

D: Compensation

Item # 312

APPRENTICE SALARY SCHEDULE

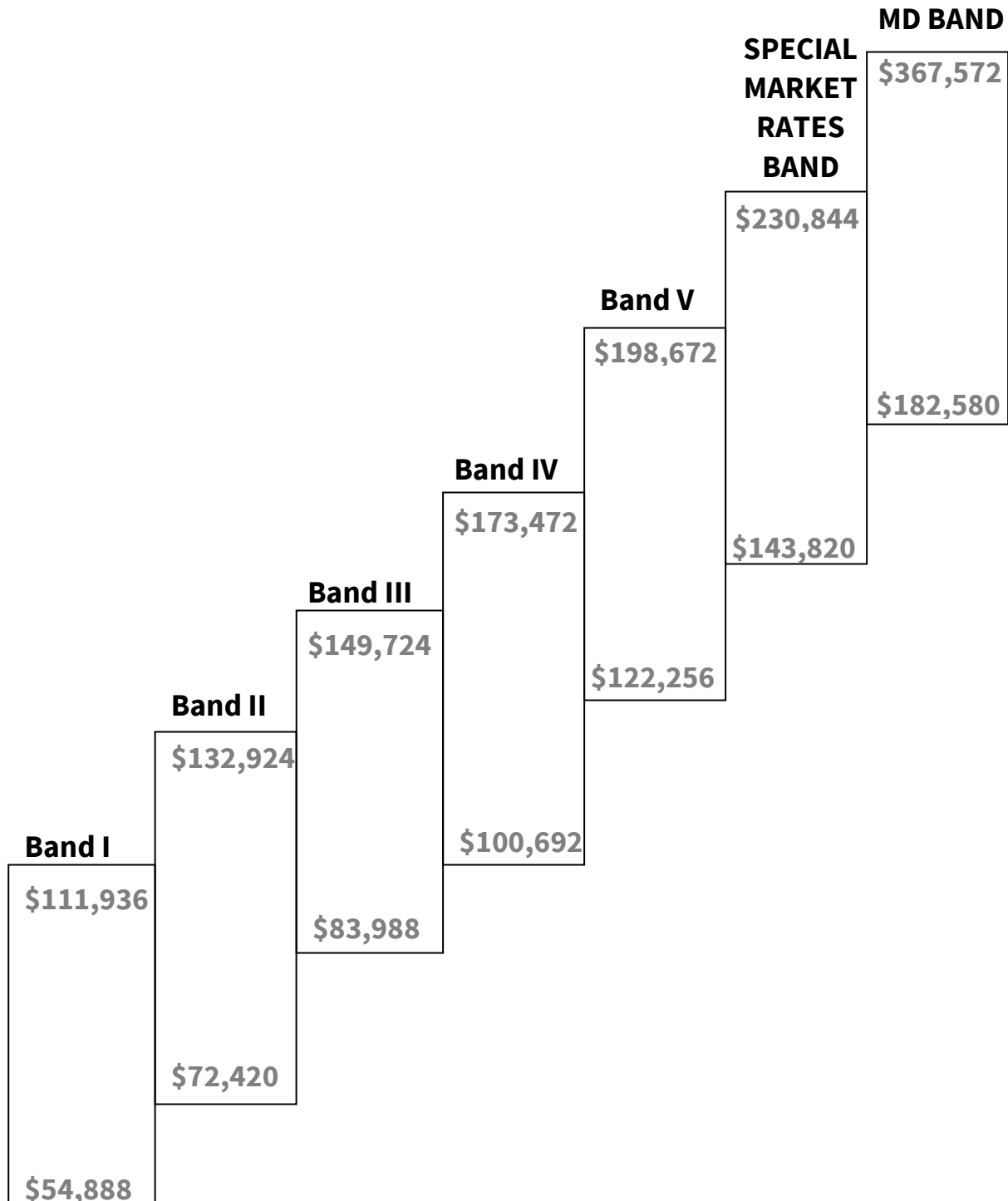
Effective 7/1/2026

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APPRENTICE LEVEL JOB CLASSES										
Class Code	Class Title	Percentage of Journey Level Jobs (Monthly Salary Amount)								
154A	APP Auditor 1 (Range 52C)	Entry 80% \$4,089	6 months 85% \$4,344	12 months 90% \$4,600	18 months. 95% \$4,855	24 months 100% \$5,111 Journey Range 52C				
152P	Journey Level Labor and Industries Auditor 3									
169E	APP Workers' Compensation Adjudicator 2 (Range50G)	Entry 87% \$4,559	6 months 90% \$4,716	10 months 93% \$4,873	22 months 100% \$5,240 Journey Range 50G					
168P	Journey Level Workers' Comp Adj 2									
628E	APP Construction and Maintenance Project Specialist 1 (Range 51G)	Entry 80% \$4,405	6 months 82.50% \$4,542	12 months 85% \$4,680	18 months 87.50% \$4,818	24 months 90% \$4,955	30 months 92.50% \$5,093	36 months 95% \$5,231	42 months 97.50% \$5,368	48 months 100% \$5,506 Journey Range 51G
627E	Journey Level Const. & Maint Project Spec									
121A	APP Industrial Relations Agent Apprentice 1 (Range 51C)	Entry 75% \$3,735	6 months 80.00% \$3,984	12 months 85% \$4,233	18 months 90.00% \$4,482	24 months 95% \$4,731	27 months 100% \$4,980 Journey Range 51C			
124B	Journey Level Industrial Relations Agent 2									
620E	Painter Apprentice (Range 43G)	Entry 70% \$3,162	12 months 80% \$3,614	24 months 90% \$4,065	36 months 100% \$4,517 Journey Range 43G					
619F	Journey Level Painter									
609E	Electrician Apprentice (Range 52G)	Entry 70% \$3,949	12 months 80% \$4,514	24 months 90% \$5,078	36months 95% \$5,360	48 months 100% \$5,642 Journey Range 52G				
608F	Journey Level Electrician									
606E	Carpenter Apprentice (Range 43G)	Entry 80% \$3,614	6 months 82.5% \$3,727	12 months 85% \$3,839	18 months 87.5% \$3,952	24 months 90% \$4,065	30 months 92.5% \$4,178	36 months 95% \$4,291.15	42 months 97.50% \$4,404	48 months 100% \$4,517 Journey Range 43G
605E	Journey Level Carpenter									
621D	Plumber/Pipefitter/Steamfitter Apprentice (Range 51G)	Entry 70% \$3,854	12 months 80% \$4,405	24 months 90% \$4,955	36 months 95% \$5,231	48 months 100% \$5,506 Journey Range 51G				
621F	Journey Level Plumber/Pipefitter/Steamfitter									

State of Washington, Office of Financial Management**Exempt Management Service Salary Structure****Effective July 1, 2026**

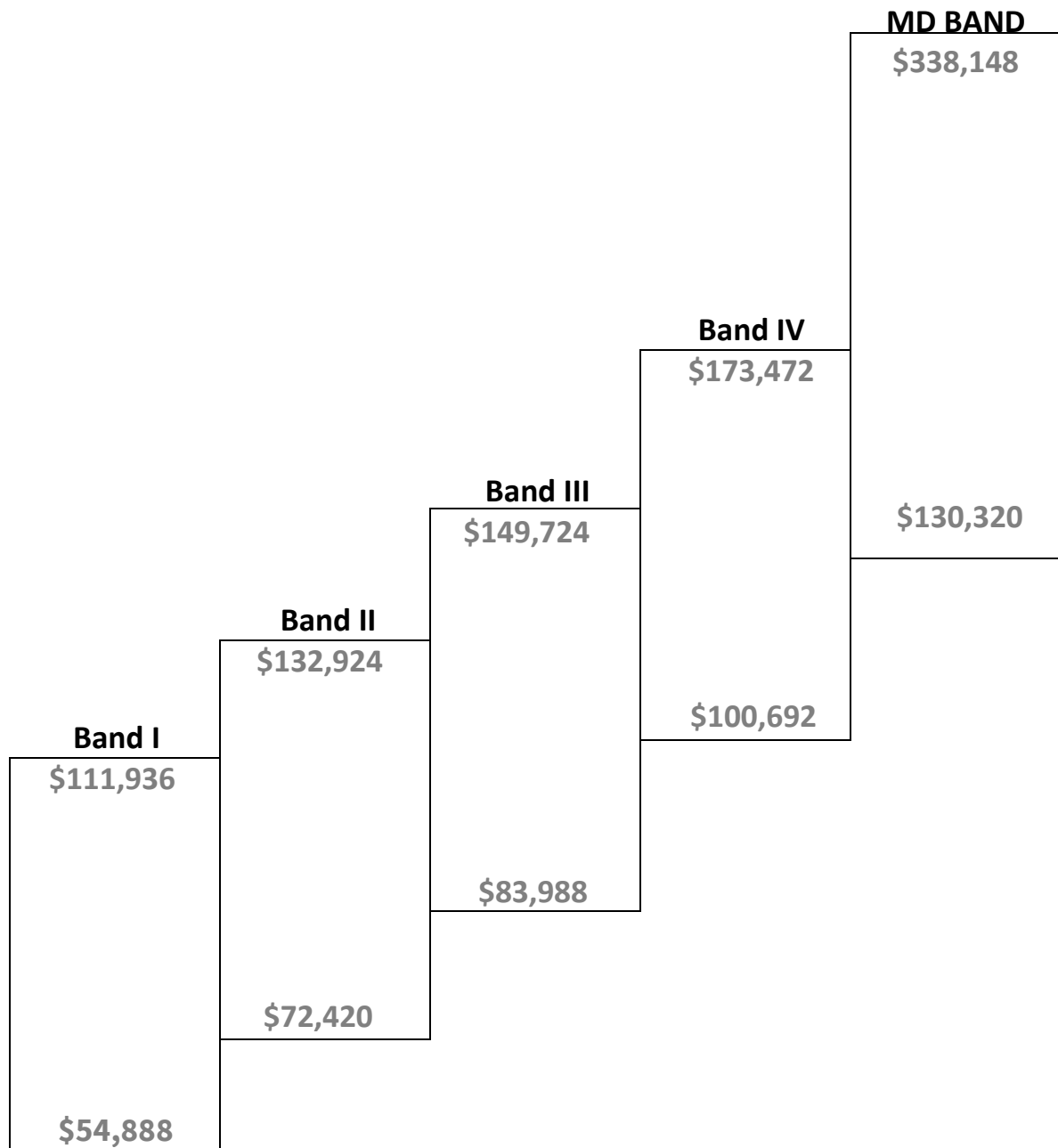
Agencies should include in their EMS job postings the most reasonable and genuinely expected wage information, as defined in the employer's policy.

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Item # 314

State of Washington, Office of Financial Management**Washington Management Service Salary Structure****Effective July 1, 2026**

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

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D: Compensation

Item 315

Prepared by the Washington State Office of Financial Management
Office of the Attorney General for Non-Represented Employees
Effective July 1, 2026
2% Increase

Revised

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Step 1 removed 7/1/2025

Base Range Step Numbers	Graduation Year	AAG Range (Annual)	Managing AAG 1 Range (Annual)	Managing AAG 2 Range (Annual)	Deputy Solicitor General Range (Annual)
Step 2	2026	83,856	88,056	92,256	92,256
Step 3	2025	87,216	91,584	95,940	95,940
Step 4	2024	90,708	95,244	99,792	99,792
Step 5	2023	94,320	99,060	103,776	103,776
Step 6	2022	98,112	103,008	107,928	107,928
Step 7	2021	102,036	107,136	112,224	112,224
Step 8	2020	106,092	111,420	116,736	116,736
Step 9	2019	110,364	115,872	121,392	121,392
Step 10	2018	114,780	120,516	126,240	126,240
Step 11	2017	119,364	125,328	131,292	131,292
Step 12	2016	124,140	130,344	136,536	136,536
Step 13	2015	129,096	135,576	142,020	142,020
Step 14	2014	134,268	141,000	147,672	147,672
Step 15	2013	139,632	146,628	153,612	153,612
Step 16	2012	145,212	152,484	159,744	159,744
Step 17	2011	151,032	158,580	166,128	166,128
Step 18	2010	157,080	164,940	172,776	172,776

D: Compensation

Item # 316

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% 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*
34	Annual	38340	39036	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412
	Monthly	3195	3253	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201
	Hourly	18.36	18.70	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14
	Standby	1.29	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69
35	Annual	39036	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600
	Monthly	3253	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300
	Hourly	18.70	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71
	Standby	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73
36	Annual	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872
	Monthly	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406
	Hourly	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32
	Standby	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77
37	Annual	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204
	Monthly	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517
	Hourly	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96
	Standby	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82
38	Annual	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596
	Monthly	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633
	Hourly	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63
	Standby	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86
39	Annual	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952
	Monthly	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746
	Hourly	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28
	Standby	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91
40	Annual	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392
	Monthly	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866
	Hourly	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97
	Standby	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96
41	Annual	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760
	Monthly	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980
	Hourly	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62
	Standby	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00
42	Annual	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332
	Monthly	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111
	Hourly	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37
	Standby	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06
43	Annual	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880
	Monthly	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240
	Hourly	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11
	Standby	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11
44	Annual	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512
	Monthly	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376
	Hourly	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16
45	Annual	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072
	Monthly	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506
	Hourly	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22
46	Annual	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704
	Monthly	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642
	Hourly	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27
47	Annual	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348
	Monthly	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779
	Hourly	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32

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.

D: Compensation

Item # 316

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

General Government
Higher Education

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	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136
	Monthly	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928
	Hourly	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07
	Standby	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38
49	Annual	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900
	Monthly	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075
	Hourly	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91
	Standby	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44
50	Annual	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748
	Monthly	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229
	Hourly	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80
	Standby	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51
51	Annual	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608
	Monthly	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384
	Hourly	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69
	Standby	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57
52	Annual	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504
	Monthly	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542
	Hourly	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60
	Standby	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63
53	Annual	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496
	Monthly	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708
	Hourly	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55
	Standby	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70
54	Annual	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440
	Monthly	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870
	Hourly	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48
	Standby	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76
55	Annual	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528
	Monthly	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044
	Hourly	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48
	Standby	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83
56	Annual	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688
	Monthly	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224
	Hourly	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52
	Standby	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91
57	Annual	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788
	Monthly	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399
	Hourly	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52
	Standby	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98
58	Annual	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104
	Monthly	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592
	Hourly	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63
	Standby	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05
59	Annual	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288
	Monthly	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774
	Hourly	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68
	Standby	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13
60	Annual	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676
	Monthly	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973
	Hourly	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82
	Standby	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21
61	Annual	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064
	Monthly	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172
	Hourly	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97
	Standby	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29
62	Annual	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488
	Monthly	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374
	Hourly	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13
	Standby	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37

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.

