	8929	9154
	Hourly	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61
	Standby	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68
71	Annual	83676	85812	87948	90132	92376	94728	97080	99528	101988	104544	107148	109848	112596
	Monthly	6973	7151	7329	7511	7698	7894	8090	8294	8499	8712	8929	9154	9383
	Hourly	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93
	Standby	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77
72	Annual	85812	87948	90132	92376	94728	97080	99528	101988	104544	107148	109848	112596	115428
	Monthly	7151	7329	7511	7698	7894	8090	8294	8499	8712	8929	9154	9383	9619
	Hourly	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28
	Standby	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87
73	Annual	87948	90132	92376	94728	97080	99528	101988	104544	107148	109848	112596	115428	118296
	Monthly	7329	7511	7698	7894	8090	8294	8499	8712	8929	9154	9383	9619	9858
	Hourly	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66
	Standby	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97
74	Annual	90132	92376	94728	97080	99528	101988	104544	107148	109848	112596	115428	118296	121260
	Monthly	7511	7698	7894	8090	8294	8499	8712	8929	9154	9383	9619	9858	10105
	Hourly	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07
	Standby	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07

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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*
75	Annual	92376	94728	97080	99528	101988	104544	107148	109848	112596	115428	118296	121260	124284
	Monthly	7698	7894	8090	8294	8499	8712	8929	9154	9383	9619	9858	10105	10357
	Hourly	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52
	Standby	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17
76	Annual	94728	97080	99528	101988	104544	107148	109848	112596	115428	118296	121260	124284	127368
	Monthly	7894	8090	8294	8499	8712	8929	9154	9383	9619	9858	10105	10357	10614
	Hourly	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00
	Standby	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27
77	Annual	97080	99528	101988	104544	107148	109848	112596	115428	118296	121260	124284	127368	130572
	Monthly	8090	8294	8499	8712	8929	9154	9383	9619	9858	10105	10357	10614	10881
	Hourly	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53
	Standby	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38
78	Annual	99528	101988	104544	107148	109848	112596	115428	118296	121260	124284	127368	130572	133860
	Monthly	8294	8499	8712	8929	9154	9383	9619	9858	10105	10357	10614	10881	11155
	Hourly	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11
	Standby	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49
79	Annual	101988	104544	107148	109848	112596	115428	118296	121260	124284	127368	130572	133860	137148
	Monthly	8499	8712	8929	9154	9383	9619	9858	10105	10357	10614	10881	11155	11429
	Hourly	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68
	Standby	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60
80	Annual	104544	107148	109848	112596	115428	118296	121260	124284	127368	130572	133860	137148	140580
	Monthly	8712	8929	9154	9383	9619	9858	10105	10357	10614	10881	11155	11429	11715
	Hourly	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33
	Standby	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71
81	Annual	107148	109848	112596	115428	118296	121260	124284	127368	130572	133860	137148	140580	144108
	Monthly	8929	9154	9383	9619	9858	10105	10357	10614	10881	11155	11429	11715	12009
	Hourly	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02
	Standby	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83
82	Annual	109848	112596	115428	118296	121260	124284	127368	130572	133860	137148	140580	144108	147708
	Monthly	9154	9383	9619	9858	10105	10357	10614	10881	11155	11429	11715	12009	12309
	Hourly	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74
	Standby	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95
83	Annual	112596	115428	118296	121260	124284	127368	130572	133860	137148	140580	144108	147708	151380
	Monthly	9383	9619	9858	10105	10357	10614	10881	11155	11429	11715	12009	12309	12615
	Hourly	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50
	Standby	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08

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.

Item #266

Section D: Compensation

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, 2024
 3% 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*
84	Annual	115428	118296	121260	124284	127368	130572	133860	137148	140580	144108	147708	151380	155220
	Monthly	9619	9858	10105	10357	10614	10881	11155	11429	11715	12009	12309	12615	12935
	Hourly	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34
	Standby	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20
85	Annual	118296	121260	124284	127368	130572	133860	137148	140580	144108	147708	151380	155220	159024
	Monthly	9858	10105	10357	10614	10881	11155	11429	11715	12009	12309	12615	12935	13252
	Hourly	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16
	Standby	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33
86	Annual	121260	124284	127368	130572	133860	137148	140580	144108	147708	151380	155220	159024	163044
	Monthly	10105	10357	10614	10881	11155	11429	11715	12009	12309	12615	12935	13252	13587
	Hourly	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09
	Standby	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47
87	Annual	124284	127368	130572	133860	137148	140580	144108	147708	151380	155220	159024	163044	167160
	Monthly	10357	10614	10881	11155	11429	11715	12009	12309	12615	12935	13252	13587	13930
	Hourly	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06
	Standby	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60
88	Annual	127368	130572	133860	137148	140580	144108	147708	151380	155220	159024	163044	167160	171324
	Monthly	10614	10881	11155	11429	11715	12009	12309	12615	12935	13252	13587	13930	14277
	Hourly	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05
	Standby	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74
89	Annual	130572	133860	137148	140580	144108	147708	151380	155220	159024	163044	167160	171324	175632
	Monthly	10881	11155	11429	11715	12009	12309	12615	12935	13252	13587	13930	14277	14636
	Hourly	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11
	Standby	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89
90	Annual	133860	137148	140580	144108	147708	151380	155220	159024	163044	167160	171324	175632	179964
	Monthly	11155	11429	11715	12009	12309	12615	12935	13252	13587	13930	14277	14636	14997
	Hourly	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19
	Standby	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03
91	Annual	137148	140580	144108	147708	151380	155220	159024	163044	167160	171324	175632	179964	184500
	Monthly	11429	11715	12009	12309	12615	12935	13252	13587	13930	14277	14636	14997	15375
	Hourly	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36
	Standby	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19
92	Annual	140580	144108	147708	151380	155220	159024	163044	167160	171324	175632	179964	184500	189072
	Monthly	11715	12009	12309	12615	12935	13252	13587	13930	14277	14636	14997	15375	15756
	Hourly	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55
	Standby	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34

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Item #266

Section D: Compensation

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 General Service 1 (GS1) Salary Schedule for Non-Represented Employees
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 3% 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	144108	147708	151380	155220	159024	163044	167160	171324	175632	179964	184500	189072	193860
	Monthly	12009	12309	12615	12935	13252	13587	13930	14277	14636	14997	15375	15756	16155
	Hourly	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84
	Standby	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50
94	Annual	147708	151380	155220	159024	163044	167160	171324	175632	179964	184500	189072	193860	198648
	Monthly	12309	12615	12935	13252	13587	13930	14277	14636	14997	15375	15756	16155	16554
	Hourly	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14
	Standby	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66
95	Annual	151380	155220	159024	163044	167160	171324	175632	179964	184500	189072	193860	198648	203664
	Monthly	12615	12935	13252	13587	13930	14277	14636	14997	15375	15756	16155	16554	16972
	Hourly	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54
	Standby	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83
96	Annual	155220	159024	163044	167160	171324	175632	179964	184500	189072	193860	198648	203664	208764
	Monthly	12935	13252	13587	13930	14277	14636	14997	15375	15756	16155	16554	16972	17397
	Hourly	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98
	Standby	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00
97	Annual	159024	163044	167160	171324	175632	179964	184500	189072	193860	198648	203664	208764	213996
	Monthly	13252	13587	13930	14277	14636	14997	15375	15756	16155	16554	16972	17397	17833
	Hourly	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49
	Standby	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17
98	Annual	163044	167160	171324	175632	179964	184500	189072	193860	198648	203664	208764	213996	219312
	Monthly	13587	13930	14277	14636	14997	15375	15756	16155	16554	16972	17397	17833	18276
	Hourly	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03
	Standby	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35
99	Annual	167160	171324	175632	179964	184500	189072	193860	198648	203664	208764	213996	219312	224808
	Monthly	13930	14277	14636	14997	15375	15756	16155	16554	16972	17397	17833	18276	18734
	Hourly	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67
	Standby	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54
100	Annual	171324	175632	179964	184500	189072	193860	198648	203664	208764	213996	219312	224808	230424
	Monthly	14277	14636	14997	15375	15756	16155	16554	16972	17397	17833	18276	18734	19202
	Hourly	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36
	Standby	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72
101	Annual	175632	179964	184500	189072	193860	198648	203664	208764	213996	219312	224808	230424	236184
	Monthly	14636	14997	15375	15756	16155	16554	16972	17397	17833	18276	18734	19202	19682
	Hourly	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11
	Standby	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92

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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*
102	Annual	179964	184500	189072	193860	198648	203664	208764	213996	219312	224808	230424	236184	242100
	Monthly	14997	15375	15756	16155	16554	16972	17397	17833	18276	18734	19202	19682	20175
	Hourly	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95
	Standby	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12
103	Annual	184500	189072	193860	198648	203664	208764	213996	219312	224808	230424	236184	242100	248160
	Monthly	15375	15756	16155	16554	16972	17397	17833	18276	18734	19202	19682	20175	20680
	Hourly	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85
	Standby	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32
104	Annual	189072	193860	198648	203664	208764	213996	219312	224808	230424	236184	242100	248160	254340
	Monthly	15756	16155	16554	16972	17397	17833	18276	18734	19202	19682	20175	20680	21195
	Hourly	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81
	Standby	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53
105	Annual	193860	198648	203664	208764	213996	219312	224808	230424	236184	242100	248160	254340	260700
	Monthly	16155	16554	16972	17397	17833	18276	18734	19202	19682	20175	20680	21195	21725
	Hourly	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86
	Standby	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74
106	Annual	198648	203664	208764	213996	219312	224808	230424	236184	242100	248160	254340	260700	267228
	Monthly	16554	16972	17397	17833	18276	18734	19202	19682	20175	20680	21195	21725	22269
	Hourly	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98
	Standby	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96
107	Annual	203664	208764	213996	219312	224808	230424	236184	242100	248160	254340	260700	267228	273924
	Monthly	16972	17397	17833	18276	18734	19202	19682	20175	20680	21195	21725	22269	22827
	Hourly	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19
	Standby	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18
108	Annual	208764	213996	219312	224808	230424	236184	242100	248160	254340	260700	267228	273924	280788
	Monthly	17397	17833	18276	18734	19202	19682	20175	20680	21195	21725	22269	22827	23399
	Hourly	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48
	Standby	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41
109	Annual	213996	219312	224808	230424	236184	242100	248160	254340	260700	267228	273924	280788	287796
	Monthly	17833	18276	18734	19202	19682	20175	20680	21195	21725	22269	22827	23399	23983
	Hourly	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83
	Standby	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65
110	Annual	219312	224808	230424	236184	242100	248160	254340	260700	267228	273924	280788	287796	294960
	Monthly	18276	18734	19202	19682	20175	20680	21195	21725	22269	22827	23399	23983	24580
	Hourly	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26
	Standby	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89

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.

Item #266

Section D: Compensation

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, 2024
 3% 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*
111	Annual	224808	230424	236184	242100	248160	254340	260700	267228	273924	280788	287796	294960	302352
	Monthly	18734	19202	19682	20175	20680	21195	21725	22269	22827	23399	23983	24580	25196
	Hourly	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80
	Standby	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14
112	Annual	230424	236184	242100	248160	254340	260700	267228	273924	280788	287796	294960	302352	309900
	Monthly	19202	19682	20175	20680	21195	21725	22269	22827	23399	23983	24580	25196	25825
	Hourly	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42
	Standby	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39
113	Annual	236184	242100	248160	254340	260700	267228	273924	280788	287796	294960	302352	309900	317652
	Monthly	19682	20175	20680	21195	21725	22269	22827	23399	23983	24580	25196	25825	26471
	Hourly	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13
	Standby	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65
114	Annual	242100	248160	254340	260700	267228	273924	280788	287796	294960	302352	309900	317652	325596
	Monthly	20175	20680	21195	21725	22269	22827	23399	23983	24580	25196	25825	26471	27133
	Hourly	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94
	Standby	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92
115	Annual	248160	254340	260700	267228	273924	280788	287796	294960	302352	309900	317652	325596	333720
	Monthly	20680	21195	21725	22269	22827	23399	23983	24580	25196	25825	26471	27133	27810
	Hourly	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83
	Standby	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19
116	Annual	254340	260700	267228	273924	280788	287796	294960	302352	309900	317652	325596	333720	342096
	Monthly	21195	21725	22269	22827	23399	23983	24580	25196	25825	26471	27133	27810	28508
	Hourly	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84
	Standby	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47
117	Annual	260700	267228	273924	280788	287796	294960	302352	309900	317652	325596	333720	342096	350628
	Monthly	21725	22269	22827	23399	23983	24580	25196	25825	26471	27133	27810	28508	29219
	Hourly	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84	167.93
	Standby	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75
118	Annual	267228	273924	280788	287796	294960	302352	309900	317652	325596	333720	342096	350628	359400
	Monthly	22269	22827	23399	23983	24580	25196	25825	26471	27133	27810	28508	29219	29950
	Hourly	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84	167.93	172.13
	Standby	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05
119	Annual	273924	280788	287796	294960	302352	309900	317652	325596	333720	342096	350628	359400	368376
	Monthly	22827	23399	23983	24580	25196	25825	26471	27133	27810	28508	29219	29950	30698
	Hourly	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84	167.93	172.13	176.43
	Standby	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05	12.35
120	Annual	280788	287796	294960	302352	309900	317652	325596	333720	342096	350628	359400	368376	377616
	Monthly	23399	23983	24580	25196	25825	26471	27133	27810	28508	29219	29950	30698	31468
	Hourly	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84	167.93	172.13	176.43	180.85
	Standby	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05	12.35	12.66

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.

Item #267

Section D: Compensation

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, 2024
 3% 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	61152	62712	64260	65868	67512	69192	70944	72708	74544	76392	78312	80268	82272
	Monthly	5096	5226	5355	5489	5626	5766	5912	6059	6212	6366	6526	6689	6856
	Hourly	29.29	30.03	30.78	31.55	32.33	33.14	33.98	34.82	35.70	36.59	37.51	38.44	39.40
	Standby	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76
02IT	Annual	65748	67404	69084	70800	72588	74412	76248	78168	80112	82116	84168	86256	88428
	Monthly	5479	5617	5757	5900	6049	6201	6354	6514	6676	6843	7014	7188	7369
	Hourly	31.49	32.28	33.09	33.91	34.76	35.64	36.52	37.44	38.37	39.33	40.31	41.31	42.35
	Standby	2.20	2.26	2.32	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96
03IT	Annual	70692	72444	74268	76128	78024	79992	81996	84048	86148	88296	90528	92784	95112
	Monthly	5891	6037	6189	6344	6502	6666	6833	7004	7179	7358	7544	7732	7926
	Hourly	33.86	34.70	35.57	36.46	37.37	38.31	39.27	40.25	41.26	42.29	43.36	44.44	45.55
	Standby	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19
04IT	Annual	75972	77880	79812	81828	83868	85980	88116	90300	92568	94860	97236	99672	102168
	Monthly	6331	6490	6651	6819	6989	7165	7343	7525	7714	7905	8103	8306	8514
	Hourly	36.39	37.30	38.22	39.19	40.17	41.18	42.20	43.25	44.33	45.43	46.57	47.74	48.93
	Standby	2.55	2.61	2.68	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.43
05IT	Annual	81672	83724	85812	87948	90168	92412	94728	97092	99516	102000	104544	107148	109848
	Monthly	6806	6977	7151	7329	7514	7701	7894	8091	8293	8500	8712	8929	9154
	Hourly	39.11	40.10	41.10	42.12	43.18	44.26	45.37	46.50	47.66	48.85	50.07	51.32	52.61
	Standby	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.50	3.59	3.68
06IT	Annual	85764	87900	90108	92352	94680	97044	99444	101940	104496	107100	109788	112536	115344
	Monthly	7147	7325	7509	7696	7890	8087	8287	8495	8708	8925	9149	9378	9612
	Hourly	41.07	42.10	43.16	44.23	45.34	46.48	47.63	48.82	50.05	51.29	52.58	53.90	55.24
	Standby	2.88	2.95	3.02	3.10	3.17	3.25	3.33	3.42	3.50	3.59	3.68	3.77	3.87
07IT	Annual	90060	92304	94620	96972	99384	101868	104412	107028	109704	112452	115272	118152	121116
	Monthly	7505	7692	7885	8081	8282	8489	8701	8919	9142	9371	9606	9846	10093
	Hourly	43.13	44.21	45.32	46.44	47.60	48.79	50.01	51.26	52.54	53.86	55.21	56.59	58.01
	Standby	3.02	3.09	3.17	3.25	3.33	3.42	3.50	3.59	3.68	3.77	3.86	3.96	4.06
08IT	Annual	94524	96912	99336	101808	104364	106980	109656	112392	115200	118092	121056	124068	127176
	Monthly	7877	8076	8278	8484	8697	8915	9138	9366	9600	9841	10088	10339	10598
	Hourly	45.27	46.41	47.57	48.76	49.98	51.24	52.52	53.83	55.17	56.56	57.98	59.42	60.91
	Standby	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26
09IT	Annual	99288	101760	104304	106932	109572	112344	115128	117996	120960	123996	127080	130272	133512
	Monthly	8274	8480	8692	8911	9131	9362	9594	9833	10080	10333	10590	10856	11126
	Hourly	47.55	48.74	49.95	51.21	52.48	53.80	55.14	56.51	57.93	59.39	60.86	62.39	63.94
	Standby	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48

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.

Item #267

Section D: Compensation

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, 2024
 3% 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	104232	106836	109512	112236	115044	117924	120864	123900	126996	130164	133416	136752	140172
	Monthly	8686	8903	9126	9353	9587	9827	10072	10325	10583	10847	11118	11396	11681
	Hourly	49.92	51.17	52.45	53.75	55.10	56.48	57.89	59.34	60.82	62.34	63.90	65.49	67.13
	Standby	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.58	4.70
11IT	Annual	109464	112188	114996	117876	120804	123840	126936	130116	133368	136692	140124	143628	147204
	Monthly	9122	9349	9583	9823	10067	10320	10578	10843	11114	11391	11677	11969	12267
	Hourly	52.43	53.73	55.07	56.45	57.86	59.31	60.79	62.32	63.87	65.47	67.11	68.79	70.50
	Standby	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.58	4.70	4.82	4.94

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
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2024
3% Increase

General Government
Higher Education

Table with columns: SALARY RANGE, STEP (A-U), and 26 columns for Years of Experience (0-26). Rows include categories 39EN, 41EN, and 48EN with sub-rows for Annual, Monthly, Hourly, and Standby.

Table with columns: SALARY RANGE, STEP (A-U*), and 26 columns for Years of Experience (0-26). Rows include categories 45N, 47N, 49N, and 50N with sub-rows for Annual, Monthly, Hourly, and Standby.

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, 2024
 3% 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	54576	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424
	Monthly	4548	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452
	Hourly	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83
	Standby	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00
52N	Annual	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632
	Monthly	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636
	Hourly	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89
	Standby	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07
53N	Annual	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972
	Monthly	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831
	Hourly	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01
	Standby	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15
54N	Annual	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288
	Monthly	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024
	Hourly	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11
	Standby	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23
55N	Annual	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700
	Monthly	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225
	Hourly	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31
56N	Annual	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136
	Monthly	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428
	Hourly	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39
57N	Annual	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692
	Monthly	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641
	Hourly	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48
58N	Annual	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284
	Monthly	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857
	Hourly	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56

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, 2024
 3% 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	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948
	Monthly	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079
	Hourly	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65
60N	Annual	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684
	Monthly	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307
	Hourly	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49
	Standby	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74
61N	Annual	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492
	Monthly	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541
	Hourly	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83
	Standby	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84
62N	Annual	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348
	Monthly	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779
	Hourly	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20
	Standby	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93
63N	Annual	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288
	Monthly	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024
	Hourly	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61
	Standby	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03
64N	Annual	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324
	Monthly	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277
	Hourly	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06
	Standby	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13

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, 2024
 3% 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	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384
	Monthly	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532
	Hourly	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53
	Standby	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24
66N	Annual	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540
	Monthly	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795
	Hourly	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04
	Standby	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34
67N	Annual	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780
	Monthly	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065
	Hourly	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59
	Standby	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45
68N	Annual	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116
	Monthly	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343
	Hourly	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19
	Standby	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	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
69N	Annual	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524
	Monthly	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627
	Hourly	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82
	Standby	2.85	2.93	3.00	3.07	3.15	3.23	3.31	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	4.68
70N	Annual	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016
	Monthly	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918
	Hourly	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49
	Standby	2.93	3.00	3.07	3.15	3.23	3.31	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	4.68	4.79
71N	Annual	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592
	Monthly	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216
	Hourly	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21
	Standby	3.00	3.07	3.15	3.23	3.31	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	4.68	4.79	4.91

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*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, 2024
 3% 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	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264
	Monthly	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522
	Hourly	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97
	Standby	3.07	3.15	3.23	3.31	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	4.68	4.79	4.91	5.04
73N	Annual	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008
	Monthly	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834
	Hourly	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76
	Standby	3.15	3.23	3.31	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	4.68	4.79	4.91	5.04	5.16
74N	Annual	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848
	Monthly	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154
	Hourly	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60
	Standby	3.23	3.31	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	4.68	4.79	4.91	5.04	5.16	5.29
75N	Annual	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796
	Monthly	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483
	Hourly	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49
	Standby	3.31	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	4.68	4.79	4.91	5.04	5.16	5.29	5.42
76N	Annual	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840
	Monthly	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820
	Hourly	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43
	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	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56
77N	Annual	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980
	Monthly	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165
	Hourly	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41
	Standby	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70
78N	Annual	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228
	Monthly	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519
	Hourly	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84

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
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2024
3% 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	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572
	Monthly	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881
	Hourly	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52
	Standby	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99
80N	Annual	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048
	Monthly	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254
	Hourly	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67
	Standby	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14
81N	Annual	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620
	Monthly	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635
	Hourly	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86
	Standby	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29
82N	Annual	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312
	Monthly	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026
	Hourly	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10
	Standby	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45
83N	Annual	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312	197112
	Monthly	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026	16426
	Hourly	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10	94.40
	Standby	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45	6.61
84N	Annual	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312	197112	202032
	Monthly	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026	16426	16836
	Hourly	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10	94.40	96.76
	Standby	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45	6.61	6.77
85N	Annual	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312	197112	202032	207084
	Monthly	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026	16426	16836	17257
	Hourly	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10	94.40	96.76	99.18
	Standby	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45	6.61	6.77	6.94
86N	Annual	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312	197112	202032	207084	212280
	Monthly	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026	16426	16836	17257	17690
	Hourly	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10	94.40	96.76	99.18	101.67
	Standby	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45	6.61	6.77	6.94	7.12

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.

Item #269**Section D: Compensation**

Prepared by the Washington State Office of Financial Management
 Association of Washington Assistant Attorneys General Represented Employees
 Effective July 1, 2024
 3% Increase

WFSE - AWAAG

DRAFT

Base Range Step Numbers	Graduation Year	AAG Range (Annual)	Managing AAG Range (Annual)	Deputy Solicitor General Range (Annual)
Step 1	2024	76,752	80,592	84,432
Step 2	2023	79,812	83,808	87,804
Step 3	2022	83,004	87,168	91,320
Step 4	2021	86,340	90,648	94,992
Step 5	2020	89,784	94,284	98,772
Step 6	2019	93,396	98,052	102,732
Step 7	2018	97,116	101,976	106,824
Step 8	2017	100,992	106,056	111,108
Step 9	2016	105,048	110,292	115,548
Step 10	2015	109,248	114,708	120,168
Step 11	2014	113,616	119,292	124,968
Step 12	2013	118,164	124,068	129,960
Step 13	2012	122,880	129,036	135,180
Step 14	2011	127,800	134,208	140,568
Step 15	2010	132,912	139,560	146,208
Step 16	2009	138,216	145,140	152,052
Step 17	2008	143,760	150,948	158,136
Step 18	2007	149,508	156,996	164,460

Section D: Compensation

Item #270

Revised

Prepared by the Washington State Office of Financial Management
 Fish and Wildlife Officers Guild for Represented Employees
 Effective July 1, 2024

FWOG

DRAFT

RECRUIT		
SALARY RANGE		STEP A
800	Annual	71,808
	Monthly	5,984
	Hourly	34.39
	Standby	2.41

OFFICER						
SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E
801	Annual	77,556	80,664	87,108	94,080	101,604
	Monthly	6,463	6,722	7,259	7,840	8,467
	Hourly	37.14	38.63	41.72	45.06	48.66
	Standby	2.60	2.70	2.92	3.15	3.41

SERGEANT		
SALARY RANGE		STEP A
802	Annual	120,960
	Monthly	10,080
	Hourly	57.93
	Standby	4.06

LIEUTENANT		
SALARY RANGE		STEP A
803	Annual	159,228
	Monthly	13,269
	Hourly	76.26
	Standby	5.34

CAPTAIN		
SALARY RANGE		STEP A
804	Annual	167,196
	Monthly	13,933
	Hourly	80.07
	Standby	5.61

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2024
 2% Increase

DOC - WFSE

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	33240	34008	34788	35628	36420	37248	38148	39012	39960	40824	41880	42816	43824
	Monthly	2770	2834	2899	2969	3035	3104	3179	3251	3330	3402	3490	3568	3652
	Hourly	15.92	16.29	16.66	17.06	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99
	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
31	Annual	34008	34788	35628	36420	37248	38148	39012	39960	40824	41880	42816	43824	44880
	Monthly	2834	2899	2969	3035	3104	3179	3251	3330	3402	3490	3568	3652	3740
	Hourly	16.29	16.66	17.06	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49
	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	1.50
32	Annual	34788	35628	36420	37248	38148	39012	39960	40824	41880	42816	43824	44880	45912
	Monthly	2899	2969	3035	3104	3179	3251	3330	3402	3490	3568	3652	3740	3826
	Hourly	16.66	17.06	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54
33	Annual	35628	36420	37248	38148	39012	39960	40824	41880	42816	43824	44880	45912	47052
	Monthly	2969	3035	3104	3179	3251	3330	3402	3490	3568	3652	3740	3826	3921
	Hourly	17.06	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58
34	Annual	36420	37248	38148	39012	39960	40824	41880	42816	43824	44880	45912	47052	48156
	Monthly	3035	3104	3179	3251	3330	3402	3490	3568	3652	3740	3826	3921	4013
	Hourly	17.44	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61
35	Annual	37248	38148	39012	39960	40824	41880	42816	43824	44880	45912	47052	48156	49284
	Monthly	3104	3179	3251	3330	3402	3490	3568	3652	3740	3826	3921	4013	4107
	Hourly	17.84	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60
	Standby	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65
36	Annual	38148	39012	39960	40824	41880	42816	43824	44880	45912	47052	48156	49284	50508
	Monthly	3179	3251	3330	3402	3490	3568	3652	3740	3826	3921	4013	4107	4209
	Hourly	18.27	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19
	Standby	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69
37	Annual	39012	39960	40824	41880	42816	43824	44880	45912	47052	48156	49284	50508	51768
	Monthly	3251	3330	3402	3490	3568	3652	3740	3826	3921	4013	4107	4209	4314
	Hourly	18.68	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79
	Standby	1.31	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74
38	Annual	39960	40824	41880	42816	43824	44880	45912	47052	48156	49284	50508	51768	53076
	Monthly	3330	3402	3490	3568	3652	3740	3826	3921	4013	4107	4209	4314	4423
	Hourly	19.14	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42
	Standby	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78

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 July 1, 2024
 2% Increase

DOC - WFSE

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	40824	41880	42816	43824	44880	45912	47052	48156	49284	50508	51768	53076	54348
	Monthly	3402	3490	3568	3652	3740	3826	3921	4013	4107	4209	4314	4423	4529
	Hourly	19.55	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03
	Standby	1.37	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82
40	Annual	41880	42816	43824	44880	45912	47052	48156	49284	50508	51768	53076	54348	55776
	Monthly	3490	3568	3652	3740	3826	3921	4013	4107	4209	4314	4423	4529	4648
	Hourly	20.06	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71
	Standby	1.40	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87
41	Annual	42816	43824	44880	45912	47052	48156	49284	50508	51768	53076	54348	55776	57060
	Monthly	3568	3652	3740	3826	3921	4013	4107	4209	4314	4423	4529	4648	4755
	Hourly	20.51	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33
	Standby	1.44	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91
42	Annual	43824	44880	45912	47052	48156	49284	50508	51768	53076	54348	55776	57060	58572
	Monthly	3652	3740	3826	3921	4013	4107	4209	4314	4423	4529	4648	4755	4881
	Hourly	20.99	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05
	Standby	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96
43	Annual	44880	45912	47052	48156	49284	50508	51768	53076	54348	55776	57060	58572	60024
	Monthly	3740	3826	3921	4013	4107	4209	4314	4423	4529	4648	4755	4881	5002
	Hourly	21.49	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75
	Standby	1.50	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01
44	Annual	45912	47052	48156	49284	50508	51768	53076	54348	55776	57060	58572	60024	61608
	Monthly	3826	3921	4013	4107	4209	4314	4423	4529	4648	4755	4881	5002	5134
	Hourly	21.99	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51
	Standby	1.54	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07
45	Annual	47052	48156	49284	50508	51768	53076	54348	55776	57060	58572	60024	61608	63084
	Monthly	3921	4013	4107	4209	4314	4423	4529	4648	4755	4881	5002	5134	5257
	Hourly	22.53	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21
	Standby	1.58	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11
46	Annual	48156	49284	50508	51768	53076	54348	55776	57060	58572	60024	61608	63084	64644
	Monthly	4013	4107	4209	4314	4423	4529	4648	4755	4881	5002	5134	5257	5387
	Hourly	23.06	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96
	Standby	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17
47	Annual	49284	50508	51768	53076	54348	55776	57060	58572	60024	61608	63084	64644	66216
	Monthly	4107	4209	4314	4423	4529	4648	4755	4881	5002	5134	5257	5387	5518
	Hourly	23.60	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71
	Standby	1.65	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22

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 July 1, 2024
 2% Increase

DOC - WFSE

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	50508	51768	53076	54348	55776	57060	58572	60024	61608	63084	64644	66216	67956
	Monthly	4209	4314	4423	4529	4648	4755	4881	5002	5134	5257	5387	5518	5663
	Hourly	24.19	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55
	Standby	1.69	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28
49	Annual	51768	53076	54348	55776	57060	58572	60024	61608	63084	64644	66216	67956	69612
	Monthly	4314	4423	4529	4648	4755	4881	5002	5134	5257	5387	5518	5663	5801
	Hourly	24.79	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34
	Standby	1.74	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33
50	Annual	53076	54348	55776	57060	58572	60024	61608	63084	64644	66216	67956	69612	71364
	Monthly	4423	4529	4648	4755	4881	5002	5134	5257	5387	5518	5663	5801	5947
	Hourly	25.42	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18
	Standby	1.78	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39
51	Annual	54348	55776	57060	58572	60024	61608	63084	64644	66216	67956	69612	71364	73140
	Monthly	4529	4648	4755	4881	5002	5134	5257	5387	5518	5663	5801	5947	6095
	Hourly	26.03	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03
	Standby	1.82	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45
52	Annual	55776	57060	58572	60024	61608	63084	64644	66216	67956	69612	71364	73140	74952
	Monthly	4648	4755	4881	5002	5134	5257	5387	5518	5663	5801	5947	6095	6246
	Hourly	26.71	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90
	Standby	1.87	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51
53	Annual	57060	58572	60024	61608	63084	64644	66216	67956	69612	71364	73140	74952	76824
	Monthly	4755	4881	5002	5134	5257	5387	5518	5663	5801	5947	6095	6246	6402
	Hourly	27.33	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79
	Standby	1.91	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58
54	Annual	58572	60024	61608	63084	64644	66216	67956	69612	71364	73140	74952	76824	78732
	Monthly	4881	5002	5134	5257	5387	5518	5663	5801	5947	6095	6246	6402	6561
	Hourly	28.05	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71
	Standby	1.96	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64
55	Annual	60024	61608	63084	64644	66216	67956	69612	71364	73140	74952	76824	78732	80736
	Monthly	5002	5134	5257	5387	5518	5663	5801	5947	6095	6246	6402	6561	6728
	Hourly	28.75	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67
	Standby	2.01	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71
56	Annual	61608	63084	64644	66216	67956	69612	71364	73140	74952	76824	78732	80736	82764
	Monthly	5134	5257	5387	5518	5663	5801	5947	6095	6246	6402	6561	6728	6897
	Hourly	29.51	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64
	Standby	2.07	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77