D: Compensation

Item # 316

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

General Government
Higher Education

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	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996
	Monthly	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583
	Hourly	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33
	Standby	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45
64	Annual	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612
	Monthly	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801
	Hourly	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58
	Standby	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54
65	Annual	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228
	Monthly	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019
	Hourly	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83
	Standby	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
66	Annual	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952
	Monthly	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246
	Hourly	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14
	Standby	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72
67	Annual	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736
	Monthly	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478
	Hourly	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47
	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
68	Annual	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544
	Monthly	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712
	Hourly	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	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
69	Annual	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460
	Monthly	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955
	Hourly	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21
	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	4.00
70	Annual	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448
	Monthly	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204
	Hourly	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11
71	Annual	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544
	Monthly	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462
	Hourly	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21
72	Annual	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688
	Monthly	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724
	Hourly	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31
73	Annual	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868
	Monthly	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989
	Hourly	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42
74	Annual	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192
	Monthly	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266
	Hourly	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53
75	Annual	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552
	Monthly	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546
	Hourly	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64
76	Annual	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020
	Monthly	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835
	Hourly	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02
	Standby	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76
77	Annual	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548
	Monthly	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129
	Hourly	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71
	Standby	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88

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.

D: Compensation

Item # 316

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

General Government
Higher Education

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*
78	Annual	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244
	Monthly	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437
	Hourly	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48
	Standby	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00
79	Annual	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904
	Monthly	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742
	Hourly	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23
	Standby	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13
80	Annual	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732
	Monthly	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061
	Hourly	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06
	Standby	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25
81	Annual	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692
	Monthly	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391
	Hourly	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96
	Standby	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39
82	Annual	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664
	Monthly	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722
	Hourly	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86
	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
83	Annual	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780
	Monthly	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065
	Hourly	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83
	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
84	Annual	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028
	Monthly	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419
	Hourly	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	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
85	Annual	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300
	Monthly	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775
	Hourly	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91
	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	5.94
86	Annual	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800
	Monthly	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150
	Hourly	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07
	Standby	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09
87	Annual	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360
	Monthly	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530
	Hourly	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25
	Standby	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25
88	Annual	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980
	Monthly	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915
	Hourly	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47
	Standby	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40
89	Annual	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804
	Monthly	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317
	Hourly	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78
	Standby	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56
90	Annual	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652
	Monthly	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721
	Hourly	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10
	Standby	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73
91	Annual	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680
	Monthly	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140
	Hourly	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51
	Standby	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90
92	Annual	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792
	Monthly	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566
	Hourly	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95
	Standby	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07

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.

D: Compensation

Item # 316

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

General Government
Higher Education

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	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108
	Monthly	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009
	Hourly	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50
	Standby	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25
94	Annual	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496
	Monthly	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458
	Hourly	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08
	Standby	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43
95	Annual	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040
	Monthly	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920
	Hourly	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74
	Standby	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61
96	Annual	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740
	Monthly	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395
	Hourly	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47
	Standby	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80
97	Annual	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584
	Monthly	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882
	Hourly	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26
	Standby	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00
98	Annual	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548
	Monthly	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379
	Hourly	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	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
99	Annual	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632
	Monthly	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886
	Hourly	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03
	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
100	Annual	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920
	Monthly	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410
	Hourly	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	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
101	Annual	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340
	Monthly	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945
	Hourly	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	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
102	Annual	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916
	Monthly	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493
	Hourly	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	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
103	Annual	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660
	Monthly	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055
	Hourly	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50
	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	9.28
104	Annual	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572
	Monthly	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631
	Hourly	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	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	9.28	9.51
105	Annual	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652
	Monthly	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221
	Hourly	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20
	Standby	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74
106	Annual	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924
	Monthly	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827
	Hourly	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68
	Standby	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99
107	Annual	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412
	Monthly	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451
	Hourly	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27
	Standby	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24

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.

D: Compensation

Item # 316

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

General Government
Higher Education

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	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056
	Monthly	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088
	Hourly	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93
	Standby	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50
109	Annual	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832
	Monthly	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736
	Hourly	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66
	Standby	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76
110	Annual	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872
	Monthly	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406
	Hourly	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51
	Standby	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03
111	Annual	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092
	Monthly	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091
	Hourly	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44
	Standby	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30
112	Annual	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516
	Monthly	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793
	Hourly	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48
	Standby	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58
113	Annual	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144
	Monthly	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512
	Hourly	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61
	Standby	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87
114	Annual	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000
	Monthly	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250
	Hourly	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85
	Standby	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17
115	Annual	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084
	Monthly	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007
	Hourly	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20
	Standby	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47
116	Annual	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396
	Monthly	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783
	Hourly	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66
	Standby	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79
117	Annual	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924
	Monthly	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577
	Hourly	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22
	Standby	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11
118	Annual	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716
	Monthly	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393
	Hourly	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91
	Standby	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43
119	Annual	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716	410700
	Monthly	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393	34225
	Hourly	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91	196.70
	Standby	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43	13.77
120	Annual	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716	410700	420984
	Monthly	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393	34225	35082
	Hourly	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91	196.70	201.62
	Standby	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43	13.77	14.11

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.

D: Compensation

Item # 317

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, 2026
 2% 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*
34	Annual	38340	38340	38340	38496	39420	40296	41280	42276	43272	44280	45312	46452	47520
	Monthly	3195	3195	3195	3208	3285	3358	3440	3523	3606	3690	3776	3871	3960
	Hourly	18.36	18.36	18.36	18.44	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76
	Standby	1.29	1.29	1.29	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59
35	Annual	38340	38340	38496	39420	40296	41280	42276	43272	44280	45312	46452	47520	48624
	Monthly	3195	3195	3208	3285	3358	3440	3523	3606	3690	3776	3871	3960	4052
	Hourly	18.36	18.36	18.44	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29
	Standby	1.29	1.29	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63
36	Annual	38340	38496	39420	40296	41280	42276	43272	44280	45312	46452	47520	48624	49836
	Monthly	3195	3208	3285	3358	3440	3523	3606	3690	3776	3871	3960	4052	4153
	Hourly	18.36	18.44	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87
	Standby	1.29	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67
37	Annual	38496	39420	40296	41280	42276	43272	44280	45312	46452	47520	48624	49836	51084
	Monthly	3208	3285	3358	3440	3523	3606	3690	3776	3871	3960	4052	4153	4257
	Hourly	18.44	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47
	Standby	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71
38	Annual	39420	40296	41280	42276	43272	44280	45312	46452	47520	48624	49836	51084	52380
	Monthly	3285	3358	3440	3523	3606	3690	3776	3871	3960	4052	4153	4257	4365
	Hourly	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09
	Standby	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76
39	Annual	40296	41280	42276	43272	44280	45312	46452	47520	48624	49836	51084	52380	53664
	Monthly	3358	3440	3523	3606	3690	3776	3871	3960	4052	4153	4257	4365	4472
	Hourly	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70
	Standby	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80
40	Annual	41280	42276	43272	44280	45312	46452	47520	48624	49836	51084	52380	53664	55044
	Monthly	3440	3523	3606	3690	3776	3871	3960	4052	4153	4257	4365	4472	4587
	Hourly	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36
	Standby	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85
41	Annual	42276	43272	44280	45312	46452	47520	48624	49836	51084	52380	53664	55044	56316
	Monthly	3523	3606	3690	3776	3871	3960	4052	4153	4257	4365	4472	4587	4693
	Hourly	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97
	Standby	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89
42	Annual	43272	44280	45312	46452	47520	48624	49836	51084	52380	53664	55044	56316	57804
	Monthly	3606	3690	3776	3871	3960	4052	4153	4257	4365	4472	4587	4693	4817
	Hourly	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68
	Standby	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94

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.

D: Compensation

Item # 317

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, 2026
 2% Increase

General Government
 Higher Education

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*
43	Annual	44280	45312	46452	47520	48624	49836	51084	52380	53664	55044	56316	57804	59244
	Monthly	3690	3776	3871	3960	4052	4153	4257	4365	4472	4587	4693	4817	4937
	Hourly	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37
	Standby	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99
44	Annual	45312	46452	47520	48624	49836	51084	52380	53664	55044	56316	57804	59244	60780
	Monthly	3776	3871	3960	4052	4153	4257	4365	4472	4587	4693	4817	4937	5065
	Hourly	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11
	Standby	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04
45	Annual	46452	47520	48624	49836	51084	52380	53664	55044	56316	57804	59244	60780	62244
	Monthly	3871	3960	4052	4153	4257	4365	4472	4587	4693	4817	4937	5065	5187
	Hourly	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81
	Standby	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09
46	Annual	47520	48624	49836	51084	52380	53664	55044	56316	57804	59244	60780	62244	63792
	Monthly	3960	4052	4153	4257	4365	4472	4587	4693	4817	4937	5065	5187	5316
	Hourly	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55
	Standby	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14
47	Annual	48624	49836	51084	52380	53664	55044	56316	57804	59244	60780	62244	63792	65376
	Monthly	4052	4153	4257	4365	4472	4587	4693	4817	4937	5065	5187	5316	5448
	Hourly	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31
	Standby	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19
48	Annual	49836	51084	52380	53664	55044	56316	57804	59244	60780	62244	63792	65376	67056
	Monthly	4153	4257	4365	4472	4587	4693	4817	4937	5065	5187	5316	5448	5588
	Hourly	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11
	Standby	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25
49	Annual	51084	52380	53664	55044	56316	57804	59244	60780	62244	63792	65376	67056	68676
	Monthly	4257	4365	4472	4587	4693	4817	4937	5065	5187	5316	5448	5588	5723
	Hourly	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89
	Standby	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30
50	Annual	52380	53664	55044	56316	57804	59244	60780	62244	63792	65376	67056	68676	70452
	Monthly	4365	4472	4587	4693	4817	4937	5065	5187	5316	5448	5588	5723	5871
	Hourly	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74
	Standby	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36
51	Annual	53664	55044	56316	57804	59244	60780	62244	63792	65376	67056	68676	70452	72180
	Monthly	4472	4587	4693	4817	4937	5065	5187	5316	5448	5588	5723	5871	6015
	Hourly	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57
	Standby	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42

Standby rate is equal to 7% of the hourly rate

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

D: Compensation

Item # 317

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, 2026
 2% Increase

General Government
 Higher Education

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*
52	Annual	55044	56316	57804	59244	60780	62244	63792	65376	67056	68676	70452	72180	73980
	Monthly	4587	4693	4817	4937	5065	5187	5316	5448	5588	5723	5871	6015	6165
	Hourly	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43
	Standby	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48
53	Annual	56316	57804	59244	60780	62244	63792	65376	67056	68676	70452	72180	73980	75828
	Monthly	4693	4817	4937	5065	5187	5316	5448	5588	5723	5871	6015	6165	6319
	Hourly	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	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
54	Annual	57804	59244	60780	62244	63792	65376	67056	68676	70452	72180	73980	75828	77712
	Monthly	4817	4937	5065	5187	5316	5448	5588	5723	5871	6015	6165	6319	6476
	Hourly	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22
	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
55	Annual	59244	60780	62244	63792	65376	67056	68676	70452	72180	73980	75828	77712	79668
	Monthly	4937	5065	5187	5316	5448	5588	5723	5871	6015	6165	6319	6476	6639
	Hourly	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16
	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
56	Annual	60780	62244	63792	65376	67056	68676	70452	72180	73980	75828	77712	79668	81684
	Monthly	5065	5187	5316	5448	5588	5723	5871	6015	6165	6319	6476	6639	6807
	Hourly	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12
	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
57	Annual	62244	63792	65376	67056	68676	70452	72180	73980	75828	77712	79668	81684	83688
	Monthly	5187	5316	5448	5588	5723	5871	6015	6165	6319	6476	6639	6807	6974
	Hourly	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08
	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
58	Annual	63792	65376	67056	68676	70452	72180	73980	75828	77712	79668	81684	83688	85836
	Monthly	5316	5448	5588	5723	5871	6015	6165	6319	6476	6639	6807	6974	7153
	Hourly	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	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
59	Annual	65376	67056	68676	70452	72180	73980	75828	77712	79668	81684	83688	85836	87912
	Monthly	5448	5588	5723	5871	6015	6165	6319	6476	6639	6807	6974	7153	7326
	Hourly	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10
	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
60	Annual	67056	68676	70452	72180	73980	75828	77712	79668	81684	83688	85836	87912	90156
	Monthly	5588	5723	5871	6015	6165	6319	6476	6639	6807	6974	7153	7326	7513
	Hourly	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18
	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
61	Annual	68676	70452	72180	73980	75828	77712	79668	81684	83688	85836	87912	90156	92400
	Monthly	5723	5871	6015	6165	6319	6476	6639	6807	6974	7153	7326	7513	7700
	Hourly	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25
	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

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.

D: Compensation

Item # 317

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, 2026
 2% Increase

General Government
 Higher Education

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*
62	Annual	70452	72180	73980	75828	77712	79668	81684	83688	85836	87912	90156	92400	94692
	Monthly	5871	6015	6165	6319	6476	6639	6807	6974	7153	7326	7513	7700	7891
	Hourly	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35
	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	3.17
63	Annual	72180	73980	75828	77712	79668	81684	83688	85836	87912	90156	92400	94692	97056
	Monthly	6015	6165	6319	6476	6639	6807	6974	7153	7326	7513	7700	7891	8088
	Hourly	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48
	Standby	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25
64	Annual	73980	75828	77712	79668	81684	83688	85836	87912	90156	92400	94692	97056	99528
	Monthly	6165	6319	6476	6639	6807	6974	7153	7326	7513	7700	7891	8088	8294
	Hourly	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67
	Standby	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34
65	Annual	75828	77712	79668	81684	83688	85836	87912	90156	92400	94692	97056	99528	102000
	Monthly	6319	6476	6639	6807	6974	7153	7326	7513	7700	7891	8088	8294	8500
	Hourly	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85
	Standby	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42
66	Annual	77712	79668	81684	83688	85836	87912	90156	92400	94692	97056	99528	102000	104568
	Monthly	6476	6639	6807	6974	7153	7326	7513	7700	7891	8088	8294	8500	8714
	Hourly	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08
	Standby	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51
67	Annual	79668	81684	83688	85836	87912	90156	92400	94692	97056	99528	102000	104568	107148
	Monthly	6639	6807	6974	7153	7326	7513	7700	7891	8088	8294	8500	8714	8929
	Hourly	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32
	Standby	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59
68	Annual	81684	83688	85836	87912	90156	92400	94692	97056	99528	102000	104568	107148	109824
	Monthly	6807	6974	7153	7326	7513	7700	7891	8088	8294	8500	8714	8929	9152
	Hourly	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60
	Standby	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68
69	Annual	83688	85836	87912	90156	92400	94692	97056	99528	102000	104568	107148	109824	112572
	Monthly	6974	7153	7326	7513	7700	7891	8088	8294	8500	8714	8929	9152	9381
	Hourly	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91
	Standby	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77
70	Annual	85836	87912	90156	92400	94692	97056	99528	102000	104568	107148	109824	112572	115416
	Monthly	7153	7326	7513	7700	7891	8088	8294	8500	8714	8929	9152	9381	9618
	Hourly	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28
	Standby	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87
71	Annual	87912	90156	92400	94692	97056	99528	102000	104568	107148	109824	112572	115416	118284
	Monthly	7326	7513	7700	7891	8088	8294	8500	8714	8929	9152	9381	9618	9857
	Hourly	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65
	Standby	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97

Standby rate is equal to 7% of the hourly rate

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D: Compensation

Item # 317

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, 2026
 2% Increase

General Government
 Higher Education

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	90156	92400	94692	97056	99528	102000	104568	107148	109824	112572	115416	118284	121272
	Monthly	7513	7700	7891	8088	8294	8500	8714	8929	9152	9381	9618	9857	10106
	Hourly	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08
	Standby	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07
73	Annual	92400	94692	97056	99528	102000	104568	107148	109824	112572	115416	118284	121272	124284
	Monthly	7700	7891	8088	8294	8500	8714	8929	9152	9381	9618	9857	10106	10357
	Hourly	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52
	Standby	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17
74	Annual	94692	97056	99528	102000	104568	107148	109824	112572	115416	118284	121272	124284	127392
	Monthly	7891	8088	8294	8500	8714	8929	9152	9381	9618	9857	10106	10357	10616
	Hourly	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01
	Standby	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27
75	Annual	97056	99528	102000	104568	107148	109824	112572	115416	118284	121272	124284	127392	130572
	Monthly	8088	8294	8500	8714	8929	9152	9381	9618	9857	10106	10357	10616	10881
	Hourly	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53
	Standby	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38
76	Annual	99528	102000	104568	107148	109824	112572	115416	118284	121272	124284	127392	130572	133812
	Monthly	8294	8500	8714	8929	9152	9381	9618	9857	10106	10357	10616	10881	11151
	Hourly	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09
	Standby	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49
77	Annual	102000	104568	107148	109824	112572	115416	118284	121272	124284	127392	130572	133812	137172
	Monthly	8500	8714	8929	9152	9381	9618	9857	10106	10357	10616	10881	11151	11431
	Hourly	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70
	Standby	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60
78	Annual	104568	107148	109824	112572	115416	118284	121272	124284	127392	130572	133812	137172	140640
	Monthly	8714	8929	9152	9381	9618	9857	10106	10357	10616	10881	11151	11431	11720
	Hourly	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36
	Standby	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71
79	Annual	107148	109824	112572	115416	118284	121272	124284	127392	130572	133812	137172	140640	144084
	Monthly	8929	9152	9381	9618	9857	10106	10357	10616	10881	11151	11431	11720	12007
	Hourly	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01
	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
80	Annual	109824	112572	115416	118284	121272	124284	127392	130572	133812	137172	140640	144084	147684
	Monthly	9152	9381	9618	9857	10106	10357	10616	10881	11151	11431	11720	12007	12307
	Hourly	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73
	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
81	Annual	112572	115416	118284	121272	124284	127392	130572	133812	137172	140640	144084	147684	151392
	Monthly	9381	9618	9857	10106	10357	10616	10881	11151	11431	11720	12007	12307	12616
	Hourly	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51
	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.

D: Compensation

Item # 317

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, 2026
 2% Increase

General Government
 Higher Education

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*
82	Annual	115416	118284	121272	124284	127392	130572	133812	137172	140640	144084	147684	151392	155184
	Monthly	9618	9857	10106	10357	10616	10881	11151	11431	11720	12007	12307	12616	12932
	Hourly	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32
	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
83	Annual	118284	121272	124284	127392	130572	133812	137172	140640	144084	147684	151392	155184	159036
	Monthly	9857	10106	10357	10616	10881	11151	11431	11720	12007	12307	12616	12932	13253
	Hourly	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17
	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
84	Annual	121272	124284	127392	130572	133812	137172	140640	144084	147684	151392	155184	159036	163068
	Monthly	10106	10357	10616	10881	11151	11431	11720	12007	12307	12616	12932	13253	13589
	Hourly	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10
	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
85	Annual	124284	127392	130572	133812	137172	140640	144084	147684	151392	155184	159036	163068	167076
	Monthly	10357	10616	10881	11151	11431	11720	12007	12307	12616	12932	13253	13589	13923
	Hourly	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02
	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
86	Annual	127392	130572	133812	137172	140640	144084	147684	151392	155184	159036	163068	167076	171300
	Monthly	10616	10881	11151	11431	11720	12007	12307	12616	12932	13253	13589	13923	14275
	Hourly	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04
	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
87	Annual	130572	133812	137172	140640	144084	147684	151392	155184	159036	163068	167076	171300	175620
	Monthly	10881	11151	11431	11720	12007	12307	12616	12932	13253	13589	13923	14275	14635
	Hourly	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	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
88	Annual	133812	137172	140640	144084	147684	151392	155184	159036	163068	167076	171300	175620	179988
	Monthly	11151	11431	11720	12007	12307	12616	12932	13253	13589	13923	14275	14635	14999
	Hourly	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20
	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
89	Annual	137172	140640	144084	147684	151392	155184	159036	163068	167076	171300	175620	179988	184524
	Monthly	11431	11720	12007	12307	12616	12932	13253	13589	13923	14275	14635	14999	15377
	Hourly	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37
	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
90	Annual	140640	144084	147684	151392	155184	159036	163068	167076	171300	175620	179988	184524	189072
	Monthly	11720	12007	12307	12616	12932	13253	13589	13923	14275	14635	14999	15377	15756
	Hourly	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	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
91	Annual	144084	147684	151392	155184	159036	163068	167076	171300	175620	179988	184524	189072	193836
	Monthly	12007	12307	12616	12932	13253	13589	13923	14275	14635	14999	15377	15756	16153
	Hourly	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83
	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

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.

D: Compensation

Item # 317

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, 2026
 2% Increase

General Government
 Higher Education

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*
92	Annual	147684	151392	155184	159036	163068	167076	171300	175620	179988	184524	189072	193836	198648
	Monthly	12307	12616	12932	13253	13589	13923	14275	14635	14999	15377	15756	16153	16554
	Hourly	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	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
93	Annual	151392	155184	159036	163068	167076	171300	175620	179988	184524	189072	193836	198648	203676
	Monthly	12616	12932	13253	13589	13923	14275	14635	14999	15377	15756	16153	16554	16973
	Hourly	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55
	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
94	Annual	155184	159036	163068	167076	171300	175620	179988	184524	189072	193836	198648	203676	208704
	Monthly	12932	13253	13589	13923	14275	14635	14999	15377	15756	16153	16554	16973	17392
	Hourly	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95
	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
95	Annual	159036	163068	167076	171300	175620	179988	184524	189072	193836	198648	203676	208704	213972
	Monthly	13253	13589	13923	14275	14635	14999	15377	15756	16153	16554	16973	17392	17831
	Hourly	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48
	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
96	Annual	163068	167076	171300	175620	179988	184524	189072	193836	198648	203676	208704	213972	219324
	Monthly	13589	13923	14275	14635	14999	15377	15756	16153	16554	16973	17392	17831	18277
	Hourly	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04
	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
97	Annual	167076	171300	175620	179988	184524	189072	193836	198648	203676	208704	213972	219324	224820
	Monthly	13923	14275	14635	14999	15377	15756	16153	16554	16973	17392	17831	18277	18735
	Hourly	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	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
98	Annual	171300	175620	179988	184524	189072	193836	198648	203676	208704	213972	219324	224820	230400
	Monthly	14275	14635	14999	15377	15756	16153	16554	16973	17392	17831	18277	18735	19200
	Hourly	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34
	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
99	Annual	175620	179988	184524	189072	193836	198648	203676	208704	213972	219324	224820	230400	236184
	Monthly	14635	14999	15377	15756	16153	16554	16973	17392	17831	18277	18735	19200	19682
	Hourly	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	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
100	Annual	179988	184524	189072	193836	198648	203676	208704	213972	219324	224820	230400	236184	242088
	Monthly	14999	15377	15756	16153	16554	16973	17392	17831	18277	18735	19200	19682	20174
	Hourly	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94
	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
101	Annual	184524	189072	193836	198648	203676	208704	213972	219324	224820	230400	236184	242088	248124
	Monthly	15377	15756	16153	16554	16973	17392	17831	18277	18735	19200	19682	20174	20677
	Hourly	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83
	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

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.

D: Compensation

Item # 317

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, 2026
 2% Increase

General Government
 Higher Education

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	189072	193836	198648	203676	208704	213972	219324	224820	230400	236184	242088	248124	254352
	Monthly	15756	16153	16554	16973	17392	17831	18277	18735	19200	19682	20174	20677	21196
	Hourly	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82
	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
103	Annual	193836	198648	203676	208704	213972	219324	224820	230400	236184	242088	248124	254352	260712
	Monthly	16153	16554	16973	17392	17831	18277	18735	19200	19682	20174	20677	21196	21726
	Hourly	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	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
104	Annual	198648	203676	208704	213972	219324	224820	230400	236184	242088	248124	254352	260712	267216
	Monthly	16554	16973	17392	17831	18277	18735	19200	19682	20174	20677	21196	21726	22268
	Hourly	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	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
105	Annual	203676	208704	213972	219324	224820	230400	236184	242088	248124	254352	260712	267216	273900
	Monthly	16973	17392	17831	18277	18735	19200	19682	20174	20677	21196	21726	22268	22825
	Hourly	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18
	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
106	Annual	208704	213972	219324	224820	230400	236184	242088	248124	254352	260712	267216	273900	280752
	Monthly	17392	17831	18277	18735	19200	19682	20174	20677	21196	21726	22268	22825	23396
	Hourly	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46
	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
107	Annual	213972	219324	224820	230400	236184	242088	248124	254352	260712	267216	273900	280752	287784
	Monthly	17831	18277	18735	19200	19682	20174	20677	21196	21726	22268	22825	23396	23982
	Hourly	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	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
108	Annual	219324	224820	230400	236184	242088	248124	254352	260712	267216	273900	280752	287784	294996
	Monthly	18277	18735	19200	19682	20174	20677	21196	21726	22268	22825	23396	23982	24583
	Hourly	105.04	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28
	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
109	Annual	224820	230400	236184	242088	248124	254352	260712	267216	273900	280752	287784	294996	302352
	Monthly	18735	19200	19682	20174	20677	21196	21726	22268	22825	23396	23982	24583	25196
	Hourly	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	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
110	Annual	230400	236184	242088	248124	254352	260712	267216	273900	280752	287784	294996	302352	309876
	Monthly	19200	19682	20174	20677	21196	21726	22268	22825	23396	23982	24583	25196	25823
	Hourly	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41
	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

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D: Compensation

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 General Service 1 (GS1) Salary Schedule for Non-Represented Employees
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 2% Increase

General Government
 Higher Education

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	236184	242088	248124	254352	260712	267216	273900	280752	287784	294996	302352	309876	317652
	Monthly	19682	20174	20677	21196	21726	22268	22825	23396	23982	24583	25196	25823	26471
	Hourly	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	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
112	Annual	242088	248124	254352	260712	267216	273900	280752	287784	294996	302352	309876	317652	325584
	Monthly	20174	20677	21196	21726	22268	22825	23396	23982	24583	25196	25823	26471	27132
	Hourly	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93
	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
113	Annual	248124	254352	260712	267216	273900	280752	287784	294996	302352	309876	317652	325584	333720
	Monthly	20677	21196	21726	22268	22825	23396	23982	24583	25196	25823	26471	27132	27810
	Hourly	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	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
114	Annual	254352	260712	267216	273900	280752	287784	294996	302352	309876	317652	325584	333720	342072
	Monthly	21196	21726	22268	22825	23396	23982	24583	25196	25823	26471	27132	27810	28506
	Hourly	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83
	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
115	Annual	260712	267216	273900	280752	287784	294996	302352	309876	317652	325584	333720	342072	350604
	Monthly	21726	22268	22825	23396	23982	24583	25196	25823	26471	27132	27810	28506	29217
	Hourly	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91
	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
116	Annual	267216	273900	280752	287784	294996	302352	309876	317652	325584	333720	342072	350604	359400
	Monthly	22268	22825	23396	23982	24583	25196	25823	26471	27132	27810	28506	29217	29950
	Hourly	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	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
117	Annual	273900	280752	287784	294996	302352	309876	317652	325584	333720	342072	350604	359400	368376
	Monthly	22825	23396	23982	24583	25196	25823	26471	27132	27810	28506	29217	29950	30698
	Hourly	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	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
118	Annual	280752	287784	294996	302352	309876	317652	325584	333720	342072	350604	359400	368376	377592
	Monthly	23396	23982	24583	25196	25823	26471	27132	27810	28506	29217	29950	30698	31466
	Hourly	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	172.13	176.43	180.84
	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
119	Annual	287784	294996	302352	309876	317652	325584	333720	342072	350604	359400	368376	377592	387012
	Monthly	23982	24583	25196	25823	26471	27132	27810	28506	29217	29950	30698	31466	32251
	Hourly	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	172.13	176.43	180.84	185.35
	Standby	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05	12.35	12.66	12.97
120	Annual	294996	302352	309876	317652	325584	333720	342072	350604	359400	368376	377592	387012	396720
	Monthly	24583	25196	25823	26471	27132	27810	28506	29217	29950	30698	31466	32251	33060
	Hourly	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	172.13	176.43	180.84	185.35	190.00
	Standby	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05	12.35	12.66	12.97	13.30