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57	Annual	63084	64644	66216	67956	69612	71364	73140	74952	76824	78732	80736	82764	84792
	Monthly	5257	5387	5518	5663	5801	5947	6095	6246	6402	6561	6728	6897	7066
	Hourly	30.21	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61
	Standby	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84
58	Annual	64644	66216	67956	69612	71364	73140	74952	76824	78732	80736	82764	84792	86988
	Monthly	5387	5518	5663	5801	5947	6095	6246	6402	6561	6728	6897	7066	7249
	Hourly	30.96	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66
	Standby	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92
59	Annual	66216	67956	69612	71364	73140	74952	76824	78732	80736	82764	84792	86988	89076
	Monthly	5518	5663	5801	5947	6095	6246	6402	6561	6728	6897	7066	7249	7423
	Hourly	31.71	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66
	Standby	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99
60	Annual	67956	69612	71364	73140	74952	76824	78732	80736	82764	84792	86988	89076	91344
	Monthly	5663	5801	5947	6095	6246	6402	6561	6728	6897	7066	7249	7423	7612
	Hourly	32.55	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75
	Standby	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06
61	Annual	69612	71364	73140	74952	76824	78732	80736	82764	84792	86988	89076	91344	93672
	Monthly	5801	5947	6095	6246	6402	6561	6728	6897	7066	7249	7423	7612	7806
	Hourly	33.34	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86
	Standby	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14
62	Annual	71364	73140	74952	76824	78732	80736	82764	84792	86988	89076	91344	93672	95964
	Monthly	5947	6095	6246	6402	6561	6728	6897	7066	7249	7423	7612	7806	7997
	Hourly	34.18	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96
	Standby	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22
63	Annual	73140	74952	76824	78732	80736	82764	84792	86988	89076	91344	93672	95964	98364
	Monthly	6095	6246	6402	6561	6728	6897	7066	7249	7423	7612	7806	7997	8197
	Hourly	35.03	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11
	Standby	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30
64	Annual	74952	76824	78732	80736	82764	84792	86988	89076	91344	93672	95964	98364	100824
	Monthly	6246	6402	6561	6728	6897	7066	7249	7423	7612	7806	7997	8197	8402
	Hourly	35.90	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29
	Standby	2.51	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38
65	Annual	76824	78732	80736	82764	84792	86988	89076	91344	93672	95964	98364	100824	103320
	Monthly	6402	6561	6728	6897	7066	7249	7423	7612	7806	7997	8197	8402	8610
	Hourly	36.79	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48
	Standby	2.58	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46

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66	Annual	78732	80736	82764	84792	86988	89076	91344	93672	95964	98364	100824	103320	105948
	Monthly	6561	6728	6897	7066	7249	7423	7612	7806	7997	8197	8402	8610	8829
	Hourly	37.71	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74
	Standby	2.64	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55
67	Annual	80736	82764	84792	86988	89076	91344	93672	95964	98364	100824	103320	105948	108588
	Monthly	6728	6897	7066	7249	7423	7612	7806	7997	8197	8402	8610	8829	9049
	Hourly	38.67	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01
	Standby	2.71	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64
68	Annual	82764	84792	86988	89076	91344	93672	95964	98364	100824	103320	105948	108588	111300
	Monthly	6897	7066	7249	7423	7612	7806	7997	8197	8402	8610	8829	9049	9275
	Hourly	39.64	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30
	Standby	2.77	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73
69	Annual	84792	86988	89076	91344	93672	95964	98364	100824	103320	105948	108588	111300	114048
	Monthly	7066	7249	7423	7612	7806	7997	8197	8402	8610	8829	9049	9275	9504
	Hourly	40.61	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62
	Standby	2.84	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82
70	Annual	86988	89076	91344	93672	95964	98364	100824	103320	105948	108588	111300	114048	116928
	Monthly	7249	7423	7612	7806	7997	8197	8402	8610	8829	9049	9275	9504	9744
	Hourly	41.66	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00
	Standby	2.92	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92
71	Annual	89076	91344	93672	95964	98364	100824	103320	105948	108588	111300	114048	116928	119880
	Monthly	7423	7612	7806	7997	8197	8402	8610	8829	9049	9275	9504	9744	9990
	Hourly	42.66	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41
	Standby	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02
72	Annual	91344	93672	95964	98364	100824	103320	105948	108588	111300	114048	116928	119880	122880
	Monthly	7612	7806	7997	8197	8402	8610	8829	9049	9275	9504	9744	9990	10240
	Hourly	43.75	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85
	Standby	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12
73	Annual	93672	95964	98364	100824	103320	105948	108588	111300	114048	116928	119880	122880	125916
	Monthly	7806	7997	8197	8402	8610	8829	9049	9275	9504	9744	9990	10240	10493
	Hourly	44.86	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30
	Standby	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22
74	Annual	95964	98364	100824	103320	105948	108588	111300	114048	116928	119880	122880	125916	129120
	Monthly	7997	8197	8402	8610	8829	9049	9275	9504	9744	9990	10240	10493	10760
	Hourly	45.96	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84
	Standby	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33

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75	Annual	98364	100824	103320	105948	108588	111300	114048	116928	119880	122880	125916	129120	132300
	Monthly	8197	8402	8610	8829	9049	9275	9504	9744	9990	10240	10493	10760	11025
	Hourly	47.11	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36
	Standby	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44
76	Annual	100824	103320	105948	108588	111300	114048	116928	119880	122880	125916	129120	132300	135612
	Monthly	8402	8610	8829	9049	9275	9504	9744	9990	10240	10493	10760	11025	11301
	Hourly	48.29	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95
	Standby	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55
77	Annual	103320	105948	108588	111300	114048	116928	119880	122880	125916	129120	132300	135612	138996
	Monthly	8610	8829	9049	9275	9504	9744	9990	10240	10493	10760	11025	11301	11583
	Hourly	49.48	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57
	Standby	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66
78	Annual	105948	108588	111300	114048	116928	119880	122880	125916	129120	132300	135612	138996	142488
	Monthly	8829	9049	9275	9504	9744	9990	10240	10493	10760	11025	11301	11583	11874
	Hourly	50.74	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24
	Standby	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78
79	Annual	108588	111300	114048	116928	119880	122880	125916	129120	132300	135612	138996	142488	145980
	Monthly	9049	9275	9504	9744	9990	10240	10493	10760	11025	11301	11583	11874	12165
	Hourly	52.01	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91
	Standby	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89
80	Annual	111300	114048	116928	119880	122880	125916	129120	132300	135612	138996	142488	145980	149640
	Monthly	9275	9504	9744	9990	10240	10493	10760	11025	11301	11583	11874	12165	12470
	Hourly	53.30	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67
	Standby	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02
81	Annual	114048	116928	119880	122880	125916	129120	132300	135612	138996	142488	145980	149640	153420
	Monthly	9504	9744	9990	10240	10493	10760	11025	11301	11583	11874	12165	12470	12785
	Hourly	54.62	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48
	Standby	3.82	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14
82	Annual	116928	119880	122880	125916	129120	132300	135612	138996	142488	145980	149640	153420	157236
	Monthly	9744	9990	10240	10493	10760	11025	11301	11583	11874	12165	12470	12785	13103
	Hourly	56.00	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30
	Standby	3.92	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27
83	Annual	119880	122880	125916	129120	132300	135612	138996	142488	145980	149640	153420	157236	161160
	Monthly	9990	10240	10493	10760	11025	11301	11583	11874	12165	12470	12785	13103	13430
	Hourly	57.41	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18
	Standby	4.02	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40

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84	Annual	122880	125916	129120	132300	135612	138996	142488	145980	149640	153420	157236	161160	165216
	Monthly	10240	10493	10760	11025	11301	11583	11874	12165	12470	12785	13103	13430	13768
	Hourly	58.85	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13
	Standby	4.12	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54
85	Annual	125916	129120	132300	135612	138996	142488	145980	149640	153420	157236	161160	165216	169284
	Monthly	10493	10760	11025	11301	11583	11874	12165	12470	12785	13103	13430	13768	14107
	Hourly	60.30	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07
	Standby	4.22	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68
86	Annual	129120	132300	135612	138996	142488	145980	149640	153420	157236	161160	165216	169284	173568
	Monthly	10760	11025	11301	11583	11874	12165	12470	12785	13103	13430	13768	14107	14464
	Hourly	61.84	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13
	Standby	4.33	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82
87	Annual	132300	135612	138996	142488	145980	149640	153420	157236	161160	165216	169284	173568	177960
	Monthly	11025	11301	11583	11874	12165	12470	12785	13103	13430	13768	14107	14464	14830
	Hourly	63.36	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23
	Standby	4.44	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97
88	Annual	135612	138996	142488	145980	149640	153420	157236	161160	165216	169284	173568	177960	182364
	Monthly	11301	11583	11874	12165	12470	12785	13103	13430	13768	14107	14464	14830	15197
	Hourly	64.95	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34
	Standby	4.55	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11
89	Annual	138996	142488	145980	149640	153420	157236	161160	165216	169284	173568	177960	182364	186948
	Monthly	11583	11874	12165	12470	12785	13103	13430	13768	14107	14464	14830	15197	15579
	Hourly	66.57	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53
	Standby	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27
90	Annual	142488	145980	149640	153420	157236	161160	165216	169284	173568	177960	182364	186948	191580
	Monthly	11874	12165	12470	12785	13103	13430	13768	14107	14464	14830	15197	15579	15965
	Hourly	68.24	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75
	Standby	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42
91	Annual	145980	149640	153420	157236	161160	165216	169284	173568	177960	182364	186948	191580	196404
	Monthly	12165	12470	12785	13103	13430	13768	14107	14464	14830	15197	15579	15965	16367
	Hourly	69.91	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06
	Standby	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58
92	Annual	149640	153420	157236	161160	165216	169284	173568	177960	182364	186948	191580	196404	201300
	Monthly	12470	12785	13103	13430	13768	14107	14464	14830	15197	15579	15965	16367	16775
	Hourly	71.67	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41
	Standby	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75

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.

Prepared by the Washington State Office of Financial Management
 Washington Federation of State Employees Salary Schedule for Represented Employees
 Effective July 1, 2024
 2% Increase

DOC - WFSE

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	153420	157236	161160	165216	169284	173568	177960	182364	186948	191580	196404	201300	206388
	Monthly	12785	13103	13430	13768	14107	14464	14830	15197	15579	15965	16367	16775	17199
	Hourly	73.48	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84
	Standby	5.14	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92
94	Annual	157236	161160	165216	169284	173568	177960	182364	186948	191580	196404	201300	206388	211512
	Monthly	13103	13430	13768	14107	14464	14830	15197	15579	15965	16367	16775	17199	17626
	Hourly	75.30	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30
	Standby	5.27	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09
95	Annual	161160	165216	169284	173568	177960	182364	186948	191580	196404	201300	206388	211512	216792
	Monthly	13430	13768	14107	14464	14830	15197	15579	15965	16367	16775	17199	17626	18066
	Hourly	77.18	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83
	Standby	5.40	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27
96	Annual	165216	169284	173568	177960	182364	186948	191580	196404	201300	206388	211512	216792	222228
	Monthly	13768	14107	14464	14830	15197	15579	15965	16367	16775	17199	17626	18066	18519
	Hourly	79.13	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43
	Standby	5.54	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45
97	Annual	169284	173568	177960	182364	186948	191580	196404	201300	206388	211512	216792	222228	227796
	Monthly	14107	14464	14830	15197	15579	15965	16367	16775	17199	17626	18066	18519	18983
	Hourly	81.07	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10
	Standby	5.68	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64
98	Annual	173568	177960	182364	186948	191580	196404	201300	206388	211512	216792	222228	227796	233496
	Monthly	14464	14830	15197	15579	15965	16367	16775	17199	17626	18066	18519	18983	19458
	Hourly	83.13	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83
	Standby	5.82	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83
99	Annual	177960	182364	186948	191580	196404	201300	206388	211512	216792	222228	227796	233496	239328
	Monthly	14830	15197	15579	15965	16367	16775	17199	17626	18066	18519	18983	19458	19944
	Hourly	85.23	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62
	Standby	5.97	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02
100	Annual	182364	186948	191580	196404	201300	206388	211512	216792	222228	227796	233496	239328	245328
	Monthly	15197	15579	15965	16367	16775	17199	17626	18066	18519	18983	19458	19944	20444
	Hourly	87.34	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49
	Standby	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22
101	Annual	186948	191580	196404	201300	206388	211512	216792	222228	227796	233496	239328	245328	251448
	Monthly	15579	15965	16367	16775	17199	17626	18066	18519	18983	19458	19944	20444	20954
	Hourly	89.53	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43
	Standby	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43

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 July 1, 2024
 2% Increase

DOC - WFSE

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	191580	196404	201300	206388	211512	216792	222228	227796	233496	239328	245328	251448	257712
	Monthly	15965	16367	16775	17199	17626	18066	18519	18983	19458	19944	20444	20954	21476
	Hourly	91.75	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43
	Standby	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64
103	Annual	196404	201300	206388	211512	216792	222228	227796	233496	239328	245328	251448	257712	264156
	Monthly	16367	16775	17199	17626	18066	18519	18983	19458	19944	20444	20954	21476	22013
	Hourly	94.06	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51
	Standby	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86
104	Annual	201300	206388	211512	216792	222228	227796	233496	239328	245328	251448	257712	264156	270792
	Monthly	16775	17199	17626	18066	18519	18983	19458	19944	20444	20954	21476	22013	22566
	Hourly	96.41	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69
	Standby	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08
105	Annual	206388	211512	216792	222228	227796	233496	239328	245328	251448	257712	264156	270792	277548
	Monthly	17199	17626	18066	18519	18983	19458	19944	20444	20954	21476	22013	22566	23129
	Hourly	98.84	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93
	Standby	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30
106	Annual	211512	216792	222228	227796	233496	239328	245328	251448	257712	264156	270792	277548	284472
	Monthly	17626	18066	18519	18983	19458	19944	20444	20954	21476	22013	22566	23129	23706
	Hourly	101.30	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24
	Standby	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54
107	Annual	216792	222228	227796	233496	239328	245328	251448	257712	264156	270792	277548	284472	291576
	Monthly	18066	18519	18983	19458	19944	20444	20954	21476	22013	22566	23129	23706	24298
	Hourly	103.83	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64
	Standby	7.27	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78
108	Annual	222228	227796	233496	239328	245328	251448	257712	264156	270792	277548	284472	291576	298884
	Monthly	18519	18983	19458	19944	20444	20954	21476	22013	22566	23129	23706	24298	24907
	Hourly	106.43	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14
	Standby	7.45	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02
109	Annual	227796	233496	239328	245328	251448	257712	264156	270792	277548	284472	291576	298884	306372
	Monthly	18983	19458	19944	20444	20954	21476	22013	22566	23129	23706	24298	24907	25531
	Hourly	109.10	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73
	Standby	7.64	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27
110	Annual	233496	239328	245328	251448	257712	264156	270792	277548	284472	291576	298884	306372	314040
	Monthly	19458	19944	20444	20954	21476	22013	22566	23129	23706	24298	24907	25531	26170
	Hourly	111.83	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40
	Standby	7.83	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53

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, 2024
 2% Increase

DOC - WFSE

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	239328	245328	251448	257712	264156	270792	277548	284472	291576	298884	306372	314040	321876
	Monthly	19944	20444	20954	21476	22013	22566	23129	23706	24298	24907	25531	26170	26823
	Hourly	114.62	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16
	Standby	8.02	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79
112	Annual	245328	251448	257712	264156	270792	277548	284472	291576	298884	306372	314040	321876	329928
	Monthly	20444	20954	21476	22013	22566	23129	23706	24298	24907	25531	26170	26823	27494
	Hourly	117.49	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01
	Standby	8.22	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06
113	Annual	251448	257712	264156	270792	277548	284472	291576	298884	306372	314040	321876	329928	338184
	Monthly	20954	21476	22013	22566	23129	23706	24298	24907	25531	26170	26823	27494	28182
	Hourly	120.43	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97
	Standby	8.43	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34
114	Annual	257712	264156	270792	277548	284472	291576	298884	306372	314040	321876	329928	338184	346620
	Monthly	21476	22013	22566	23129	23706	24298	24907	25531	26170	26823	27494	28182	28885
	Hourly	123.43	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01
	Standby	8.64	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62
115	Annual	264156	270792	277548	284472	291576	298884	306372	314040	321876	329928	338184	346620	355296
	Monthly	22013	22566	23129	23706	24298	24907	25531	26170	26823	27494	28182	28885	29608
	Hourly	126.51	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16
	Standby	8.86	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91
116	Annual	270792	277548	284472	291576	298884	306372	314040	321876	329928	338184	346620	355296	364176
	Monthly	22566	23129	23706	24298	24907	25531	26170	26823	27494	28182	28885	29608	30348
	Hourly	129.69	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41
	Standby	9.08	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21
117	Annual	277548	284472	291576	298884	306372	314040	321876	329928	338184	346620	355296	364176	373284
	Monthly	23129	23706	24298	24907	25531	26170	26823	27494	28182	28885	29608	30348	31107
	Hourly	132.93	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41	178.78
	Standby	9.30	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51
118	Annual	284472	291576	298884	306372	314040	321876	329928	338184	346620	355296	364176	373284	382596
	Monthly	23706	24298	24907	25531	26170	26823	27494	28182	28885	29608	30348	31107	31883
	Hourly	136.24	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41	178.78	183.24
	Standby	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83
119	Annual	291576	298884	306372	314040	321876	329928	338184	346620	355296	364176	373284	382596	392172
	Monthly	24298	24907	25531	26170	26823	27494	28182	28885	29608	30348	31107	31883	32681
	Hourly	139.64	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41	178.78	183.24	187.82
	Standby	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83	13.15
120	Annual	298884	306372	314040	321876	329928	338184	346620	355296	364176	373284	382596	392172	401976
	Monthly	24907	25531	26170	26823	27494	28182	28885	29608	30348	31107	31883	32681	33498
	Hourly	143.14	146.73	150.40	154.16	158.01	161.97	166.01	170.16	174.41	178.78	183.24	187.82	192.52
	Standby	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83	13.15	13.48

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.

Item #272

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

WFSE - GG
 WPEA - GG
 WAFWP
 PTE Local 17
 Coalition
 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*
30	Annual	33312	33864	34668	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716
	Monthly	2776	2822	2889	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643
	Hourly	15.95	16.22	16.60	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94
	Standby	1.12	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47
31	Annual	33864	34668	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716	44736
	Monthly	2822	2889	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643	3728
	Hourly	16.22	16.60	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43
	Standby	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50
32	Annual	34668	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716	44736	45732
	Monthly	2889	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643	3728	3811
	Hourly	16.60	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90
	Standby	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53
33	Annual	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716	44736	45732	46920
	Monthly	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643	3728	3811	3910
	Hourly	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47
	Standby	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57
34	Annual	36336	37152	38004	38868	39804	40716	41724	42696	43716	44736	45732	46920	47988
	Monthly	3028	3096	3167	3239	3317	3393	3477	3558	3643	3728	3811	3910	3999
	Hourly	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98
	Standby	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61
35	Annual	37152	38004	38868	39804	40716	41724	42696	43716	44736	45732	46920	47988	49116
	Monthly	3096	3167	3239	3317	3393	3477	3558	3643	3728	3811	3910	3999	4093
	Hourly	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52
	Standby	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65
36	Annual	38004	38868	39804	40716	41724	42696	43716	44736	45732	46920	47988	49116	50328
	Monthly	3167	3239	3317	3393	3477	3558	3643	3728	3811	3910	3999	4093	4194
	Hourly	18.20	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10
	Standby	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69
37	Annual	38868	39804	40716	41724	42696	43716	44736	45732	46920	47988	49116	50328	51588
	Monthly	3239	3317	3393	3477	3558	3643	3728	3811	3910	3999	4093	4194	4299
	Hourly	18.61	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71
	Standby	1.30	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73
38	Annual	39804	40716	41724	42696	43716	44736	45732	46920	47988	49116	50328	51588	52920
	Monthly	3317	3393	3477	3558	3643	3728	3811	3910	3999	4093	4194	4299	4410
	Hourly	19.06	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34
	Standby	1.33	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77

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.

Item #272

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

WFSE - GG
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DRAFT

39	Annual	40716	41724	42696	43716	44736	45732	46920	47988	49116	50328	51588	52920	54204
	Monthly	3393	3477	3558	3643	3728	3811	3910	3999	4093	4194	4299	4410	4517
	Hourly	19.50	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96
	Standby	1.37	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82
40	Annual	41724	42696	43716	44736	45732	46920	47988	49116	50328	51588	52920	54204	55584
	Monthly	3477	3558	3643	3728	3811	3910	3999	4093	4194	4299	4410	4517	4632
	Hourly	19.98	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62
	Standby	1.40	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86
41	Annual	42696	43716	44736	45732	46920	47988	49116	50328	51588	52920	54204	55584	56880
	Monthly	3558	3643	3728	3811	3910	3999	4093	4194	4299	4410	4517	4632	4740
	Hourly	20.45	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24
	Standby	1.43	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91
42	Annual	43716	44736	45732	46920	47988	49116	50328	51588	52920	54204	55584	56880	58380
	Monthly	3643	3728	3811	3910	3999	4093	4194	4299	4410	4517	4632	4740	4865
	Hourly	20.94	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96
	Standby	1.47	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96
43	Annual	44736	45732	46920	47988	49116	50328	51588	52920	54204	55584	56880	58380	59844
	Monthly	3728	3811	3910	3999	4093	4194	4299	4410	4517	4632	4740	4865	4987
	Hourly	21.43	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66
	Standby	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01
44	Annual	45732	46920	47988	49116	50328	51588	52920	54204	55584	56880	58380	59844	61404
	Monthly	3811	3910	3999	4093	4194	4299	4410	4517	4632	4740	4865	4987	5117
	Hourly	21.90	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06
45	Annual	46920	47988	49116	50328	51588	52920	54204	55584	56880	58380	59844	61404	62892
	Monthly	3910	3999	4093	4194	4299	4410	4517	4632	4740	4865	4987	5117	5241
	Hourly	22.47	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11
46	Annual	47988	49116	50328	51588	52920	54204	55584	56880	58380	59844	61404	62892	64440
	Monthly	3999	4093	4194	4299	4410	4517	4632	4740	4865	4987	5117	5241	5370
	Hourly	22.98	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16
47	Annual	49116	50328	51588	52920	54204	55584	56880	58380	59844	61404	62892	64440	66012
	Monthly	4093	4194	4299	4410	4517	4632	4740	4865	4987	5117	5241	5370	5501
	Hourly	23.52	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21

Standby rate is equal to 7% of the hourly rate

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Item #272

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

WFSE - GG
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DRAFT

48	Annual	50328	51588	52920	54204	55584	56880	58380	59844	61404	62892	64440	66012	67716
	Monthly	4194	4299	4410	4517	4632	4740	4865	4987	5117	5241	5370	5501	5643
	Hourly	24.10	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27
49	Annual	51588	52920	54204	55584	56880	58380	59844	61404	62892	64440	66012	67716	69396
	Monthly	4299	4410	4517	4632	4740	4865	4987	5117	5241	5370	5501	5643	5783
	Hourly	24.71	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33
50	Annual	52920	54204	55584	56880	58380	59844	61404	62892	64440	66012	67716	69396	71148
	Monthly	4410	4517	4632	4740	4865	4987	5117	5241	5370	5501	5643	5783	5929
	Hourly	25.34	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07
	Standby	1.77	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39
51	Annual	54204	55584	56880	58380	59844	61404	62892	64440	66012	67716	69396	71148	72924
	Monthly	4517	4632	4740	4865	4987	5117	5241	5370	5501	5643	5783	5929	6077
	Hourly	25.96	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93
	Standby	1.82	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44
52	Annual	55584	56880	58380	59844	61404	62892	64440	66012	67716	69396	71148	72924	74724
	Monthly	4632	4740	4865	4987	5117	5241	5370	5501	5643	5783	5929	6077	6227
	Hourly	26.62	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79
	Standby	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51
53	Annual	56880	58380	59844	61404	62892	64440	66012	67716	69396	71148	72924	74724	76608
	Monthly	4740	4865	4987	5117	5241	5370	5501	5643	5783	5929	6077	6227	6384
	Hourly	27.24	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69
	Standby	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57
54	Annual	58380	59844	61404	62892	64440	66012	67716	69396	71148	72924	74724	76608	78468
	Monthly	4865	4987	5117	5241	5370	5501	5643	5783	5929	6077	6227	6384	6539
	Hourly	27.96	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58
	Standby	1.96	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63
55	Annual	59844	61404	62892	64440	66012	67716	69396	71148	72924	74724	76608	78468	80460
	Monthly	4987	5117	5241	5370	5501	5643	5783	5929	6077	6227	6384	6539	6705
	Hourly	28.66	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53
	Standby	2.01	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70
56	Annual	61404	62892	64440	66012	67716	69396	71148	72924	74724	76608	78468	80460	82512
	Monthly	5117	5241	5370	5501	5643	5783	5929	6077	6227	6384	6539	6705	6876
	Hourly	29.41	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52
	Standby	2.06	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77

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Section D: Compensation

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DRAFT

57	Annual	62892	64440	66012	67716	69396	71148	72924	74724	76608	78468	80460	82512	84516
	Monthly	5241	5370	5501	5643	5783	5929	6077	6227	6384	6539	6705	6876	7043
	Hourly	30.12	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48
	Standby	2.11	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83
58	Annual	64440	66012	67716	69396	71148	72924	74724	76608	78468	80460	82512	84516	86712
	Monthly	5370	5501	5643	5783	5929	6077	6227	6384	6539	6705	6876	7043	7226
	Hourly	30.86	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53
	Standby	2.16	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91
59	Annual	66012	67716	69396	71148	72924	74724	76608	78468	80460	82512	84516	86712	88800
	Monthly	5501	5643	5783	5929	6077	6227	6384	6539	6705	6876	7043	7226	7400
	Hourly	31.61	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53
	Standby	2.21	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98
60	Annual	67716	69396	71148	72924	74724	76608	78468	80460	82512	84516	86712	88800	91068
	Monthly	5643	5783	5929	6077	6227	6384	6539	6705	6876	7043	7226	7400	7589
	Hourly	32.43	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61
	Standby	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05
61	Annual	69396	71148	72924	74724	76608	78468	80460	82512	84516	86712	88800	91068	93348
	Monthly	5783	5929	6077	6227	6384	6539	6705	6876	7043	7226	7400	7589	7779
	Hourly	33.24	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71
	Standby	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13
62	Annual	71148	72924	74724	76608	78468	80460	82512	84516	86712	88800	91068	93348	95652
	Monthly	5929	6077	6227	6384	6539	6705	6876	7043	7226	7400	7589	7779	7971
	Hourly	34.07	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81
	Standby	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21
63	Annual	72924	74724	76608	78468	80460	82512	84516	86712	88800	91068	93348	95652	98040
	Monthly	6077	6227	6384	6539	6705	6876	7043	7226	7400	7589	7779	7971	8170
	Hourly	34.93	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95
	Standby	2.44	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29
64	Annual	74724	76608	78468	80460	82512	84516	86712	88800	91068	93348	95652	98040	100524
	Monthly	6227	6384	6539	6705	6876	7043	7226	7400	7589	7779	7971	8170	8377
	Hourly	35.79	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14
	Standby	2.51	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37
65	Annual	76608	78468	80460	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008
	Monthly	6384	6539	6705	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584
	Hourly	36.69	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33
	Standby	2.57	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45

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DRAFT

66	Annual	78468	80460	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612
	Monthly	6539	6705	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801
	Hourly	37.58	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58
	Standby	2.63	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54
67	Annual	80460	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252
	Monthly	6705	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021
	Hourly	38.53	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84
	Standby	2.70	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
68	Annual	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940
	Monthly	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245
	Hourly	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13
	Standby	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72
69	Annual	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712
	Monthly	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476
	Hourly	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46
	Standby	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81
70	Annual	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556
	Monthly	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713
	Hourly	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82
	Standby	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91
71	Annual	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496
	Monthly	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958
	Hourly	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23
	Standby	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01
72	Annual	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496
	Monthly	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208
	Hourly	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11
73	Annual	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520
	Monthly	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460
	Hourly	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21
74	Annual	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676
	Monthly	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723
	Hourly	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31

Standby rate is equal to 7% of the hourly rate

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Section D: Compensation

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DRAFT

75	Annual	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676	131880
	Monthly	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723	10990
	Hourly	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42
76	Annual	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676	131880	135180
	Monthly	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723	10990	11265
	Hourly	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53
77	Annual	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676	131880	135180	138540
	Monthly	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723	10990	11265	11545
	Hourly	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64
78	Annual	105612	108252	110940	113712	116556	119496	122496	125520	128676	131880	135180	138540	142056
	Monthly	8801	9021	9245	9476	9713	9958	10208	10460	10723	10990	11265	11545	11838
	Hourly	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03
	Standby	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76
79	Annual	108252	110940	113712	116556	119496	122496	125520	128676	131880	135180	138540	142056	145536
	Monthly	9021	9245	9476	9713	9958	10208	10460	10723	10990	11265	11545	11838	12128
	Hourly	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70
	Standby	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88
80	Annual	110940	113712	116556	119496	122496	125520	128676	131880	135180	138540	142056	145536	149184
	Monthly	9245	9476	9713	9958	10208	10460	10723	10990	11265	11545	11838	12128	12432
	Hourly	53.13	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45
	Standby	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00
81	Annual	113712	116556	119496	122496	125520	128676	131880	135180	138540	142056	145536	149184	152952
	Monthly	9476	9713	9958	10208	10460	10723	10990	11265	11545	11838	12128	12432	12746
	Hourly	54.46	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25
	Standby	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13
82	Annual	116556	119496	122496	125520	128676	131880	135180	138540	142056	145536	149184	152952	156732
	Monthly	9713	9958	10208	10460	10723	10990	11265	11545	11838	12128	12432	12746	13061
	Hourly	55.82	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06
	Standby	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25
83	Annual	119496	122496	125520	128676	131880	135180	138540	142056	145536	149184	152952	156732	160644
	Monthly	9958	10208	10460	10723	10990	11265	11545	11838	12128	12432	12746	13061	13387
	Hourly	57.23	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94
	Standby	4.01	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39

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DRAFT

84	Annual	122496	125520	128676	131880	135180	138540	142056	145536	149184	152952	156732	160644	164688
	Monthly	10208	10460	10723	10990	11265	11545	11838	12128	12432	12746	13061	13387	13724
	Hourly	58.67	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87
	Standby	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52
85	Annual	125520	128676	131880	135180	138540	142056	145536	149184	152952	156732	160644	164688	168756
	Monthly	10460	10723	10990	11265	11545	11838	12128	12432	12746	13061	13387	13724	14063
	Hourly	60.11	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82
	Standby	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66
86	Annual	128676	131880	135180	138540	142056	145536	149184	152952	156732	160644	164688	168756	173040
	Monthly	10723	10990	11265	11545	11838	12128	12432	12746	13061	13387	13724	14063	14420
	Hourly	61.63	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87
	Standby	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80
87	Annual	131880	135180	138540	142056	145536	149184	152952	156732	160644	164688	168756	173040	177384
	Monthly	10990	11265	11545	11838	12128	12432	12746	13061	13387	13724	14063	14420	14782
	Hourly	63.16	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95
	Standby	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95
88	Annual	135180	138540	142056	145536	149184	152952	156732	160644	164688	168756	173040	177384	181788
	Monthly	11265	11545	11838	12128	12432	12746	13061	13387	13724	14063	14420	14782	15149
	Hourly	64.74	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06
	Standby	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09
89	Annual	138540	142056	145536	149184	152952	156732	160644	164688	168756	173040	177384	181788	186372
	Monthly	11545	11838	12128	12432	12746	13061	13387	13724	14063	14420	14782	15149	15531
	Hourly	66.35	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26
	Standby	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25
90	Annual	142056	145536	149184	152952	156732	160644	164688	168756	173040	177384	181788	186372	190992
	Monthly	11838	12128	12432	12746	13061	13387	13724	14063	14420	14782	15149	15531	15916
	Hourly	68.03	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47
	Standby	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40
91	Annual	145536	149184	152952	156732	160644	164688	168756	173040	177384	181788	186372	190992	195780
	Monthly	12128	12432	12746	13061	13387	13724	14063	14420	14782	15149	15531	15916	16315
	Hourly	69.70	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76
	Standby	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56
92	Annual	149184	152952	156732	160644	164688	168756	173040	177384	181788	186372	190992	195780	200640
	Monthly	12432	12746	13061	13387	13724	14063	14420	14782	15149	15531	15916	16315	16720
	Hourly	71.45	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09
	Standby	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73