Standby rate is equal to 7% of the hourly rate

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

D: Compensation

Item # 318

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, 2026
 2% 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	64248	65892	67512	69204	70932	72696	74532	76392	78312	80256	82272	84336	86436
	Monthly	5354	5491	5626	5767	5911	6058	6211	6366	6526	6688	6856	7028	7203
	Hourly	30.77	31.56	32.33	33.14	33.97	34.82	35.70	36.59	37.51	38.44	39.40	40.39	41.40
	Standby	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90
02IT	Annual	69072	70824	72588	74388	76260	78180	80112	82116	84168	86268	88416	90624	92904
	Monthly	5756	5902	6049	6199	6355	6515	6676	6843	7014	7189	7368	7552	7742
	Hourly	33.08	33.92	34.76	35.63	36.52	37.44	38.37	39.33	40.31	41.32	42.34	43.40	44.49
	Standby	2.32	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11
03IT	Annual	74268	76104	78036	79980	81972	84036	86148	88296	90504	92772	95100	97476	99924
	Monthly	6189	6342	6503	6665	6831	7003	7179	7358	7542	7731	7925	8123	8327
	Hourly	35.57	36.45	37.37	38.30	39.26	40.25	41.26	42.29	43.34	44.43	45.55	46.68	47.86
	Standby	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35
04IT	Annual	79812	81828	83856	85968	88116	90336	92568	94872	97248	99660	102156	104712	107328
	Monthly	6651	6819	6988	7164	7343	7528	7714	7906	8104	8305	8513	8726	8944
	Hourly	38.22	39.19	40.16	41.17	42.20	43.26	44.33	45.44	46.57	47.73	48.93	50.15	51.40
	Standby	2.68	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60
05IT	Annual	85800	87960	90156	92400	94728	97092	99528	102012	104556	107160	109824	112572	115416
	Monthly	7150	7330	7513	7700	7894	8091	8294	8501	8713	8930	9152	9381	9618
	Hourly	41.09	42.13	43.18	44.25	45.37	46.50	47.67	48.86	50.07	51.32	52.60	53.91	55.28
	Standby	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.77	3.87
06IT	Annual	90096	92352	94668	97032	99480	101964	104484	107100	109776	112524	115332	118224	121176
	Monthly	7508	7696	7889	8086	8290	8497	8707	8925	9148	9377	9611	9852	10098
	Hourly	43.15	44.23	45.34	46.47	47.64	48.83	50.04	51.29	52.57	53.89	55.24	56.62	58.03
	Standby	3.02	3.10	3.17	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.96	4.06
07IT	Annual	94620	96972	99408	101868	104412	107028	109692	112452	115248	118140	121104	124128	127248
	Monthly	7885	8081	8284	8489	8701	8919	9141	9371	9604	9845	10092	10344	10604
	Hourly	45.32	46.44	47.61	48.79	50.01	51.26	52.53	53.86	55.20	56.58	58.00	59.45	60.94
	Standby	3.17	3.25	3.33	3.42	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.27
08IT	Annual	99300	101808	104364	106968	109644	112392	115200	118080	121032	124068	127188	130344	133608
	Monthly	8275	8484	8697	8914	9137	9366	9600	9840	10086	10339	10599	10862	11134
	Hourly	47.56	48.76	49.98	51.23	52.51	53.83	55.17	56.55	57.97	59.42	60.91	62.43	63.99
	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
09IT	Annual	104304	106908	109584	112344	115116	118032	120960	123972	127080	130272	133512	136872	140268
	Monthly	8692	8909	9132	9362	9593	9836	10080	10331	10590	10856	11126	11406	11689
	Hourly	49.95	51.20	52.48	53.80	55.13	56.53	57.93	59.37	60.86	62.39	63.94	65.55	67.18
	Standby	3.50	3.58	3.67	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70

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.

D: Compensation

Item # 318

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, 2026

2% Increase

General Government

Higher Education

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	109512	112236	115056	117924	120876	123888	126972	130176	133416	136740	140172	143676	147264
	Monthly	9126	9353	9588	9827	10073	10324	10581	10848	11118	11395	11681	11973	12272
	Hourly	52.45	53.75	55.10	56.48	57.89	59.33	60.81	62.34	63.90	65.49	67.13	68.81	70.53
	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
11IT	Annual	115008	117864	120804	123840	126912	130116	133356	136692	140112	143616	147216	150900	154656
	Monthly	9584	9822	10067	10320	10576	10843	11113	11391	11676	11968	12268	12575	12888
	Hourly	55.08	56.45	57.86	59.31	60.78	62.32	63.87	65.47	67.10	68.78	70.51	72.27	74.07
	Standby	3.86	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.94	5.06	5.18

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.

D: Compensation

Item # 319

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

General Government
Higher Education

DRAFT

		Years of Experience																																							
				0		1		2		3		4		5		6		7		8		12		14		15		17		18		20		23		26					
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X																
39EN	Annual	43044	44088	45156	46224	47292	48396	49596	50736	51984	53220	54588	55932	57336	58800	60180	61728	63252	64056	64872	65700	66528	68124	68988																	
	Monthly	3587	3674	3763	3852	3941	4033	4133	4228	4332	4435	4549	4661	4778	4900	5015	5144	5271	5338	5406	5475	5544	5677	5749																	
	Hourly	20.61	21.11	21.63	22.14	22.65	23.18	23.75	24.30	24.90	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	30.68	31.07	31.47	31.86	32.63	33.04																	
	Standby	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.15	2.17	2.20	2.23	2.28	2.31																	
41EN	Annual	45156	46224	47292	48396	49596	50736	51984	53220	54588	55932	57336	58800	60180	61728	63252	64872	66528	67332	68124	68988	69840	71556	72492																	
	Monthly	3763	3852	3941	4033	4133	4228	4332	4435	4549	4661	4778	4900	5015	5144	5271	5406	5544	5611	5677	5749	5820	5963	6041																	
	Hourly	21.63	22.14	22.65	23.18	23.75	24.30	24.90	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.25	32.63	33.04	33.45	34.27	34.72																	
	Standby	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.26	2.28	2.31	2.34	2.40	2.43																	
48EN	Annual	53220	54588	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80004	80988	81996	83016	85128	86184																	
	Monthly	4435	4549	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6667	6749	6833	6918	7094	7182																	
	Hourly	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.32	38.79	39.27	39.76	40.77	41.28																	
	Standby	1.78	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	2.68	2.72	2.75	2.78	2.85	2.89																	
		Years of Experience																																							
				0		1		2		3		4		5		6		7		8		9		10		12		14		15		17		18		20		23		26	
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X																
45N	Annual	49596	50736	51984	53220	54588	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	74316	75216	76152	77088	79032	80004																	
	Monthly	4133	4228	4332	4435	4549	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6193	6268	6346	6424	6586	6667																	
	Hourly	23.75	24.30	24.90	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	35.59	36.02	36.47	36.92	37.85	38.32																	
	Standby	1.66	1.70	1.74	1.78	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	2.49	2.52	2.55	2.58	2.65	2.68																	
47N	Annual	51984	53220	54588	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	78072	79032	80004	80988	83016	84060																	
	Monthly	4332	4435	4549	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6506	6586	6667	6749	6918	7005																	
	Hourly	24.90	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.39	37.85	38.32	38.79	39.76	40.26																	
	Standby	1.74	1.78	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	2.62	2.65	2.68	2.72	2.78	2.82																	
49N	Annual	54588	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	81996	83016	84060	85128	87252	88320																	
	Monthly	4549	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6833	6918	7005	7094	7271	7360																	
	Hourly	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.27	39.76	40.26	40.77	41.79	42.30																	
	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	2.75	2.78	2.82	2.85	2.93	2.96																	
50N	Annual	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	84060	85128	86184	87252	89400	90552																	
	Monthly	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7005	7094	7182	7271	7450	7546																	
	Hourly	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.26	40.77	41.28	41.79	42.82	43.37																	
	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	2.82	2.85	2.89	2.93	3.00	3.04																	
51N	Annual	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	86184	87252	88320	89400	91704	92832																	
	Monthly	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7182	7271	7360	7450	7642	7736																	
	Hourly	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.28	41.79	42.30	42.82	43.92	44.46																	
	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	2.89	2.93	2.96	3.00	3.07	3.11																	
52N	Annual	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	88320	89400	90552	91704	93960	95100																	
	Monthly	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7360	7450	7546	7642	7830	7925																	
	Hourly	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.30	42.82	43.37	43.92	45.00	45.55																	
	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	2.96	3.00	3.04	3.07	3.15	3.19																	

Item # 319

D: Compensation

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

		General Government																							Higher Education
		0	1	2	3	4	5	6	7	8	9	10	12	14	15	17	18	20	23	26					
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
53N	Annual	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	90552	91704	92832	93960	96264	97488	98724
	Monthly	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7546	7642	7736	7830	8022	8124	8227
	Hourly	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.37	43.92	44.46	45.00	46.10	46.69	47.28
	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	3.04	3.07	3.11	3.15	3.23	3.27	3.31
54N	Annual	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	92832	93960	95100	96264	98724	99936	101160
	Monthly	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7736	7830	7925	8022	8227	8328	8430
	Hourly	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	44.46	45.00	45.55	46.10	47.28	47.86	48.45
	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	3.11	3.15	3.19	3.23	3.31	3.35	3.39
55N	Annual	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	95100	96264	97488	98724	101160	102420	103692
	Monthly	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	7925	8022	8124	8227	8430	8535	8641
	Hourly	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	45.55	46.10	46.69	47.28	48.45	49.05	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	3.19	3.23	3.27	3.31	3.39	3.43	3.48
56N	Annual	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	97488	98724	99936	101160	103692	104988	106260
	Monthly	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8124	8227	8328	8430	8641	8749	8855
	Hourly	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	46.69	47.28	47.86	48.45	49.66	50.28	50.89
	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	3.27	3.31	3.35	3.39	3.48	3.52	3.56
57N	Annual	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	99936	101160	102420	103692	106260	107592	108936
	Monthly	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8328	8430	8535	8641	8855	8966	9078
	Hourly	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	47.86	48.45	49.05	49.66	50.89	51.53	52.17
	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	3.35	3.39	3.43	3.48	3.56	3.61	3.65
58N	Annual	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	102420	103692	104988	106260	108936	110292	111660
	Monthly	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8535	8641	8749	8855	9078	9191	9305
	Hourly	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.05	49.66	50.28	50.89	52.17	52.82	53.48
	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	3.43	3.48	3.52	3.56	3.65	3.70	3.74
59N	Annual	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	104988	106260	107592	108936	111660	113064	114456
	Monthly	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8749	8855	8966	9078	9305	9422	9538
	Hourly	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.28	50.89	51.53	52.17	53.48	54.15	54.82
	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	3.52	3.56	3.61	3.65	3.74	3.79	3.84
60N	Annual	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	107592	108936	110292	111660	114456	115896	117336
	Monthly	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	8966	9078	9191	9305	9538	9658	9778
	Hourly	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	51.53	52.17	52.82	53.48	54.82	55.51	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	3.61	3.65	3.70	3.74	3.84	3.89	3.93
61N	Annual	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	110292	111660	113064	114456	117336	118812	120288
	Monthly	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9191	9305	9422	9538	9778	9901	10024
	Hourly	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	52.82	53.48	54.15	54.82	56.20	56.90	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	3.70	3.74	3.79	3.84	3.93	3.98	4.03
62N	Annual	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	113064	114456	115896	117336	120288	121788	123276
	Monthly	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9422	9538	9658	9778	10024	10149	10273
	Hourly	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.15	54.82	55.51	56.20	57.61	58.33	59.04
	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	3.79	3.84	3.89	3.93	4.03	4.08	4.13
63N	Annual	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	115896	117336	118812	120288	123276	124824	126384
	Monthly	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9658	9778	9901	10024	10273	10402	10532
	Hourly	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	55.51	56.20	56.90	57.61	59.04	59.78	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	3.89	3.93	3.98	4.03	4.13	4.18	4.24

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step X six (6) years after being assigned to Step W in their permanent salary range.

Item # 319

D: Compensation

Prepared by the Washington State Office of Financial Management N Range Salary Schedule for Non-Represented Employees Effective July 1, 2026 2% Increase																						General Government Higher Education			
SALARY RANGE		0	1		2		3		4		5		6	7	8	9	10	12	14	15	17	18	20	23	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	STEP V	STEP W	STEP X
64N	Annual	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	118812	120288	121788	123276	126384	127968	129564
	Monthly	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	9901	10024	10149	10273	10532	10664	10797
	Hourly	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	56.90	57.61	58.33	59.04	60.53	61.29	62.05
	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	3.98	4.03	4.08	4.13	4.24	4.29	4.34
65N	Annual	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	121788	123276	124824	126384	129564	131160	132780
	Monthly	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10149	10273	10402	10532	10797	10930	11065
	Hourly	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	58.33	59.04	59.78	60.53	62.05	62.82	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	4.08	4.13	4.18	4.24	4.34	4.40	4.45
66N	Annual	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	124824	126384	127968	129564	132780	134436	136092
	Monthly	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10402	10532	10664	10797	11065	11203	11341
	Hourly	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	59.78	60.53	61.29	62.05	63.59	64.39	65.18
	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	4.18	4.24	4.29	4.34	4.45	4.51	4.56
67N	Annual	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	127968	129564	131160	132780	136092	137796	139500
	Monthly	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10664	10797	10930	11065	11341	11483	11625
	Hourly	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	61.29	62.05	62.82	63.59	65.18	65.99	66.81
	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	4.29	4.34	4.40	4.45	4.56	4.62	4.68
68N	Annual	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	131160	132780	134436	136092	139500	141252	143004
	Monthly	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	10930	11065	11203	11341	11625	11771	11917
	Hourly	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	62.82	63.59	64.39	65.18	66.81	67.65	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	4.40	4.45	4.51	4.56	4.68	4.74	4.79
69N	Annual	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	134436	136092	137796	139500	143004	144804	146592
	Monthly	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11203	11341	11483	11625	11917	12067	12216
	Hourly	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	64.39	65.18	65.99	66.81	68.49	69.35	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	4.51	4.56	4.62	4.68	4.79	4.85	4.91
70N	Annual	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	137796	139500	141252	143004	146592	148428	150264
	Monthly	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11483	11625	11771	11917	12216	12369	12522
	Hourly	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	65.99	66.81	67.65	68.49	70.21	71.09	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	4.62	4.68	4.74	4.79	4.91	4.98	5.04
71N	Annual	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	141252	143004	144804	146592	150264	152136	154008
	Monthly	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11771	11917	12067	12216	12522	12678	12834
	Hourly	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	67.65	68.49	69.35	70.21	71.97	72.86	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	4.74	4.79	4.85	4.91	5.04	5.10	5.16
72N	Annual	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	144804	146592	148428	150264	154008	155940	157872
	Monthly	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12067	12216	12369	12522	12834	12995	13156
	Hourly	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	69.35	70.21	71.09	71.97	73.76	74.68	75.61
	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	4.85	4.91	4.98	5.04	5.16	5.23	5.29
73N	Annual	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	148428	150264	152136	154008	157872	159828	161796
	Monthly	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12369	12522	12678	12834	13156	13319	13483
	Hourly	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.09	71.97	72.86	73.76	75.61	76.55	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	4.98	5.04	5.10	5.16	5.29	5.36	5.42

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step X six (6) years after being assigned to Step W in their permanent salary range.