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DRAFT

93	Annual	152952	156732	160644	164688	168756	173040	177384	181788	186372	190992	195780	200640	205704
	Monthly	12746	13061	13387	13724	14063	14420	14782	15149	15531	15916	16315	16720	17142
	Hourly	73.25	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52
	Standby	5.13	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90
94	Annual	156732	160644	164688	168756	173040	177384	181788	186372	190992	195780	200640	205704	210828
	Monthly	13061	13387	13724	14063	14420	14782	15149	15531	15916	16315	16720	17142	17569
	Hourly	75.06	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97
	Standby	5.25	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07
95	Annual	160644	164688	168756	173040	177384	181788	186372	190992	195780	200640	205704	210828	216108
	Monthly	13387	13724	14063	14420	14782	15149	15531	15916	16315	16720	17142	17569	18009
	Hourly	76.94	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50
	Standby	5.39	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25
96	Annual	164688	168756	173040	177384	181788	186372	190992	195780	200640	205704	210828	216108	221532
	Monthly	13724	14063	14420	14782	15149	15531	15916	16315	16720	17142	17569	18009	18461
	Hourly	78.87	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10
	Standby	5.52	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43
97	Annual	168756	173040	177384	181788	186372	190992	195780	200640	205704	210828	216108	221532	227088
	Monthly	14063	14420	14782	15149	15531	15916	16315	16720	17142	17569	18009	18461	18924
	Hourly	80.82	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76
	Standby	5.66	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61
98	Annual	173040	177384	181788	186372	190992	195780	200640	205704	210828	216108	221532	227088	232764
	Monthly	14420	14782	15149	15531	15916	16315	16720	17142	17569	18009	18461	18924	19397
	Hourly	82.87	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48
	Standby	5.80	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80
99	Annual	177384	181788	186372	190992	195780	200640	205704	210828	216108	221532	227088	232764	238560
	Monthly	14782	15149	15531	15916	16315	16720	17142	17569	18009	18461	18924	19397	19880
	Hourly	84.95	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25
	Standby	5.95	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00
100	Annual	181788	186372	190992	195780	200640	205704	210828	216108	221532	227088	232764	238560	244548
	Monthly	15149	15531	15916	16315	16720	17142	17569	18009	18461	18924	19397	19880	20379
	Hourly	87.06	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12
	Standby	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20
101	Annual	186372	190992	195780	200640	205704	210828	216108	221532	227088	232764	238560	244548	250656
	Monthly	15531	15916	16315	16720	17142	17569	18009	18461	18924	19397	19880	20379	20888
	Hourly	89.26	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05
	Standby	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40

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DRAFT

102	Annual	190992	195780	200640	205704	210828	216108	221532	227088	232764	238560	244548	250656	256920
	Monthly	15916	16315	16720	17142	17569	18009	18461	18924	19397	19880	20379	20888	21410
	Hourly	91.47	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05
	Standby	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61
103	Annual	195780	200640	205704	210828	216108	221532	227088	232764	238560	244548	250656	256920	263340
	Monthly	16315	16720	17142	17569	18009	18461	18924	19397	19880	20379	20888	21410	21945
	Hourly	93.76	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12
	Standby	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83
104	Annual	200640	205704	210828	216108	221532	227088	232764	238560	244548	250656	256920	263340	269916
	Monthly	16720	17142	17569	18009	18461	18924	19397	19880	20379	20888	21410	21945	22493
	Hourly	96.09	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27
	Standby	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05
105	Annual	205704	210828	216108	221532	227088	232764	238560	244548	250656	256920	263340	269916	276648
	Monthly	17142	17569	18009	18461	18924	19397	19880	20379	20888	21410	21945	22493	23054
	Hourly	98.52	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49
	Standby	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27
106	Annual	210828	216108	221532	227088	232764	238560	244548	250656	256920	263340	269916	276648	283572
	Monthly	17569	18009	18461	18924	19397	19880	20379	20888	21410	21945	22493	23054	23631
	Hourly	100.97	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81
	Standby	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51
107	Annual	216108	221532	227088	232764	238560	244548	250656	256920	263340	269916	276648	283572	290700
	Monthly	18009	18461	18924	19397	19880	20379	20888	21410	21945	22493	23054	23631	24225
	Hourly	103.50	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22
	Standby	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75
108	Annual	221532	227088	232764	238560	244548	250656	256920	263340	269916	276648	283572	290700	297972
	Monthly	18461	18924	19397	19880	20379	20888	21410	21945	22493	23054	23631	24225	24831
	Hourly	106.10	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71
	Standby	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99
109	Annual	227088	232764	238560	244548	250656	256920	263340	269916	276648	283572	290700	297972	305388
	Monthly	18924	19397	19880	20379	20888	21410	21945	22493	23054	23631	24225	24831	25449
	Hourly	108.76	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26
	Standby	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24
110	Annual	232764	238560	244548	250656	256920	263340	269916	276648	283572	290700	297972	305388	313032
	Monthly	19397	19880	20379	20888	21410	21945	22493	23054	23631	24225	24831	25449	26086
	Hourly	111.48	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92
	Standby	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49

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Item #272

Section D: Compensation

Prepared by the Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

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

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111	Annual	238560	244548	250656	256920	263340	269916	276648	283572	290700	297972	305388	313032	320856
	Monthly	19880	20379	20888	21410	21945	22493	23054	23631	24225	24831	25449	26086	26738
	Hourly	114.25	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67
	Standby	8.00	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76
112	Annual	244548	250656	256920	263340	269916	276648	283572	290700	297972	305388	313032	320856	328872
	Monthly	20379	20888	21410	21945	22493	23054	23631	24225	24831	25449	26086	26738	27406
	Hourly	117.12	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51
	Standby	8.20	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03
113	Annual	250656	256920	263340	269916	276648	283572	290700	297972	305388	313032	320856	328872	337080
	Monthly	20888	21410	21945	22493	23054	23631	24225	24831	25449	26086	26738	27406	28090
	Hourly	120.05	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44
	Standby	8.40	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30
114	Annual	256920	263340	269916	276648	283572	290700	297972	305388	313032	320856	328872	337080	345516
	Monthly	21410	21945	22493	23054	23631	24225	24831	25449	26086	26738	27406	28090	28793
	Hourly	123.05	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48
	Standby	8.61	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58
115	Annual	263340	269916	276648	283572	290700	297972	305388	313032	320856	328872	337080	345516	354168
	Monthly	21945	22493	23054	23631	24225	24831	25449	26086	26738	27406	28090	28793	29514
	Hourly	126.12	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62
	Standby	8.83	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87
116	Annual	269916	276648	283572	290700	297972	305388	313032	320856	328872	337080	345516	354168	363024
	Monthly	22493	23054	23631	24225	24831	25449	26086	26738	27406	28090	28793	29514	30252
	Hourly	129.27	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86
	Standby	9.05	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17
117	Annual	276648	283572	290700	297972	305388	313032	320856	328872	337080	345516	354168	363024	372096
	Monthly	23054	23631	24225	24831	25449	26086	26738	27406	28090	28793	29514	30252	31008
	Hourly	132.49	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86	178.21
	Standby	9.27	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17	12.47
118	Annual	283572	290700	297972	305388	313032	320856	328872	337080	345516	354168	363024	372096	381408
	Monthly	23631	24225	24831	25449	26086	26738	27406	28090	28793	29514	30252	31008	31784
	Hourly	135.81	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86	178.21	182.67
	Standby	9.51	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79
119	Annual	290700	297972	305388	313032	320856	328872	337080	345516	354168	363024	372096	381408	390924
	Monthly	24225	24831	25449	26086	26738	27406	28090	28793	29514	30252	31008	31784	32577
	Hourly	139.22	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86	178.21	182.67	187.22
	Standby	9.75	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11
120	Annual	297972	305388	313032	320856	328872	337080	345516	354168	363024	372096	381408	390924	400704
	Monthly	24831	25449	26086	26738	27406	28090	28793	29514	30252	31008	31784	32577	33392
	Hourly	142.71	146.26	149.92	153.67	157.51	161.44	165.48	169.62	173.86	178.21	182.67	187.22	191.91
	Standby	9.99	10.24	10.49	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43

Standby rate is equal to 7% of the hourly rate

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Item #272

Section D: Compensation

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2024
3% Increase

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

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Item #273

Section D: Compensation

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, 2024
 3% Increase

WFSE
 Coalition

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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	33312	33312	33312	33456	34236	35004	35820	36636	37524	38352	39300	40236	41184
	Monthly	2776	2776	2776	2788	2853	2917	2985	3053	3127	3196	3275	3353	3432
	Hourly	15.95	15.95	15.95	16.02	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72
	Standby	1.12	1.12	1.12	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38
31	Annual	33312	33312	33456	34236	35004	35820	36636	37524	38352	39300	40236	41184	42156
	Monthly	2776	2776	2788	2853	2917	2985	3053	3127	3196	3275	3353	3432	3513
	Hourly	15.95	15.95	16.02	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19
	Standby	1.12	1.12	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41
32	Annual	33312	33456	34236	35004	35820	36636	37524	38352	39300	40236	41184	42156	43128
	Monthly	2776	2788	2853	2917	2985	3053	3127	3196	3275	3353	3432	3513	3594
	Hourly	15.95	16.02	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66
	Standby	1.12	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45
33	Annual	33456	34236	35004	35820	36636	37524	38352	39300	40236	41184	42156	43128	44208
	Monthly	2788	2853	2917	2985	3053	3127	3196	3275	3353	3432	3513	3594	3684
	Hourly	16.02	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17
	Standby	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48
34	Annual	34236	35004	35820	36636	37524	38352	39300	40236	41184	42156	43128	44208	45228
	Monthly	2853	2917	2985	3053	3127	3196	3275	3353	3432	3513	3594	3684	3769
	Hourly	16.40	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66
	Standby	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52
35	Annual	35004	35820	36636	37524	38352	39300	40236	41184	42156	43128	44208	45228	46284
	Monthly	2917	2985	3053	3127	3196	3275	3353	3432	3513	3594	3684	3769	3857
	Hourly	16.76	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17
	Standby	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55
36	Annual	35820	36636	37524	38352	39300	40236	41184	42156	43128	44208	45228	46284	47436
	Monthly	2985	3053	3127	3196	3275	3353	3432	3513	3594	3684	3769	3857	3953
	Hourly	17.16	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72
	Standby	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59
37	Annual	36636	37524	38352	39300	40236	41184	42156	43128	44208	45228	46284	47436	48624
	Monthly	3053	3127	3196	3275	3353	3432	3513	3594	3684	3769	3857	3953	4052
	Hourly	17.55	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63
38	Annual	37524	38352	39300	40236	41184	42156	43128	44208	45228	46284	47436	48624	49848
	Monthly	3127	3196	3275	3353	3432	3513	3594	3684	3769	3857	3953	4052	4154
	Hourly	17.97	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87
	Standby	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67

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Item #273

Section D: Compensation

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, 2024
 3% Increase

WFSE
 Coalition

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39	Annual	38352	39300	40236	41184	42156	43128	44208	45228	46284	47436	48624	49848	51072
	Monthly	3196	3275	3353	3432	3513	3594	3684	3769	3857	3953	4052	4154	4256
	Hourly	18.37	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46
	Standby	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71
40	Annual	39300	40236	41184	42156	43128	44208	45228	46284	47436	48624	49848	51072	52392
	Monthly	3275	3353	3432	3513	3594	3684	3769	3857	3953	4052	4154	4256	4366
	Hourly	18.82	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09
	Standby	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76
41	Annual	40236	41184	42156	43128	44208	45228	46284	47436	48624	49848	51072	52392	53604
	Monthly	3353	3432	3513	3594	3684	3769	3857	3953	4052	4154	4256	4366	4467
	Hourly	19.27	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80
42	Annual	41184	42156	43128	44208	45228	46284	47436	48624	49848	51072	52392	53604	55020
	Monthly	3432	3513	3594	3684	3769	3857	3953	4052	4154	4256	4366	4467	4585
	Hourly	19.72	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35
	Standby	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84
43	Annual	42156	43128	44208	45228	46284	47436	48624	49848	51072	52392	53604	55020	56388
	Monthly	3513	3594	3684	3769	3857	3953	4052	4154	4256	4366	4467	4585	4699
	Hourly	20.19	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01
	Standby	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89
44	Annual	43128	44208	45228	46284	47436	48624	49848	51072	52392	53604	55020	56388	57852
	Monthly	3594	3684	3769	3857	3953	4052	4154	4256	4366	4467	4585	4699	4821
	Hourly	20.66	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71
	Standby	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94
45	Annual	44208	45228	46284	47436	48624	49848	51072	52392	53604	55020	56388	57852	59244
	Monthly	3684	3769	3857	3953	4052	4154	4256	4366	4467	4585	4699	4821	4937
	Hourly	21.17	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37
	Standby	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99
46	Annual	45228	46284	47436	48624	49848	51072	52392	53604	55020	56388	57852	59244	60720
	Monthly	3769	3857	3953	4052	4154	4256	4366	4467	4585	4699	4821	4937	5060
	Hourly	21.66	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08
	Standby	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04
47	Annual	46284	47436	48624	49848	51072	52392	53604	55020	56388	57852	59244	60720	62220
	Monthly	3857	3953	4052	4154	4256	4366	4467	4585	4699	4821	4937	5060	5185
	Hourly	22.17	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80
	Standby	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09

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 General Service 1 (GS1) Salary Schedule for Represented Employees
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WFSE
 Coalition

DRAFT

48	Annual	47436	48624	49848	51072	52392	53604	55020	56388	57852	59244	60720	62220	63816
	Monthly	3953	4052	4154	4256	4366	4467	4585	4699	4821	4937	5060	5185	5318
	Hourly	22.72	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56
	Standby	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14
49	Annual	48624	49848	51072	52392	53604	55020	56388	57852	59244	60720	62220	63816	65376
	Monthly	4052	4154	4256	4366	4467	4585	4699	4821	4937	5060	5185	5318	5448
	Hourly	23.29	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31
	Standby	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19
50	Annual	49848	51072	52392	53604	55020	56388	57852	59244	60720	62220	63816	65376	67056
	Monthly	4154	4256	4366	4467	4585	4699	4821	4937	5060	5185	5318	5448	5588
	Hourly	23.87	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11
	Standby	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25
51	Annual	51072	52392	53604	55020	56388	57852	59244	60720	62220	63816	65376	67056	68700
	Monthly	4256	4366	4467	4585	4699	4821	4937	5060	5185	5318	5448	5588	5725
	Hourly	24.46	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90
	Standby	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30
52	Annual	52392	53604	55020	56388	57852	59244	60720	62220	63816	65376	67056	68700	70416
	Monthly	4366	4467	4585	4699	4821	4937	5060	5185	5318	5448	5588	5725	5868
	Hourly	25.09	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72
	Standby	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36
53	Annual	53604	55020	56388	57852	59244	60720	62220	63816	65376	67056	68700	70416	72180
	Monthly	4467	4585	4699	4821	4937	5060	5185	5318	5448	5588	5725	5868	6015
	Hourly	25.67	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57
	Standby	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42
54	Annual	55020	56388	57852	59244	60720	62220	63816	65376	67056	68700	70416	72180	73968
	Monthly	4585	4699	4821	4937	5060	5185	5318	5448	5588	5725	5868	6015	6164
	Hourly	26.35	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43
	Standby	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48
55	Annual	56388	57852	59244	60720	62220	63816	65376	67056	68700	70416	72180	73968	75828
	Monthly	4699	4821	4937	5060	5185	5318	5448	5588	5725	5868	6015	6164	6319
	Hourly	27.01	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32
	Standby	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54
56	Annual	57852	59244	60720	62220	63816	65376	67056	68700	70416	72180	73968	75828	77760
	Monthly	4821	4937	5060	5185	5318	5448	5588	5725	5868	6015	6164	6319	6480
	Hourly	27.71	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24
	Standby	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61

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.

Item #273

Section D: Compensation

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, 2024
 3% Increase

WFSE
 Coalition

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57	Annual	59244	60720	62220	63816	65376	67056	68700	70416	72180	73968	75828	77760	79656
	Monthly	4937	5060	5185	5318	5448	5588	5725	5868	6015	6164	6319	6480	6638
	Hourly	28.37	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15
	Standby	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67
58	Annual	60720	62220	63816	65376	67056	68700	70416	72180	73968	75828	77760	79656	81708
	Monthly	5060	5185	5318	5448	5588	5725	5868	6015	6164	6319	6480	6638	6809
	Hourly	29.08	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13
	Standby	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74
59	Annual	62220	63816	65376	67056	68700	70416	72180	73968	75828	77760	79656	81708	83676
	Monthly	5185	5318	5448	5588	5725	5868	6015	6164	6319	6480	6638	6809	6973
	Hourly	29.80	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07
	Standby	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81
60	Annual	63816	65376	67056	68700	70416	72180	73968	75828	77760	79656	81708	83676	85812
	Monthly	5318	5448	5588	5725	5868	6015	6164	6319	6480	6638	6809	6973	7151
	Hourly	30.56	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10
	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
61	Annual	65376	67056	68700	70416	72180	73968	75828	77760	79656	81708	83676	85812	87948
	Monthly	5448	5588	5725	5868	6015	6164	6319	6480	6638	6809	6973	7151	7329
	Hourly	31.31	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12
	Standby	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95
62	Annual	67056	68700	70416	72180	73968	75828	77760	79656	81708	83676	85812	87948	90132
	Monthly	5588	5725	5868	6015	6164	6319	6480	6638	6809	6973	7151	7329	7511
	Hourly	32.11	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17
	Standby	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02
63	Annual	68700	70416	72180	73968	75828	77760	79656	81708	83676	85812	87948	90132	92376
	Monthly	5725	5868	6015	6164	6319	6480	6638	6809	6973	7151	7329	7511	7698
	Hourly	32.90	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24
	Standby	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10
64	Annual	70416	72180	73968	75828	77760	79656	81708	83676	85812	87948	90132	92376	94728
	Monthly	5868	6015	6164	6319	6480	6638	6809	6973	7151	7329	7511	7698	7894
	Hourly	33.72	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37
	Standby	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18
65	Annual	72180	73968	75828	77760	79656	81708	83676	85812	87948	90132	92376	94728	97080
	Monthly	6015	6164	6319	6480	6638	6809	6973	7151	7329	7511	7698	7894	8090
	Hourly	34.57	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49
	Standby	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25

Standby rate is equal to 7% of the hourly rate

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Item #273

Section D: Compensation

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
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 3% Increase

WFSE
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66	Annual	73968	75828	77760	79656	81708	83676	85812	87948	90132	92376	94728	97080	99528
	Monthly	6164	6319	6480	6638	6809	6973	7151	7329	7511	7698	7894	8090	8294
	Hourly	35.43	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67
	Standby	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34
67	Annual	75828	77760	79656	81708	83676	85812	87948	90132	92376	94728	97080	99528	101988
	Monthly	6319	6480	6638	6809	6973	7151	7329	7511	7698	7894	8090	8294	8499
	Hourly	36.32	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84
	Standby	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42
68	Annual	77760	79656	81708	83676	85812	87948	90132	92376	94728	97080	99528	101988	104544
	Monthly	6480	6638	6809	6973	7151	7329	7511	7698	7894	8090	8294	8499	8712
	Hourly	37.24	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07
	Standby	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50
69	Annual	79656	81708	83676	85812	87948	90132	92376	94728	97080	99528	101988	104544	107148
	Monthly	6638	6809	6973	7151	7329	7511	7698	7894	8090	8294	8499	8712	8929
	Hourly	38.15	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32
	Standby	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59
70	Annual	81708	83676	85812	87948	90132	92376	94728	97080	99528	101988	104544	107148	109848
	Monthly	6809	6973	7151	7329	7511	7698	7894	8090	8294	8499	8712	8929	9154
	Hourly	39.13	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61
	Standby	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68
71	Annual	83676	85812	87948	90132	92376	94728	97080	99528	101988	104544	107148	109848	112596
	Monthly	6973	7151	7329	7511	7698	7894	8090	8294	8499	8712	8929	9154	9383
	Hourly	40.07	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93
	Standby	2.81	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77
72	Annual	85812	87948	90132	92376	94728	97080	99528	101988	104544	107148	109848	112596	115428
	Monthly	7151	7329	7511	7698	7894	8090	8294	8499	8712	8929	9154	9383	9619
	Hourly	41.10	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28
	Standby	2.88	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87
73	Annual	87948	90132	92376	94728	97080	99528	101988	104544	107148	109848	112596	115428	118296
	Monthly	7329	7511	7698	7894	8090	8294	8499	8712	8929	9154	9383	9619	9858
	Hourly	42.12	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66
	Standby	2.95	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97
74	Annual	90132	92376	94728	97080	99528	101988	104544	107148	109848	112596	115428	118296	121260
	Monthly	7511	7698	7894	8090	8294	8499	8712	8929	9154	9383	9619	9858	10105
	Hourly	43.17	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07
	Standby	3.02	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07

Standby rate is equal to 7% of the hourly rate

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Item #273

Section D: Compensation

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, 2024
 3% Increase

WFSE
 Coalition

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75	Annual	92376	94728	97080	99528	101988	104544	107148	109848	112596	115428	118296	121260	124284
	Monthly	7698	7894	8090	8294	8499	8712	8929	9154	9383	9619	9858	10105	10357
	Hourly	44.24	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52
	Standby	3.10	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17
76	Annual	94728	97080	99528	101988	104544	107148	109848	112596	115428	118296	121260	124284	127368
	Monthly	7894	8090	8294	8499	8712	8929	9154	9383	9619	9858	10105	10357	10614
	Hourly	45.37	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00
	Standby	3.18	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27
77	Annual	97080	99528	101988	104544	107148	109848	112596	115428	118296	121260	124284	127368	130572
	Monthly	8090	8294	8499	8712	8929	9154	9383	9619	9858	10105	10357	10614	10881
	Hourly	46.49	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53
	Standby	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38
78	Annual	99528	101988	104544	107148	109848	112596	115428	118296	121260	124284	127368	130572	133860
	Monthly	8294	8499	8712	8929	9154	9383	9619	9858	10105	10357	10614	10881	11155
	Hourly	47.67	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11
	Standby	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49
79	Annual	101988	104544	107148	109848	112596	115428	118296	121260	124284	127368	130572	133860	137148
	Monthly	8499	8712	8929	9154	9383	9619	9858	10105	10357	10614	10881	11155	11429
	Hourly	48.84	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68
	Standby	3.42	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60
80	Annual	104544	107148	109848	112596	115428	118296	121260	124284	127368	130572	133860	137148	140580
	Monthly	8712	8929	9154	9383	9619	9858	10105	10357	10614	10881	11155	11429	11715
	Hourly	50.07	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33
	Standby	3.50	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71
81	Annual	107148	109848	112596	115428	118296	121260	124284	127368	130572	133860	137148	140580	144108
	Monthly	8929	9154	9383	9619	9858	10105	10357	10614	10881	11155	11429	11715	12009
	Hourly	51.32	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02
	Standby	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83
82	Annual	109848	112596	115428	118296	121260	124284	127368	130572	133860	137148	140580	144108	147708
	Monthly	9154	9383	9619	9858	10105	10357	10614	10881	11155	11429	11715	12009	12309
	Hourly	52.61	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74
	Standby	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95
83	Annual	112596	115428	118296	121260	124284	127368	130572	133860	137148	140580	144108	147708	151380
	Monthly	9383	9619	9858	10105	10357	10614	10881	11155	11429	11715	12009	12309	12615
	Hourly	53.93	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50
	Standby	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08

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 General Service 1 (GS1) Salary Schedule for Represented Employees
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DRAFT

84	Annual	115428	118296	121260	124284	127368	130572	133860	137148	140580	144108	147708	151380	155220
	Monthly	9619	9858	10105	10357	10614	10881	11155	11429	11715	12009	12309	12615	12935
	Hourly	55.28	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34
	Standby	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20
85	Annual	118296	121260	124284	127368	130572	133860	137148	140580	144108	147708	151380	155220	159024
	Monthly	9858	10105	10357	10614	10881	11155	11429	11715	12009	12309	12615	12935	13252
	Hourly	56.66	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16
	Standby	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33
86	Annual	121260	124284	127368	130572	133860	137148	140580	144108	147708	151380	155220	159024	163044
	Monthly	10105	10357	10614	10881	11155	11429	11715	12009	12309	12615	12935	13252	13587
	Hourly	58.07	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09
	Standby	4.07	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47
87	Annual	124284	127368	130572	133860	137148	140580	144108	147708	151380	155220	159024	163044	167160
	Monthly	10357	10614	10881	11155	11429	11715	12009	12309	12615	12935	13252	13587	13930
	Hourly	59.52	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06
	Standby	4.17	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60
88	Annual	127368	130572	133860	137148	140580	144108	147708	151380	155220	159024	163044	167160	171324
	Monthly	10614	10881	11155	11429	11715	12009	12309	12615	12935	13252	13587	13930	14277
	Hourly	61.00	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05
	Standby	4.27	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74
89	Annual	130572	133860	137148	140580	144108	147708	151380	155220	159024	163044	167160	171324	175632
	Monthly	10881	11155	11429	11715	12009	12309	12615	12935	13252	13587	13930	14277	14636
	Hourly	62.53	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11
	Standby	4.38	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89
90	Annual	133860	137148	140580	144108	147708	151380	155220	159024	163044	167160	171324	175632	179964
	Monthly	11155	11429	11715	12009	12309	12615	12935	13252	13587	13930	14277	14636	14997
	Hourly	64.11	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19
	Standby	4.49	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03
91	Annual	137148	140580	144108	147708	151380	155220	159024	163044	167160	171324	175632	179964	184500
	Monthly	11429	11715	12009	12309	12615	12935	13252	13587	13930	14277	14636	14997	15375
	Hourly	65.68	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36
	Standby	4.60	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19
92	Annual	140580	144108	147708	151380	155220	159024	163044	167160	171324	175632	179964	184500	189072
	Monthly	11715	12009	12309	12615	12935	13252	13587	13930	14277	14636	14997	15375	15756
	Hourly	67.33	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55
	Standby	4.71	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34

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.

Item #273

Section D: Compensation

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, 2024
 3% Increase

WFSE
 Coalition

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93	Annual	144108	147708	151380	155220	159024	163044	167160	171324	175632	179964	184500	189072	193860
	Monthly	12009	12309	12615	12935	13252	13587	13930	14277	14636	14997	15375	15756	16155
	Hourly	69.02	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84
	Standby	4.83	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50
94	Annual	147708	151380	155220	159024	163044	167160	171324	175632	179964	184500	189072	193860	198648
	Monthly	12309	12615	12935	13252	13587	13930	14277	14636	14997	15375	15756	16155	16554
	Hourly	70.74	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14
	Standby	4.95	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66
95	Annual	151380	155220	159024	163044	167160	171324	175632	179964	184500	189072	193860	198648	203664
	Monthly	12615	12935	13252	13587	13930	14277	14636	14997	15375	15756	16155	16554	16972
	Hourly	72.50	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54
	Standby	5.08	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83
96	Annual	155220	159024	163044	167160	171324	175632	179964	184500	189072	193860	198648	203664	208764
	Monthly	12935	13252	13587	13930	14277	14636	14997	15375	15756	16155	16554	16972	17397
	Hourly	74.34	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98
	Standby	5.20	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00
97	Annual	159024	163044	167160	171324	175632	179964	184500	189072	193860	198648	203664	208764	213996
	Monthly	13252	13587	13930	14277	14636	14997	15375	15756	16155	16554	16972	17397	17833
	Hourly	76.16	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49
	Standby	5.33	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17
98	Annual	163044	167160	171324	175632	179964	184500	189072	193860	198648	203664	208764	213996	219312
	Monthly	13587	13930	14277	14636	14997	15375	15756	16155	16554	16972	17397	17833	18276
	Hourly	78.09	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03
	Standby	5.47	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35
99	Annual	167160	171324	175632	179964	184500	189072	193860	198648	203664	208764	213996	219312	224808
	Monthly	13930	14277	14636	14997	15375	15756	16155	16554	16972	17397	17833	18276	18734
	Hourly	80.06	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67
	Standby	5.60	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54
100	Annual	171324	175632	179964	184500	189072	193860	198648	203664	208764	213996	219312	224808	230424
	Monthly	14277	14636	14997	15375	15756	16155	16554	16972	17397	17833	18276	18734	19202
	Hourly	82.05	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36
	Standby	5.74	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72
101	Annual	175632	179964	184500	189072	193860	198648	203664	208764	213996	219312	224808	230424	236184
	Monthly	14636	14997	15375	15756	16155	16554	16972	17397	17833	18276	18734	19202	19682
	Hourly	84.11	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11
	Standby	5.89	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92

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.

Item #273

Section D: Compensation

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, 2024
 3% Increase

WFSE
 Coalition

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102	Annual	179964	184500	189072	193860	198648	203664	208764	213996	219312	224808	230424	236184	242100
	Monthly	14997	15375	15756	16155	16554	16972	17397	17833	18276	18734	19202	19682	20175
	Hourly	86.19	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95
	Standby	6.03	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12
103	Annual	184500	189072	193860	198648	203664	208764	213996	219312	224808	230424	236184	242100	248160
	Monthly	15375	15756	16155	16554	16972	17397	17833	18276	18734	19202	19682	20175	20680
	Hourly	88.36	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85
	Standby	6.19	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32
104	Annual	189072	193860	198648	203664	208764	213996	219312	224808	230424	236184	242100	248160	254340
	Monthly	15756	16155	16554	16972	17397	17833	18276	18734	19202	19682	20175	20680	21195
	Hourly	90.55	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81
	Standby	6.34	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53
105	Annual	193860	198648	203664	208764	213996	219312	224808	230424	236184	242100	248160	254340	260700
	Monthly	16155	16554	16972	17397	17833	18276	18734	19202	19682	20175	20680	21195	21725
	Hourly	92.84	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86
	Standby	6.50	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74
106	Annual	198648	203664	208764	213996	219312	224808	230424	236184	242100	248160	254340	260700	267228
	Monthly	16554	16972	17397	17833	18276	18734	19202	19682	20175	20680	21195	21725	22269
	Hourly	95.14	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98
	Standby	6.66	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96
107	Annual	203664	208764	213996	219312	224808	230424	236184	242100	248160	254340	260700	267228	273924
	Monthly	16972	17397	17833	18276	18734	19202	19682	20175	20680	21195	21725	22269	22827
	Hourly	97.54	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19
	Standby	6.83	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18
108	Annual	208764	213996	219312	224808	230424	236184	242100	248160	254340	260700	267228	273924	280788
	Monthly	17397	17833	18276	18734	19202	19682	20175	20680	21195	21725	22269	22827	23399
	Hourly	99.98	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48
	Standby	7.00	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41
109	Annual	213996	219312	224808	230424	236184	242100	248160	254340	260700	267228	273924	280788	287796
	Monthly	17833	18276	18734	19202	19682	20175	20680	21195	21725	22269	22827	23399	23983
	Hourly	102.49	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83
	Standby	7.17	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65
110	Annual	219312	224808	230424	236184	242100	248160	254340	260700	267228	273924	280788	287796	294960
	Monthly	18276	18734	19202	19682	20175	20680	21195	21725	22269	22827	23399	23983	24580
	Hourly	105.03	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26
	Standby	7.35	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89

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.

Item #273

Section D: Compensation

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, 2024
 3% Increase

WFSE
 Coalition

DRAFT

111	Annual	224808	230424	236184	242100	248160	254340	260700	267228	273924	280788	287796	294960	302352
	Monthly	18734	19202	19682	20175	20680	21195	21725	22269	22827	23399	23983	24580	25196
	Hourly	107.67	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80
	Standby	7.54	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14
112	Annual	230424	236184	242100	248160	254340	260700	267228	273924	280788	287796	294960	302352	309900
	Monthly	19202	19682	20175	20680	21195	21725	22269	22827	23399	23983	24580	25196	25825
	Hourly	110.36	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42
	Standby	7.72	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39
113	Annual	236184	242100	248160	254340	260700	267228	273924	280788	287796	294960	302352	309900	317652
	Monthly	19682	20175	20680	21195	21725	22269	22827	23399	23983	24580	25196	25825	26471
	Hourly	113.11	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13
	Standby	7.92	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65
114	Annual	242100	248160	254340	260700	267228	273924	280788	287796	294960	302352	309900	317652	325596
	Monthly	20175	20680	21195	21725	22269	22827	23399	23983	24580	25196	25825	26471	27133
	Hourly	115.95	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94
	Standby	8.12	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92
115	Annual	248160	254340	260700	267228	273924	280788	287796	294960	302352	309900	317652	325596	333720
	Monthly	20680	21195	21725	22269	22827	23399	23983	24580	25196	25825	26471	27133	27810
	Hourly	118.85	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83
	Standby	8.32	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19
116	Annual	254340	260700	267228	273924	280788	287796	294960	302352	309900	317652	325596	333720	342096
	Monthly	21195	21725	22269	22827	23399	23983	24580	25196	25825	26471	27133	27810	28508
	Hourly	121.81	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84
	Standby	8.53	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47
117	Annual	260700	267228	273924	280788	287796	294960	302352	309900	317652	325596	333720	342096	350628
	Monthly	21725	22269	22827	23399	23983	24580	25196	25825	26471	27133	27810	28508	29219
	Hourly	124.86	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84	167.93
	Standby	8.74	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75
118	Annual	267228	273924	280788	287796	294960	302352	309900	317652	325596	333720	342096	350628	359400
	Monthly	22269	22827	23399	23983	24580	25196	25825	26471	27133	27810	28508	29219	29950
	Hourly	127.98	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84	167.93	172.13
	Standby	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05
119	Annual	273924	280788	287796	294960	302352	309900	317652	325596	333720	342096	350628	359400	368376
	Monthly	22827	23399	23983	24580	25196	25825	26471	27133	27810	28508	29219	29950	30698
	Hourly	131.19	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84	167.93	172.13	176.43
	Standby	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05	12.35
120	Annual	280788	287796	294960	302352	309900	317652	325596	333720	342096	350628	359400	368376	377616
	Monthly	23399	23983	24580	25196	25825	26471	27133	27810	28508	29219	29950	30698	31468
	Hourly	134.48	137.83	141.26	144.80	148.42	152.13	155.94	159.83	163.84	167.93	172.13	176.43	180.85
	Standby	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05	12.35	12.66

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.

Item #274

Section D: Compensation

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, 2024
 3% 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	61152	62712	64260	65868	67512	69192	70944	72708	74544	76392	78312	80268	82272
	Monthly	5096	5226	5355	5489	5626	5766	5912	6059	6212	6366	6526	6689	6856
	Hourly	29.29	30.03	30.78	31.55	32.33	33.14	33.98	34.82	35.70	36.59	37.51	38.44	39.40
	Standby	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76
02IT	Annual	65748	67404	69084	70800	72588	74412	76248	78168	80112	82116	84168	86256	88428
	Monthly	5479	5617	5757	5900	6049	6201	6354	6514	6676	6843	7014	7188	7369
	Hourly	31.49	32.28	33.09	33.91	34.76	35.64	36.52	37.44	38.37	39.33	40.31	41.31	42.35
	Standby	2.20	2.26	2.32	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96
03IT	Annual	70692	72444	74268	76128	78024	79992	81996	84048	86148	88296	90528	92784	95112
	Monthly	5891	6037	6189	6344	6502	6666	6833	7004	7179	7358	7544	7732	7926
	Hourly	33.86	34.70	35.57	36.46	37.37	38.31	39.27	40.25	41.26	42.29	43.36	44.44	45.55
	Standby	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19
04IT	Annual	75972	77880	79812	81828	83868	85980	88116	90300	92568	94860	97236	99672	102168
	Monthly	6331	6490	6651	6819	6989	7165	7343	7525	7714	7905	8103	8306	8514
	Hourly	36.39	37.30	38.22	39.19	40.17	41.18	42.20	43.25	44.33	45.43	46.57	47.74	48.93
	Standby	2.55	2.61	2.68	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.43
05IT	Annual	81672	83724	85812	87948	90168	92412	94728	97092	99516	102000	104544	107148	109848
	Monthly	6806	6977	7151	7329	7514	7701	7894	8091	8293	8500	8712	8929	9154
	Hourly	39.11	40.10	41.10	42.12	43.18	44.26	45.37	46.50	47.66	48.85	50.07	51.32	52.61
	Standby	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.50	3.59	3.68
06IT	Annual	85764	87900	90108	92352	94680	97044	99444	101940	104496	107100	109788	112536	115344
	Monthly	7147	7325	7509	7696	7890	8087	8287	8495	8708	8925	9149	9378	9612
	Hourly	41.07	42.10	43.16	44.23	45.34	46.48	47.63	48.82	50.05	51.29	52.58	53.90	55.24
	Standby	2.88	2.95	3.02	3.10	3.17	3.25	3.33	3.42	3.50	3.59	3.68	3.77	3.87
07IT	Annual	90060	92304	94620	96972	99384	101868	104412	107028	109704	112452	115272	118152	121116
	Monthly	7505	7692	7885	8081	8282	8489	8701	8919	9142	9371	9606	9846	10093
	Hourly	43.13	44.21	45.32	46.44	47.60	48.79	50.01	51.26	52.54	53.86	55.21	56.59	58.01
	Standby	3.02	3.09	3.17	3.25	3.33	3.42	3.50	3.59	3.68	3.77	3.86	3.96	4.06
08IT	Annual	94524	96912	99336	101808	104364	106980	109656	112392	115200	118092	121056	124068	127176
	Monthly	7877	8076	8278	8484	8697	8915	9138	9366	9600	9841	10088	10339	10598
	Hourly	45.27	46.41	47.57	48.76	49.98	51.24	52.52	53.83	55.17	56.56	57.98	59.42	60.91
	Standby	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26
09IT	Annual	99288	101760	104304	106932	109572	112344	115128	117996	120960	123996	127080	130272	133512
	Monthly	8274	8480	8692	8911	9131	9362	9594	9833	10080	10333	10590	10856	11126
	Hourly	47.55	48.74	49.95	51.21	52.48	53.80	55.14	56.51	57.93	59.39	60.86	62.39	63.94
	Standby	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48

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.

Item #274

Section D: Compensation

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, 2024
 3% 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	104232	106836	109512	112236	115044	117924	120864	123900	126996	130164	133416	136752	140172
	Monthly	8686	8903	9126	9353	9587	9827	10072	10325	10583	10847	11118	11396	11681
	Hourly	49.92	51.17	52.45	53.75	55.10	56.48	57.89	59.34	60.82	62.34	63.90	65.49	67.13
	Standby	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.58	4.70
11IT	Annual	109464	112188	114996	117876	120804	123840	126936	130116	133368	136692	140124	143628	147204
	Monthly	9122	9349	9583	9823	10067	10320	10578	10843	11114	11391	11677	11969	12267
	Hourly	52.43	53.73	55.07	56.45	57.86	59.31	60.79	62.32	63.87	65.47	67.11	68.79	70.50
	Standby	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.58	4.70	4.82	4.94

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
 N2 Range Salary Schedule for Represented Employees
 Effective July 1, 2024
 4% Increase

REVISED

Teamsters

		Years of Experience																				
		1	2	3	4	5	6	7	8	12	15	18	20	21								
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	46080	47124	48288	49404	50556	51744	52980	54264	55572	56892	58356	59820	61296	62880	64344	65964	67656	69348	71124	72840	74688
	Monthly	3840	3927	4024	4117	4213	4312	4415	4522	4631	4741	4863	4985	5108	5240	5362	5497	5638	5779	5927	6070	6224
	Hourly	22.07	22.57	23.13	23.66	24.21	24.78	25.37	25.99	26.61	27.25	27.95	28.65	29.36	30.11	30.82	31.59	32.40	33.21	34.06	34.89	35.77
	Standby	1.54	1.58	1.62	1.66	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50
41E2	Annual	48288	49404	50556	51744	52980	54264	55572	56892	58356	59820	61296	62880	64344	65964	67656	69348	71124	72840	74688	76536	78492
	Monthly	4024	4117	4213	4312	4415	4522	4631	4741	4863	4985	5108	5240	5362	5497	5638	5779	5927	6070	6224	6378	6541
	Hourly	23.13	23.66	24.21	24.78	25.37	25.99	26.61	27.25	27.95	28.65	29.36	30.11	30.82	31.59	32.40	33.21	34.06	34.89	35.77	36.66	37.59
	Standby	1.62	1.66	1.69	1.73	1.78	1.82	1.86	1.91	1.96	2.01	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.57	2.63
48E2	Annual	56892	58356	59820	61296	62880	64344	65964	67656	69348	71124	72840	74688	76536	78492	80412	82464	84504	86616	88752	91008	93288
	Monthly	4741	4863	4985	5108	5240	5362	5497	5638	5779	5927	6070	6224	6378	6541	6701	6872	7042	7218	7396	7584	7774
	Hourly	27.25	27.95	28.65	29.36	30.11	30.82	31.59	32.40	33.21	34.06	34.89	35.77	36.66	37.59	38.51	39.49	40.47	41.48	42.51	43.59	44.68
	Standby	1.91	1.96	2.01	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.57	2.63	2.70	2.76	2.83	2.90	2.98	3.05	3.13
		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	21					
SALARY RANGE	STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
45N2	Annual	52980	54264	55572	56892	58356	59820	61296	62880	64344	65964	67656	69348	71124	72840	74688	76536	78492	80412	82464	84504	86616
	Monthly	4415	4522	4631	4741	4863	4985	5108	5240	5362	5497	5638	5779	5927	6070	6224	6378	6541	6701	6872	7042	7218
	Hourly	25.37	25.99	26.61	27.25	27.95	28.65	29.36	30.11	30.82	31.59	32.40	33.21	34.06	34.89	35.77	36.66	37.59	38.51	39.49	40.47	41.48
	Standby	1.78	1.82	1.86	1.91	1.96	2.01	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.57	2.63	2.70	2.76	2.83	2.90
47N2	Annual	55572	56892	58356	59820	61296	62880	64344	65964	67656	69348	71124	72840	74688	76536	78492	80412	82464	84504	86616	88752	91008
	Monthly	4631	4741	4863	4985	5108	5240	5362	5497	5638	5779	5927	6070	6224	6378	6541	6701	6872	7042	7218	7396	7584
	Hourly	26.61	27.25	27.95	28.65	29.36	30.11	30.82	31.59	32.40	33.21	34.06	34.89	35.77	36.66	37.59	38.51	39.49	40.47	41.48	42.51	43.59
	Standby	1.86	1.91	1.96	2.01	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.57	2.63	2.70	2.76	2.83	2.90	2.98	3.05
49N2	Annual	58356	59820	61296	62880	64344	65964	67656	69348	71124	72840	74688	76536	78492	80412	82464	84504	86616	88752	91008	93288	95556
	Monthly	4863	4985	5108	5240	5362	5497	5638	5779	5927	6070	6224	6378	6541	6701	6872	7042	7218	7396	7584	7774	7963
	Hourly	27.95	28.65	29.36	30.11	30.82	31.59	32.40	33.21	34.06	34.89	35.77	36.66	37.59	38.51	39.49	40.47	41.48	42.51	43.59	44.68	45.76
	Standby	1.96	2.01	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.57	2.63	2.70	2.76	2.83	2.90	2.98	3.05	3.13	3.20
50N2	Annual	59820	61296	62880	64344	65964	67656	69348	71124	72840	74688	76536	78492	80412	82464	84504	86616	88752	91008	93288	95556	98016
	Monthly	4985	5108	5240	5362	5497	5638	5779	5927	6070	6224	6378	6541	6701	6872	7042	7218	7396	7584	7774	7963	8168
	Hourly	28.65	29.36	30.11	30.82	31.59	32.40	33.21	34.06	34.89	35.77	36.66	37.59	38.51	39.49	40.47	41.48	42.51	43.59	44.68	45.76	46.94
	Standby	2.01	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.57	2.63	2.70	2.76	2.83	2.90	2.98	3.05	3.13	3.20	3.29

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

Revised

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2024
4% Increase

Years of Experience

Teamsters

Table with columns for SALARY RANGE, STEP (A-U), and values for various experience levels (0-21). Rows include categories like 51N2, 52N2, 53N2, 54N2, 55N2, 56N2, 57N2, 58N2, and 59N2, each with Annual, Monthly, Hourly, and Standby rates.

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, 2024
 3% 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	40980	41964	42984	43992	45012	46068	47208	48288	49476	50652	51960	53244	54576	55968	57288	58752	60204	61752	63324	64848
	Monthly	3415	3497	3582	3666	3751	3839	3934	4024	4123	4221	4330	4437	4548	4664	4774	4896	5017	5146	5277	5404
	Hourly	19.63	20.10	20.59	21.07	21.56	22.06	22.61	23.13	23.70	24.26	24.89	25.50	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06
	Standby	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17
41E1	Annual	42984	43992	45012	46068	47208	48288	49476	50652	51960	53244	54576	55968	57288	58752	60204	61752	63324	64848	66480	68112
	Monthly	3582	3666	3751	3839	3934	4024	4123	4221	4330	4437	4548	4664	4774	4896	5017	5146	5277	5404	5540	5676
	Hourly	20.59	21.07	21.56	22.06	22.61	23.13	23.70	24.26	24.89	25.50	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62
	Standby	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28
48E1	Annual	50652	51960	53244	54576	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024
	Monthly	4221	4330	4437	4548	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752
	Hourly	24.26	24.89	25.50	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80
	Standby	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72

		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
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
45N1	Annual	47208	48288	49476	50652	51960	53244	54576	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228
	Monthly	3934	4024	4123	4221	4330	4437	4548	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269
	Hourly	22.61	23.13	23.70	24.26	24.89	25.50	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03
	Standby	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52
47N1	Annual	49476	50652	51960	53244	54576	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008
	Monthly	4123	4221	4330	4437	4548	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584
	Hourly	23.70	24.26	24.89	25.50	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84
	Standby	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65
49N1	Annual	51960	53244	54576	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040
	Monthly	4330	4437	4548	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920
	Hourly	24.89	25.50	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77
	Standby	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78
50N1	Annual	53244	54576	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092
	Monthly	4437	4548	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091
	Hourly	25.50	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75
	Standby	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85

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, 2024
 3% 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	54576	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424
	Monthly	4548	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452
	Hourly	26.14	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83
	Standby	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00
52N1	Annual	55968	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632
	Monthly	4664	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636
	Hourly	26.80	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89
	Standby	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07
53N1	Annual	57288	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972
	Monthly	4774	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831
	Hourly	27.44	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01
	Standby	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15
54N1	Annual	58752	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288
	Monthly	4896	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024
	Hourly	28.14	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11
	Standby	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23
55N1	Annual	60204	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700
	Monthly	5017	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225
	Hourly	28.83	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31
56N1	Annual	61752	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136
	Monthly	5146	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428
	Hourly	29.57	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39
57N1	Annual	63324	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692
	Monthly	5277	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641
	Hourly	30.33	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48
58N1	Annual	64848	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284
	Monthly	5404	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857
	Hourly	31.06	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56

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, 2024
 3% 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	66480	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948
	Monthly	5540	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079
	Hourly	31.84	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65
60N1	Annual	68112	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684
	Monthly	5676	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307
	Hourly	32.62	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49
	Standby	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74
61N1	Annual	69888	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492
	Monthly	5824	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541
	Hourly	33.47	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83
	Standby	2.34	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84
62N1	Annual	71592	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348
	Monthly	5966	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779
	Hourly	34.29	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20
	Standby	2.40	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93
63N1	Annual	73380	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288
	Monthly	6115	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024
	Hourly	35.14	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61
	Standby	2.46	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03
64N1	Annual	75228	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324
	Monthly	6269	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277
	Hourly	36.03	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06
	Standby	2.52	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13

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, 2024
 3% 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	77088	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384
	Monthly	6424	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532
	Hourly	36.92	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53
	Standby	2.58	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24
66N1	Annual	79008	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540
	Monthly	6584	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795
	Hourly	37.84	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04
	Standby	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34
67N1	Annual	81024	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780
	Monthly	6752	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065
	Hourly	38.80	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59
	Standby	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45
68N1	Annual	83040	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116
	Monthly	6920	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343
	Hourly	39.77	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19
	Standby	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	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
69N1	Annual	85092	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524
	Monthly	7091	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627
	Hourly	40.75	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82
	Standby	2.85	2.93	3.00	3.07	3.15	3.23	3.31	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	4.68
70N1	Annual	87288	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016
	Monthly	7274	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918
	Hourly	41.80	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49
	Standby	2.93	3.00	3.07	3.15	3.23	3.31	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	4.68	4.79
71N1	Annual	89424	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592
	Monthly	7452	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216
	Hourly	42.83	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21
	Standby	3.00	3.07	3.15	3.23	3.31	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	4.68	4.79	4.91

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.

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 N1 Range Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% 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	91632	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264
	Monthly	7636	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522
	Hourly	43.89	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97
	Standby	3.07	3.15	3.23	3.31	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	4.68	4.79	4.91	5.04
73N1	Annual	93972	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008
	Monthly	7831	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834
	Hourly	45.01	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76
	Standby	3.15	3.23	3.31	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	4.68	4.79	4.91	5.04	5.16
74N1	Annual	96288	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848
	Monthly	8024	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154
	Hourly	46.11	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60
	Standby	3.23	3.31	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	4.68	4.79	4.91	5.04	5.16	5.29
75N1	Annual	98700	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796
	Monthly	8225	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483
	Hourly	47.27	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49
	Standby	3.31	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	4.68	4.79	4.91	5.04	5.16	5.29	5.42
76N1	Annual	101136	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840
	Monthly	8428	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820
	Hourly	48.44	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43
	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	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56
77N1	Annual	103692	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980
	Monthly	8641	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165
	Hourly	49.66	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41
	Standby	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70
78N1	Annual	106284	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228
	Monthly	8857	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519
	Hourly	50.90	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84

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, 2024
 3% 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*
79N1	Annual	108948	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572
	Monthly	9079	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881
	Hourly	52.18	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52
	Standby	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99
80N1	Annual	111684	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048
	Monthly	9307	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254
	Hourly	53.49	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67
	Standby	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14
81N1	Annual	114492	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620
	Monthly	9541	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635
	Hourly	54.83	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86
	Standby	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29
82N1	Annual	117348	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312
	Monthly	9779	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026
	Hourly	56.20	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10
	Standby	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45
83N1	Annual	120288	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312	197112
	Monthly	10024	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026	16426
	Hourly	57.61	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10	94.40
	Standby	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45	6.61
84N1	Annual	123324	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312	197112	202032
	Monthly	10277	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026	16426	16836
	Hourly	59.06	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10	94.40	96.76
	Standby	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45	6.61	6.77
85N1	Annual	126384	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312	197112	202032	207084
	Monthly	10532	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026	16426	16836	17257
	Hourly	60.53	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10	94.40	96.76	99.18
	Standby	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45	6.61	6.77	6.94
86N1	Annual	129540	132780	136116	139524	143016	146592	150264	154008	157848	161796	165840	169980	174228	178572	183048	187620	192312	197112	202032	207084	212280
	Monthly	10795	11065	11343	11627	11918	12216	12522	12834	13154	13483	13820	14165	14519	14881	15254	15635	16026	16426	16836	17257	17690
	Hourly	62.04	63.59	65.19	66.82	68.49	70.21	71.97	73.76	75.60	77.49	79.43	81.41	83.44	85.52	87.67	89.86	92.10	94.40	96.76	99.18	101.67
	Standby	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.42	5.56	5.70	5.84	5.99	6.14	6.29	6.45	6.61	6.77	6.94	7.12

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, 2024
 3% 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	42528	43512	44556	45624	46632	47808	48900	50040	51204	52404	53712	54984	56304
	Monthly	3544	3626	3713	3802	3886	3984	4075	4170	4267	4367	4476	4582	4692
	Hourly	20.37	20.84	21.34	21.85	22.33	22.90	23.42	23.97	24.52	25.10	25.72	26.33	26.97
	Standby	1.43	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.89
36SP	Annual	43512	44556	45624	46632	47808	48900	50040	51204	52404	53712	54984	56304	57672
	Monthly	3626	3713	3802	3886	3984	4075	4170	4267	4367	4476	4582	4692	4806
	Hourly	20.84	21.34	21.85	22.33	22.90	23.42	23.97	24.52	25.10	25.72	26.33	26.97	27.62
	Standby	1.46	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.89	1.93
37SP	Annual	44556	45624	46632	47808	48900	50040	51204	52404	53712	54984	56304	57672	59112
	Monthly	3713	3802	3886	3984	4075	4170	4267	4367	4476	4582	4692	4806	4926
	Hourly	21.34	21.85	22.33	22.90	23.42	23.97	24.52	25.10	25.72	26.33	26.97	27.62	28.31
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.89	1.93	1.98
38SP	Annual	45624	46632	47808	48900	50040	51204	52404	53712	54984	56304	57672	59112	60600
	Monthly	3802	3886	3984	4075	4170	4267	4367	4476	4582	4692	4806	4926	5050
	Hourly	21.85	22.33	22.90	23.42	23.97	24.52	25.10	25.72	26.33	26.97	27.62	28.31	29.02
	Standby	1.53	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.89	1.93	1.98	2.03
39SP	Annual	46632	47808	48900	50040	51204	52404	53712	54984	56304	57672	59112	60600	62076
	Monthly	3886	3984	4075	4170	4267	4367	4476	4582	4692	4806	4926	5050	5173
	Hourly	22.33	22.90	23.42	23.97	24.52	25.10	25.72	26.33	26.97	27.62	28.31	29.02	29.73
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.89	1.93	1.98	2.03	2.08
40SP	Annual	47808	48900	50040	51204	52404	53712	54984	56304	57672	59112	60600	62076	63684
	Monthly	3984	4075	4170	4267	4367	4476	4582	4692	4806	4926	5050	5173	5307
	Hourly	22.90	23.42	23.97	24.52	25.10	25.72	26.33	26.97	27.62	28.31	29.02	29.73	30.50
	Standby	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.14
41SP	Annual	48900	50040	51204	52404	53712	54984	56304	57672	59112	60600	62076	63684	65220
	Monthly	4075	4170	4267	4367	4476	4582	4692	4806	4926	5050	5173	5307	5435
	Hourly	23.42	23.97	24.52	25.10	25.72	26.33	26.97	27.62	28.31	29.02	29.73	30.50	31.24
	Standby	1.64	1.68	1.72	1.76	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.14	2.19
42SP	Annual	50040	51204	52404	53712	54984	56304	57672	59112	60600	62076	63684	65220	66888
	Monthly	4170	4267	4367	4476	4582	4692	4806	4926	5050	5173	5307	5435	5574
	Hourly	23.97	24.52	25.10	25.72	26.33	26.97	27.62	28.31	29.02	29.73	30.50	31.24	32.03
	Standby	1.68	1.72	1.76	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.14	2.19	2.24
43SP	Annual	51204	52404	53712	54984	56304	57672	59112	60600	62076	63684	65220	66888	68520
	Monthly	4267	4367	4476	4582	4692	4806	4926	5050	5173	5307	5435	5574	5710
	Hourly	24.52	25.10	25.72	26.33	26.97	27.62	28.31	29.02	29.73	30.50	31.24	32.03	32.82
	Standby	1.72	1.76	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.14	2.19	2.24	2.30
44SP	Annual	52404	53712	54984	56304	57672	59112	60600	62076	63684	65220	66888	68520	70284
	Monthly	4367	4476	4582	4692	4806	4926	5050	5173	5307	5435	5574	5710	5857
	Hourly	25.10	25.72	26.33	26.97	27.62	28.31	29.02	29.73	30.50	31.24	32.03	32.82	33.66
	Standby	1.76	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.14	2.19	2.24	2.30	2.36
45SP	Annual	53712	54984	56304	57672	59112	60600	62076	63684	65220	66888	68520	70284	72024
	Monthly	4476	4582	4692	4806	4926	5050	5173	5307	5435	5574	5710	5857	6002
	Hourly	25.72	26.33	26.97	27.62	28.31	29.02	29.73	30.50	31.24	32.03	32.82	33.66	34.49
	Standby	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.14	2.19	2.24	2.30	2.36	2.41

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
 SP Range Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% 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	54984	56304	57672	59112	60600	62076	63684	65220	66888	68520	70284	72024	73800
	Monthly	4582	4692	4806	4926	5050	5173	5307	5435	5574	5710	5857	6002	6150
	Hourly	26.33	26.97	27.62	28.31	29.02	29.73	30.50	31.24	32.03	32.82	33.66	34.49	35.34
	Standby	1.84	1.89	1.93	1.98	2.03	2.08	2.14	2.19	2.24	2.30	2.36	2.41	2.47
47SP	Annual	56304	57672	59112	60600	62076	63684	65220	66888	68520	70284	72024	73800	75612
	Monthly	4692	4806	4926	5050	5173	5307	5435	5574	5710	5857	6002	6150	6301
	Hourly	26.97	27.62	28.31	29.02	29.73	30.50	31.24	32.03	32.82	33.66	34.49	35.34	36.21
	Standby	1.89	1.93	1.98	2.03	2.08	2.14	2.19	2.24	2.30	2.36	2.41	2.47	2.53
48SP	Annual	57672	59112	60600	62076	63684	65220	66888	68520	70284	72024	73800	75612	77556
	Monthly	4806	4926	5050	5173	5307	5435	5574	5710	5857	6002	6150	6301	6463
	Hourly	27.62	28.31	29.02	29.73	30.50	31.24	32.03	32.82	33.66	34.49	35.34	36.21	37.14
	Standby	1.93	1.98	2.03	2.08	2.14	2.19	2.24	2.30	2.36	2.41	2.47	2.53	2.60
49SP	Annual	59112	60600	62076	63684	65220	66888	68520	70284	72024	73800	75612	77556	79476
	Monthly	4926	5050	5173	5307	5435	5574	5710	5857	6002	6150	6301	6463	6623
	Hourly	28.31	29.02	29.73	30.50	31.24	32.03	32.82	33.66	34.49	35.34	36.21	37.14	38.06
	Standby	1.98	2.03	2.08	2.14	2.19	2.24	2.30	2.36	2.41	2.47	2.53	2.60	2.66
50SP	Annual	60600	62076	63684	65220	66888	68520	70284	72024	73800	75612	77556	79476	81528
	Monthly	5050	5173	5307	5435	5574	5710	5857	6002	6150	6301	6463	6623	6794
	Hourly	29.02	29.73	30.50	31.24	32.03	32.82	33.66	34.49	35.34	36.21	37.14	38.06	39.05
	Standby	2.03	2.08	2.14	2.19	2.24	2.30	2.36	2.41	2.47	2.53	2.60	2.66	2.73
51SP	Annual	62076	63684	65220	66888	68520	70284	72024	73800	75612	77556	79476	81528	83532
	Monthly	5173	5307	5435	5574	5710	5857	6002	6150	6301	6463	6623	6794	6961
	Hourly	29.73	30.50	31.24	32.03	32.82	33.66	34.49	35.34	36.21	37.14	38.06	39.05	40.01
	Standby	2.08	2.14	2.19	2.24	2.30	2.36	2.41	2.47	2.53	2.60	2.66	2.73	2.80
52SP	Annual	63684	65220	66888	68520	70284	72024	73800	75612	77556	79476	81528	83532	85608
	Monthly	5307	5435	5574	5710	5857	6002	6150	6301	6463	6623	6794	6961	7134
	Hourly	30.50	31.24	32.03	32.82	33.66	34.49	35.34	36.21	37.14	38.06	39.05	40.01	41.00
	Standby	2.14	2.19	2.24	2.30	2.36	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87
53SP	Annual	65220	66888	68520	70284	72024	73800	75612	77556	79476	81528	83532	85608	87708
	Monthly	5435	5574	5710	5857	6002	6150	6301	6463	6623	6794	6961	7134	7309
	Hourly	31.24	32.03	32.82	33.66	34.49	35.34	36.21	37.14	38.06	39.05	40.01	41.00	42.01
	Standby	2.19	2.24	2.30	2.36	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94
54SP	Annual	66888	68520	70284	72024	73800	75612	77556	79476	81528	83532	85608	87708	89916
	Monthly	5574	5710	5857	6002	6150	6301	6463	6623	6794	6961	7134	7309	7493
	Hourly	32.03	32.82	33.66	34.49	35.34	36.21	37.14	38.06	39.05	40.01	41.00	42.01	43.06
	Standby	2.24	2.30	2.36	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01
55SP	Annual	68520	70284	72024	73800	75612	77556	79476	81528	83532	85608	87708	89916	92148
	Monthly	5710	5857	6002	6150	6301	6463	6623	6794	6961	7134	7309	7493	7679
	Hourly	32.82	33.66	34.49	35.34	36.21	37.14	38.06	39.05	40.01	41.00	42.01	43.06	44.13
	Standby	2.30	2.36	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09
56SP	Annual	70284	72024	73800	75612	77556	79476	81528	83532	85608	87708	89916	92148	94452
	Monthly	5857	6002	6150	6301	6463	6623	6794	6961	7134	7309	7493	7679	7871
	Hourly	33.66	34.49	35.34	36.21	37.14	38.06	39.05	40.01	41.00	42.01	43.06	44.13	45.24
	Standby	2.36	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17

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
 SP Range Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% 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
57SP	Annual	72024	73800	75612	77556	79476	81528	83532	85608	87708	89916	92148	94452	96816
	Monthly	6002	6150	6301	6463	6623	6794	6961	7134	7309	7493	7679	7871	8068
	Hourly	34.49	35.34	36.21	37.14	38.06	39.05	40.01	41.00	42.01	43.06	44.13	45.24	46.37
	Standby	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25
58SP	Annual	73800	75612	77556	79476	81528	83532	85608	87708	89916	92148	94452	96816	99252
	Monthly	6150	6301	6463	6623	6794	6961	7134	7309	7493	7679	7871	8068	8271
	Hourly	35.34	36.21	37.14	38.06	39.05	40.01	41.00	42.01	43.06	44.13	45.24	46.37	47.53
	Standby	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33
59SP	Annual	75612	77556	79476	81528	83532	85608	87708	89916	92148	94452	96816	99252	101736
	Monthly	6301	6463	6623	6794	6961	7134	7309	7493	7679	7871	8068	8271	8478
	Hourly	36.21	37.14	38.06	39.05	40.01	41.00	42.01	43.06	44.13	45.24	46.37	47.53	48.72
	Standby	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41
60SP	Annual	77556	79476	81528	83532	85608	87708	89916	92148	94452	96816	99252	101736	104256
	Monthly	6463	6623	6794	6961	7134	7309	7493	7679	7871	8068	8271	8478	8688
	Hourly	37.14	38.06	39.05	40.01	41.00	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.50
61SP	Annual	79476	81528	83532	85608	87708	89916	92148	94452	96816	99252	101736	104256	106896
	Monthly	6623	6794	6961	7134	7309	7493	7679	7871	8068	8271	8478	8688	8908
	Hourly	38.06	39.05	40.01	41.00	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.20
	Standby	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.50	3.58
62SP	Annual	81528	83532	85608	87708	89916	92148	94452	96816	99252	101736	104256	106896	109548
	Monthly	6794	6961	7134	7309	7493	7679	7871	8068	8271	8478	8688	8908	9129
	Hourly	39.05	40.01	41.00	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.20	52.47
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67
63SP	Annual	83532	85608	87708	89916	92148	94452	96816	99252	101736	104256	106896	109548	112260
	Monthly	6961	7134	7309	7493	7679	7871	8068	8271	8478	8688	8908	9129	9355
	Hourly	40.01	41.00	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.20	52.47	53.76
	Standby	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.76
64SP	Annual	85608	87708	89916	92148	94452	96816	99252	101736	104256	106896	109548	112260	115092
	Monthly	7134	7309	7493	7679	7871	8068	8271	8478	8688	8908	9129	9355	9591
	Hourly	41.00	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.20	52.47	53.76	55.12
	Standby	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.76	3.86
65SP	Annual	87708	89916	92148	94452	96816	99252	101736	104256	106896	109548	112260	115092	117960
	Monthly	7309	7493	7679	7871	8068	8271	8478	8688	8908	9129	9355	9591	9830
	Hourly	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.20	52.47	53.76	55.12	56.49
	Standby	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.95
66SP	Annual	89916	92148	94452	96816	99252	101736	104256	106896	109548	112260	115092	117960	120900
	Monthly	7493	7679	7871	8068	8271	8478	8688	8908	9129	9355	9591	9830	10075
	Hourly	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.20	52.47	53.76	55.12	56.49	57.90
	Standby	3.01	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.95	4.05
67SP	Annual	92148	94452	96816	99252	101736	104256	106896	109548	112260	115092	117960	120900	123936
	Monthly	7679	7871	8068	8271	8478	8688	8908	9129	9355	9591	9830	10075	10328
	Hourly	44.13	45.24	46.37	47.53	48.72	49.93	51.20	52.47	53.76	55.12	56.49	57.90	59.36
	Standby	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.95	4.05	4.15
68SP	Annual	94452	96816	99252	101736	104256	106896	109548	112260	115092	117960	120900	123936	127032
	Monthly	7871	8068	8271	8478	8688	8908	9129	9355	9591	9830	10075	10328	10586
	Hourly	45.24	46.37	47.53	48.72	49.93	51.20	52.47	53.76	55.12	56.49	57.90	59.36	60.84
	Standby	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26

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.