D: Compensation

Item # 319

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

		General Government																							
		Higher Education																							
		0	1	2	3	4	5	6	7	8	9	10	12	14	15	17	18	20	23	26					
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
74N	Annual	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	152136	154008	155940	157872	161796	163824	165840
	Monthly	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12678	12834	12995	13156	13483	13652	13820
	Hourly	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	72.86	73.76	74.68	75.61	77.49	78.46	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	5.10	5.16	5.23	5.29	5.42	5.49	5.56
75N	Annual	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	155940	157872	159828	161796	165840	167904	169980
	Monthly	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	12995	13156	13319	13483	13820	13992	14165
	Hourly	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	74.68	75.61	76.55	77.49	79.43	80.41	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	5.23	5.29	5.36	5.42	5.56	5.63	5.70
76N	Annual	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	159828	161796	163824	165840	169980	172116	174240
	Monthly	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13319	13483	13652	13820	14165	14343	14520
	Hourly	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	76.55	77.49	78.46	79.43	81.41	82.43	83.45
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.36	5.42	5.49	5.56	5.70	5.77	5.84
77N	Annual	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	163824	165840	167904	169980	174240	176400	178584
	Monthly	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13652	13820	13992	14165	14520	14700	14882
	Hourly	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	78.46	79.43	80.41	81.41	83.45	84.48	85.53
	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	5.49	5.56	5.63	5.70	5.84	5.91	5.99
78N	Annual	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	167904	169980	172116	174240	178584	180804	183048
	Monthly	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	13992	14165	14343	14520	14882	15067	15254
	Hourly	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	80.41	81.41	82.43	83.45	85.53	86.59	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	5.49	5.56	5.63	5.70	5.77	5.84	5.99	6.06
79N	Annual	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	172116	174240	176400	178584	183048	185328	187608
	Monthly	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14343	14520	14700	14882	15254	15444	15634
	Hourly	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	82.43	83.45	84.48	85.53	87.67	88.76	89.85
	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	5.77	5.84	5.91	5.99	6.14	6.21	6.29
80N	Annual	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	176400	178584	180804	183048	187608	189960	192312
	Monthly	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14700	14882	15067	15254	15634	15830	16026
	Hourly	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	84.48	85.53	86.59	87.67	89.85	90.98	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	5.91	5.99	6.06	6.14	6.29	6.37	6.45
81N	Annual	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	180804	183048	185328	187608	192312	194712	197112
	Monthly	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15067	15254	15444	15634	16026	16226	16426
	Hourly	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	86.59	87.67	88.76	89.85	92.10	93.25	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	6.06	6.14	6.21	6.29	6.45	6.53	6.61
82N	Annual	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	185328	187608	189960	192312	197112	199572	202044
	Monthly	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15444	15634	15830	16026	16226	16631	16837
	Hourly	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	88.76	89.85	90.98	92.10	94.40	95.58	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	6.21	6.29	6.37	6.45	6.61	6.69	6.77
83N	Annual	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	187608	189960	192312	194712	197112	202044	204564	207084
	Monthly	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15634	15830	16026	16226	16426	16837	17047	17257
	Hourly	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	89.85	90.98	92.10	93.25	94.40	96.76	97.97	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	6.37	6.45	6.53	6.61	6.77	6.86	6.94

D: Compensation

Item # 319

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2026
2% Increase

General Government																									
Higher Education																									
% Increase																									
		0	1	2	3	4	5	6	7	8	9	10	12	14	15	17	18	20	23	26					
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
84N	Annual	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	187608	192312	194712	197112	199572	202044	207084	209676	212256
	Monthly	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15634	16026	16226	16426	16631	16837	17257	17473	17688
	Hourly	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	89.85	92.10	93.25	94.40	95.58	96.76	99.18	100.42	101.66
	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	6.53	6.61	6.69	6.77	6.94	7.03	7.12
85N	Annual	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	187608	192312	197112	199572	202044	204564	207084	212256	214908	217572
	Monthly	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15634	16026	16426	16631	16837	17047	17257	17688	17909	18131
	Hourly	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	89.85	92.10	94.40	95.58	96.76	97.97	99.18	101.66	102.93	104.20
	Standby	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	6.69	6.77	6.86	6.94	7.12	7.20	7.29
86N	Annual	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	187608	192312	197112	202044	204564	207084	209676	212256	217572	220296	223020
	Monthly	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15634	16026	16426	16837	17047	17257	17473	17688	18131	18358	18585
	Hourly	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	89.85	92.10	94.40	96.76	97.97	99.18	100.42	101.66	104.20	105.51	106.81
	Standby	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	6.86	6.94	7.03	7.12	7.29	7.39	7.48

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step X six (6) years after being assigned to Step W in their permanent salary range.

Item 320**Revised**

Prepared by the Washington State Office of Financial Management
 Association of Washington Assistant Attorneys General Represented Employees
 Effective July 1, 2026
 2% Increase

WFSE - AWAAG

DRAFT**Step 1 removed 7/1/2025**

Base Range Step Numbers	Graduation Year	AAG Range (Annual)	Managing AAG 1 Range (Annual)	Managing AAG 2 Range (Annual)	Deputy Solicitor General Range (Annual)
Step 2	2026	83,856	88,056	92,256	92,256
Step 3	2025	87,216	91,584	95,940	95,940
Step 4	2024	90,708	95,244	99,792	99,792
Step 5	2023	94,320	99,060	103,776	103,776
Step 6	2022	98,112	103,008	107,928	107,928
Step 7	2021	102,036	107,136	112,224	112,224
Step 8	2020	106,092	111,420	116,736	116,736
Step 9	2019	110,364	115,872	121,392	121,392
Step 10	2018	114,780	120,516	126,240	126,240
Step 11	2017	119,364	125,328	131,292	131,292
Step 12	2016	124,140	130,344	136,536	136,536
Step 13	2015	129,096	135,576	142,020	142,020
Step 14	2014	134,268	141,000	147,672	147,672
Step 15	2013	139,632	146,628	153,612	153,612
Step 16	2012	145,212	152,484	159,744	159,744
Step 17	2011	151,032	158,580	166,128	166,128
Step 18	2010	157,080	164,940	172,776	172,776

Item 321

Prepared by the Washington State Office of Financial Management
 Represented Employees
 Effective July 1, 2026
 2% Increase

DRAFT

Revised

Coalition
 FWOG
 Teamsters 760
 (reference applicable CBA)

RECRUIT (FWOG)		
SALARY RANGE		STEP A
800	Annual	85,692
	Monthly	7,141
	Hourly	41.04
	Standby	2.87

OFFICER (FWOG)						
SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E
801	Annual	92,556.00	96,264.00	103,956.00	112,272.00	121,248.00
	Monthly	7,713	8,022	8,663	9,356	10,104
	Hourly	44.33	46.10	49.79	53.77	58.07
	Standby	3.10	3.23	3.49	3.76	4.06

SERGEANT (Teamsters 760)		
SALARY RANGE		STEP A
802	Annual	144,360
	Monthly	12,030
	Hourly	69.14
	Standby	4.84

LIEUTENANT (Coalition)		
SALARY RANGE		STEP A
803	Annual	190,032
	Monthly	15,836
	Hourly	91.01
	Standby	6.37

CAPTAIN (Coalition)		
SALARY RANGE		STEP A
804	Annual	199,536
	Monthly	16,628
	Hourly	95.56
	Standby	6.69

D: Compensation

Item # 322

DOC - WFSE

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	37608	38484	39360	40308	41208	42132	43164	44136	45216	46188	47376	48432	49584
	Monthly	3134	3207	3280	3359	3434	3511	3597	3678	3768	3849	3948	4036	4132
	Hourly	18.01	18.43	18.85	19.30	19.74	20.18	20.67	21.14	21.66	22.12	22.69	23.20	23.75
	Standby	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.62	1.66
31	Annual	38484	39360	40308	41208	42132	43164	44136	45216	46188	47376	48432	49584	50772
	Monthly	3207	3280	3359	3434	3511	3597	3678	3768	3849	3948	4036	4132	4231
	Hourly	18.43	18.85	19.30	19.74	20.18	20.67	21.14	21.66	22.12	22.69	23.20	23.75	24.32
	Standby	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.62	1.66	1.70
32	Annual	39360	40308	41208	42132	43164	44136	45216	46188	47376	48432	49584	50772	51948
	Monthly	3280	3359	3434	3511	3597	3678	3768	3849	3948	4036	4132	4231	4329
	Hourly	18.85	19.30	19.74	20.18	20.67	21.14	21.66	22.12	22.69	23.20	23.75	24.32	24.88
	Standby	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.62	1.66	1.70	1.74
33	Annual	40308	41208	42132	43164	44136	45216	46188	47376	48432	49584	50772	51948	53232
	Monthly	3359	3434	3511	3597	3678	3768	3849	3948	4036	4132	4231	4329	4436
	Hourly	19.30	19.74	20.18	20.67	21.14	21.66	22.12	22.69	23.20	23.75	24.32	24.88	25.49
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.62	1.66	1.70	1.74	1.78
34	Annual	41208	42132	43164	44136	45216	46188	47376	48432	49584	50772	51948	53232	54480
	Monthly	3434	3511	3597	3678	3768	3849	3948	4036	4132	4231	4329	4436	4540
	Hourly	19.74	20.18	20.67	21.14	21.66	22.12	22.69	23.20	23.75	24.32	24.88	25.49	26.09
	Standby	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83
35	Annual	42132	43164	44136	45216	46188	47376	48432	49584	50772	51948	53232	54480	55764
	Monthly	3511	3597	3678	3768	3849	3948	4036	4132	4231	4329	4436	4540	4647
	Hourly	20.18	20.67	21.14	21.66	22.12	22.69	23.20	23.75	24.32	24.88	25.49	26.09	26.71
	Standby	1.41	1.45	1.48	1.52	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.87
36	Annual	43164	44136	45216	46188	47376	48432	49584	50772	51948	53232	54480	55764	57132
	Monthly	3597	3678	3768	3849	3948	4036	4132	4231	4329	4436	4540	4647	4761
	Hourly	20.67	21.14	21.66	22.12	22.69	23.20	23.75	24.32	24.88	25.49	26.09	26.71	27.36
	Standby	1.45	1.48	1.52	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92
37	Annual	44136	45216	46188	47376	48432	49584	50772	51948	53232	54480	55764	57132	58560
	Monthly	3678	3768	3849	3948	4036	4132	4231	4329	4436	4540	4647	4761	4880
	Hourly	21.14	21.66	22.12	22.69	23.20	23.75	24.32	24.88	25.49	26.09	26.71	27.36	28.05
	Standby	1.48	1.52	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96
38	Annual	45216	46188	47376	48432	49584	50772	51948	53232	54480	55764	57132	58560	60036
	Monthly	3768	3849	3948	4036	4132	4231	4329	4436	4540	4647	4761	4880	5003
	Hourly	21.66	22.12	22.69	23.20	23.75	24.32	24.88	25.49	26.09	26.71	27.36	28.05	28.75
	Standby	1.52	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.01
39	Annual	46188	47376	48432	49584	50772	51948	53232	54480	55764	57132	58560	60036	61488
	Monthly	3849	3948	4036	4132	4231	4329	4436	4540	4647	4761	4880	5003	5124
	Hourly	22.12	22.69	23.20	23.75	24.32	24.88	25.49	26.09	26.71	27.36	28.05	28.75	29.45
	Standby	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.01	2.06
40	Annual	47376	48432	49584	50772	51948	53232	54480	55764	57132	58560	60036	61488	63108
	Monthly	3948	4036	4132	4231	4329	4436	4540	4647	4761	4880	5003	5124	5259
	Hourly	22.69	23.20	23.75	24.32	24.88	25.49	26.09	26.71	27.36	28.05	28.75	29.45	30.22
	Standby	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.01	2.06	2.12

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.

D: Compensation

Item # 322

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2026

6.02 % Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
41	Annual	48432	49584	50772	51948	53232	54480	55764	57132	58560	60036	61488	63108	64548
	Monthly	4036	4132	4231	4329	4436	4540	4647	4761	4880	5003	5124	5259	5379
	Hourly	23.20	23.75	24.32	24.88	25.49	26.09	26.71	27.36	28.05	28.75	29.45	30.22	30.91
	Standby	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.01	2.06	2.12	2.16
42	Annual	49584	50772	51948	53232	54480	55764	57132	58560	60036	61488	63108	64548	66276
	Monthly	4132	4231	4329	4436	4540	4647	4761	4880	5003	5124	5259	5379	5523
	Hourly	23.75	24.32	24.88	25.49	26.09	26.71	27.36	28.05	28.75	29.45	30.22	30.91	31.74
	Standby	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.01	2.06	2.12	2.16	2.22
43	Annual	50772	51948	53232	54480	55764	57132	58560	60036	61488	63108	64548	66276	67908
	Monthly	4231	4329	4436	4540	4647	4761	4880	5003	5124	5259	5379	5523	5659
	Hourly	24.32	24.88	25.49	26.09	26.71	27.36	28.05	28.75	29.45	30.22	30.91	31.74	32.52
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.01	2.06	2.12	2.16	2.22	2.28
44	Annual	51948	53232	54480	55764	57132	58560	60036	61488	63108	64548	66276	67908	69708
	Monthly	4329	4436	4540	4647	4761	4880	5003	5124	5259	5379	5523	5659	5809
	Hourly	24.88	25.49	26.09	26.71	27.36	28.05	28.75	29.45	30.22	30.91	31.74	32.52	33.39
	Standby	1.74	1.78	1.83	1.87	1.92	1.96	2.01	2.06	2.12	2.16	2.22	2.28	2.34
45	Annual	53232	54480	55764	57132	58560	60036	61488	63108	64548	66276	67908	69708	71376
	Monthly	4436	4540	4647	4761	4880	5003	5124	5259	5379	5523	5659	5809	5948
	Hourly	25.49	26.09	26.71	27.36	28.05	28.75	29.45	30.22	30.91	31.74	32.52	33.39	34.18
	Standby	1.78	1.83	1.87	1.92	1.96	2.01	2.06	2.12	2.16	2.22	2.28	2.34	2.39
46	Annual	54480	55764	57132	58560	60036	61488	63108	64548	66276	67908	69708	71376	73140
	Monthly	4540	4647	4761	4880	5003	5124	5259	5379	5523	5659	5809	5948	6095
	Hourly	26.09	26.71	27.36	28.05	28.75	29.45	30.22	30.91	31.74	32.52	33.39	34.18	35.03
	Standby	1.83	1.87	1.92	1.96	2.01	2.06	2.12	2.16	2.22	2.28	2.34	2.39	2.45
47	Annual	55764	57132	58560	60036	61488	63108	64548	66276	67908	69708	71376	73140	74904
	Monthly	4647	4761	4880	5003	5124	5259	5379	5523	5659	5809	5948	6095	6242
	Hourly	26.71	27.36	28.05	28.75	29.45	30.22	30.91	31.74	32.52	33.39	34.18	35.03	35.87
	Standby	1.87	1.92	1.96	2.01	2.06	2.12	2.16	2.22	2.28	2.34	2.39	2.45	2.51
48	Annual	57132	58560	60036	61488	63108	64548	66276	67908	69708	71376	73140	74904	76884
	Monthly	4761	4880	5003	5124	5259	5379	5523	5659	5809	5948	6095	6242	6407
	Hourly	27.36	28.05	28.75	29.45	30.22	30.91	31.74	32.52	33.39	34.18	35.03	35.87	36.82
	Standby	1.92	1.96	2.01	2.06	2.12	2.16	2.22	2.28	2.34	2.39	2.45	2.51	2.58
49	Annual	58560	60036	61488	63108	64548	66276	67908	69708	71376	73140	74904	76884	78756
	Monthly	4880	5003	5124	5259	5379	5523	5659	5809	5948	6095	6242	6407	6563
	Hourly	28.05	28.75	29.45	30.22	30.91	31.74	32.52	33.39	34.18	35.03	35.87	36.82	37.72
	Standby	1.96	2.01	2.06	2.12	2.16	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64
50	Annual	60036	61488	63108	64548	66276	67908	69708	71376	73140	74904	76884	78756	80736
	Monthly	5003	5124	5259	5379	5523	5659	5809	5948	6095	6242	6407	6563	6728
	Hourly	28.75	29.45	30.22	30.91	31.74	32.52	33.39	34.18	35.03	35.87	36.82	37.72	38.67
	Standby	2.01	2.06	2.12	2.16	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71
51	Annual	61488	63108	64548	66276	67908	69708	71376	73140	74904	76884	78756	80736	82752
	Monthly	5124	5259	5379	5523	5659	5809	5948	6095	6242	6407	6563	6728	6896
	Hourly	29.45	30.22	30.91	31.74	32.52	33.39	34.18	35.03	35.87	36.82	37.72	38.67	39.63
	Standby	2.06	2.12	2.16	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	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.