Item #278

Section D: Compensation

Prepared by Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

DES Printing Teamsters

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	33564	34332	35124	35976	36768	37608	38532	39396	40356	41220	42300	43236	44244
	Monthly	2797	2861	2927	2998	3064	3134	3211	3283	3363	3435	3525	3603	3687
	Hourly	16.07	16.44	16.82	17.23	17.61	18.01	18.45	18.87	19.33	19.74	20.26	20.71	21.19
	Standby	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.48
31	Annual	34332	35124	35976	36768	37608	38532	39396	40356	41220	42300	43236	44244	45324
	Monthly	2861	2927	2998	3064	3134	3211	3283	3363	3435	3525	3603	3687	3777
	Hourly	16.44	16.82	17.23	17.61	18.01	18.45	18.87	19.33	19.74	20.26	20.71	21.19	21.71
	Standby	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52
32	Annual	35124	35976	36768	37608	38532	39396	40356	41220	42300	43236	44244	45324	46368
	Monthly	2927	2998	3064	3134	3211	3283	3363	3435	3525	3603	3687	3777	3864
	Hourly	16.82	17.23	17.61	18.01	18.45	18.87	19.33	19.74	20.26	20.71	21.19	21.71	22.21
	Standby	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.55
33	Annual	35976	36768	37608	38532	39396	40356	41220	42300	43236	44244	45324	46368	47508
	Monthly	2998	3064	3134	3211	3283	3363	3435	3525	3603	3687	3777	3864	3959
	Hourly	17.23	17.61	18.01	18.45	18.87	19.33	19.74	20.26	20.71	21.19	21.71	22.21	22.75
	Standby	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.55	1.59
34	Annual	36768	37608	38532	39396	40356	41220	42300	43236	44244	45324	46368	47508	48624
	Monthly	3064	3134	3211	3283	3363	3435	3525	3603	3687	3777	3864	3959	4052
	Hourly	17.61	18.01	18.45	18.87	19.33	19.74	20.26	20.71	21.19	21.71	22.21	22.75	23.29
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.55	1.59	1.63
35	Annual	37608	38532	39396	40356	41220	42300	43236	44244	45324	46368	47508	48624	49764
	Monthly	3134	3211	3283	3363	3435	3525	3603	3687	3777	3864	3959	4052	4147
	Hourly	18.01	18.45	18.87	19.33	19.74	20.26	20.71	21.19	21.71	22.21	22.75	23.29	23.83
	Standby	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.55	1.59	1.63	1.67
36	Annual	38532	39396	40356	41220	42300	43236	44244	45324	46368	47508	48624	49764	51000
	Monthly	3211	3283	3363	3435	3525	3603	3687	3777	3864	3959	4052	4147	4250
	Hourly	18.45	18.87	19.33	19.74	20.26	20.71	21.19	21.71	22.21	22.75	23.29	23.83	24.43
	Standby	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71
37	Annual	39396	40356	41220	42300	43236	44244	45324	46368	47508	48624	49764	51000	52272
	Monthly	3283	3363	3435	3525	3603	3687	3777	3864	3959	4052	4147	4250	4356
	Hourly	18.87	19.33	19.74	20.26	20.71	21.19	21.71	22.21	22.75	23.29	23.83	24.43	25.03
	Standby	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75
38	Annual	40356	41220	42300	43236	44244	45324	46368	47508	48624	49764	51000	52272	53592
	Monthly	3363	3435	3525	3603	3687	3777	3864	3959	4052	4147	4250	4356	4466
	Hourly	19.33	19.74	20.26	20.71	21.19	21.71	22.21	22.75	23.29	23.83	24.43	25.03	25.67
	Standby	1.35	1.38	1.42	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.80

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.

Item #278

Section D: Compensation

Prepared by Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

DES Printing Teamsters

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	41220	42300	43236	44244	45324	46368	47508	48624	49764	51000	52272	53592	54876
	Monthly	3435	3525	3603	3687	3777	3864	3959	4052	4147	4250	4356	4466	4573
	Hourly	19.74	20.26	20.71	21.19	21.71	22.21	22.75	23.29	23.83	24.43	25.03	25.67	26.28
	Standby	1.38	1.42	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.80	1.84
40	Annual	42300	43236	44244	45324	46368	47508	48624	49764	51000	52272	53592	54876	56328
	Monthly	3525	3603	3687	3777	3864	3959	4052	4147	4250	4356	4466	4573	4694
	Hourly	20.26	20.71	21.19	21.71	22.21	22.75	23.29	23.83	24.43	25.03	25.67	26.28	26.98
	Standby	1.42	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.80	1.84	1.89
41	Annual	43236	44244	45324	46368	47508	48624	49764	51000	52272	53592	54876	56328	57624
	Monthly	3603	3687	3777	3864	3959	4052	4147	4250	4356	4466	4573	4694	4802
	Hourly	20.71	21.19	21.71	22.21	22.75	23.29	23.83	24.43	25.03	25.67	26.28	26.98	27.60
	Standby	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.80	1.84	1.89	1.93
42	Annual	44244	45324	46368	47508	48624	49764	51000	52272	53592	54876	56328	57624	59148
	Monthly	3687	3777	3864	3959	4052	4147	4250	4356	4466	4573	4694	4802	4929
	Hourly	21.19	21.71	22.21	22.75	23.29	23.83	24.43	25.03	25.67	26.28	26.98	27.60	28.33
	Standby	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98
43	Annual	45324	46368	47508	48624	49764	51000	52272	53592	54876	56328	57624	59148	60612
	Monthly	3777	3864	3959	4052	4147	4250	4356	4466	4573	4694	4802	4929	5051
	Hourly	21.71	22.21	22.75	23.29	23.83	24.43	25.03	25.67	26.28	26.98	27.60	28.33	29.03
	Standby	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03
44	Annual	46368	47508	48624	49764	51000	52272	53592	54876	56328	57624	59148	60612	62208
	Monthly	3864	3959	4052	4147	4250	4356	4466	4573	4694	4802	4929	5051	5184
	Hourly	22.21	22.75	23.29	23.83	24.43	25.03	25.67	26.28	26.98	27.60	28.33	29.03	29.79
	Standby	1.55	1.59	1.63	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.09
45	Annual	47508	48624	49764	51000	52272	53592	54876	56328	57624	59148	60612	62208	63708
	Monthly	3959	4052	4147	4250	4356	4466	4573	4694	4802	4929	5051	5184	5309
	Hourly	22.75	23.29	23.83	24.43	25.03	25.67	26.28	26.98	27.60	28.33	29.03	29.79	30.51
	Standby	1.59	1.63	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.09	2.14
46	Annual	48624	49764	51000	52272	53592	54876	56328	57624	59148	60612	62208	63708	65268
	Monthly	4052	4147	4250	4356	4466	4573	4694	4802	4929	5051	5184	5309	5439
	Hourly	23.29	23.83	24.43	25.03	25.67	26.28	26.98	27.60	28.33	29.03	29.79	30.51	31.26
	Standby	1.63	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.09	2.14	2.19
47	Annual	49764	51000	52272	53592	54876	56328	57624	59148	60612	62208	63708	65268	66864
	Monthly	4147	4250	4356	4466	4573	4694	4802	4929	5051	5184	5309	5439	5572
	Hourly	23.83	24.43	25.03	25.67	26.28	26.98	27.60	28.33	29.03	29.79	30.51	31.26	32.02
	Standby	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.09	2.14	2.19	2.24

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.

Item #278

Section D: Compensation

Prepared by Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

DES Printing Teamsters

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	51000	52272	53592	54876	56328	57624	59148	60612	62208	63708	65268	66864	68628
	Monthly	4250	4356	4466	4573	4694	4802	4929	5051	5184	5309	5439	5572	5719
	Hourly	24.43	25.03	25.67	26.28	26.98	27.60	28.33	29.03	29.79	30.51	31.26	32.02	32.87
	Standby	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.09	2.14	2.19	2.24	2.30
49	Annual	52272	53592	54876	56328	57624	59148	60612	62208	63708	65268	66864	68628	70296
	Monthly	4356	4466	4573	4694	4802	4929	5051	5184	5309	5439	5572	5719	5858
	Hourly	25.03	25.67	26.28	26.98	27.60	28.33	29.03	29.79	30.51	31.26	32.02	32.87	33.67
	Standby	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.09	2.14	2.19	2.24	2.30	2.36
50	Annual	53592	54876	56328	57624	59148	60612	62208	63708	65268	66864	68628	70296	72060
	Monthly	4466	4573	4694	4802	4929	5051	5184	5309	5439	5572	5719	5858	6005
	Hourly	25.67	26.28	26.98	27.60	28.33	29.03	29.79	30.51	31.26	32.02	32.87	33.67	34.51
	Standby	1.80	1.84	1.89	1.93	1.98	2.03	2.09	2.14	2.19	2.24	2.30	2.36	2.42
51	Annual	54876	56328	57624	59148	60612	62208	63708	65268	66864	68628	70296	72060	73848
	Monthly	4573	4694	4802	4929	5051	5184	5309	5439	5572	5719	5858	6005	6154
	Hourly	26.28	26.98	27.60	28.33	29.03	29.79	30.51	31.26	32.02	32.87	33.67	34.51	35.37
	Standby	1.84	1.89	1.93	1.98	2.03	2.09	2.14	2.19	2.24	2.30	2.36	2.42	2.48
52	Annual	56328	57624	59148	60612	62208	63708	65268	66864	68628	70296	72060	73848	75696
	Monthly	4694	4802	4929	5051	5184	5309	5439	5572	5719	5858	6005	6154	6308
	Hourly	26.98	27.60	28.33	29.03	29.79	30.51	31.26	32.02	32.87	33.67	34.51	35.37	36.25
	Standby	1.89	1.93	1.98	2.03	2.09	2.14	2.19	2.24	2.30	2.36	2.42	2.48	2.54
53	Annual	57624	59148	60612	62208	63708	65268	66864	68628	70296	72060	73848	75696	77568
	Monthly	4802	4929	5051	5184	5309	5439	5572	5719	5858	6005	6154	6308	6464
	Hourly	27.60	28.33	29.03	29.79	30.51	31.26	32.02	32.87	33.67	34.51	35.37	36.25	37.15
	Standby	1.93	1.98	2.03	2.09	2.14	2.19	2.24	2.30	2.36	2.42	2.48	2.54	2.60
54	Annual	59148	60612	62208	63708	65268	66864	68628	70296	72060	73848	75696	77568	79500
	Monthly	4929	5051	5184	5309	5439	5572	5719	5858	6005	6154	6308	6464	6625
	Hourly	28.33	29.03	29.79	30.51	31.26	32.02	32.87	33.67	34.51	35.37	36.25	37.15	38.07
	Standby	1.98	2.03	2.09	2.14	2.19	2.24	2.30	2.36	2.42	2.48	2.54	2.60	2.67
55	Annual	60612	62208	63708	65268	66864	68628	70296	72060	73848	75696	77568	79500	81528
	Monthly	5051	5184	5309	5439	5572	5719	5858	6005	6154	6308	6464	6625	6794
	Hourly	29.03	29.79	30.51	31.26	32.02	32.87	33.67	34.51	35.37	36.25	37.15	38.07	39.05
	Standby	2.03	2.09	2.14	2.19	2.24	2.30	2.36	2.42	2.48	2.54	2.60	2.67	2.73
56	Annual	62208	63708	65268	66864	68628	70296	72060	73848	75696	77568	79500	81528	83580
	Monthly	5184	5309	5439	5572	5719	5858	6005	6154	6308	6464	6625	6794	6965
	Hourly	29.79	30.51	31.26	32.02	32.87	33.67	34.51	35.37	36.25	37.15	38.07	39.05	40.03
	Standby	2.09	2.14	2.19	2.24	2.30	2.36	2.42	2.48	2.54	2.60	2.67	2.73	2.80

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.

Item #278

Section D: Compensation

Prepared by Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

DES Printing Teamsters

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	63708	65268	66864	68628	70296	72060	73848	75696	77568	79500	81528	83580	85620
	Monthly	5309	5439	5572	5719	5858	6005	6154	6308	6464	6625	6794	6965	7135
	Hourly	30.51	31.26	32.02	32.87	33.67	34.51	35.37	36.25	37.15	38.07	39.05	40.03	41.01
	Standby	2.14	2.19	2.24	2.30	2.36	2.42	2.48	2.54	2.60	2.67	2.73	2.80	2.87
58	Annual	65268	66864	68628	70296	72060	73848	75696	77568	79500	81528	83580	85620	87840
	Monthly	5439	5572	5719	5858	6005	6154	6308	6464	6625	6794	6965	7135	7320
	Hourly	31.26	32.02	32.87	33.67	34.51	35.37	36.25	37.15	38.07	39.05	40.03	41.01	42.07
	Standby	2.19	2.24	2.30	2.36	2.42	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94
59	Annual	66864	68628	70296	72060	73848	75696	77568	79500	81528	83580	85620	87840	89940
	Monthly	5572	5719	5858	6005	6154	6308	6464	6625	6794	6965	7135	7320	7495
	Hourly	32.02	32.87	33.67	34.51	35.37	36.25	37.15	38.07	39.05	40.03	41.01	42.07	43.07
	Standby	2.24	2.30	2.36	2.42	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02
60	Annual	68628	70296	72060	73848	75696	77568	79500	81528	83580	85620	87840	89940	92244
	Monthly	5719	5858	6005	6154	6308	6464	6625	6794	6965	7135	7320	7495	7687
	Hourly	32.87	33.67	34.51	35.37	36.25	37.15	38.07	39.05	40.03	41.01	42.07	43.07	44.18
	Standby	2.30	2.36	2.42	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09
61	Annual	70296	72060	73848	75696	77568	79500	81528	83580	85620	87840	89940	92244	94596
	Monthly	5858	6005	6154	6308	6464	6625	6794	6965	7135	7320	7495	7687	7883
	Hourly	33.67	34.51	35.37	36.25	37.15	38.07	39.05	40.03	41.01	42.07	43.07	44.18	45.30
	Standby	2.36	2.42	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17
62	Annual	72060	73848	75696	77568	79500	81528	83580	85620	87840	89940	92244	94596	96900
	Monthly	6005	6154	6308	6464	6625	6794	6965	7135	7320	7495	7687	7883	8075
	Hourly	34.51	35.37	36.25	37.15	38.07	39.05	40.03	41.01	42.07	43.07	44.18	45.30	46.41
	Standby	2.42	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25
63	Annual	73848	75696	77568	79500	81528	83580	85620	87840	89940	92244	94596	96900	99324
	Monthly	6154	6308	6464	6625	6794	6965	7135	7320	7495	7687	7883	8075	8277
	Hourly	35.37	36.25	37.15	38.07	39.05	40.03	41.01	42.07	43.07	44.18	45.30	46.41	47.57
	Standby	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33
64	Annual	75696	77568	79500	81528	83580	85620	87840	89940	92244	94596	96900	99324	101808
	Monthly	6308	6464	6625	6794	6965	7135	7320	7495	7687	7883	8075	8277	8484
	Hourly	36.25	37.15	38.07	39.05	40.03	41.01	42.07	43.07	44.18	45.30	46.41	47.57	48.76
	Standby	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41
65	Annual	77568	79500	81528	83580	85620	87840	89940	92244	94596	96900	99324	101808	104328
	Monthly	6464	6625	6794	6965	7135	7320	7495	7687	7883	8075	8277	8484	8694
	Hourly	37.15	38.07	39.05	40.03	41.01	42.07	43.07	44.18	45.30	46.41	47.57	48.76	49.97
	Standby	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50

Standby rate is equal to 7% of the hourly rate

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Item #278

Section D: Compensation

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 Effective July 1, 2024
 3% Increase

DES Printing Teamsters

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	79500	81528	83580	85620	87840	89940	92244	94596	96900	99324	101808	104328	106992
	Monthly	6625	6794	6965	7135	7320	7495	7687	7883	8075	8277	8484	8694	8916
	Hourly	38.07	39.05	40.03	41.01	42.07	43.07	44.18	45.30	46.41	47.57	48.76	49.97	51.24
	Standby	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59
67	Annual	81528	83580	85620	87840	89940	92244	94596	96900	99324	101808	104328	106992	109656
	Monthly	6794	6965	7135	7320	7495	7687	7883	8075	8277	8484	8694	8916	9138
	Hourly	39.05	40.03	41.01	42.07	43.07	44.18	45.30	46.41	47.57	48.76	49.97	51.24	52.52
	Standby	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68
68	Annual	83580	85620	87840	89940	92244	94596	96900	99324	101808	104328	106992	109656	112392
	Monthly	6965	7135	7320	7495	7687	7883	8075	8277	8484	8694	8916	9138	9366
	Hourly	40.03	41.01	42.07	43.07	44.18	45.30	46.41	47.57	48.76	49.97	51.24	52.52	53.83
	Standby	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77
69	Annual	85620	87840	89940	92244	94596	96900	99324	101808	104328	106992	109656	112392	115176
	Monthly	7135	7320	7495	7687	7883	8075	8277	8484	8694	8916	9138	9366	9598
	Hourly	41.01	42.07	43.07	44.18	45.30	46.41	47.57	48.76	49.97	51.24	52.52	53.83	55.16
	Standby	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86
70	Annual	87840	89940	92244	94596	96900	99324	101808	104328	106992	109656	112392	115176	118080
	Monthly	7320	7495	7687	7883	8075	8277	8484	8694	8916	9138	9366	9598	9840
	Hourly	42.07	43.07	44.18	45.30	46.41	47.57	48.76	49.97	51.24	52.52	53.83	55.16	56.55
	Standby	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96
71	Annual	89940	92244	94596	96900	99324	101808	104328	106992	109656	112392	115176	118080	121056
	Monthly	7495	7687	7883	8075	8277	8484	8694	8916	9138	9366	9598	9840	10088
	Hourly	43.07	44.18	45.30	46.41	47.57	48.76	49.97	51.24	52.52	53.83	55.16	56.55	57.98
	Standby	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06
72	Annual	92244	94596	96900	99324	101808	104328	106992	109656	112392	115176	118080	121056	124080
	Monthly	7687	7883	8075	8277	8484	8694	8916	9138	9366	9598	9840	10088	10340
	Hourly	44.18	45.30	46.41	47.57	48.76	49.97	51.24	52.52	53.83	55.16	56.55	57.98	59.43
	Standby	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16
73	Annual	94596	96900	99324	101808	104328	106992	109656	112392	115176	118080	121056	124080	127152
	Monthly	7883	8075	8277	8484	8694	8916	9138	9366	9598	9840	10088	10340	10596
	Hourly	45.30	46.41	47.57	48.76	49.97	51.24	52.52	53.83	55.16	56.55	57.98	59.43	60.90
	Standby	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26
74	Annual	96900	99324	101808	104328	106992	109656	112392	115176	118080	121056	124080	127152	130380
	Monthly	8075	8277	8484	8694	8916	9138	9366	9598	9840	10088	10340	10596	10865
	Hourly	46.41	47.57	48.76	49.97	51.24	52.52	53.83	55.16	56.55	57.98	59.43	60.90	62.44
	Standby	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37

Standby rate is equal to 7% of the hourly rate

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 3% Increase

DES Printing Teamsters

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	99324	101808	104328	106992	109656	112392	115176	118080	121056	124080	127152	130380	133596
	Monthly	8277	8484	8694	8916	9138	9366	9598	9840	10088	10340	10596	10865	11133
	Hourly	47.57	48.76	49.97	51.24	52.52	53.83	55.16	56.55	57.98	59.43	60.90	62.44	63.98
	Standby	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48
76	Annual	101808	104328	106992	109656	112392	115176	118080	121056	124080	127152	130380	133596	136932
	Monthly	8484	8694	8916	9138	9366	9598	9840	10088	10340	10596	10865	11133	11411
	Hourly	48.76	49.97	51.24	52.52	53.83	55.16	56.55	57.98	59.43	60.90	62.44	63.98	65.58
	Standby	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59
77	Annual	104328	106992	109656	112392	115176	118080	121056	124080	127152	130380	133596	136932	140364
	Monthly	8694	8916	9138	9366	9598	9840	10088	10340	10596	10865	11133	11411	11697
	Hourly	49.97	51.24	52.52	53.83	55.16	56.55	57.98	59.43	60.90	62.44	63.98	65.58	67.22
	Standby	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.71
78	Annual	106992	109656	112392	115176	118080	121056	124080	127152	130380	133596	136932	140364	143880
	Monthly	8916	9138	9366	9598	9840	10088	10340	10596	10865	11133	11411	11697	11990
	Hourly	51.24	52.52	53.83	55.16	56.55	57.98	59.43	60.90	62.44	63.98	65.58	67.22	68.91
	Standby	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.71	4.82
79	Annual	109656	112392	115176	118080	121056	124080	127152	130380	133596	136932	140364	143880	147408
	Monthly	9138	9366	9598	9840	10088	10340	10596	10865	11133	11411	11697	11990	12284
	Hourly	52.52	53.83	55.16	56.55	57.98	59.43	60.90	62.44	63.98	65.58	67.22	68.91	70.60
	Standby	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.71	4.82	4.94
80	Annual	112392	115176	118080	121056	124080	127152	130380	133596	136932	140364	143880	147408	151104
	Monthly	9366	9598	9840	10088	10340	10596	10865	11133	11411	11697	11990	12284	12592
	Hourly	53.83	55.16	56.55	57.98	59.43	60.90	62.44	63.98	65.58	67.22	68.91	70.60	72.37
	Standby	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.71	4.82	4.94	5.07
81	Annual	115176	118080	121056	124080	127152	130380	133596	136932	140364	143880	147408	151104	154920
	Monthly	9598	9840	10088	10340	10596	10865	11133	11411	11697	11990	12284	12592	12910
	Hourly	55.16	56.55	57.98	59.43	60.90	62.44	63.98	65.58	67.22	68.91	70.60	72.37	74.20
	Standby	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.71	4.82	4.94	5.07	5.19
82	Annual	118080	121056	124080	127152	130380	133596	136932	140364	143880	147408	151104	154920	158772
	Monthly	9840	10088	10340	10596	10865	11133	11411	11697	11990	12284	12592	12910	13231
	Hourly	56.55	57.98	59.43	60.90	62.44	63.98	65.58	67.22	68.91	70.60	72.37	74.20	76.04
	Standby	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.71	4.82	4.94	5.07	5.19	5.32
83	Annual	121056	124080	127152	130380	133596	136932	140364	143880	147408	151104	154920	158772	162744
	Monthly	10088	10340	10596	10865	11133	11411	11697	11990	12284	12592	12910	13231	13562
	Hourly	57.98	59.43	60.90	62.44	63.98	65.58	67.22	68.91	70.60	72.37	74.20	76.04	77.94
	Standby	4.06	4.16	4.26	4.37	4.48	4.59	4.71	4.82	4.94	5.07	5.19	5.32	5.46

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DES Printing Teamsters

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	124080	127152	130380	133596	136932	140364	143880	147408	151104	154920	158772	162744	166836
	Monthly	10340	10596	10865	11133	11411	11697	11990	12284	12592	12910	13231	13562	13903
	Hourly	59.43	60.90	62.44	63.98	65.58	67.22	68.91	70.60	72.37	74.20	76.04	77.94	79.90
	Standby	4.16	4.26	4.37	4.48	4.59	4.71	4.82	4.94	5.07	5.19	5.32	5.46	5.59
85	Annual	127152	130380	133596	136932	140364	143880	147408	151104	154920	158772	162744	166836	170940
	Monthly	10596	10865	11133	11411	11697	11990	12284	12592	12910	13231	13562	13903	14245
	Hourly	60.90	62.44	63.98	65.58	67.22	68.91	70.60	72.37	74.20	76.04	77.94	79.90	81.87
	Standby	4.26	4.37	4.48	4.59	4.71	4.82	4.94	5.07	5.19	5.32	5.46	5.59	5.73
86	Annual	130380	133596	136932	140364	143880	147408	151104	154920	158772	162744	166836	170940	175260
	Monthly	10865	11133	11411	11697	11990	12284	12592	12910	13231	13562	13903	14245	14605
	Hourly	62.44	63.98	65.58	67.22	68.91	70.60	72.37	74.20	76.04	77.94	79.90	81.87	83.94
	Standby	4.37	4.48	4.59	4.71	4.82	4.94	5.07	5.19	5.32	5.46	5.59	5.73	5.88
87	Annual	133596	136932	140364	143880	147408	151104	154920	158772	162744	166836	170940	175260	179700
	Monthly	11133	11411	11697	11990	12284	12592	12910	13231	13562	13903	14245	14605	14975
	Hourly	63.98	65.58	67.22	68.91	70.60	72.37	74.20	76.04	77.94	79.90	81.87	83.94	86.06
	Standby	4.48	4.59	4.71	4.82	4.94	5.07	5.19	5.32	5.46	5.59	5.73	5.88	6.02
88	Annual	136932	140364	143880	147408	151104	154920	158772	162744	166836	170940	175260	179700	184152
	Monthly	11411	11697	11990	12284	12592	12910	13231	13562	13903	14245	14605	14975	15346
	Hourly	65.58	67.22	68.91	70.60	72.37	74.20	76.04	77.94	79.90	81.87	83.94	86.06	88.20
	Standby	4.59	4.71	4.82	4.94	5.07	5.19	5.32	5.46	5.59	5.73	5.88	6.02	6.17
89	Annual	140364	143880	147408	151104	154920	158772	162744	166836	170940	175260	179700	184152	188784
	Monthly	11697	11990	12284	12592	12910	13231	13562	13903	14245	14605	14975	15346	15732
	Hourly	67.22	68.91	70.60	72.37	74.20	76.04	77.94	79.90	81.87	83.94	86.06	88.20	90.41
	Standby	4.71	4.82	4.94	5.07	5.19	5.32	5.46	5.59	5.73	5.88	6.02	6.17	6.33
90	Annual	143880	147408	151104	154920	158772	162744	166836	170940	175260	179700	184152	188784	193464
	Monthly	11990	12284	12592	12910	13231	13562	13903	14245	14605	14975	15346	15732	16122
	Hourly	68.91	70.60	72.37	74.20	76.04	77.94	79.90	81.87	83.94	86.06	88.20	90.41	92.66
	Standby	4.82	4.94	5.07	5.19	5.32	5.46	5.59	5.73	5.88	6.02	6.17	6.33	6.49
91	Annual	147408	151104	154920	158772	162744	166836	170940	175260	179700	184152	188784	193464	198324
	Monthly	12284	12592	12910	13231	13562	13903	14245	14605	14975	15346	15732	16122	16527
	Hourly	70.60	72.37	74.20	76.04	77.94	79.90	81.87	83.94	86.06	88.20	90.41	92.66	94.98
	Standby	4.94	5.07	5.19	5.32	5.46	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65
92	Annual	151104	154920	158772	162744	166836	170940	175260	179700	184152	188784	193464	198324	203268
	Monthly	12592	12910	13231	13562	13903	14245	14605	14975	15346	15732	16122	16527	16939
	Hourly	72.37	74.20	76.04	77.94	79.90	81.87	83.94	86.06	88.20	90.41	92.66	94.98	97.35
	Standby	5.07	5.19	5.32	5.46	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81

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.

Item #278

Section D: Compensation

Prepared by Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

DES Printing Teamsters

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	154920	158772	162744	166836	170940	175260	179700	184152	188784	193464	198324	203268	208416
	Monthly	12910	13231	13562	13903	14245	14605	14975	15346	15732	16122	16527	16939	17368
	Hourly	74.20	76.04	77.94	79.90	81.87	83.94	86.06	88.20	90.41	92.66	94.98	97.35	99.82
	Standby	5.19	5.32	5.46	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.99
94	Annual	158772	162744	166836	170940	175260	179700	184152	188784	193464	198324	203268	208416	213576
	Monthly	13231	13562	13903	14245	14605	14975	15346	15732	16122	16527	16939	17368	17798
	Hourly	76.04	77.94	79.90	81.87	83.94	86.06	88.20	90.41	92.66	94.98	97.35	99.82	102.29
	Standby	5.32	5.46	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.99	7.16
95	Annual	162744	166836	170940	175260	179700	184152	188784	193464	198324	203268	208416	213576	218916
	Monthly	13562	13903	14245	14605	14975	15346	15732	16122	16527	16939	17368	17798	18243
	Hourly	77.94	79.90	81.87	83.94	86.06	88.20	90.41	92.66	94.98	97.35	99.82	102.29	104.84
	Standby	5.46	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.99	7.16	7.34
96	Annual	166836	170940	175260	179700	184152	188784	193464	198324	203268	208416	213576	218916	224412
	Monthly	13903	14245	14605	14975	15346	15732	16122	16527	16939	17368	17798	18243	18701
	Hourly	79.90	81.87	83.94	86.06	88.20	90.41	92.66	94.98	97.35	99.82	102.29	104.84	107.48
	Standby	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.99	7.16	7.34	7.52
97	Annual	170940	175260	179700	184152	188784	193464	198324	203268	208416	213576	218916	224412	230028
	Monthly	14245	14605	14975	15346	15732	16122	16527	16939	17368	17798	18243	18701	19169
	Hourly	81.87	83.94	86.06	88.20	90.41	92.66	94.98	97.35	99.82	102.29	104.84	107.48	110.17
	Standby	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.99	7.16	7.34	7.52	7.71
98	Annual	175260	179700	184152	188784	193464	198324	203268	208416	213576	218916	224412	230028	235776
	Monthly	14605	14975	15346	15732	16122	16527	16939	17368	17798	18243	18701	19169	19648
	Hourly	83.94	86.06	88.20	90.41	92.66	94.98	97.35	99.82	102.29	104.84	107.48	110.17	112.92
	Standby	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.99	7.16	7.34	7.52	7.71	7.90
99	Annual	179700	184152	188784	193464	198324	203268	208416	213576	218916	224412	230028	235776	241680
	Monthly	14975	15346	15732	16122	16527	16939	17368	17798	18243	18701	19169	19648	20140
	Hourly	86.06	88.20	90.41	92.66	94.98	97.35	99.82	102.29	104.84	107.48	110.17	112.92	115.75
	Standby	6.02	6.17	6.33	6.49	6.65	6.81	6.99	7.16	7.34	7.52	7.71	7.90	8.10
100	Annual	184152	188784	193464	198324	203268	208416	213576	218916	224412	230028	235776	241680	247728
	Monthly	15346	15732	16122	16527	16939	17368	17798	18243	18701	19169	19648	20140	20644
	Hourly	88.20	90.41	92.66	94.98	97.35	99.82	102.29	104.84	107.48	110.17	112.92	115.75	118.64
	Standby	6.17	6.33	6.49	6.65	6.81	6.99	7.16	7.34	7.52	7.71	7.90	8.10	8.31
101	Annual	188784	193464	198324	203268	208416	213576	218916	224412	230028	235776	241680	247728	253908
	Monthly	15732	16122	16527	16939	17368	17798	18243	18701	19169	19648	20140	20644	21159
	Hourly	90.41	92.66	94.98	97.35	99.82	102.29	104.84	107.48	110.17	112.92	115.75	118.64	121.60
	Standby	6.33	6.49	6.65	6.81	6.99	7.16	7.34	7.52	7.71	7.90	8.10	8.31	8.51

Standby rate is equal to 7% of the hourly rate

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Section D: Compensation

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 Effective July 1, 2024
 3% Increase

DES Printing Teamsters

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	193464	198324	203268	208416	213576	218916	224412	230028	235776	241680	247728	253908	260244
	Monthly	16122	16527	16939	17368	17798	18243	18701	19169	19648	20140	20644	21159	21687
	Hourly	92.66	94.98	97.35	99.82	102.29	104.84	107.48	110.17	112.92	115.75	118.64	121.60	124.64
	Standby	6.49	6.65	6.81	6.99	7.16	7.34	7.52	7.71	7.90	8.10	8.31	8.51	8.72
103	Annual	198324	203268	208416	213576	218916	224412	230028	235776	241680	247728	253908	260244	266736
	Monthly	16527	16939	17368	17798	18243	18701	19169	19648	20140	20644	21159	21687	22228
	Hourly	94.98	97.35	99.82	102.29	104.84	107.48	110.17	112.92	115.75	118.64	121.60	124.64	127.75
	Standby	6.65	6.81	6.99	7.16	7.34	7.52	7.71	7.90	8.10	8.31	8.51	8.72	8.94
104	Annual	203268	208416	213576	218916	224412	230028	235776	241680	247728	253908	260244	266736	273456
	Monthly	16939	17368	17798	18243	18701	19169	19648	20140	20644	21159	21687	22228	22788
	Hourly	97.35	99.82	102.29	104.84	107.48	110.17	112.92	115.75	118.64	121.60	124.64	127.75	130.97
	Standby	6.81	6.99	7.16	7.34	7.52	7.71	7.90	8.10	8.31	8.51	8.72	8.94	9.17
105	Annual	208416	213576	218916	224412	230028	235776	241680	247728	253908	260244	266736	273456	280260
	Monthly	17368	17798	18243	18701	19169	19648	20140	20644	21159	21687	22228	22788	23355
	Hourly	99.82	102.29	104.84	107.48	110.17	112.92	115.75	118.64	121.60	124.64	127.75	130.97	134.22
	Standby	6.99	7.16	7.34	7.52	7.71	7.90	8.10	8.31	8.51	8.72	8.94	9.17	9.40
106	Annual	213576	218916	224412	230028	235776	241680	247728	253908	260244	266736	273456	280260	287256
	Monthly	17798	18243	18701	19169	19648	20140	20644	21159	21687	22228	22788	23355	23938
	Hourly	102.29	104.84	107.48	110.17	112.92	115.75	118.64	121.60	124.64	127.75	130.97	134.22	137.57
	Standby	7.16	7.34	7.52	7.71	7.90	8.10	8.31	8.51	8.72	8.94	9.17	9.40	9.63
107	Annual	218916	224412	230028	235776	241680	247728	253908	260244	266736	273456	280260	287256	294444
	Monthly	18243	18701	19169	19648	20140	20644	21159	21687	22228	22788	23355	23938	24537
	Hourly	104.84	107.48	110.17	112.92	115.75	118.64	121.60	124.64	127.75	130.97	134.22	137.57	141.02
	Standby	7.34	7.52	7.71	7.90	8.10	8.31	8.51	8.72	8.94	9.17	9.40	9.63	9.87
108	Annual	224412	230028	235776	241680	247728	253908	260244	266736	273456	280260	287256	294444	301824
	Monthly	18701	19169	19648	20140	20644	21159	21687	22228	22788	23355	23938	24537	25152
	Hourly	107.48	110.17	112.92	115.75	118.64	121.60	124.64	127.75	130.97	134.22	137.57	141.02	144.55
	Standby	7.52	7.71	7.90	8.10	8.31	8.51	8.72	8.94	9.17	9.40	9.63	9.87	10.12
109	Annual	230028	235776	241680	247728	253908	260244	266736	273456	280260	287256	294444	301824	309372
	Monthly	19169	19648	20140	20644	21159	21687	22228	22788	23355	23938	24537	25152	25781
	Hourly	110.17	112.92	115.75	118.64	121.60	124.64	127.75	130.97	134.22	137.57	141.02	144.55	148.17
	Standby	7.71	7.90	8.10	8.31	8.51	8.72	8.94	9.17	9.40	9.63	9.87	10.12	10.37
110	Annual	235776	241680	247728	253908	260244	266736	273456	280260	287256	294444	301824	309372	317124
	Monthly	19648	20140	20644	21159	21687	22228	22788	23355	23938	24537	25152	25781	26427
	Hourly	112.92	115.75	118.64	121.60	124.64	127.75	130.97	134.22	137.57	141.02	144.55	148.17	151.88
	Standby	7.90	8.10	8.31	8.51	8.72	8.94	9.17	9.40	9.63	9.87	10.12	10.37	10.63