D: Compensation

Item # 322

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2026

6.02 % Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
52	Annual	63108	64548	66276	67908	69708	71376	73140	74904	76884	78756	80736	82752	84792
	Monthly	5259	5379	5523	5659	5809	5948	6095	6242	6407	6563	6728	6896	7066
	Hourly	30.22	30.91	31.74	32.52	33.39	34.18	35.03	35.87	36.82	37.72	38.67	39.63	40.61
	Standby	2.12	2.16	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84
53	Annual	64548	66276	67908	69708	71376	73140	74904	76884	78756	80736	82752	84792	86916
	Monthly	5379	5523	5659	5809	5948	6095	6242	6407	6563	6728	6896	7066	7243
	Hourly	30.91	31.74	32.52	33.39	34.18	35.03	35.87	36.82	37.72	38.67	39.63	40.61	41.63
	Standby	2.16	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91
54	Annual	66276	67908	69708	71376	73140	74904	76884	78756	80736	82752	84792	86916	89064
	Monthly	5523	5659	5809	5948	6095	6242	6407	6563	6728	6896	7066	7243	7422
	Hourly	31.74	32.52	33.39	34.18	35.03	35.87	36.82	37.72	38.67	39.63	40.61	41.63	42.66
	Standby	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99
55	Annual	67908	69708	71376	73140	74904	76884	78756	80736	82752	84792	86916	89064	91344
	Monthly	5659	5809	5948	6095	6242	6407	6563	6728	6896	7066	7243	7422	7612
	Hourly	32.52	33.39	34.18	35.03	35.87	36.82	37.72	38.67	39.63	40.61	41.63	42.66	43.75
	Standby	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06
56	Annual	69708	71376	73140	74904	76884	78756	80736	82752	84792	86916	89064	91344	93636
	Monthly	5809	5948	6095	6242	6407	6563	6728	6896	7066	7243	7422	7612	7803
	Hourly	33.39	34.18	35.03	35.87	36.82	37.72	38.67	39.63	40.61	41.63	42.66	43.75	44.84
	Standby	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14
57	Annual	71376	73140	74904	76884	78756	80736	82752	84792	86916	89064	91344	93636	95928
	Monthly	5948	6095	6242	6407	6563	6728	6896	7066	7243	7422	7612	7803	7994
	Hourly	34.18	35.03	35.87	36.82	37.72	38.67	39.63	40.61	41.63	42.66	43.75	44.84	45.94
	Standby	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22
58	Annual	73140	74904	76884	78756	80736	82752	84792	86916	89064	91344	93636	95928	98424
	Monthly	6095	6242	6407	6563	6728	6896	7066	7243	7422	7612	7803	7994	8202
	Hourly	35.03	35.87	36.82	37.72	38.67	39.63	40.61	41.63	42.66	43.75	44.84	45.94	47.14
	Standby	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30
59	Annual	74904	76884	78756	80736	82752	84792	86916	89064	91344	93636	95928	98424	100776
	Monthly	6242	6407	6563	6728	6896	7066	7243	7422	7612	7803	7994	8202	8398
	Hourly	35.87	36.82	37.72	38.67	39.63	40.61	41.63	42.66	43.75	44.84	45.94	47.14	48.26
	Standby	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38
60	Annual	76884	78756	80736	82752	84792	86916	89064	91344	93636	95928	98424	100776	103344
	Monthly	6407	6563	6728	6896	7066	7243	7422	7612	7803	7994	8202	8398	8612
	Hourly	36.82	37.72	38.67	39.63	40.61	41.63	42.66	43.75	44.84	45.94	47.14	48.26	49.49
	Standby	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46
61	Annual	78756	80736	82752	84792	86916	89064	91344	93636	95928	98424	100776	103344	105972
	Monthly	6563	6728	6896	7066	7243	7422	7612	7803	7994	8202	8398	8612	8831
	Hourly	37.72	38.67	39.63	40.61	41.63	42.66	43.75	44.84	45.94	47.14	48.26	49.49	50.75
	Standby	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55
62	Annual	80736	82752	84792	86916	89064	91344	93636	95928	98424	100776	103344	105972	108576
	Monthly	6728	6896	7066	7243	7422	7612	7803	7994	8202	8398	8612	8831	9048
	Hourly	38.67	39.63	40.61	41.63	42.66	43.75	44.84	45.94	47.14	48.26	49.49	50.75	52.00
	Standby	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64

Standby rate is equal to 7% of the hourly rate

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D: Compensation

Item # 322

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2026

6.02 % Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
63	Annual	82752	84792	86916	89064	91344	93636	95928	98424	100776	103344	105972	108576	111288
	Monthly	6896	7066	7243	7422	7612	7803	7994	8202	8398	8612	8831	9048	9274
	Hourly	39.63	40.61	41.63	42.66	43.75	44.84	45.94	47.14	48.26	49.49	50.75	52.00	53.30
	Standby	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73
64	Annual	84792	86916	89064	91344	93636	95928	98424	100776	103344	105972	108576	111288	114072
	Monthly	7066	7243	7422	7612	7803	7994	8202	8398	8612	8831	9048	9274	9506
	Hourly	40.61	41.63	42.66	43.75	44.84	45.94	47.14	48.26	49.49	50.75	52.00	53.30	54.63
	Standby	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82
65	Annual	86916	89064	91344	93636	95928	98424	100776	103344	105972	108576	111288	114072	116892
	Monthly	7243	7422	7612	7803	7994	8202	8398	8612	8831	9048	9274	9506	9741
	Hourly	41.63	42.66	43.75	44.84	45.94	47.14	48.26	49.49	50.75	52.00	53.30	54.63	55.98
	Standby	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92
66	Annual	89064	91344	93636	95928	98424	100776	103344	105972	108576	111288	114072	116892	119868
	Monthly	7422	7612	7803	7994	8202	8398	8612	8831	9048	9274	9506	9741	9989
	Hourly	42.66	43.75	44.84	45.94	47.14	48.26	49.49	50.75	52.00	53.30	54.63	55.98	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
67	Annual	91344	93636	95928	98424	100776	103344	105972	108576	111288	114072	116892	119868	122844
	Monthly	7612	7803	7994	8202	8398	8612	8831	9048	9274	9506	9741	9989	10237
	Hourly	43.75	44.84	45.94	47.14	48.26	49.49	50.75	52.00	53.30	54.63	55.98	57.41	58.83
	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
68	Annual	93636	95928	98424	100776	103344	105972	108576	111288	114072	116892	119868	122844	125928
	Monthly	7803	7994	8202	8398	8612	8831	9048	9274	9506	9741	9989	10237	10494
	Hourly	44.84	45.94	47.14	48.26	49.49	50.75	52.00	53.30	54.63	55.98	57.41	58.83	60.31
	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
69	Annual	95928	98424	100776	103344	105972	108576	111288	114072	116892	119868	122844	125928	129036
	Monthly	7994	8202	8398	8612	8831	9048	9274	9506	9741	9989	10237	10494	10753
	Hourly	45.94	47.14	48.26	49.49	50.75	52.00	53.30	54.63	55.98	57.41	58.83	60.31	61.80
	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
70	Annual	98424	100776	103344	105972	108576	111288	114072	116892	119868	122844	125928	129036	132288
	Monthly	8202	8398	8612	8831	9048	9274	9506	9741	9989	10237	10494	10753	11024
	Hourly	47.14	48.26	49.49	50.75	52.00	53.30	54.63	55.98	57.41	58.83	60.31	61.80	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	4.43
71	Annual	100776	103344	105972	108576	111288	114072	116892	119868	122844	125928	129036	132288	135636
	Monthly	8398	8612	8831	9048	9274	9506	9741	9989	10237	10494	10753	11024	11303
	Hourly	48.26	49.49	50.75	52.00	53.30	54.63	55.98	57.41	58.83	60.31	61.80	63.36	64.96
	Standby	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55
72	Annual	103344	105972	108576	111288	114072	116892	119868	122844	125928	129036	132288	135636	139032
	Monthly	8612	8831	9048	9274	9506	9741	9989	10237	10494	10753	11024	11303	11586
	Hourly	49.49	50.75	52.00	53.30	54.63	55.98	57.41	58.83	60.31	61.80	63.36	64.96	66.59
	Standby	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66
73	Annual	105972	108576	111288	114072	116892	119868	122844	125928	129036	132288	135636	139032	142452
	Monthly	8831	9048	9274	9506	9741	9989	10237	10494	10753	11024	11303	11586	11871
	Hourly	50.75	52.00	53.30	54.63	55.98	57.41	58.83	60.31	61.80	63.36	64.96	66.59	68.22
	Standby	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78

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D: Compensation

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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*
74	Annual	108576	111288	114072	116892	119868	122844	125928	129036	132288	135636	139032	142452	146076
	Monthly	9048	9274	9506	9741	9989	10237	10494	10753	11024	11303	11586	11871	12173
	Hourly	52.00	53.30	54.63	55.98	57.41	58.83	60.31	61.80	63.36	64.96	66.59	68.22	69.96
	Standby	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90
75	Annual	111288	114072	116892	119868	122844	125928	129036	132288	135636	139032	142452	146076	149688
	Monthly	9274	9506	9741	9989	10237	10494	10753	11024	11303	11586	11871	12173	12474
	Hourly	53.30	54.63	55.98	57.41	58.83	60.31	61.80	63.36	64.96	66.59	68.22	69.96	71.69
	Standby	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02
76	Annual	114072	116892	119868	122844	125928	129036	132288	135636	139032	142452	146076	149688	153432
	Monthly	9506	9741	9989	10237	10494	10753	11024	11303	11586	11871	12173	12474	12786
	Hourly	54.63	55.98	57.41	58.83	60.31	61.80	63.36	64.96	66.59	68.22	69.96	71.69	73.48
	Standby	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14
77	Annual	116892	119868	122844	125928	129036	132288	135636	139032	142452	146076	149688	153432	157260
	Monthly	9741	9989	10237	10494	10753	11024	11303	11586	11871	12173	12474	12786	13105
	Hourly	55.98	57.41	58.83	60.31	61.80	63.36	64.96	66.59	68.22	69.96	71.69	73.48	75.32
	Standby	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27
78	Annual	119868	122844	125928	129036	132288	135636	139032	142452	146076	149688	153432	157260	161208
	Monthly	9989	10237	10494	10753	11024	11303	11586	11871	12173	12474	12786	13105	13434
	Hourly	57.41	58.83	60.31	61.80	63.36	64.96	66.59	68.22	69.96	71.69	73.48	75.32	77.21
	Standby	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27	5.40
79	Annual	122844	125928	129036	132288	135636	139032	142452	146076	149688	153432	157260	161208	165144
	Monthly	10237	10494	10753	11024	11303	11586	11871	12173	12474	12786	13105	13434	13762
	Hourly	58.83	60.31	61.80	63.36	64.96	66.59	68.22	69.96	71.69	73.48	75.32	77.21	79.09
	Standby	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27	5.40	5.54
80	Annual	125928	129036	132288	135636	139032	142452	146076	149688	153432	157260	161208	165144	169296
	Monthly	10494	10753	11024	11303	11586	11871	12173	12474	12786	13105	13434	13762	14108
	Hourly	60.31	61.80	63.36	64.96	66.59	68.22	69.96	71.69	73.48	75.32	77.21	79.09	81.08
	Standby	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27	5.40	5.54	5.68
81	Annual	129036	132288	135636	139032	142452	146076	149688	153432	157260	161208	165144	169296	173568
	Monthly	10753	11024	11303	11586	11871	12173	12474	12786	13105	13434	13762	14108	14464
	Hourly	61.80	63.36	64.96	66.59	68.22	69.96	71.69	73.48	75.32	77.21	79.09	81.08	83.13
	Standby	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27	5.40	5.54	5.68	5.82
82	Annual	132288	135636	139032	142452	146076	149688	153432	157260	161208	165144	169296	173568	177888
	Monthly	11024	11303	11586	11871	12173	12474	12786	13105	13434	13762	14108	14464	14824
	Hourly	63.36	64.96	66.59	68.22	69.96	71.69	73.48	75.32	77.21	79.09	81.08	83.13	85.20
	Standby	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96
83	Annual	135636	139032	142452	146076	149688	153432	157260	161208	165144	169296	173568	177888	182340
	Monthly	11303	11586	11871	12173	12474	12786	13105	13434	13762	14108	14464	14824	15195
	Hourly	64.96	66.59	68.22	69.96	71.69	73.48	75.32	77.21	79.09	81.08	83.13	85.20	87.33
	Standby	4.55	4.66	4.78	4.90	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11
84	Annual	139032	142452	146076	149688	153432	157260	161208	165144	169296	173568	177888	182340	186912
	Monthly	11586	11871	12173	12474	12786	13105	13434	13762	14108	14464	14824	15195	15576
	Hourly	66.59	68.22	69.96	71.69	73.48	75.32	77.21	79.09	81.08	83.13	85.20	87.33	89.52
	Standby	4.66	4.78	4.90	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27

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.