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 3% Increase

DES Printing Teamsters

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	241680	247728	253908	260244	266736	273456	280260	287256	294444	301824	309372	317124	325032
	Monthly	20140	20644	21159	21687	22228	22788	23355	23938	24537	25152	25781	26427	27086
	Hourly	115.75	118.64	121.60	124.64	127.75	130.97	134.22	137.57	141.02	144.55	148.17	151.88	155.67
	Standby	8.10	8.31	8.51	8.72	8.94	9.17	9.40	9.63	9.87	10.12	10.37	10.63	10.90
112	Annual	247728	253908	260244	266736	273456	280260	287256	294444	301824	309372	317124	325032	333168
	Monthly	20644	21159	21687	22228	22788	23355	23938	24537	25152	25781	26427	27086	27764
	Hourly	118.64	121.60	124.64	127.75	130.97	134.22	137.57	141.02	144.55	148.17	151.88	155.67	159.56
	Standby	8.31	8.51	8.72	8.94	9.17	9.40	9.63	9.87	10.12	10.37	10.63	10.90	11.17
113	Annual	253908	260244	266736	273456	280260	287256	294444	301824	309372	317124	325032	333168	341496
	Monthly	21159	21687	22228	22788	23355	23938	24537	25152	25781	26427	27086	27764	28458
	Hourly	121.60	124.64	127.75	130.97	134.22	137.57	141.02	144.55	148.17	151.88	155.67	159.56	163.55
	Standby	8.51	8.72	8.94	9.17	9.40	9.63	9.87	10.12	10.37	10.63	10.90	11.17	11.45
114	Annual	260244	266736	273456	280260	287256	294444	301824	309372	317124	325032	333168	341496	350028
	Monthly	21687	22228	22788	23355	23938	24537	25152	25781	26427	27086	27764	28458	29169
	Hourly	124.64	127.75	130.97	134.22	137.57	141.02	144.55	148.17	151.88	155.67	159.56	163.55	167.64
	Standby	8.72	8.94	9.17	9.40	9.63	9.87	10.12	10.37	10.63	10.90	11.17	11.45	11.73
115	Annual	266736	273456	280260	287256	294444	301824	309372	317124	325032	333168	341496	350028	358776
	Monthly	22228	22788	23355	23938	24537	25152	25781	26427	27086	27764	28458	29169	29898
	Hourly	127.75	130.97	134.22	137.57	141.02	144.55	148.17	151.88	155.67	159.56	163.55	167.64	171.83
	Standby	8.94	9.17	9.40	9.63	9.87	10.12	10.37	10.63	10.90	11.17	11.45	11.73	12.03
116	Annual	273456	280260	287256	294444	301824	309372	317124	325032	333168	341496	350028	358776	367752
	Monthly	22788	23355	23938	24537	25152	25781	26427	27086	27764	28458	29169	29898	30646
	Hourly	130.97	134.22	137.57	141.02	144.55	148.17	151.88	155.67	159.56	163.55	167.64	171.83	176.13
	Standby	9.17	9.40	9.63	9.87	10.12	10.37	10.63	10.90	11.17	11.45	11.73	12.03	12.33
117	Annual	280260	287256	294444	301824	309372	317124	325032	333168	341496	350028	358776	367752	376944
	Monthly	23355	23938	24537	25152	25781	26427	27086	27764	28458	29169	29898	30646	31412
	Hourly	134.22	137.57	141.02	144.55	148.17	151.88	155.67	159.56	163.55	167.64	171.83	176.13	180.53
	Standby	9.40	9.63	9.87	10.12	10.37	10.63	10.90	11.17	11.45	11.73	12.03	12.33	12.64
118	Annual	287256	294444	301824	309372	317124	325032	333168	341496	350028	358776	367752	376944	386352
	Monthly	23938	24537	25152	25781	26427	27086	27764	28458	29169	29898	30646	31412	32196
	Hourly	137.57	141.02	144.55	148.17	151.88	155.67	159.56	163.55	167.64	171.83	176.13	180.53	185.03
	Standby	9.63	9.87	10.12	10.37	10.63	10.90	11.17	11.45	11.73	12.03	12.33	12.64	12.95
119	Annual	294444	301824	309372	317124	325032	333168	341496	350028	358776	367752	376944	386352	396012
	Monthly	24537	25152	25781	26427	27086	27764	28458	29169	29898	30646	31412	32196	33001
	Hourly	141.02	144.55	148.17	151.88	155.67	159.56	163.55	167.64	171.83	176.13	180.53	185.03	189.66
	Standby	9.87	10.12	10.37	10.63	10.90	11.17	11.45	11.73	12.03	12.33	12.64	12.95	13.28

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.

Item #278

Section D: Compensation

Prepared by Washington State Office of Financial Management
 General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 3% Increase

DES Printing Teamsters

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	301824	309372	317124	325032	333168	341496	350028	358776	367752	376944	386352	396012	405912
	Monthly	25152	25781	26427	27086	27764	28458	29169	29898	30646	31412	32196	33001	33826
	Hourly	144.55	148.17	151.88	155.67	159.56	163.55	167.64	171.83	176.13	180.53	185.03	189.66	194.40
	Standby	10.12	10.37	10.63	10.90	11.17	11.45	11.73	12.03	12.33	12.64	12.95	13.28	13.61

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.

Item #279

Section D: Compensation

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, Psychiatric Social Worker 1-4, & Psychiatrists
 Effective July 1, 2024
 4% Increase

Teamsters

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	32760	33432	34296	35040	35844	36720	37560	38412	39312	40212	41160	42156	43068
	Monthly	2730	2786	2858	2920	2987	3060	3130	3201	3276	3351	3430	3513	3589
	Hourly	15.69	16.01	16.43	16.78	17.17	17.59	17.99	18.40	18.83	19.26	19.71	20.19	20.63
	Standby	1.10	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
28	Annual	33432	34296	35040	35844	36720	37560	38412	39312	40212	41160	42156	43068	44136
	Monthly	2786	2858	2920	2987	3060	3130	3201	3276	3351	3430	3513	3589	3678
	Hourly	16.01	16.43	16.78	17.17	17.59	17.99	18.40	18.83	19.26	19.71	20.19	20.63	21.14
	Standby	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44	1.48
29	Annual	34296	35040	35844	36720	37560	38412	39312	40212	41160	42156	43068	44136	45168
	Monthly	2858	2920	2987	3060	3130	3201	3276	3351	3430	3513	3589	3678	3764
	Hourly	16.43	16.78	17.17	17.59	17.99	18.40	18.83	19.26	19.71	20.19	20.63	21.14	21.63
	Standby	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44	1.48	1.51
30	Annual	35040	35844	36720	37560	38412	39312	40212	41160	42156	43068	44136	45168	46224
	Monthly	2920	2987	3060	3130	3201	3276	3351	3430	3513	3589	3678	3764	3852
	Hourly	16.78	17.17	17.59	17.99	18.40	18.83	19.26	19.71	20.19	20.63	21.14	21.63	22.14
	Standby	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44	1.48	1.51	1.55
31	Annual	35844	36720	37560	38412	39312	40212	41160	42156	43068	44136	45168	46224	47340
	Monthly	2987	3060	3130	3201	3276	3351	3430	3513	3589	3678	3764	3852	3945
	Hourly	17.17	17.59	17.99	18.40	18.83	19.26	19.71	20.19	20.63	21.14	21.63	22.14	22.67
	Standby	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59
32	Annual	36720	37560	38412	39312	40212	41160	42156	43068	44136	45168	46224	47340	48420
	Monthly	3060	3130	3201	3276	3351	3430	3513	3589	3678	3764	3852	3945	4035
	Hourly	17.59	17.99	18.40	18.83	19.26	19.71	20.19	20.63	21.14	21.63	22.14	22.67	23.19
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.62
33	Annual	37560	38412	39312	40212	41160	42156	43068	44136	45168	46224	47340	48420	49632
	Monthly	3130	3201	3276	3351	3430	3513	3589	3678	3764	3852	3945	4035	4136
	Hourly	17.99	18.40	18.83	19.26	19.71	20.19	20.63	21.14	21.63	22.14	22.67	23.19	23.77
	Standby	1.26	1.29	1.32	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.62	1.66
34	Annual	38412	39312	40212	41160	42156	43068	44136	45168	46224	47340	48420	49632	50808
	Monthly	3201	3276	3351	3430	3513	3589	3678	3764	3852	3945	4035	4136	4234
	Hourly	18.40	18.83	19.26	19.71	20.19	20.63	21.14	21.63	22.14	22.67	23.19	23.77	24.33
	Standby	1.29	1.32	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.70
35	Annual	39312	40212	41160	42156	43068	44136	45168	46224	47340	48420	49632	50808	52008
	Monthly	3276	3351	3430	3513	3589	3678	3764	3852	3945	4035	4136	4234	4334
	Hourly	18.83	19.26	19.71	20.19	20.63	21.14	21.63	22.14	22.67	23.19	23.77	24.33	24.91
	Standby	1.32	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.70	1.74

Item #279

Section D: Compensation

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, Psychiatric Social Worker 1-4, & Psychiatrists
 Effective July 1, 2024
 4% Increase

Teamsters

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	40212	41160	42156	43068	44136	45168	46224	47340	48420	49632	50808	52008	53292
	Monthly	3351	3430	3513	3589	3678	3764	3852	3945	4035	4136	4234	4334	4441
	Hourly	19.26	19.71	20.19	20.63	21.14	21.63	22.14	22.67	23.19	23.77	24.33	24.91	25.52
	Standby	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.79
37	Annual	41160	42156	43068	44136	45168	46224	47340	48420	49632	50808	52008	53292	54600
	Monthly	3430	3513	3589	3678	3764	3852	3945	4035	4136	4234	4334	4441	4550
	Hourly	19.71	20.19	20.63	21.14	21.63	22.14	22.67	23.19	23.77	24.33	24.91	25.52	26.15
	Standby	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.79	1.83
38	Annual	42156	43068	44136	45168	46224	47340	48420	49632	50808	52008	53292	54600	56016
	Monthly	3513	3589	3678	3764	3852	3945	4035	4136	4234	4334	4441	4550	4668
	Hourly	20.19	20.63	21.14	21.63	22.14	22.67	23.19	23.77	24.33	24.91	25.52	26.15	26.83
	Standby	1.41	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.79	1.83	1.88
39	Annual	43068	44136	45168	46224	47340	48420	49632	50808	52008	53292	54600	56016	57360
	Monthly	3589	3678	3764	3852	3945	4035	4136	4234	4334	4441	4550	4668	4780
	Hourly	20.63	21.14	21.63	22.14	22.67	23.19	23.77	24.33	24.91	25.52	26.15	26.83	27.47
	Standby	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92
40	Annual	44136	45168	46224	47340	48420	49632	50808	52008	53292	54600	56016	57360	58836
	Monthly	3678	3764	3852	3945	4035	4136	4234	4334	4441	4550	4668	4780	4903
	Hourly	21.14	21.63	22.14	22.67	23.19	23.77	24.33	24.91	25.52	26.15	26.83	27.47	28.18
	Standby	1.48	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97
41	Annual	45168	46224	47340	48420	49632	50808	52008	53292	54600	56016	57360	58836	60216
	Monthly	3764	3852	3945	4035	4136	4234	4334	4441	4550	4668	4780	4903	5018
	Hourly	21.63	22.14	22.67	23.19	23.77	24.33	24.91	25.52	26.15	26.83	27.47	28.18	28.84
	Standby	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02
42	Annual	46224	47340	48420	49632	50808	52008	53292	54600	56016	57360	58836	60216	61800
	Monthly	3852	3945	4035	4136	4234	4334	4441	4550	4668	4780	4903	5018	5150
	Hourly	22.14	22.67	23.19	23.77	24.33	24.91	25.52	26.15	26.83	27.47	28.18	28.84	29.60
	Standby	1.55	1.59	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07
43	Annual	47340	48420	49632	50808	52008	53292	54600	56016	57360	58836	60216	61800	63348
	Monthly	3945	4035	4136	4234	4334	4441	4550	4668	4780	4903	5018	5150	5279
	Hourly	22.67	23.19	23.77	24.33	24.91	25.52	26.15	26.83	27.47	28.18	28.84	29.60	30.34
	Standby	1.59	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12
44	Annual	48420	49632	50808	52008	53292	54600	56016	57360	58836	60216	61800	63348	64980
	Monthly	4035	4136	4234	4334	4441	4550	4668	4780	4903	5018	5150	5279	5415
	Hourly	23.19	23.77	24.33	24.91	25.52	26.15	26.83	27.47	28.18	28.84	29.60	30.34	31.12
	Standby	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18

Item #279

Section D: Compensation

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, 2024

4% Increase

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	49632	50808	52008	53292	54600	56016	57360	58836	60216	61800	63348	64980	66576
	Monthly	4136	4234	4334	4441	4550	4668	4780	4903	5018	5150	5279	5415	5548
	Hourly	23.77	24.33	24.91	25.52	26.15	26.83	27.47	28.18	28.84	29.60	30.34	31.12	31.89
	Standby	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23
46	Annual	50808	52008	53292	54600	56016	57360	58836	60216	61800	63348	64980	66576	68220
	Monthly	4234	4334	4441	4550	4668	4780	4903	5018	5150	5279	5415	5548	5685
	Hourly	24.33	24.91	25.52	26.15	26.83	27.47	28.18	28.84	29.60	30.34	31.12	31.89	32.67
	Standby	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29
47	Annual	52008	53292	54600	56016	57360	58836	60216	61800	63348	64980	66576	68220	69888
	Monthly	4334	4441	4550	4668	4780	4903	5018	5150	5279	5415	5548	5685	5824
	Hourly	24.91	25.52	26.15	26.83	27.47	28.18	28.84	29.60	30.34	31.12	31.89	32.67	33.47
	Standby	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34
48	Annual	53292	54600	56016	57360	58836	60216	61800	63348	64980	66576	68220	69888	71676
	Monthly	4441	4550	4668	4780	4903	5018	5150	5279	5415	5548	5685	5824	5973
	Hourly	25.52	26.15	26.83	27.47	28.18	28.84	29.60	30.34	31.12	31.89	32.67	33.47	34.33
	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
49	Annual	54600	56016	57360	58836	60216	61800	63348	64980	66576	68220	69888	71676	73416
	Monthly	4550	4668	4780	4903	5018	5150	5279	5415	5548	5685	5824	5973	6118
	Hourly	26.15	26.83	27.47	28.18	28.84	29.60	30.34	31.12	31.89	32.67	33.47	34.33	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
50	Annual	56016	57360	58836	60216	61800	63348	64980	66576	68220	69888	71676	73416	75324
	Monthly	4668	4780	4903	5018	5150	5279	5415	5548	5685	5824	5973	6118	6277
	Hourly	26.83	27.47	28.18	28.84	29.60	30.34	31.12	31.89	32.67	33.47	34.33	35.16	36.07
	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	2.53
51	Annual	57360	58836	60216	61800	63348	64980	66576	68220	69888	71676	73416	75324	77148
	Monthly	4780	4903	5018	5150	5279	5415	5548	5685	5824	5973	6118	6277	6429
	Hourly	27.47	28.18	28.84	29.60	30.34	31.12	31.89	32.67	33.47	34.33	35.16	36.07	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	2.53	2.59
52	Annual	58836	60216	61800	63348	64980	66576	68220	69888	71676	73416	75324	77148	79116
	Monthly	4903	5018	5150	5279	5415	5548	5685	5824	5973	6118	6277	6429	6593
	Hourly	28.18	28.84	29.60	30.34	31.12	31.89	32.67	33.47	34.33	35.16	36.07	36.95	37.89
	Standby	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65
53	Annual	60216	61800	63348	64980	66576	68220	69888	71676	73416	75324	77148	79116	81072
	Monthly	5018	5150	5279	5415	5548	5685	5824	5973	6118	6277	6429	6593	6756
	Hourly	28.84	29.60	30.34	31.12	31.89	32.67	33.47	34.33	35.16	36.07	36.95	37.89	38.83
	Standby	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72

Item #279

Section D: Compensation

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, 2024

4% Increase

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	61800	63348	64980	66576	68220	69888	71676	73416	75324	77148	79116	81072	83088
	Monthly	5150	5279	5415	5548	5685	5824	5973	6118	6277	6429	6593	6756	6924
	Hourly	29.60	30.34	31.12	31.89	32.67	33.47	34.33	35.16	36.07	36.95	37.89	38.83	39.79
	Standby	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79
55	Annual	63348	64980	66576	68220	69888	71676	73416	75324	77148	79116	81072	83088	85164
	Monthly	5279	5415	5548	5685	5824	5973	6118	6277	6429	6593	6756	6924	7097
	Hourly	30.34	31.12	31.89	32.67	33.47	34.33	35.16	36.07	36.95	37.89	38.83	39.79	40.79
	Standby	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86
56	Annual	64980	66576	68220	69888	71676	73416	75324	77148	79116	81072	83088	85164	87336
	Monthly	5415	5548	5685	5824	5973	6118	6277	6429	6593	6756	6924	7097	7278
	Hourly	31.12	31.89	32.67	33.47	34.33	35.16	36.07	36.95	37.89	38.83	39.79	40.79	41.83
	Standby	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93
57	Annual	66576	68220	69888	71676	73416	75324	77148	79116	81072	83088	85164	87336	89448
	Monthly	5548	5685	5824	5973	6118	6277	6429	6593	6756	6924	7097	7278	7454
	Hourly	31.89	32.67	33.47	34.33	35.16	36.07	36.95	37.89	38.83	39.79	40.79	41.83	42.84
	Standby	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00
58	Annual	68220	69888	71676	73416	75324	77148	79116	81072	83088	85164	87336	89448	91776
	Monthly	5685	5824	5973	6118	6277	6429	6593	6756	6924	7097	7278	7454	7648
	Hourly	32.67	33.47	34.33	35.16	36.07	36.95	37.89	38.83	39.79	40.79	41.83	42.84	43.95
	Standby	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08
59	Annual	69888	71676	73416	75324	77148	79116	81072	83088	85164	87336	89448	91776	94008
	Monthly	5824	5973	6118	6277	6429	6593	6756	6924	7097	7278	7454	7648	7834
	Hourly	33.47	34.33	35.16	36.07	36.95	37.89	38.83	39.79	40.79	41.83	42.84	43.95	45.02
	Standby	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15
60	Annual	71676	73416	75324	77148	79116	81072	83088	85164	87336	89448	91776	94008	96384
	Monthly	5973	6118	6277	6429	6593	6756	6924	7097	7278	7454	7648	7834	8032
	Hourly	34.33	35.16	36.07	36.95	37.89	38.83	39.79	40.79	41.83	42.84	43.95	45.02	46.16
	Standby	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23
61	Annual	73416	75324	77148	79116	81072	83088	85164	87336	89448	91776	94008	96384	98808
	Monthly	6118	6277	6429	6593	6756	6924	7097	7278	7454	7648	7834	8032	8234
	Hourly	35.16	36.07	36.95	37.89	38.83	39.79	40.79	41.83	42.84	43.95	45.02	46.16	47.32
	Standby	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31
62	Annual	75324	77148	79116	81072	83088	85164	87336	89448	91776	94008	96384	98808	101220
	Monthly	6277	6429	6593	6756	6924	7097	7278	7454	7648	7834	8032	8234	8435
	Hourly	36.07	36.95	37.89	38.83	39.79	40.79	41.83	42.84	43.95	45.02	46.16	47.32	48.48
	Standby	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.39

Item #279

Section D: Compensation

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, 2024

4% Increase

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	77148	79116	81072	83088	85164	87336	89448	91776	94008	96384	98808	101220	103776
	Monthly	6429	6593	6756	6924	7097	7278	7454	7648	7834	8032	8234	8435	8648
	Hourly	36.95	37.89	38.83	39.79	40.79	41.83	42.84	43.95	45.02	46.16	47.32	48.48	49.70
	Standby	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.39	3.48
64	Annual	79116	81072	83088	85164	87336	89448	91776	94008	96384	98808	101220	103776	106392
	Monthly	6593	6756	6924	7097	7278	7454	7648	7834	8032	8234	8435	8648	8866
	Hourly	37.89	38.83	39.79	40.79	41.83	42.84	43.95	45.02	46.16	47.32	48.48	49.70	50.95
	Standby	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.39	3.48	3.57
65	Annual	81072	83088	85164	87336	89448	91776	94008	96384	98808	101220	103776	106392	109032
	Monthly	6756	6924	7097	7278	7454	7648	7834	8032	8234	8435	8648	8866	9086
	Hourly	38.83	39.79	40.79	41.83	42.84	43.95	45.02	46.16	47.32	48.48	49.70	50.95	52.22
	Standby	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.39	3.48	3.57	3.66
66	Annual	83088	85164	87336	89448	91776	94008	96384	98808	101220	103776	106392	109032	111816
	Monthly	6924	7097	7278	7454	7648	7834	8032	8234	8435	8648	8866	9086	9318
	Hourly	39.79	40.79	41.83	42.84	43.95	45.02	46.16	47.32	48.48	49.70	50.95	52.22	53.55
	Standby	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.39	3.48	3.57	3.66	3.75
67	Annual	85164	87336	89448	91776	94008	96384	98808	101220	103776	106392	109032	111816	114564
	Monthly	7097	7278	7454	7648	7834	8032	8234	8435	8648	8866	9086	9318	9547
	Hourly	40.79	41.83	42.84	43.95	45.02	46.16	47.32	48.48	49.70	50.95	52.22	53.55	54.87
	Standby	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.39	3.48	3.57	3.66	3.75	3.84
68	Annual	87336	89448	91776	94008	96384	98808	101220	103776	106392	109032	111816	114564	117444
	Monthly	7278	7454	7648	7834	8032	8234	8435	8648	8866	9086	9318	9547	9787
	Hourly	41.83	42.84	43.95	45.02	46.16	47.32	48.48	49.70	50.95	52.22	53.55	54.87	56.25
	Standby	2.93	3.00	3.08	3.15	3.23	3.31	3.39	3.48	3.57	3.66	3.75	3.84	3.94
69	Annual	89448	91776	94008	96384	98808	101220	103776	106392	109032	111816	114564	117444	120336
	Monthly	7454	7648	7834	8032	8234	8435	8648	8866	9086	9318	9547	9787	10028
	Hourly	42.84	43.95	45.02	46.16	47.32	48.48	49.70	50.95	52.22	53.55	54.87	56.25	57.63
	Standby	3.00	3.08	3.15	3.23	3.31	3.39	3.48	3.57	3.66	3.75	3.84	3.94	4.03
70	Annual	91776	94008	96384	98808	101220	103776	106392	109032	111816	114564	117444	120336	123408
	Monthly	7648	7834	8032	8234	8435	8648	8866	9086	9318	9547	9787	10028	10284
	Hourly	43.95	45.02	46.16	47.32	48.48	49.70	50.95	52.22	53.55	54.87	56.25	57.63	59.10
	Standby	3.08	3.15	3.23	3.31	3.39	3.48	3.57	3.66	3.75	3.84	3.94	4.03	4.14
71	Annual	94008	96384	98808	101220	103776	106392	109032	111816	114564	117444	120336	123408	126480
	Monthly	7834	8032	8234	8435	8648	8866	9086	9318	9547	9787	10028	10284	10540
	Hourly	45.02	46.16	47.32	48.48	49.70	50.95	52.22	53.55	54.87	56.25	57.63	59.10	60.57
	Standby	3.15	3.23	3.31	3.39	3.48	3.57	3.66	3.75	3.84	3.94	4.03	4.14	4.24

Item #279

Section D: Compensation

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, 2024

4% Increase

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
72	Annual	96384	98808	101220	103776	106392	109032	111816	114564	117444	120336	123408	126480	129624
	Monthly	8032	8234	8435	8648	8866	9086	9318	9547	9787	10028	10284	10540	10802
	Hourly	46.16	47.32	48.48	49.70	50.95	52.22	53.55	54.87	56.25	57.63	59.10	60.57	62.08
	Standby	3.23	3.31	3.39	3.48	3.57	3.66	3.75	3.84	3.94	4.03	4.14	4.24	4.35
73	Annual	98808	101220	103776	106392	109032	111816	114564	117444	120336	123408	126480	129624	132852
	Monthly	8234	8435	8648	8866	9086	9318	9547	9787	10028	10284	10540	10802	11071
	Hourly	47.32	48.48	49.70	50.95	52.22	53.55	54.87	56.25	57.63	59.10	60.57	62.08	63.63
	Standby	3.31	3.39	3.48	3.57	3.66	3.75	3.84	3.94	4.03	4.14	4.24	4.35	4.45
74	Annual	101220	103776	106392	109032	111816	114564	117444	120336	123408	126480	129624	132852	136236
	Monthly	8435	8648	8866	9086	9318	9547	9787	10028	10284	10540	10802	11071	11353
	Hourly	48.48	49.70	50.95	52.22	53.55	54.87	56.25	57.63	59.10	60.57	62.08	63.63	65.25
	Standby	3.39	3.48	3.57	3.66	3.75	3.84	3.94	4.03	4.14	4.24	4.35	4.45	4.57
75	Annual	103776	106392	109032	111816	114564	117444	120336	123408	126480	129624	132852	136236	139572
	Monthly	8648	8866	9086	9318	9547	9787	10028	10284	10540	10802	11071	11353	11631
	Hourly	49.70	50.95	52.22	53.55	54.87	56.25	57.63	59.10	60.57	62.08	63.63	65.25	66.84
	Standby	3.48	3.57	3.66	3.75	3.84	3.94	4.03	4.14	4.24	4.35	4.45	4.57	4.68
76	Annual	106392	109032	111816	114564	117444	120336	123408	126480	129624	132852	136236	139572	143088
	Monthly	8866	9086	9318	9547	9787	10028	10284	10540	10802	11071	11353	11631	11924
	Hourly	50.95	52.22	53.55	54.87	56.25	57.63	59.10	60.57	62.08	63.63	65.25	66.84	68.53
	Standby	3.57	3.66	3.75	3.84	3.94	4.03	4.14	4.24	4.35	4.45	4.57	4.68	4.80
77	Annual	109032	111816	114564	117444	120336	123408	126480	129624	132852	136236	139572	143088	146664
	Monthly	9086	9318	9547	9787	10028	10284	10540	10802	11071	11353	11631	11924	12222
	Hourly	52.22	53.55	54.87	56.25	57.63	59.10	60.57	62.08	63.63	65.25	66.84	68.53	70.24
	Standby	3.66	3.75	3.84	3.94	4.03	4.14	4.24	4.35	4.45	4.57	4.68	4.80	4.92
78	Annual	111816	114564	117444	120336	123408	126480	129624	132852	136236	139572	143088	146664	150324
	Monthly	9318	9547	9787	10028	10284	10540	10802	11071	11353	11631	11924	12222	12527
	Hourly	53.55	54.87	56.25	57.63	59.10	60.57	62.08	63.63	65.25	66.84	68.53	70.24	71.99
	Standby	3.75	3.84	3.94	4.03	4.14	4.24	4.35	4.45	4.57	4.68	4.80	4.92	5.04
79	Annual	114564	117444	120336	123408	126480	129624	132852	136236	139572	143088	146664	150324	154056
	Monthly	9547	9787	10028	10284	10540	10802	11071	11353	11631	11924	12222	12527	12838
	Hourly	54.87	56.25	57.63	59.10	60.57	62.08	63.63	65.25	66.84	68.53	70.24	71.99	73.78
	Standby	3.84	3.94	4.03	4.14	4.24	4.35	4.45	4.57	4.68	4.80	4.92	5.04	5.16
80	Annual	117444	120336	123408	126480	129624	132852	136236	139572	143088	146664	150324	154056	157872
	Monthly	9787	10028	10284	10540	10802	11071	11353	11631	11924	12222	12527	12838	13156
	Hourly	56.25	57.63	59.10	60.57	62.08	63.63	65.25	66.84	68.53	70.24	71.99	73.78	75.61
	Standby	3.94	4.03	4.14	4.24	4.35	4.45	4.57	4.68	4.80	4.92	5.04	5.16	5.29

Item #279

Section D: Compensation

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, Psychiatric Social Worker 1-4, & Psychiatrists
 Effective July 1, 2024
 4% Increase

Teamsters

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
81	Annual	120336	123408	126480	129624	132852	136236	139572	143088	146664	150324	154056	157872	161904
	Monthly	10028	10284	10540	10802	11071	11353	11631	11924	12222	12527	12838	13156	13492
	Hourly	57.63	59.10	60.57	62.08	63.63	65.25	66.84	68.53	70.24	71.99	73.78	75.61	77.54
	Standby	4.03	4.14	4.24	4.35	4.45	4.57	4.68	4.80	4.92	5.04	5.16	5.29	5.43
82	Annual	123408	126480	129624	132852	136236	139572	143088	146664	150324	154056	157872	161904	165900
	Monthly	10284	10540	10802	11071	11353	11631	11924	12222	12527	12838	13156	13492	13825
	Hourly	59.10	60.57	62.08	63.63	65.25	66.84	68.53	70.24	71.99	73.78	75.61	77.54	79.45
	Standby	4.14	4.24	4.35	4.45	4.57	4.68	4.80	4.92	5.04	5.16	5.29	5.43	5.56
83	Annual	126480	129624	132852	136236	139572	143088	146664	150324	154056	157872	161904	165900	170028
	Monthly	10540	10802	11071	11353	11631	11924	12222	12527	12838	13156	13492	13825	14169
	Hourly	60.57	62.08	63.63	65.25	66.84	68.53	70.24	71.99	73.78	75.61	77.54	79.45	81.43
	Standby	4.24	4.35	4.45	4.57	4.68	4.80	4.92	5.04	5.16	5.29	5.43	5.56	5.70
84	Annual	129624	132852	136236	139572	143088	146664	150324	154056	157872	161904	165900	170028	174360
	Monthly	10802	11071	11353	11631	11924	12222	12527	12838	13156	13492	13825	14169	14530
	Hourly	62.08	63.63	65.25	66.84	68.53	70.24	71.99	73.78	75.61	77.54	79.45	81.43	83.51
	Standby	4.35	4.45	4.57	4.68	4.80	4.92	5.04	5.16	5.29	5.43	5.56	5.70	5.85
85	Annual	132852	136236	139572	143088	146664	150324	154056	157872	161904	165900	170028	174360	178632
	Monthly	11071	11353	11631	11924	12222	12527	12838	13156	13492	13825	14169	14530	14886
	Hourly	63.63	65.25	66.84	68.53	70.24	71.99	73.78	75.61	77.54	79.45	81.43	83.51	85.55
	Standby	4.45	4.57	4.68	4.80	4.92	5.04	5.16	5.29	5.43	5.56	5.70	5.85	5.99
86	Annual	136236	139572	143088	146664	150324	154056	157872	161904	165900	170028	174360	178632	183120
	Monthly	11353	11631	11924	12222	12527	12838	13156	13492	13825	14169	14530	14886	15260
	Hourly	65.25	66.84	68.53	70.24	71.99	73.78	75.61	77.54	79.45	81.43	83.51	85.55	87.70
	Standby	4.57	4.68	4.80	4.92	5.04	5.16	5.29	5.43	5.56	5.70	5.85	5.99	6.14
87	Annual	139572	143088	146664	150324	154056	157872	161904	165900	170028	174360	178632	183120	187788
	Monthly	11631	11924	12222	12527	12838	13156	13492	13825	14169	14530	14886	15260	15649
	Hourly	66.84	68.53	70.24	71.99	73.78	75.61	77.54	79.45	81.43	83.51	85.55	87.70	89.94
	Standby	4.68	4.80	4.92	5.04	5.16	5.29	5.43	5.56	5.70	5.85	5.99	6.14	6.30
88	Annual	143088	146664	150324	154056	157872	161904	165900	170028	174360	178632	183120	187788	192408
	Monthly	11924	12222	12527	12838	13156	13492	13825	14169	14530	14886	15260	15649	16034
	Hourly	68.53	70.24	71.99	73.78	75.61	77.54	79.45	81.43	83.51	85.55	87.70	89.94	92.15
	Standby	4.80	4.92	5.04	5.16	5.29	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.45
89	Annual	146664	150324	154056	157872	161904	165900	170028	174360	178632	183120	187788	192408	197292
	Monthly	12222	12527	12838	13156	13492	13825	14169	14530	14886	15260	15649	16034	16441
	Hourly	70.24	71.99	73.78	75.61	77.54	79.45	81.43	83.51	85.55	87.70	89.94	92.15	94.49
	Standby	4.92	5.04	5.16	5.29	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.45	6.61

Item #279

Section D: Compensation

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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, 2024
 4% Increase

Teamsters

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
90	Annual	150324	154056	157872	161904	165900	170028	174360	178632	183120	187788	192408	197292	202140
	Monthly	12527	12838	13156	13492	13825	14169	14530	14886	15260	15649	16034	16441	16845
	Hourly	71.99	73.78	75.61	77.54	79.45	81.43	83.51	85.55	87.70	89.94	92.15	94.49	96.81
	Standby	5.04	5.16	5.29	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.45	6.61	6.78
91	Annual	154056	157872	161904	165900	170028	174360	178632	183120	187788	192408	197292	202140	207216
	Monthly	12838	13156	13492	13825	14169	14530	14886	15260	15649	16034	16441	16845	17268
	Hourly	73.78	75.61	77.54	79.45	81.43	83.51	85.55	87.70	89.94	92.15	94.49	96.81	99.24
	Standby	5.16	5.29	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.45	6.61	6.78	6.95
92	Annual	157872	161904	165900	170028	174360	178632	183120	187788	192408	197292	202140	207216	212364
	Monthly	13156	13492	13825	14169	14530	14886	15260	15649	16034	16441	16845	17268	17697
	Hourly	75.61	77.54	79.45	81.43	83.51	85.55	87.70	89.94	92.15	94.49	96.81	99.24	101.71
	Standby	5.29	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.45	6.61	6.78	6.95	7.12
93	Annual	161904	165900	170028	174360	178632	183120	187788	192408	197292	202140	207216	212364	217776
	Monthly	13492	13825	14169	14530	14886	15260	15649	16034	16441	16845	17268	17697	18148
	Hourly	77.54	79.45	81.43	83.51	85.55	87.70	89.94	92.15	94.49	96.81	99.24	101.71	104.30
	Standby	5.43	5.56	5.70	5.85	5.99	6.14	6.30	6.45	6.61	6.78	6.95	7.12	7.30
94	Annual	165900	170028	174360	178632	183120	187788	192408	197292	202140	207216	212364	217776	223152
	Monthly	13825	14169	14530	14886	15260	15649	16034	16441	16845	17268	17697	18148	18596
	Hourly	79.45	81.43	83.51	85.55	87.70	89.94	92.15	94.49	96.81	99.24	101.71	104.30	106.87
	Standby	5.56	5.70	5.85	5.99	6.14	6.30	6.45	6.61	6.78	6.95	7.12	7.30	7.48
95	Annual	170028	174360	178632	183120	187788	192408	197292	202140	207216	212364	217776	223152	228780
	Monthly	14169	14530	14886	15260	15649	16034	16441	16845	17268	17697	18148	18596	19065
	Hourly	81.43	83.51	85.55	87.70	89.94	92.15	94.49	96.81	99.24	101.71	104.30	106.87	109.57
	Standby	5.70	5.85	5.99	6.14	6.30	6.45	6.61	6.78	6.95	7.12	7.30	7.48	7.67
96	Annual	174360	178632	183120	187788	192408	197292	202140	207216	212364	217776	223152	228780	234504
	Monthly	14530	14886	15260	15649	16034	16441	16845	17268	17697	18148	18596	19065	19542
	Hourly	83.51	85.55	87.70	89.94	92.15	94.49	96.81	99.24	101.71	104.30	106.87	109.57	112.31
	Standby	5.85	5.99	6.14	6.30	6.45	6.61	6.78	6.95	7.12	7.30	7.48	7.67	7.86
97	Annual	178632	183120	187788	192408	197292	202140	207216	212364	217776	223152	228780	234504	240348
	Monthly	14886	15260	15649	16034	16441	16845	17268	17697	18148	18596	19065	19542	20029
	Hourly	85.55	87.70	89.94	92.15	94.49	96.81	99.24	101.71	104.30	106.87	109.57	112.31	115.11
	Standby	5.99	6.14	6.30	6.45	6.61	6.78	6.95	7.12	7.30	7.48	7.67	7.86	8.06
98	Annual	183120	187788	192408	197292	202140	207216	212364	217776	223152	228780	234504	240348	246372
	Monthly	15260	15649	16034	16441	16845	17268	17697	18148	18596	19065	19542	20029	20531
	Hourly	87.70	89.94	92.15	94.49	96.81	99.24	101.71	104.30	106.87	109.57	112.31	115.11	117.99
	Standby	6.14	6.30	6.45	6.61	6.78	6.95	7.12	7.30	7.48	7.67	7.86	8.06	8.26

Standby rate is equal to 7% of the hourly rate

Item #279

Section D: Compensation

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, 2024

4% Increase

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	187788	192408	197292	202140	207216	212364	217776	223152	228780	234504	240348	246372	252516
	Monthly	15649	16034	16441	16845	17268	17697	18148	18596	19065	19542	20029	20531	21043
	Hourly	89.94	92.15	94.49	96.81	99.24	101.71	104.30	106.87	109.57	112.31	115.11	117.99	120.94
	Standby	6.30	6.45	6.61	6.78	6.95	7.12	7.30	7.48	7.67	7.86	8.06	8.26	8.47
100	Annual	192408	197292	202140	207216	212364	217776	223152	228780	234504	240348	246372	252516	258852
	Monthly	16034	16441	16845	17268	17697	18148	18596	19065	19542	20029	20531	21043	21571
	Hourly	92.15	94.49	96.81	99.24	101.71	104.30	106.87	109.57	112.31	115.11	117.99	120.94	123.97
	Standby	6.45	6.61	6.78	6.95	7.12	7.30	7.48	7.67	7.86	8.06	8.26	8.47	8.68
101	Annual	197292	202140	207216	212364	217776	223152	228780	234504	240348	246372	252516	258852	265296
	Monthly	16441	16845	17268	17697	18148	18596	19065	19542	20029	20531	21043	21571	22108
	Hourly	94.49	96.81	99.24	101.71	104.30	106.87	109.57	112.31	115.11	117.99	120.94	123.97	127.06
	Standby	6.61	6.78	6.95	7.12	7.30	7.48	7.67	7.86	8.06	8.26	8.47	8.68	8.89
102	Annual	202140	207216	212364	217776	223152	228780	234504	240348	246372	252516	258852	265296	271932
	Monthly	16845	17268	17697	18148	18596	19065	19542	20029	20531	21043	21571	22108	22661
	Hourly	96.81	99.24	101.71	104.30	106.87	109.57	112.31	115.11	117.99	120.94	123.97	127.06	130.24
	Standby	6.78	6.95	7.12	7.30	7.48	7.67	7.86	8.06	8.26	8.47	8.68	8.89	9.12
103	Annual	207216	212364	217776	223152	228780	234504	240348	246372	252516	258852	265296	271932	278712
	Monthly	17268	17697	18148	18596	19065	19542	20029	20531	21043	21571	22108	22661	23226
	Hourly	99.24	101.71	104.30	106.87	109.57	112.31	115.11	117.99	120.94	123.97	127.06	130.24	133.48
	Standby	6.95	7.12	7.30	7.48	7.67	7.86	8.06	8.26	8.47	8.68	8.89	9.12	9.34
104	Annual	212364	217776	223152	228780	234504	240348	246372	252516	258852	265296	271932	278712	285732
	Monthly	17697	18148	18596	19065	19542	20029	20531	21043	21571	22108	22661	23226	23811
	Hourly	101.71	104.30	106.87	109.57	112.31	115.11	117.99	120.94	123.97	127.06	130.24	133.48	136.84
	Standby	7.12	7.30	7.48	7.67	7.86	8.06	8.26	8.47	8.68	8.89	9.12	9.34	9.58
105	Annual	217776	223152	228780	234504	240348	246372	252516	258852	265296	271932	278712	285732	292848
	Monthly	18148	18596	19065	19542	20029	20531	21043	21571	22108	22661	23226	23811	24404
	Hourly	104.30	106.87	109.57	112.31	115.11	117.99	120.94	123.97	127.06	130.24	133.48	136.84	140.25
	Standby	7.30	7.48	7.67	7.86	8.06	8.26	8.47	8.68	8.89	9.12	9.34	9.58	9.82
106	Annual	223152	228780	234504	240348	246372	252516	258852	265296	271932	278712	285732	292848	300168
	Monthly	18596	19065	19542	20029	20531	21043	21571	22108	22661	23226	23811	24404	25014
	Hourly	106.87	109.57	112.31	115.11	117.99	120.94	123.97	127.06	130.24	133.48	136.84	140.25	143.76
	Standby	7.48	7.67	7.86	8.06	8.26	8.47	8.68	8.89	9.12	9.34	9.58	9.82	10.06
107	Annual	228780	234504	240348	246372	252516	258852	265296	271932	278712	285732	292848	300168	307692
	Monthly	19065	19542	20029	20531	21043	21571	22108	22661	23226	23811	24404	25014	25641
	Hourly	109.57	112.31	115.11	117.99	120.94	123.97	127.06	130.24	133.48	136.84	140.25	143.76	147.36
	Standby	7.67	7.86	8.06	8.26	8.47	8.68	8.89	9.12	9.34	9.58	9.82	10.06	10.32

Item #279

Section D: Compensation

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, Psychiatric Social Worker 1-4, & Psychiatrists
 Effective July 1, 2024
 4% Increase

Teamsters

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
108	Annual	234504	240348	246372	252516	258852	265296	271932	278712	285732	292848	300168	307692	315384
	Monthly	19542	20029	20531	21043	21571	22108	22661	23226	23811	24404	25014	25641	26282
	Hourly	112.31	115.11	117.99	120.94	123.97	127.06	130.24	133.48	136.84	140.25	143.76	147.36	151.05
	Standby	7.86	8.06	8.26	8.47	8.68	8.89	9.12	9.34	9.58	9.82	10.06	10.32	10.57
109	Annual	240348	246372	252516	258852	265296	271932	278712	285732	292848	300168	307692	315384	323268
	Monthly	20029	20531	21043	21571	22108	22661	23226	23811	24404	25014	25641	26282	26939
	Hourly	115.11	117.99	120.94	123.97	127.06	130.24	133.48	136.84	140.25	143.76	147.36	151.05	154.82
	Standby	8.06	8.26	8.47	8.68	8.89	9.12	9.34	9.58	9.82	10.06	10.32	10.57	10.84
110	Annual	246372	252516	258852	265296	271932	278712	285732	292848	300168	307692	315384	323268	331344
	Monthly	20531	21043	21571	22108	22661	23226	23811	24404	25014	25641	26282	26939	27612
	Hourly	117.99	120.94	123.97	127.06	130.24	133.48	136.84	140.25	143.76	147.36	151.05	154.82	158.69
	Standby	8.26	8.47	8.68	8.89	9.12	9.34	9.58	9.82	10.06	10.32	10.57	10.84	11.11
111	Annual	252516	258852	265296	271932	278712	285732	292848	300168	307692	315384	323268	331344	339624
	Monthly	21043	21571	22108	22661	23226	23811	24404	25014	25641	26282	26939	27612	28302
	Hourly	120.94	123.97	127.06	130.24	133.48	136.84	140.25	143.76	147.36	151.05	154.82	158.69	162.66
	Standby	8.47	8.68	8.89	9.12	9.34	9.58	9.82	10.06	10.32	10.57	10.84	11.11	11.39
112	Annual	258852	265296	271932	278712	285732	292848	300168	307692	315384	323268	331344	339624	348132
	Monthly	21571	22108	22661	23226	23811	24404	25014	25641	26282	26939	27612	28302	29011
	Hourly	123.97	127.06	130.24	133.48	136.84	140.25	143.76	147.36	151.05	154.82	158.69	162.66	166.73
	Standby	8.68	8.89	9.12	9.34	9.58	9.82	10.06	10.32	10.57	10.84	11.11	11.39	11.67
113	Annual	265296	271932	278712	285732	292848	300168	307692	315384	323268	331344	339624	348132	356832
	Monthly	22108	22661	23226	23811	24404	25014	25641	26282	26939	27612	28302	29011	29736
	Hourly	127.06	130.24	133.48	136.84	140.25	143.76	147.36	151.05	154.82	158.69	162.66	166.73	170.90
	Standby	8.89	9.12	9.34	9.58	9.82	10.06	10.32	10.57	10.84	11.11	11.39	11.67	11.96
114	Annual	271932	278712	285732	292848	300168	307692	315384	323268	331344	339624	348132	356832	365760
	Monthly	22661	23226	23811	24404	25014	25641	26282	26939	27612	28302	29011	29736	30480
	Hourly	130.24	133.48	136.84	140.25	143.76	147.36	151.05	154.82	158.69	162.66	166.73	170.90	175.17
	Standby	9.12	9.34	9.58	9.82	10.06	10.32	10.57	10.84	11.11	11.39	11.67	11.96	12.26
115	Annual	278712	285732	292848	300168	307692	315384	323268	331344	339624	348132	356832	365760	374916
	Monthly	23226	23811	24404	25014	25641	26282	26939	27612	28302	29011	29736	30480	31243
	Hourly	133.48	136.84	140.25	143.76	147.36	151.05	154.82	158.69	162.66	166.73	170.90	175.17	179.56
	Standby	9.34	9.58	9.82	10.06	10.32	10.57	10.84	11.11	11.39	11.67	11.96	12.26	12.57
116	Annual	285732	292848	300168	307692	315384	323268	331344	339624	348132	356832	365760	374916	384288
	Monthly	23811	24404	25014	25641	26282	26939	27612	28302	29011	29736	30480	31243	32024
	Hourly	136.84	140.25	143.76	147.36	151.05	154.82	158.69	162.66	166.73	170.90	175.17	179.56	184.05
	Standby	9.58	9.82	10.06	10.32	10.57	10.84	11.11	11.39	11.67	11.96	12.26	12.57	12.88

Item #279

Section D: Compensation

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, Psychiatric Social Worker 1-4, & Psychiatrists
 Effective July 1, 2024
 4% Increase

Teamsters

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
117	Annual	292848	300168	307692	315384	323268	331344	339624	348132	356832	365760	374916	384288	393912
	Monthly	24404	25014	25641	26282	26939	27612	28302	29011	29736	30480	31243	32024	32826
	Hourly	140.25	143.76	147.36	151.05	154.82	158.69	162.66	166.73	170.90	175.17	179.56	184.05	188.66
	Standby	9.82	10.06	10.32	10.57	10.84	11.11	11.39	11.67	11.96	12.26	12.57	12.88	13.21
118	Annual	300168	307692	315384	323268	331344	339624	348132	356832	365760	374916	384288	393912	403752
	Monthly	25014	25641	26282	26939	27612	28302	29011	29736	30480	31243	32024	32826	33646
	Hourly	143.76	147.36	151.05	154.82	158.69	162.66	166.73	170.90	175.17	179.56	184.05	188.66	193.37
	Standby	10.06	10.32	10.57	10.84	11.11	11.39	11.67	11.96	12.26	12.57	12.88	13.21	13.54
119	Annual	307692	315384	323268	331344	339624	348132	356832	365760	374916	384288	393912	403752	413832
	Monthly	25641	26282	26939	27612	28302	29011	29736	30480	31243	32024	32826	33646	34486
	Hourly	147.36	151.05	154.82	158.69	162.66	166.73	170.90	175.17	179.56	184.05	188.66	193.37	198.20
	Standby	10.32	10.57	10.84	11.11	11.39	11.67	11.96	12.26	12.57	12.88	13.21	13.54	13.87
120	Annual	315384	323268	331344	339624	348132	356832	365760	374916	384288	393912	403752	413832	424188
	Monthly	26282	26939	27612	28302	29011	29736	30480	31243	32024	32826	33646	34486	35349
	Hourly	151.05	154.82	158.69	162.66	166.73	170.90	175.17	179.56	184.05	188.66	193.37	198.20	203.16
	Standby	10.57	10.84	11.11	11.39	11.67	11.96	12.26	12.57	12.88	13.21	13.54	13.87	14.22

Item #280

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 4% Increase

Teamsters

DRAFT

SALARY RANGE	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	
27	Annual	36324	37080	37992	38856	39744	40680	41664	42576	43596	44604	45624	46740	47748
	Monthly	3027	3090	3166	3238	3312	3390	3472	3548	3633	3717	3802	3895	3979
	Hourly	17.40	17.76	18.20	18.61	19.03	19.48	19.95	20.39	20.88	21.36	21.85	22.39	22.87
	Standby	1.22	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60
28	Annual	37080	37992	38856	39744	40680	41664	42576	43596	44604	45624	46740	47748	48960
	Monthly	3090	3166	3238	3312	3390	3472	3548	3633	3717	3802	3895	3979	4080
	Hourly	17.76	18.20	18.61	19.03	19.48	19.95	20.39	20.88	21.36	21.85	22.39	22.87	23.45
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64
29	Annual	37992	38856	39744	40680	41664	42576	43596	44604	45624	46740	47748	48960	50100
	Monthly	3166	3238	3312	3390	3472	3548	3633	3717	3802	3895	3979	4080	4175
	Hourly	18.20	18.61	19.03	19.48	19.95	20.39	20.88	21.36	21.85	22.39	22.87	23.45	23.99
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68
30	Annual	38856	39744	40680	41664	42576	43596	44604	45624	46740	47748	48960	50100	51240
	Monthly	3238	3312	3390	3472	3548	3633	3717	3802	3895	3979	4080	4175	4270
	Hourly	18.61	19.03	19.48	19.95	20.39	20.88	21.36	21.85	22.39	22.87	23.45	23.99	24.54
	Standby	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72
31	Annual	39744	40680	41664	42576	43596	44604	45624	46740	47748	48960	50100	51240	52488
	Monthly	3312	3390	3472	3548	3633	3717	3802	3895	3979	4080	4175	4270	4374
	Hourly	19.03	19.48	19.95	20.39	20.88	21.36	21.85	22.39	22.87	23.45	23.99	24.54	25.14
	Standby	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76
32	Annual	40680	41664	42576	43596	44604	45624	46740	47748	48960	50100	51240	52488	53664
	Monthly	3390	3472	3548	3633	3717	3802	3895	3979	4080	4175	4270	4374	4472
	Hourly	19.48	19.95	20.39	20.88	21.36	21.85	22.39	22.87	23.45	23.99	24.54	25.14	25.70
	Standby	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80
33	Annual	41664	42576	43596	44604	45624	46740	47748	48960	50100	51240	52488	53664	55044
	Monthly	3472	3548	3633	3717	3802	3895	3979	4080	4175	4270	4374	4472	4587
	Hourly	19.95	20.39	20.88	21.36	21.85	22.39	22.87	23.45	23.99	24.54	25.14	25.70	26.36
	Standby	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85
34	Annual	42576	43596	44604	45624	46740	47748	48960	50100	51240	52488	53664	55044	56304
	Monthly	3548	3633	3717	3802	3895	3979	4080	4175	4270	4374	4472	4587	4692
	Hourly	20.39	20.88	21.36	21.85	22.39	22.87	23.45	23.99	24.54	25.14	25.70	26.36	26.97
	Standby	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89
35	Annual	43596	44604	45624	46740	47748	48960	50100	51240	52488	53664	55044	56304	57672
	Monthly	3633	3717	3802	3895	3979	4080	4175	4270	4374	4472	4587	4692	4806
	Hourly	20.88	21.36	21.85	22.39	22.87	23.45	23.99	24.54	25.14	25.70	26.36	26.97	27.62
	Standby	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.93

Item #280

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 4% Increase

Teamsters

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	44604	45624	46740	47748	48960	50100	51240	52488	53664	55044	56304	57672	59076
	Monthly	3717	3802	3895	3979	4080	4175	4270	4374	4472	4587	4692	4806	4923
	Hourly	21.36	21.85	22.39	22.87	23.45	23.99	24.54	25.14	25.70	26.36	26.97	27.62	28.29
	Standby	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.93	1.98
37	Annual	45624	46740	47748	48960	50100	51240	52488	53664	55044	56304	57672	59076	60504
	Monthly	3802	3895	3979	4080	4175	4270	4374	4472	4587	4692	4806	4923	5042
	Hourly	21.85	22.39	22.87	23.45	23.99	24.54	25.14	25.70	26.36	26.97	27.62	28.29	28.98
	Standby	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.93	1.98	2.03
38	Annual	46740	47748	48960	50100	51240	52488	53664	55044	56304	57672	59076	60504	62100
	Monthly	3895	3979	4080	4175	4270	4374	4472	4587	4692	4806	4923	5042	5175
	Hourly	22.39	22.87	23.45	23.99	24.54	25.14	25.70	26.36	26.97	27.62	28.29	28.98	29.74
	Standby	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.93	1.98	2.03	2.08
39	Annual	47748	48960	50100	51240	52488	53664	55044	56304	57672	59076	60504	62100	63588
	Monthly	3979	4080	4175	4270	4374	4472	4587	4692	4806	4923	5042	5175	5299
	Hourly	22.87	23.45	23.99	24.54	25.14	25.70	26.36	26.97	27.62	28.29	28.98	29.74	30.45
	Standby	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.93	1.98	2.03	2.08	2.13
40	Annual	48960	50100	51240	52488	53664	55044	56304	57672	59076	60504	62100	63588	65232
	Monthly	4080	4175	4270	4374	4472	4587	4692	4806	4923	5042	5175	5299	5436
	Hourly	23.45	23.99	24.54	25.14	25.70	26.36	26.97	27.62	28.29	28.98	29.74	30.45	31.24
	Standby	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.93	1.98	2.03	2.08	2.13	2.19
41	Annual	50100	51240	52488	53664	55044	56304	57672	59076	60504	62100	63588	65232	66768
	Monthly	4175	4270	4374	4472	4587	4692	4806	4923	5042	5175	5299	5436	5564
	Hourly	23.99	24.54	25.14	25.70	26.36	26.97	27.62	28.29	28.98	29.74	30.45	31.24	31.98
	Standby	1.68	1.72	1.76	1.80	1.85	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24
42	Annual	51240	52488	53664	55044	56304	57672	59076	60504	62100	63588	65232	66768	68520
	Monthly	4270	4374	4472	4587	4692	4806	4923	5042	5175	5299	5436	5564	5710
	Hourly	24.54	25.14	25.70	26.36	26.97	27.62	28.29	28.98	29.74	30.45	31.24	31.98	32.82
	Standby	1.72	1.76	1.80	1.85	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30
43	Annual	52488	53664	55044	56304	57672	59076	60504	62100	63588	65232	66768	68520	70260
	Monthly	4374	4472	4587	4692	4806	4923	5042	5175	5299	5436	5564	5710	5855
	Hourly	25.14	25.70	26.36	26.97	27.62	28.29	28.98	29.74	30.45	31.24	31.98	32.82	33.65
	Standby	1.76	1.80	1.85	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36
44	Annual	53664	55044	56304	57672	59076	60504	62100	63588	65232	66768	68520	70260	72024
	Monthly	4472	4587	4692	4806	4923	5042	5175	5299	5436	5564	5710	5855	6002
	Hourly	25.70	26.36	26.97	27.62	28.29	28.98	29.74	30.45	31.24	31.98	32.82	33.65	34.49
	Standby	1.80	1.85	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41

Item #280

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 4% Increase

Teamsters

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	55044	56304	57672	59076	60504	62100	63588	65232	66768	68520	70260	72024	73800
	Monthly	4587	4692	4806	4923	5042	5175	5299	5436	5564	5710	5855	6002	6150
	Hourly	26.36	26.97	27.62	28.29	28.98	29.74	30.45	31.24	31.98	32.82	33.65	34.49	35.34
	Standby	1.85	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.47
46	Annual	56304	57672	59076	60504	62100	63588	65232	66768	68520	70260	72024	73800	75624
	Monthly	4692	4806	4923	5042	5175	5299	5436	5564	5710	5855	6002	6150	6302
	Hourly	26.97	27.62	28.29	28.98	29.74	30.45	31.24	31.98	32.82	33.65	34.49	35.34	36.22
	Standby	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.47	2.54
47	Annual	57672	59076	60504	62100	63588	65232	66768	68520	70260	72024	73800	75624	77472
	Monthly	4806	4923	5042	5175	5299	5436	5564	5710	5855	6002	6150	6302	6456
	Hourly	27.62	28.29	28.98	29.74	30.45	31.24	31.98	32.82	33.65	34.49	35.34	36.22	37.10
	Standby	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.47	2.54	2.60
48	Annual	59076	60504	62100	63588	65232	66768	68520	70260	72024	73800	75624	77472	79476
	Monthly	4923	5042	5175	5299	5436	5564	5710	5855	6002	6150	6302	6456	6623
	Hourly	28.29	28.98	29.74	30.45	31.24	31.98	32.82	33.65	34.49	35.34	36.22	37.10	38.06
	Standby	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.47	2.54	2.60	2.66
49	Annual	60504	62100	63588	65232	66768	68520	70260	72024	73800	75624	77472	79476	81420
	Monthly	5042	5175	5299	5436	5564	5710	5855	6002	6150	6302	6456	6623	6785
	Hourly	28.98	29.74	30.45	31.24	31.98	32.82	33.65	34.49	35.34	36.22	37.10	38.06	38.99
	Standby	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.47	2.54	2.60	2.66	2.73
50	Annual	62100	63588	65232	66768	68520	70260	72024	73800	75624	77472	79476	81420	83508
	Monthly	5175	5299	5436	5564	5710	5855	6002	6150	6302	6456	6623	6785	6959
	Hourly	29.74	30.45	31.24	31.98	32.82	33.65	34.49	35.34	36.22	37.10	38.06	38.99	39.99
	Standby	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.47	2.54	2.60	2.66	2.73	2.80
51	Annual	63588	65232	66768	68520	70260	72024	73800	75624	77472	79476	81420	83508	85536
	Monthly	5299	5436	5564	5710	5855	6002	6150	6302	6456	6623	6785	6959	7128
	Hourly	30.45	31.24	31.98	32.82	33.65	34.49	35.34	36.22	37.10	38.06	38.99	39.99	40.97
	Standby	2.13	2.19	2.24	2.30	2.36	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87
52	Annual	65232	66768	68520	70260	72024	73800	75624	77472	79476	81420	83508	85536	87708
	Monthly	5436	5564	5710	5855	6002	6150	6302	6456	6623	6785	6959	7128	7309
	Hourly	31.24	31.98	32.82	33.65	34.49	35.34	36.22	37.10	38.06	38.99	39.99	40.97	42.01
	Standby	2.19	2.24	2.30	2.36	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94
53	Annual	66768	68520	70260	72024	73800	75624	77472	79476	81420	83508	85536	87708	89868
	Monthly	5564	5710	5855	6002	6150	6302	6456	6623	6785	6959	7128	7309	7489
	Hourly	31.98	32.82	33.65	34.49	35.34	36.22	37.10	38.06	38.99	39.99	40.97	42.01	43.04
	Standby	2.24	2.30	2.36	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01

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Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 4% Increase

Teamsters

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	68520	70260	72024	73800	75624	77472	79476	81420	83508	85536	87708	89868	92124
	Monthly	5710	5855	6002	6150	6302	6456	6623	6785	6959	7128	7309	7489	7677
	Hourly	32.82	33.65	34.49	35.34	36.22	37.10	38.06	38.99	39.99	40.97	42.01	43.04	44.12
	Standby	2.30	2.36	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09
55	Annual	70260	72024	73800	75624	77472	79476	81420	83508	85536	87708	89868	92124	94428
	Monthly	5855	6002	6150	6302	6456	6623	6785	6959	7128	7309	7489	7677	7869
	Hourly	33.65	34.49	35.34	36.22	37.10	38.06	38.99	39.99	40.97	42.01	43.04	44.12	45.22
	Standby	2.36	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17
56	Annual	72024	73800	75624	77472	79476	81420	83508	85536	87708	89868	92124	94428	96828
	Monthly	6002	6150	6302	6456	6623	6785	6959	7128	7309	7489	7677	7869	8069
	Hourly	34.49	35.34	36.22	37.10	38.06	38.99	39.99	40.97	42.01	43.04	44.12	45.22	46.37
	Standby	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25
57	Annual	73800	75624	77472	79476	81420	83508	85536	87708	89868	92124	94428	96828	99156
	Monthly	6150	6302	6456	6623	6785	6959	7128	7309	7489	7677	7869	8069	8263
	Hourly	35.34	36.22	37.10	38.06	38.99	39.99	40.97	42.01	43.04	44.12	45.22	46.37	47.49
	Standby	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.32
58	Annual	75624	77472	79476	81420	83508	85536	87708	89868	92124	94428	96828	99156	101724
	Monthly	6302	6456	6623	6785	6959	7128	7309	7489	7677	7869	8069	8263	8477
	Hourly	36.22	37.10	38.06	38.99	39.99	40.97	42.01	43.04	44.12	45.22	46.37	47.49	48.72
	Standby	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.32	3.41
59	Annual	77472	79476	81420	83508	85536	87708	89868	92124	94428	96828	99156	101724	104220
	Monthly	6456	6623	6785	6959	7128	7309	7489	7677	7869	8069	8263	8477	8685
	Hourly	37.10	38.06	38.99	39.99	40.97	42.01	43.04	44.12	45.22	46.37	47.49	48.72	49.91
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.32	3.41	3.49
60	Annual	79476	81420	83508	85536	87708	89868	92124	94428	96828	99156	101724	104220	106884
	Monthly	6623	6785	6959	7128	7309	7489	7677	7869	8069	8263	8477	8685	8907
	Hourly	38.06	38.99	39.99	40.97	42.01	43.04	44.12	45.22	46.37	47.49	48.72	49.91	51.19
	Standby	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.32	3.41	3.49	3.58
61	Annual	81420	83508	85536	87708	89868	92124	94428	96828	99156	101724	104220	106884	109524
	Monthly	6785	6959	7128	7309	7489	7677	7869	8069	8263	8477	8685	8907	9127
	Hourly	38.99	39.99	40.97	42.01	43.04	44.12	45.22	46.37	47.49	48.72	49.91	51.19	52.45
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.32	3.41	3.49	3.58	3.67
62	Annual	83508	85536	87708	89868	92124	94428	96828	99156	101724	104220	106884	109524	112236
	Monthly	6959	7128	7309	7489	7677	7869	8069	8263	8477	8685	8907	9127	9353
	Hourly	39.99	40.97	42.01	43.04	44.12	45.22	46.37	47.49	48.72	49.91	51.19	52.45	53.75
	Standby	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.32	3.41	3.49	3.58	3.67	3.76

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Section D: Compensation

Prepared by Washington State Office of Financial Management
Standard Progression General Service Salary Schedule for Represented Employees
Effective July 1, 2024
4% Increase