D: Compensation

Item # 322

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2026

6.02 % Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
85	Annual	142452	146076	149688	153432	157260	161208	165144	169296	173568	177888	182340	186912	191520
	Monthly	11871	12173	12474	12786	13105	13434	13762	14108	14464	14824	15195	15576	15960
	Hourly	68.22	69.96	71.69	73.48	75.32	77.21	79.09	81.08	83.13	85.20	87.33	89.52	91.72
	Standby	4.78	4.90	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42
86	Annual	146076	149688	153432	157260	161208	165144	169296	173568	177888	182340	186912	191520	196368
	Monthly	12173	12474	12786	13105	13434	13762	14108	14464	14824	15195	15576	15960	16364
	Hourly	69.96	71.69	73.48	75.32	77.21	79.09	81.08	83.13	85.20	87.33	89.52	91.72	94.05
	Standby	4.90	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58
87	Annual	149688	153432	157260	161208	165144	169296	173568	177888	182340	186912	191520	196368	201348
	Monthly	12474	12786	13105	13434	13762	14108	14464	14824	15195	15576	15960	16364	16779
	Hourly	71.69	73.48	75.32	77.21	79.09	81.08	83.13	85.20	87.33	89.52	91.72	94.05	96.43
	Standby	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75
88	Annual	153432	157260	161208	165144	169296	173568	177888	182340	186912	191520	196368	201348	206316
	Monthly	12786	13105	13434	13762	14108	14464	14824	15195	15576	15960	16364	16779	17193
	Hourly	73.48	75.32	77.21	79.09	81.08	83.13	85.20	87.33	89.52	91.72	94.05	96.43	98.81
	Standby	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92
89	Annual	157260	161208	165144	169296	173568	177888	182340	186912	191520	196368	201348	206316	211512
	Monthly	13105	13434	13762	14108	14464	14824	15195	15576	15960	16364	16779	17193	17626
	Hourly	75.32	77.21	79.09	81.08	83.13	85.20	87.33	89.52	91.72	94.05	96.43	98.81	101.30
	Standby	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09
90	Annual	161208	165144	169296	173568	177888	182340	186912	191520	196368	201348	206316	211512	216744
	Monthly	13434	13762	14108	14464	14824	15195	15576	15960	16364	16779	17193	17626	18062
	Hourly	77.21	79.09	81.08	83.13	85.20	87.33	89.52	91.72	94.05	96.43	98.81	101.30	103.80
	Standby	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27
91	Annual	165144	169296	173568	177888	182340	186912	191520	196368	201348	206316	211512	216744	222192
	Monthly	13762	14108	14464	14824	15195	15576	15960	16364	16779	17193	17626	18062	18516
	Hourly	79.09	81.08	83.13	85.20	87.33	89.52	91.72	94.05	96.43	98.81	101.30	103.80	106.41
	Standby	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45
92	Annual	169296	173568	177888	182340	186912	191520	196368	201348	206316	211512	216744	222192	227760
	Monthly	14108	14464	14824	15195	15576	15960	16364	16779	17193	17626	18062	18516	18980
	Hourly	81.08	83.13	85.20	87.33	89.52	91.72	94.05	96.43	98.81	101.30	103.80	106.41	109.08
	Standby	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64
93	Annual	173568	177888	182340	186912	191520	196368	201348	206316	211512	216744	222192	227760	233496
	Monthly	14464	14824	15195	15576	15960	16364	16779	17193	17626	18062	18516	18980	19458
	Hourly	83.13	85.20	87.33	89.52	91.72	94.05	96.43	98.81	101.30	103.80	106.41	109.08	111.83
	Standby	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83
94	Annual	177888	182340	186912	191520	196368	201348	206316	211512	216744	222192	227760	233496	239304
	Monthly	14824	15195	15576	15960	16364	16779	17193	17626	18062	18516	18980	19458	19942
	Hourly	85.20	87.33	89.52	91.72	94.05	96.43	98.81	101.30	103.80	106.41	109.08	111.83	114.61
	Standby	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02

Standby rate is equal to 7% of the hourly rate

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D: Compensation

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Effective July 1, 2026

6.02 % Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
95	Annual	182340	186912	191520	196368	201348	206316	211512	216744	222192	227760	233496	239304	245268
	Monthly	15195	15576	15960	16364	16779	17193	17626	18062	18516	18980	19458	19942	20439
	Hourly	87.33	89.52	91.72	94.05	96.43	98.81	101.30	103.80	106.41	109.08	111.83	114.61	117.47
	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
96	Annual	186912	191520	196368	201348	206316	211512	216744	222192	227760	233496	239304	245268	251424
	Monthly	15576	15960	16364	16779	17193	17626	18062	18516	18980	19458	19942	20439	20952
	Hourly	89.52	91.72	94.05	96.43	98.81	101.30	103.80	106.41	109.08	111.83	114.61	117.47	120.41
	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
97	Annual	191520	196368	201348	206316	211512	216744	222192	227760	233496	239304	245268	251424	257736
	Monthly	15960	16364	16779	17193	17626	18062	18516	18980	19458	19942	20439	20952	21478
	Hourly	91.72	94.05	96.43	98.81	101.30	103.80	106.41	109.08	111.83	114.61	117.47	120.41	123.44
	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
98	Annual	196368	201348	206316	211512	216744	222192	227760	233496	239304	245268	251424	257736	264168
	Monthly	16364	16779	17193	17626	18062	18516	18980	19458	19942	20439	20952	21478	22014
	Hourly	94.05	96.43	98.81	101.30	103.80	106.41	109.08	111.83	114.61	117.47	120.41	123.44	126.52
	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
99	Annual	201348	206316	211512	216744	222192	227760	233496	239304	245268	251424	257736	264168	270768
	Monthly	16779	17193	17626	18062	18516	18980	19458	19942	20439	20952	21478	22014	22564
	Hourly	96.43	98.81	101.30	103.80	106.41	109.08	111.83	114.61	117.47	120.41	123.44	126.52	129.68
	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
100	Annual	206316	211512	216744	222192	227760	233496	239304	245268	251424	257736	264168	270768	277548
	Monthly	17193	17626	18062	18516	18980	19458	19942	20439	20952	21478	22014	22564	23129
	Hourly	98.81	101.30	103.80	106.41	109.08	111.83	114.61	117.47	120.41	123.44	126.52	129.68	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
101	Annual	211512	216744	222192	227760	233496	239304	245268	251424	257736	264168	270768	277548	284472
	Monthly	17626	18062	18516	18980	19458	19942	20439	20952	21478	22014	22564	23129	23706
	Hourly	101.30	103.80	106.41	109.08	111.83	114.61	117.47	120.41	123.44	126.52	129.68	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
102	Annual	216744	222192	227760	233496	239304	245268	251424	257736	264168	270768	277548	284472	291576
	Monthly	18062	18516	18980	19458	19942	20439	20952	21478	22014	22564	23129	23706	24298
	Hourly	103.80	106.41	109.08	111.83	114.61	117.47	120.41	123.44	126.52	129.68	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
103	Annual	222192	227760	233496	239304	245268	251424	257736	264168	270768	277548	284472	291576	298848
	Monthly	18516	18980	19458	19942	20439	20952	21478	22014	22564	23129	23706	24298	24904
	Hourly	106.41	109.08	111.83	114.61	117.47	120.41	123.44	126.52	129.68	132.93	136.24	139.64	143.13
	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
104	Annual	227760	233496	239304	245268	251424	257736	264168	270768	277548	284472	291576	298848	306360
	Monthly	18980	19458	19942	20439	20952	21478	22014	22564	23129	23706	24298	24904	25530
	Hourly	109.08	111.83	114.61	117.47	120.41	123.44	126.52	129.68	132.93	136.24	139.64	143.13	146.72
	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
105	Annual	233496	239304	245268	251424	257736	264168	270768	277548	284472	291576	298848	306360	314016
	Monthly	19458	19942	20439	20952	21478	22014	22564	23129	23706	24298	24904	25530	26168
	Hourly	111.83	114.61	117.47	120.41	123.44	126.52	129.68	132.93	136.24	139.64	143.13	146.72	150.39
	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

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106	Annual	239304	245268	251424	257736	264168	270768	277548	284472	291576	298848	306360	314016	321840
	Monthly	19942	20439	20952	21478	22014	22564	23129	23706	24298	24904	25530	26168	26820
	Hourly	114.61	117.47	120.41	123.44	126.52	129.68	132.93	136.24	139.64	143.13	146.72	150.39	154.14
	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
107	Annual	245268	251424	257736	264168	270768	277548	284472	291576	298848	306360	314016	321840	329880
	Monthly	20439	20952	21478	22014	22564	23129	23706	24298	24904	25530	26168	26820	27490
	Hourly	117.47	120.41	123.44	126.52	129.68	132.93	136.24	139.64	143.13	146.72	150.39	154.14	157.99
	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
108	Annual	251424	257736	264168	270768	277548	284472	291576	298848	306360	314016	321840	329880	338148
	Monthly	20952	21478	22014	22564	23129	23706	24298	24904	25530	26168	26820	27490	28179
	Hourly	120.41	123.44	126.52	129.68	132.93	136.24	139.64	143.13	146.72	150.39	154.14	157.99	161.95
	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
109	Annual	257736	264168	270768	277548	284472	291576	298848	306360	314016	321840	329880	338148	346620
	Monthly	21478	22014	22564	23129	23706	24298	24904	25530	26168	26820	27490	28179	28885
	Hourly	123.44	126.52	129.68	132.93	136.24	139.64	143.13	146.72	150.39	154.14	157.99	161.95	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
110	Annual	264168	270768	277548	284472	291576	298848	306360	314016	321840	329880	338148	346620	355284
	Monthly	22014	22564	23129	23706	24298	24904	25530	26168	26820	27490	28179	28885	29607
	Hourly	126.52	129.68	132.93	136.24	139.64	143.13	146.72	150.39	154.14	157.99	161.95	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
111	Annual	270768	277548	284472	291576	298848	306360	314016	321840	329880	338148	346620	355284	364152
	Monthly	22564	23129	23706	24298	24904	25530	26168	26820	27490	28179	28885	29607	30346
	Hourly	129.68	132.93	136.24	139.64	143.13	146.72	150.39	154.14	157.99	161.95	166.01	170.16	174.40
	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
112	Annual	277548	284472	291576	298848	306360	314016	321840	329880	338148	346620	355284	364152	373272
	Monthly	23129	23706	24298	24904	25530	26168	26820	27490	28179	28885	29607	30346	31106
	Hourly	132.93	136.24	139.64	143.13	146.72	150.39	154.14	157.99	161.95	166.01	170.16	174.40	178.77
	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
113	Annual	284472	291576	298848	306360	314016	321840	329880	338148	346620	355284	364152	373272	382608
	Monthly	23706	24298	24904	25530	26168	26820	27490	28179	28885	29607	30346	31106	31884
	Hourly	136.24	139.64	143.13	146.72	150.39	154.14	157.99	161.95	166.01	170.16	174.40	178.77	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
114	Annual	291576	298848	306360	314016	321840	329880	338148	346620	355284	364152	373272	382608	392160
	Monthly	24298	24904	25530	26168	26820	27490	28179	28885	29607	30346	31106	31884	32680
	Hourly	139.64	143.13	146.72	150.39	154.14	157.99	161.95	166.01	170.16	174.40	178.77	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
115	Annual	298848	306360	314016	321840	329880	338148	346620	355284	364152	373272	382608	392160	401964
	Monthly	24904	25530	26168	26820	27490	28179	28885	29607	30346	31106	31884	32680	33497
	Hourly	143.13	146.72	150.39	154.14	157.99	161.95	166.01	170.16	174.40	178.77	183.24	187.82	192.51
	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
116	Annual	306360	314016	321840	329880	338148	346620	355284	364152	373272	382608	392160	401964	412020
	Monthly	25530	26168	26820	27490	28179	28885	29607	30346	31106	31884	32680	33497	34335
	Hourly	146.72	150.39	154.14	157.99	161.95	166.01	170.16	174.40	178.77	183.24	187.82	192.51	197.33
	Standby	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83	13.15	13.48	13.81

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.

D: Compensation

Item # 322

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2026

6.02 % Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
117	Annual	314016	321840	329880	338148	346620	355284	364152	373272	382608	392160	401964	412020	422316
	Monthly	26168	26820	27490	28179	28885	29607	30346	31106	31884	32680	33497	34335	35193
	Hourly	150.39	154.14	157.99	161.95	166.01	170.16	174.40	178.77	183.24	187.82	192.51	197.33	202.26
	Standby	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83	13.15	13.48	13.81	14.16
118	Annual	321840	329880	338148	346620	355284	364152	373272	382608	392160	401964	412020	422316	432852
	Monthly	26820	27490	28179	28885	29607	30346	31106	31884	32680	33497	34335	35193	36071
	Hourly	154.14	157.99	161.95	166.01	170.16	174.40	178.77	183.24	187.82	192.51	197.33	202.26	207.30
	Standby	10.79	11.06	11.34	11.62	11.91	12.21	12.51	12.83	13.15	13.48	13.81	14.16	14.51
119	Annual	329880	338148	346620	355284	364152	373272	382608	392160	401964	412020	422316	432852	443688
	Monthly	27490	28179	28885	29607	30346	31106	31884	32680	33497	34335	35193	36071	36974
	Hourly	157.99	161.95	166.01	170.16	174.40	178.77	183.24	187.82	192.51	197.33	202.26	207.30	212.49
	Standby	11.06	11.34	11.62	11.91	12.21	12.51	12.83	13.15	13.48	13.81	14.16	14.51	14.87
120	Annual	338148	346620	355284	364152	373272	382608	392160	401964	412020	422316	432852	443688	454788
	Monthly	28179	28885	29607	30346	31106	31884	32680	33497	34335	35193	36071	36974	37899
	Hourly	161.95	166.01	170.16	174.40	178.77	183.24	187.82	192.51	197.33	202.26	207.30	212.49	217.81
	Standby	11.34	11.62	11.91	12.21	12.51	12.83	13.15	13.48	13.81	14.16	14.51	14.87	15.25

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.

D: Compensation

Item # 323

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

DRAFT

Coalition
PTE Local 17
WAFWP
WFSE - GG
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*
34	Annual	38340	39036	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412
	Monthly	3195	3253	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201
	Hourly	18.36	18.70	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14
	Standby	1.29	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69
35	Annual	39036	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600
	Monthly	3253	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300
	Hourly	18.70	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71
	Standby	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73
36	Annual	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872
	Monthly	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406
	Hourly	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32
	Standby	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77
37	Annual	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204
	Monthly	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517
	Hourly	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96
	Standby	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82
38	Annual	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596
	Monthly	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633
	Hourly	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63
	Standby	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86
39	Annual	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952
	Monthly	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746
	Hourly	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28
	Standby	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91
40	Annual	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392
	Monthly	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866
	Hourly	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97
	Standby	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96
41	Annual	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760
	Monthly	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980
	Hourly	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62
	Standby	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00
42	Annual	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332
	Monthly	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111
	Hourly	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37
	Standby	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06
43	Annual	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880
	Monthly	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240
	Hourly	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11
	Standby	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11
44	Annual	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512
	Monthly	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376
	Hourly	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16

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.