Teamsters

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	85536	87708	89868	92124	94428	96828	99156	101724	104220	106884	109524	112236	115044
	Monthly	7128	7309	7489	7677	7869	8069	8263	8477	8685	8907	9127	9353	9587
	Hourly	40.97	42.01	43.04	44.12	45.22	46.37	47.49	48.72	49.91	51.19	52.45	53.75	55.10
	Standby	2.87	2.94	3.01	3.09	3.17	3.25	3.32	3.41	3.49	3.58	3.67	3.76	3.86
64	Annual	87708	89868	92124	94428	96828	99156	101724	104220	106884	109524	112236	115044	117960
	Monthly	7309	7489	7677	7869	8069	8263	8477	8685	8907	9127	9353	9587	9830
	Hourly	42.01	43.04	44.12	45.22	46.37	47.49	48.72	49.91	51.19	52.45	53.75	55.10	56.49
	Standby	2.94	3.01	3.09	3.17	3.25	3.32	3.41	3.49	3.58	3.67	3.76	3.86	3.95
65	Annual	89868	92124	94428	96828	99156	101724	104220	106884	109524	112236	115044	117960	120876
	Monthly	7489	7677	7869	8069	8263	8477	8685	8907	9127	9353	9587	9830	10073
	Hourly	43.04	44.12	45.22	46.37	47.49	48.72	49.91	51.19	52.45	53.75	55.10	56.49	57.89
	Standby	3.01	3.09	3.17	3.25	3.32	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05
66	Annual	92124	94428	96828	99156	101724	104220	106884	109524	112236	115044	117960	120876	123960
	Monthly	7677	7869	8069	8263	8477	8685	8907	9127	9353	9587	9830	10073	10330
	Hourly	44.12	45.22	46.37	47.49	48.72	49.91	51.19	52.45	53.75	55.10	56.49	57.89	59.37
	Standby	3.09	3.17	3.25	3.32	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.16
67	Annual	94428	96828	99156	101724	104220	106884	109524	112236	115044	117960	120876	123960	126996
	Monthly	7869	8069	8263	8477	8685	8907	9127	9353	9587	9830	10073	10330	10583
	Hourly	45.22	46.37	47.49	48.72	49.91	51.19	52.45	53.75	55.10	56.49	57.89	59.37	60.82
	Standby	3.17	3.25	3.32	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.16	4.26
68	Annual	96828	99156	101724	104220	106884	109524	112236	115044	117960	120876	123960	126996	130212
	Monthly	8069	8263	8477	8685	8907	9127	9353	9587	9830	10073	10330	10583	10851
	Hourly	46.37	47.49	48.72	49.91	51.19	52.45	53.75	55.10	56.49	57.89	59.37	60.82	62.36
	Standby	3.25	3.32	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.16	4.26	4.37
69	Annual	99156	101724	104220	106884	109524	112236	115044	117960	120876	123960	126996	130212	133428
	Monthly	8263	8477	8685	8907	9127	9353	9587	9830	10073	10330	10583	10851	11119
	Hourly	47.49	48.72	49.91	51.19	52.45	53.75	55.10	56.49	57.89	59.37	60.82	62.36	63.90
	Standby	3.32	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.16	4.26	4.37	4.47
70	Annual	101724	104220	106884	109524	112236	115044	117960	120876	123960	126996	130212	133428	136788
	Monthly	8477	8685	8907	9127	9353	9587	9830	10073	10330	10583	10851	11119	11399
	Hourly	48.72	49.91	51.19	52.45	53.75	55.10	56.49	57.89	59.37	60.82	62.36	63.90	65.51
	Standby	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.16	4.26	4.37	4.47	4.59
71	Annual	104220	106884	109524	112236	115044	117960	120876	123960	126996	130212	133428	136788	140196
	Monthly	8685	8907	9127	9353	9587	9830	10073	10330	10583	10851	11119	11399	11683
	Hourly	49.91	51.19	52.45	53.75	55.10	56.49	57.89	59.37	60.82	62.36	63.90	65.51	67.14
	Standby	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.16	4.26	4.37	4.47	4.59	4.70

Item #280

Section D: Compensation

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Standard Progression General Service Salary Schedule for Represented Employees
Effective July 1, 2024
4% Increase

Teamsters

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
72	Annual	106884	109524	112236	115044	117960	120876	123960	126996	130212	133428	136788	140196	143724
	Monthly	8907	9127	9353	9587	9830	10073	10330	10583	10851	11119	11399	11683	11977
	Hourly	51.19	52.45	53.75	55.10	56.49	57.89	59.37	60.82	62.36	63.90	65.51	67.14	68.83
	Standby	3.58	3.67	3.76	3.86	3.95	4.05	4.16	4.26	4.37	4.47	4.59	4.70	4.82
73	Annual	109524	112236	115044	117960	120876	123960	126996	130212	133428	136788	140196	143724	147288
	Monthly	9127	9353	9587	9830	10073	10330	10583	10851	11119	11399	11683	11977	12274
	Hourly	52.45	53.75	55.10	56.49	57.89	59.37	60.82	62.36	63.90	65.51	67.14	68.83	70.54
	Standby	3.67	3.76	3.86	3.95	4.05	4.16	4.26	4.37	4.47	4.59	4.70	4.82	4.94
74	Annual	112236	115044	117960	120876	123960	126996	130212	133428	136788	140196	143724	147288	151032
	Monthly	9353	9587	9830	10073	10330	10583	10851	11119	11399	11683	11977	12274	12586
	Hourly	53.75	55.10	56.49	57.89	59.37	60.82	62.36	63.90	65.51	67.14	68.83	70.54	72.33
	Standby	3.76	3.86	3.95	4.05	4.16	4.26	4.37	4.47	4.59	4.70	4.82	4.94	5.06
75	Annual	115044	117960	120876	123960	126996	130212	133428	136788	140196	143724	147288	151032	154752
	Monthly	9587	9830	10073	10330	10583	10851	11119	11399	11683	11977	12274	12586	12896
	Hourly	55.10	56.49	57.89	59.37	60.82	62.36	63.90	65.51	67.14	68.83	70.54	72.33	74.11
	Standby	3.86	3.95	4.05	4.16	4.26	4.37	4.47	4.59	4.70	4.82	4.94	5.06	5.19
76	Annual	117960	120876	123960	126996	130212	133428	136788	140196	143724	147288	151032	154752	158592
	Monthly	9830	10073	10330	10583	10851	11119	11399	11683	11977	12274	12586	12896	13216
	Hourly	56.49	57.89	59.37	60.82	62.36	63.90	65.51	67.14	68.83	70.54	72.33	74.11	75.95
	Standby	3.95	4.05	4.16	4.26	4.37	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32
77	Annual	120876	123960	126996	130212	133428	136788	140196	143724	147288	151032	154752	158592	162624
	Monthly	10073	10330	10583	10851	11119	11399	11683	11977	12274	12586	12896	13216	13552
	Hourly	57.89	59.37	60.82	62.36	63.90	65.51	67.14	68.83	70.54	72.33	74.11	75.95	77.89
	Standby	4.05	4.16	4.26	4.37	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45
78	Annual	123960	126996	130212	133428	136788	140196	143724	147288	151032	154752	158592	162624	166668
	Monthly	10330	10583	10851	11119	11399	11683	11977	12274	12586	12896	13216	13552	13889
	Hourly	59.37	60.82	62.36	63.90	65.51	67.14	68.83	70.54	72.33	74.11	75.95	77.89	79.82
	Standby	4.16	4.26	4.37	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59
79	Annual	126996	130212	133428	136788	140196	143724	147288	151032	154752	158592	162624	166668	170784
	Monthly	10583	10851	11119	11399	11683	11977	12274	12586	12896	13216	13552	13889	14232
	Hourly	60.82	62.36	63.90	65.51	67.14	68.83	70.54	72.33	74.11	75.95	77.89	79.82	81.79
	Standby	4.26	4.37	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73
80	Annual	130212	133428	136788	140196	143724	147288	151032	154752	158592	162624	166668	170784	175044
	Monthly	10851	11119	11399	11683	11977	12274	12586	12896	13216	13552	13889	14232	14587
	Hourly	62.36	63.90	65.51	67.14	68.83	70.54	72.33	74.11	75.95	77.89	79.82	81.79	83.83
	Standby	4.37	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87

Item #280

Section D: Compensation

Prepared by Washington State Office of Financial Management
Standard Progression General Service Salary Schedule for Represented Employees
Effective July 1, 2024
4% Increase

Teamsters

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
81	Annual	133428	136788	140196	143724	147288	151032	154752	158592	162624	166668	170784	175044	179484
	Monthly	11119	11399	11683	11977	12274	12586	12896	13216	13552	13889	14232	14587	14957
	Hourly	63.90	65.51	67.14	68.83	70.54	72.33	74.11	75.95	77.89	79.82	81.79	83.83	85.96
	Standby	4.47	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02
82	Annual	136788	140196	143724	147288	151032	154752	158592	162624	166668	170784	175044	179484	183936
	Monthly	11399	11683	11977	12274	12586	12896	13216	13552	13889	14232	14587	14957	15328
	Hourly	65.51	67.14	68.83	70.54	72.33	74.11	75.95	77.89	79.82	81.79	83.83	85.96	88.09
	Standby	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17
83	Annual	140196	143724	147288	151032	154752	158592	162624	166668	170784	175044	179484	183936	188508
	Monthly	11683	11977	12274	12586	12896	13216	13552	13889	14232	14587	14957	15328	15709
	Hourly	67.14	68.83	70.54	72.33	74.11	75.95	77.89	79.82	81.79	83.83	85.96	88.09	90.28
	Standby	4.70	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32
84	Annual	143724	147288	151032	154752	158592	162624	166668	170784	175044	179484	183936	188508	193296
	Monthly	11977	12274	12586	12896	13216	13552	13889	14232	14587	14957	15328	15709	16108
	Hourly	68.83	70.54	72.33	74.11	75.95	77.89	79.82	81.79	83.83	85.96	88.09	90.28	92.57
	Standby	4.82	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48
85	Annual	147288	151032	154752	158592	162624	166668	170784	175044	179484	183936	188508	193296	198048
	Monthly	12274	12586	12896	13216	13552	13889	14232	14587	14957	15328	15709	16108	16504
	Hourly	70.54	72.33	74.11	75.95	77.89	79.82	81.79	83.83	85.96	88.09	90.28	92.57	94.85
	Standby	4.94	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.64
86	Annual	151032	154752	158592	162624	166668	170784	175044	179484	183936	188508	193296	198048	203028
	Monthly	12586	12896	13216	13552	13889	14232	14587	14957	15328	15709	16108	16504	16919
	Hourly	72.33	74.11	75.95	77.89	79.82	81.79	83.83	85.96	88.09	90.28	92.57	94.85	97.24
	Standby	5.06	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.64	6.81
87	Annual	154752	158592	162624	166668	170784	175044	179484	183936	188508	193296	198048	203028	208176
	Monthly	12896	13216	13552	13889	14232	14587	14957	15328	15709	16108	16504	16919	17348
	Hourly	74.11	75.95	77.89	79.82	81.79	83.83	85.96	88.09	90.28	92.57	94.85	97.24	99.70
	Standby	5.19	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.64	6.81	6.98
88	Annual	158592	162624	166668	170784	175044	179484	183936	188508	193296	198048	203028	208176	213300
	Monthly	13216	13552	13889	14232	14587	14957	15328	15709	16108	16504	16919	17348	17775
	Hourly	75.95	77.89	79.82	81.79	83.83	85.96	88.09	90.28	92.57	94.85	97.24	99.70	102.16
	Standby	5.32	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.64	6.81	6.98	7.15
89	Annual	162624	166668	170784	175044	179484	183936	188508	193296	198048	203028	208176	213300	218724
	Monthly	13552	13889	14232	14587	14957	15328	15709	16108	16504	16919	17348	17775	18227
	Hourly	77.89	79.82	81.79	83.83	85.96	88.09	90.28	92.57	94.85	97.24	99.70	102.16	104.75
	Standby	5.45	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.64	6.81	6.98	7.15	7.33

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Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 4% Increase

Teamsters

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
90	Annual	166668	170784	175044	179484	183936	188508	193296	198048	203028	208176	213300	218724	224088
	Monthly	13889	14232	14587	14957	15328	15709	16108	16504	16919	17348	17775	18227	18674
	Hourly	79.82	81.79	83.83	85.96	88.09	90.28	92.57	94.85	97.24	99.70	102.16	104.75	107.32
	Standby	5.59	5.73	5.87	6.02	6.17	6.32	6.48	6.64	6.81	6.98	7.15	7.33	7.51
91	Annual	170784	175044	179484	183936	188508	193296	198048	203028	208176	213300	218724	224088	229752
	Monthly	14232	14587	14957	15328	15709	16108	16504	16919	17348	17775	18227	18674	19146
	Hourly	81.79	83.83	85.96	88.09	90.28	92.57	94.85	97.24	99.70	102.16	104.75	107.32	110.03
	Standby	5.73	5.87	6.02	6.17	6.32	6.48	6.64	6.81	6.98	7.15	7.33	7.51	7.70
92	Annual	175044	179484	183936	188508	193296	198048	203028	208176	213300	218724	224088	229752	235428
	Monthly	14587	14957	15328	15709	16108	16504	16919	17348	17775	18227	18674	19146	19619
	Hourly	83.83	85.96	88.09	90.28	92.57	94.85	97.24	99.70	102.16	104.75	107.32	110.03	112.75
	Standby	5.87	6.02	6.17	6.32	6.48	6.64	6.81	6.98	7.15	7.33	7.51	7.70	7.89
93	Annual	179484	183936	188508	193296	198048	203028	208176	213300	218724	224088	229752	235428	241452
	Monthly	14957	15328	15709	16108	16504	16919	17348	17775	18227	18674	19146	19619	20121
	Hourly	85.96	88.09	90.28	92.57	94.85	97.24	99.70	102.16	104.75	107.32	110.03	112.75	115.64
	Standby	6.02	6.17	6.32	6.48	6.64	6.81	6.98	7.15	7.33	7.51	7.70	7.89	8.09
94	Annual	183936	188508	193296	198048	203028	208176	213300	218724	224088	229752	235428	241452	247392
	Monthly	15328	15709	16108	16504	16919	17348	17775	18227	18674	19146	19619	20121	20616
	Hourly	88.09	90.28	92.57	94.85	97.24	99.70	102.16	104.75	107.32	110.03	112.75	115.64	118.48
	Standby	6.17	6.32	6.48	6.64	6.81	6.98	7.15	7.33	7.51	7.70	7.89	8.09	8.29
95	Annual	188508	193296	198048	203028	208176	213300	218724	224088	229752	235428	241452	247392	253620
	Monthly	15709	16108	16504	16919	17348	17775	18227	18674	19146	19619	20121	20616	21135
	Hourly	90.28	92.57	94.85	97.24	99.70	102.16	104.75	107.32	110.03	112.75	115.64	118.48	121.47
	Standby	6.32	6.48	6.64	6.81	6.98	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50
96	Annual	193296	198048	203028	208176	213300	218724	224088	229752	235428	241452	247392	253620	259968
	Monthly	16108	16504	16919	17348	17775	18227	18674	19146	19619	20121	20616	21135	21664
	Hourly	92.57	94.85	97.24	99.70	102.16	104.75	107.32	110.03	112.75	115.64	118.48	121.47	124.51
	Standby	6.48	6.64	6.81	6.98	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.72
97	Annual	198048	203028	208176	213300	218724	224088	229752	235428	241452	247392	253620	259968	266472
	Monthly	16504	16919	17348	17775	18227	18674	19146	19619	20121	20616	21135	21664	22206
	Hourly	94.85	97.24	99.70	102.16	104.75	107.32	110.03	112.75	115.64	118.48	121.47	124.51	127.62
	Standby	6.64	6.81	6.98	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.72	8.93
98	Annual	203028	208176	213300	218724	224088	229752	235428	241452	247392	253620	259968	266472	273144
	Monthly	16919	17348	17775	18227	18674	19146	19619	20121	20616	21135	21664	22206	22762
	Hourly	97.24	99.70	102.16	104.75	107.32	110.03	112.75	115.64	118.48	121.47	124.51	127.62	130.82
	Standby	6.81	6.98	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.72	8.93	9.16

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Section D: Compensation

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 Effective July 1, 2024
 4% Increase

Teamsters

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	208176	213300	218724	224088	229752	235428	241452	247392	253620	259968	266472	273144	279972
	Monthly	17348	17775	18227	18674	19146	19619	20121	20616	21135	21664	22206	22762	23331
	Hourly	99.70	102.16	104.75	107.32	110.03	112.75	115.64	118.48	121.47	124.51	127.62	130.82	134.09
	Standby	6.98	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.72	8.93	9.16	9.39
100	Annual	213300	218724	224088	229752	235428	241452	247392	253620	259968	266472	273144	279972	286944
	Monthly	17775	18227	18674	19146	19619	20121	20616	21135	21664	22206	22762	23331	23912
	Hourly	102.16	104.75	107.32	110.03	112.75	115.64	118.48	121.47	124.51	127.62	130.82	134.09	137.43
	Standby	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.72	8.93	9.16	9.39	9.62
101	Annual	218724	224088	229752	235428	241452	247392	253620	259968	266472	273144	279972	286944	294132
	Monthly	18227	18674	19146	19619	20121	20616	21135	21664	22206	22762	23331	23912	24511
	Hourly	104.75	107.32	110.03	112.75	115.64	118.48	121.47	124.51	127.62	130.82	134.09	137.43	140.87
	Standby	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.72	8.93	9.16	9.39	9.62	9.86
102	Annual	224088	229752	235428	241452	247392	253620	259968	266472	273144	279972	286944	294132	301452
	Monthly	18674	19146	19619	20121	20616	21135	21664	22206	22762	23331	23912	24511	25121
	Hourly	107.32	110.03	112.75	115.64	118.48	121.47	124.51	127.62	130.82	134.09	137.43	140.87	144.37
	Standby	7.51	7.70	7.89	8.09	8.29	8.50	8.72	8.93	9.16	9.39	9.62	9.86	10.11
103	Annual	229752	235428	241452	247392	253620	259968	266472	273144	279972	286944	294132	301452	309012
	Monthly	19146	19619	20121	20616	21135	21664	22206	22762	23331	23912	24511	25121	25751
	Hourly	110.03	112.75	115.64	118.48	121.47	124.51	127.62	130.82	134.09	137.43	140.87	144.37	147.99
	Standby	7.70	7.89	8.09	8.29	8.50	8.72	8.93	9.16	9.39	9.62	9.86	10.11	10.36
104	Annual	235428	241452	247392	253620	259968	266472	273144	279972	286944	294132	301452	309012	316764
	Monthly	19619	20121	20616	21135	21664	22206	22762	23331	23912	24511	25121	25751	26397
	Hourly	112.75	115.64	118.48	121.47	124.51	127.62	130.82	134.09	137.43	140.87	144.37	147.99	151.71
	Standby	7.89	8.09	8.29	8.50	8.72	8.93	9.16	9.39	9.62	9.86	10.11	10.36	10.62
105	Annual	241452	247392	253620	259968	266472	273144	279972	286944	294132	301452	309012	316764	324684
	Monthly	20121	20616	21135	21664	22206	22762	23331	23912	24511	25121	25751	26397	27057
	Hourly	115.64	118.48	121.47	124.51	127.62	130.82	134.09	137.43	140.87	144.37	147.99	151.71	155.50
	Standby	8.09	8.29	8.50	8.72	8.93	9.16	9.39	9.62	9.86	10.11	10.36	10.62	10.89
106	Annual	247392	253620	259968	266472	273144	279972	286944	294132	301452	309012	316764	324684	332784
	Monthly	20616	21135	21664	22206	22762	23331	23912	24511	25121	25751	26397	27057	27732
	Hourly	118.48	121.47	124.51	127.62	130.82	134.09	137.43	140.87	144.37	147.99	151.71	155.50	159.38
	Standby	8.29	8.50	8.72	8.93	9.16	9.39	9.62	9.86	10.11	10.36	10.62	10.89	11.16
107	Annual	253620	259968	266472	273144	279972	286944	294132	301452	309012	316764	324684	332784	341112
	Monthly	21135	21664	22206	22762	23331	23912	24511	25121	25751	26397	27057	27732	28426
	Hourly	121.47	124.51	127.62	130.82	134.09	137.43	140.87	144.37	147.99	151.71	155.50	159.38	163.37
	Standby	8.50	8.72	8.93	9.16	9.39	9.62	9.86	10.11	10.36	10.62	10.89	11.16	11.44

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Teamsters

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
108	Annual	259968	266472	273144	279972	286944	294132	301452	309012	316764	324684	332784	341112	349644
	Monthly	21664	22206	22762	23331	23912	24511	25121	25751	26397	27057	27732	28426	29137
	Hourly	124.51	127.62	130.82	134.09	137.43	140.87	144.37	147.99	151.71	155.50	159.38	163.37	167.45
	Standby	8.72	8.93	9.16	9.39	9.62	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.72
109	Annual	266472	273144	279972	286944	294132	301452	309012	316764	324684	332784	341112	349644	358380
	Monthly	22206	22762	23331	23912	24511	25121	25751	26397	27057	27732	28426	29137	29865
	Hourly	127.62	130.82	134.09	137.43	140.87	144.37	147.99	151.71	155.50	159.38	163.37	167.45	171.64
	Standby	8.93	9.16	9.39	9.62	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.72	12.01
110	Annual	273144	279972	286944	294132	301452	309012	316764	324684	332784	341112	349644	358380	367332
	Monthly	22762	23331	23912	24511	25121	25751	26397	27057	27732	28426	29137	29865	30611
	Hourly	130.82	134.09	137.43	140.87	144.37	147.99	151.71	155.50	159.38	163.37	167.45	171.64	175.93
	Standby	9.16	9.39	9.62	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.72	12.01	12.31
111	Annual	279972	286944	294132	301452	309012	316764	324684	332784	341112	349644	358380	367332	376548
	Monthly	23331	23912	24511	25121	25751	26397	27057	27732	28426	29137	29865	30611	31379
	Hourly	134.09	137.43	140.87	144.37	147.99	151.71	155.50	159.38	163.37	167.45	171.64	175.93	180.34
	Standby	9.39	9.62	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.72	12.01	12.31	12.62
112	Annual	286944	294132	301452	309012	316764	324684	332784	341112	349644	358380	367332	376548	385920
	Monthly	23912	24511	25121	25751	26397	27057	27732	28426	29137	29865	30611	31379	32160
	Hourly	137.43	140.87	144.37	147.99	151.71	155.50	159.38	163.37	167.45	171.64	175.93	180.34	184.83
	Standby	9.62	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.72	12.01	12.31	12.62	12.94
113	Annual	294132	301452	309012	316764	324684	332784	341112	349644	358380	367332	376548	385920	395580
	Monthly	24511	25121	25751	26397	27057	27732	28426	29137	29865	30611	31379	32160	32965
	Hourly	140.87	144.37	147.99	151.71	155.50	159.38	163.37	167.45	171.64	175.93	180.34	184.83	189.45
	Standby	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.72	12.01	12.31	12.62	12.94	13.26
114	Annual	301452	309012	316764	324684	332784	341112	349644	358380	367332	376548	385920	395580	405492
	Monthly	25121	25751	26397	27057	27732	28426	29137	29865	30611	31379	32160	32965	33791
	Hourly	144.37	147.99	151.71	155.50	159.38	163.37	167.45	171.64	175.93	180.34	184.83	189.45	194.20
	Standby	10.11	10.36	10.62	10.89	11.16	11.44	11.72	12.01	12.31	12.62	12.94	13.26	13.59
115	Annual	309012	316764	324684	332784	341112	349644	358380	367332	376548	385920	395580	405492	415596
	Monthly	25751	26397	27057	27732	28426	29137	29865	30611	31379	32160	32965	33791	34633
	Hourly	147.99	151.71	155.50	159.38	163.37	167.45	171.64	175.93	180.34	184.83	189.45	194.20	199.04
	Standby	10.36	10.62	10.89	11.16	11.44	11.72	12.01	12.31	12.62	12.94	13.26	13.59	13.93
116	Annual	316764	324684	332784	341112	349644	358380	367332	376548	385920	395580	405492	415596	426000
	Monthly	26397	27057	27732	28426	29137	29865	30611	31379	32160	32965	33791	34633	35500
	Hourly	151.71	155.50	159.38	163.37	167.45	171.64	175.93	180.34	184.83	189.45	194.20	199.04	204.02
	Standby	10.62	10.89	11.16	11.44	11.72	12.01	12.31	12.62	12.94	13.26	13.59	13.93	14.28

Item #280

Section D: Compensation

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2024
 4% Increase

Teamsters

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
117	Annual	324684	332784	341112	349644	358380	367332	376548	385920	395580	405492	415596	426000	436680
	Monthly	27057	27732	28426	29137	29865	30611	31379	32160	32965	33791	34633	35500	36390
	Hourly	155.50	159.38	163.37	167.45	171.64	175.93	180.34	184.83	189.45	194.20	199.04	204.02	209.14
	Standby	10.89	11.16	11.44	11.72	12.01	12.31	12.62	12.94	13.26	13.59	13.93	14.28	14.64
118	Annual	332784	341112	349644	358380	367332	376548	385920	395580	405492	415596	426000	436680	447552
	Monthly	27732	28426	29137	29865	30611	31379	32160	32965	33791	34633	35500	36390	37296
	Hourly	159.38	163.37	167.45	171.64	175.93	180.34	184.83	189.45	194.20	199.04	204.02	209.14	214.34
	Standby	11.16	11.44	11.72	12.01	12.31	12.62	12.94	13.26	13.59	13.93	14.28	14.64	15.00
119	Annual	341112	349644	358380	367332	376548	385920	395580	405492	415596	426000	436680	447552	458748
	Monthly	28426	29137	29865	30611	31379	32160	32965	33791	34633	35500	36390	37296	38229
	Hourly	163.37	167.45	171.64	175.93	180.34	184.83	189.45	194.20	199.04	204.02	209.14	214.34	219.71
	Standby	11.44	11.72	12.01	12.31	12.62	12.94	13.26	13.59	13.93	14.28	14.64	15.00	15.38
120	Annual	349644	358380	367332	376548	385920	395580	405492	415596	426000	436680	447552	458748	470220
	Monthly	29137	29865	30611	31379	32160	32965	33791	34633	35500	36390	37296	38229	39185
	Hourly	167.45	171.64	175.93	180.34	184.83	189.45	194.20	199.04	204.02	209.14	214.34	219.71	225.20
	Standby	11.72	12.01	12.31	12.62	12.94	13.26	13.59	13.93	14.28	14.64	15.00	15.38	15.76

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, 2024
 3% 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	82512	84516	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940
	Monthly	6876	7043	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245
	Hourly	39.52	40.48	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13
	Standby	2.77	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72
70	Annual	86712	88800	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556
	Monthly	7226	7400	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713
	Hourly	41.53	42.53	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82
	Standby	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91
72	Annual	91068	93348	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496
	Monthly	7589	7779	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208
	Hourly	43.61	44.71	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11
74	Annual	95652	98040	100524	103008	105612	108252	110940	113712	116556	119496	122496	125520	128676
	Monthly	7971	8170	8377	8584	8801	9021	9245	9476	9713	9958	10208	10460	10723
	Hourly	45.81	46.95	48.14	49.33	50.58	51.84	53.13	54.46	55.82	57.23	58.67	60.11	61.63
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31

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 January 1, 2025
 2% Increase

DOC - WFSE

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.

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

DOC - WFSE

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	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

*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

DOC - WFSE

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	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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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

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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

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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

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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

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DOC - WFSE

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

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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

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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

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Section E: Rule Amendments

There are no rule items for this meeting.

Section F: Addendum

Emergency

Item A	
Agency/HE Institution Department of Fish and Wildlife	Analyst Tricia Mackin
Director's Meeting Action(s) - select all that apply <input type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input type="checkbox"/> Revision <input checked="" type="checkbox"/> Salary Adjustment	If Revision(s) - select all that apply <input type="checkbox"/> Title Change <input type="checkbox"/> Class Series Concept <input type="checkbox"/> Definition <input type="checkbox"/> Distinguishing Characteristics
Current Class Code/Title 388F Fish & Wildlife Enforcement Lieutenant	Current Salary Range/Rate 803 (\$133,980)
Proposed Class Code/Title N/A	Proposed Salary Range/Rate 803 (\$154,596)

Class Series Concept

See Fish & Wildlife Enforcement Recruit level.

Definition

Under the direction of a Captain, the Lieutenant organizes, reviews, directs and supervises, either in the field or in an administrative posting, the work and training of Fish and Wildlife Enforcement Officers, Sergeants, and Program Specialists who are engaged in the protection of fish and wildlife, habitat protection, prevention of illegal commercialization of fish or wildlife, public health and safety, mutual aid and homeland security to citizens.

Distinguishing Characteristics

Provides management and leadership for all enforcement program activities including developing regional and statewide project plans, evaluating regional or specialized program performance and ensuring compliance with program regulations and agency policy. Specialized programs would include but not limited to: Professional standards and AIS.

Assist higher-level management in performing one or more of the following activities:

- Manages and coordinated the Enforcement Program's emergency management response program;
- Manages and maintains the Enforcement Program's personnel conduct accountability program;
- Collaboration and coordination with Executives of Federal, State, County, and Municipal Law Enforcement Agencies and the law enforcement agencies of up to 29 federally recognized different tribal nations and tribes not yet recognized by the federal government;
- Manages and ensures adherence to regional and statewide budgets;
- Maintains liaison with local, state, tribal and federal law enforcement agencies.

Section F: Addendum

Explanation

The Department of Fish and Wildlife is requesting approximately 5% base salary increase due to compression and inversion issues with the Fish & Wildlife Enforcement Lieutenant classification.

This information is entered into Human Resources Management System and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023
Management Type N/A	Workforce Indicator 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	Number of Position(s) Affected 2

Section F: Addendum

Emergency

Item B	
Agency/HE Institution Department of Fish and Wildlife	Analyst Tricia Mackin
Director's Meeting Action(s) - select all that apply <input type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input type="checkbox"/> Revision <input checked="" type="checkbox"/> Salary Adjustment	If Revision(s) - select all that apply <input type="checkbox"/> Title Change <input type="checkbox"/> Class Series Concept <input type="checkbox"/> Definition <input type="checkbox"/> Distinguishing Characteristics
Current Class Code/Title 388G Fish & Wildlife Enforcement Captain	Current Salary Range/Rate 804 (\$140,676)
Proposed Class Code/Title N/A	Proposed Salary Range/Rate 804 (\$162,324)

Class Series Concept

See Fish & Wildlife Enforcement Recruit level.

Definition

Under the direction of a Deputy Chief, the Captain, as the top authority within a region or division, manages and supervises Fish and Wildlife Enforcement Officers, Sergeants, Lieutenants and/or non-commissioned personnel who are engaged in the protection of fish and wildlife, habitat protection, prevention of illegal commercialization of fish or wildlife, public health and safety, mutual aid and homeland security to citizens.

This position makes highly complex, policy-level, in-the-moment decisions with consideration for risk management. The decisions may be high-risk and high-impact and may have statewide implications.

Distinguishing Characteristics

As the top law enforcement official in the region or division, has delegated responsibilities for the development, administration and implementation of assigned Statewide Enforcement programs and initiatives, such as:

- Statewide professional standards for law enforcement agencies established through state law, CJTC, WASPC, and agency regulations and policies;
- Performs as the regional commander of the WDFW Law Enforcement Program, or
- As the division leader at Headquarters for the Office of Professional Standards, Internal Affairs, Recruiting/Hiring/Training, Vessel/Vehicle Fleet & Supply, Communications and/or Emergency Management.

Section F: Addendum

Explanation

The Department of Fish and Wildlife is requesting approximately 5% base salary increase due to compression and inversion issues with the Fish & Wildlife Enforcement Captain classification.

This information is entered into Human Resources Management System and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023
Management Type N/A	Workforce Indicator 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	Number of Position(s) Affected 8

Section F: Addendum

Emergency

Item C	
Agency/HE Institution Department of Fish and Wildlife	Analyst Tricia Mackin
Director's Meeting Action(s) - select all that apply <input type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input type="checkbox"/> Revision <input checked="" type="checkbox"/> Salary Adjustment	If Revision(s) - select all that apply <input type="checkbox"/> Title Change <input type="checkbox"/> Class Series Concept <input type="checkbox"/> Definition <input type="checkbox"/> Distinguishing Characteristics
Current Class Code/Title 388H Fish & Wildlife Enforcement Deputy Chief	Current Salary Range/Rate Special Case
Proposed Class Code/Title N/A	Proposed Salary Range/Rate Special Case

Class Series Concept

See Fish & Wildlife Enforcement Recruit level.

Definition

Under the direction of the Chief of the Law Enforcement Program, serves as the field operations executive and advisor. The Deputy Chief represents the Agency and the Law Enforcement Program with internal and external entities. Responsible for the administration, management, and application of a Fish and Wildlife, environmental and general criminal Law Enforcement program and managing a statewide workforce. In the Chief's absence, the Deputy Chief serves as the Chief and Director of the Law Enforcement Program.

Distinguishing Characteristics

As an executive program manager provides management, supervision and leadership for all enforcement program managers throughout the State ensuring compliance with state and federal law, program regulations and agency policy, and law enforcement best practices.

In partnership with the Chief, develops statewide policies and strategies, properly allocating workforce and budget to meet agency goals and objectives. This position ensures implementation and execution of program goals, agency goals, and statewide agency directives.

Explanation

The Department of Fish and Wildlife is requesting approximately 5% base salary increase due to compression and inversion issues with the Fish & Wildlife Enforcement Deputy Chief classification.

This information is entered into Human Resources Management System and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023
Management Type N/A	Workforce Indicator 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	Number of Position(s) Affected 1

Special Director's Meeting
Addendum
June 22, 2023