D: Compensation

Item # 323

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
PTE Local 17
WAFWP
WFSE - GG
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*
45	Annual	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072
	Monthly	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506
	Hourly	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22
46	Annual	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704
	Monthly	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642
	Hourly	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27
47	Annual	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348
	Monthly	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779
	Hourly	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32
48	Annual	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136
	Monthly	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928
	Hourly	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07
	Standby	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38
49	Annual	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900
	Monthly	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075
	Hourly	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91
	Standby	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44
50	Annual	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748
	Monthly	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229
	Hourly	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80
	Standby	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51
51	Annual	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608
	Monthly	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384
	Hourly	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69
	Standby	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57
52	Annual	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504
	Monthly	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542
	Hourly	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60
	Standby	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63
53	Annual	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496
	Monthly	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708
	Hourly	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55
	Standby	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70
54	Annual	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440
	Monthly	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870
	Hourly	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48
	Standby	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76
55	Annual	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528
	Monthly	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044
	Hourly	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48
	Standby	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83

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.

D: Compensation

Item # 323

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
PTE Local 17
WAFWP
WFSE - GG
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*
56	Annual	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688
	Monthly	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224
	Hourly	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52
	Standby	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91
57	Annual	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788
	Monthly	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399
	Hourly	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52
	Standby	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98
58	Annual	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104
	Monthly	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592
	Hourly	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63
	Standby	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05
59	Annual	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288
	Monthly	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774
	Hourly	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68
	Standby	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13
60	Annual	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676
	Monthly	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973
	Hourly	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82
	Standby	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21
61	Annual	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064
	Monthly	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172
	Hourly	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97
	Standby	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29
62	Annual	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488
	Monthly	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374
	Hourly	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13
	Standby	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37
63	Annual	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996
	Monthly	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583
	Hourly	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33
	Standby	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45
64	Annual	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612
	Monthly	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801
	Hourly	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58
	Standby	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54
65	Annual	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228
	Monthly	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019
	Hourly	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83
	Standby	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
66	Annual	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952
	Monthly	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246
	Hourly	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14
	Standby	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72

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.

D: Compensation

Item # 323

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
PTE Local 17
WAFWP
WFSE - GG
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*
67	Annual	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736
	Monthly	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478
	Hourly	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47
	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
68	Annual	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544
	Monthly	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712
	Hourly	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	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
69	Annual	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460
	Monthly	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955
	Hourly	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21
	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	4.00
70	Annual	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448
	Monthly	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204
	Hourly	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11
71	Annual	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544
	Monthly	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462
	Hourly	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21
72	Annual	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688
	Monthly	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724
	Hourly	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31
73	Annual	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868
	Monthly	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989
	Hourly	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42
74	Annual	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192
	Monthly	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266
	Hourly	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53
75	Annual	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552
	Monthly	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546
	Hourly	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64
76	Annual	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020
	Monthly	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835
	Hourly	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02
	Standby	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76
77	Annual	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548
	Monthly	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129
	Hourly	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71
	Standby	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88

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D: Compensation

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General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

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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*
78	Annual	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244
	Monthly	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437
	Hourly	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48
	Standby	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00
79	Annual	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904
	Monthly	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742
	Hourly	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23
	Standby	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13
80	Annual	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732
	Monthly	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061
	Hourly	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06
	Standby	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25
81	Annual	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692
	Monthly	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391
	Hourly	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96
	Standby	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39
82	Annual	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664
	Monthly	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722
	Hourly	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86
	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
83	Annual	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780
	Monthly	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065
	Hourly	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83
	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
84	Annual	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028
	Monthly	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419
	Hourly	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	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
85	Annual	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300
	Monthly	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775
	Hourly	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91
	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	5.94
86	Annual	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800
	Monthly	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150
	Hourly	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07
	Standby	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09
87	Annual	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360
	Monthly	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530
	Hourly	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25
	Standby	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25
88	Annual	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980
	Monthly	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915
	Hourly	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47
	Standby	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40

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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*
89	Annual	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804
	Monthly	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317
	Hourly	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78
	Standby	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56
90	Annual	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652
	Monthly	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721
	Hourly	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10
	Standby	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73
91	Annual	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680
	Monthly	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140
	Hourly	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51
	Standby	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90
92	Annual	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792
	Monthly	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566
	Hourly	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95
	Standby	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07
93	Annual	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108
	Monthly	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009
	Hourly	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50
	Standby	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25
94	Annual	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496
	Monthly	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458
	Hourly	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08
	Standby	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43
95	Annual	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040
	Monthly	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920
	Hourly	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74
	Standby	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61
96	Annual	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740
	Monthly	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395
	Hourly	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47
	Standby	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80
97	Annual	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584
	Monthly	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882
	Hourly	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26
	Standby	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00
98	Annual	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548
	Monthly	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379
	Hourly	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	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
99	Annual	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632
	Monthly	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886
	Hourly	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03
	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.

D: Compensation

Item # 323

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
PTE Local 17
WAFWP
WFSE - GG
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*
100	Annual	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920
	Monthly	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410
	Hourly	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	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
101	Annual	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340
	Monthly	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945
	Hourly	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	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
102	Annual	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916
	Monthly	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493
	Hourly	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	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
103	Annual	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660
	Monthly	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055
	Hourly	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50
	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	9.28
104	Annual	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572
	Monthly	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631
	Hourly	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	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	9.28	9.51
105	Annual	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652
	Monthly	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221
	Hourly	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20
	Standby	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74
106	Annual	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924
	Monthly	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827
	Hourly	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68
	Standby	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99
107	Annual	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412
	Monthly	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451
	Hourly	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27
	Standby	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24
108	Annual	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056
	Monthly	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088
	Hourly	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93
	Standby	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50
109	Annual	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832
	Monthly	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736
	Hourly	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66
	Standby	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76
110	Annual	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872
	Monthly	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406
	Hourly	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51
	Standby	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03

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

D: Compensation

Item # 323

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
PTE Local 17
WAFWP
WFSE - GG
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*
111	Annual	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092
	Monthly	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091
	Hourly	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44
	Standby	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30
112	Annual	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516
	Monthly	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793
	Hourly	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48
	Standby	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58
113	Annual	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144
	Monthly	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512
	Hourly	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61
	Standby	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87
114	Annual	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000
	Monthly	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250
	Hourly	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85
	Standby	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17
115	Annual	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084
	Monthly	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007
	Hourly	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20
	Standby	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47
116	Annual	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396
	Monthly	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783
	Hourly	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66
	Standby	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79
117	Annual	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924
	Monthly	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577
	Hourly	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22
	Standby	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11
118	Annual	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716
	Monthly	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393
	Hourly	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91
	Standby	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43
119	Annual	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716	410700
	Monthly	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393	34225
	Hourly	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91	196.70
	Standby	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43	13.77
120	Annual	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716	410700	420984
	Monthly	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393	34225	35082
	Hourly	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91	196.70	201.62
	Standby	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43	13.77	14.11

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.

D: Compensation

Item # 324

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, 2026
2% Increase

DRAFT

WFSE
Coalition

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*
34	Annual	38340	38340	38340	38496	39420	40296	41280	42276	43272	44280	45312	46452	47520
	Monthly	3195	3195	3195	3208	3285	3358	3440	3523	3606	3690	3776	3871	3960
	Hourly	18.36	18.36	18.36	18.44	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76
	Standby	1.29	1.29	1.29	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59
35	Annual	38340	38340	38496	39420	40296	41280	42276	43272	44280	45312	46452	47520	48624
	Monthly	3195	3195	3208	3285	3358	3440	3523	3606	3690	3776	3871	3960	4052
	Hourly	18.36	18.36	18.44	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29
	Standby	1.29	1.29	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63
36	Annual	38340	38496	39420	40296	41280	42276	43272	44280	45312	46452	47520	48624	49836
	Monthly	3195	3208	3285	3358	3440	3523	3606	3690	3776	3871	3960	4052	4153
	Hourly	18.36	18.44	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87
	Standby	1.29	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67
37	Annual	38496	39420	40296	41280	42276	43272	44280	45312	46452	47520	48624	49836	51084
	Monthly	3208	3285	3358	3440	3523	3606	3690	3776	3871	3960	4052	4153	4257
	Hourly	18.44	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47
	Standby	1.29	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71
38	Annual	39420	40296	41280	42276	43272	44280	45312	46452	47520	48624	49836	51084	52380
	Monthly	3285	3358	3440	3523	3606	3690	3776	3871	3960	4052	4153	4257	4365
	Hourly	18.88	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09
	Standby	1.32	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76
39	Annual	40296	41280	42276	43272	44280	45312	46452	47520	48624	49836	51084	52380	53664
	Monthly	3358	3440	3523	3606	3690	3776	3871	3960	4052	4153	4257	4365	4472
	Hourly	19.30	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70
	Standby	1.35	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80
40	Annual	41280	42276	43272	44280	45312	46452	47520	48624	49836	51084	52380	53664	55044
	Monthly	3440	3523	3606	3690	3776	3871	3960	4052	4153	4257	4365	4472	4587
	Hourly	19.77	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36
	Standby	1.38	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85
41	Annual	42276	43272	44280	45312	46452	47520	48624	49836	51084	52380	53664	55044	56316
	Monthly	3523	3606	3690	3776	3871	3960	4052	4153	4257	4365	4472	4587	4693
	Hourly	20.25	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97
	Standby	1.42	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89
42	Annual	43272	44280	45312	46452	47520	48624	49836	51084	52380	53664	55044	56316	57804
	Monthly	3606	3690	3776	3871	3960	4052	4153	4257	4365	4472	4587	4693	4817
	Hourly	20.72	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68
	Standby	1.45	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94
43	Annual	44280	45312	46452	47520	48624	49836	51084	52380	53664	55044	56316	57804	59244
	Monthly	3690	3776	3871	3960	4052	4153	4257	4365	4472	4587	4693	4817	4937
	Hourly	21.21	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37
	Standby	1.48	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99
44	Annual	45312	46452	47520	48624	49836	51084	52380	53664	55044	56316	57804	59244	60780
	Monthly	3776	3871	3960	4052	4153	4257	4365	4472	4587	4693	4817	4937	5065
	Hourly	21.70	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11
	Standby	1.52	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04

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D: Compensation

Item # 324

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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2% Increase

WFSE
Coalition

45	Annual	46452	47520	48624	49836	51084	52380	53664	55044	56316	57804	59244	60780	62244
	Monthly	3871	3960	4052	4153	4257	4365	4472	4587	4693	4817	4937	5065	5187
	Hourly	22.25	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81
	Standby	1.56	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09
46	Annual	47520	48624	49836	51084	52380	53664	55044	56316	57804	59244	60780	62244	63792
	Monthly	3960	4052	4153	4257	4365	4472	4587	4693	4817	4937	5065	5187	5316
	Hourly	22.76	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55
	Standby	1.59	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14
47	Annual	48624	49836	51084	52380	53664	55044	56316	57804	59244	60780	62244	63792	65376
	Monthly	4052	4153	4257	4365	4472	4587	4693	4817	4937	5065	5187	5316	5448
	Hourly	23.29	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31
	Standby	1.63	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19
48	Annual	49836	51084	52380	53664	55044	56316	57804	59244	60780	62244	63792	65376	67056
	Monthly	4153	4257	4365	4472	4587	4693	4817	4937	5065	5187	5316	5448	5588
	Hourly	23.87	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11
	Standby	1.67	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25
49	Annual	51084	52380	53664	55044	56316	57804	59244	60780	62244	63792	65376	67056	68676
	Monthly	4257	4365	4472	4587	4693	4817	4937	5065	5187	5316	5448	5588	5723
	Hourly	24.47	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89
	Standby	1.71	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30
50	Annual	52380	53664	55044	56316	57804	59244	60780	62244	63792	65376	67056	68676	70452
	Monthly	4365	4472	4587	4693	4817	4937	5065	5187	5316	5448	5588	5723	5871
	Hourly	25.09	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74
	Standby	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36
51	Annual	53664	55044	56316	57804	59244	60780	62244	63792	65376	67056	68676	70452	72180
	Monthly	4472	4587	4693	4817	4937	5065	5187	5316	5448	5588	5723	5871	6015
	Hourly	25.70	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57
	Standby	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42
52	Annual	55044	56316	57804	59244	60780	62244	63792	65376	67056	68676	70452	72180	73980
	Monthly	4587	4693	4817	4937	5065	5187	5316	5448	5588	5723	5871	6015	6165
	Hourly	26.36	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43
	Standby	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48
53	Annual	56316	57804	59244	60780	62244	63792	65376	67056	68676	70452	72180	73980	75828
	Monthly	4693	4817	4937	5065	5187	5316	5448	5588	5723	5871	6015	6165	6319
	Hourly	26.97	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	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
54	Annual	57804	59244	60780	62244	63792	65376	67056	68676	70452	72180	73980	75828	77712
	Monthly	4817	4937	5065	5187	5316	5448	5588	5723	5871	6015	6165	6319	6476
	Hourly	27.68	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22
	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
55	Annual	59244	60780	62244	63792	65376	67056	68676	70452	72180	73980	75828	77712	79668
	Monthly	4937	5065	5187	5316	5448	5588	5723	5871	6015	6165	6319	6476	6639
	Hourly	28.37	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16
	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

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.

D: Compensation

Item # 324

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, 2026
2% Increase

WFSE
Coalition

56	Annual	60780	62244	63792	65376	67056	68676	70452	72180	73980	75828	77712	79668	81684
	Monthly	5065	5187	5316	5448	5588	5723	5871	6015	6165	6319	6476	6639	6807
	Hourly	29.11	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12
	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
57	Annual	62244	63792	65376	67056	68676	70452	72180	73980	75828	77712	79668	81684	83688
	Monthly	5187	5316	5448	5588	5723	5871	6015	6165	6319	6476	6639	6807	6974
	Hourly	29.81	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08
	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
58	Annual	63792	65376	67056	68676	70452	72180	73980	75828	77712	79668	81684	83688	85836
	Monthly	5316	5448	5588	5723	5871	6015	6165	6319	6476	6639	6807	6974	7153
	Hourly	30.55	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	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
59	Annual	65376	67056	68676	70452	72180	73980	75828	77712	79668	81684	83688	85836	87912
	Monthly	5448	5588	5723	5871	6015	6165	6319	6476	6639	6807	6974	7153	7326
	Hourly	31.31	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10
	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
60	Annual	67056	68676	70452	72180	73980	75828	77712	79668	81684	83688	85836	87912	90156
	Monthly	5588	5723	5871	6015	6165	6319	6476	6639	6807	6974	7153	7326	7513
	Hourly	32.11	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18
	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
61	Annual	68676	70452	72180	73980	75828	77712	79668	81684	83688	85836	87912	90156	92400
	Monthly	5723	5871	6015	6165	6319	6476	6639	6807	6974	7153	7326	7513	7700
	Hourly	32.89	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25
	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
62	Annual	70452	72180	73980	75828	77712	79668	81684	83688	85836	87912	90156	92400	94692
	Monthly	5871	6015	6165	6319	6476	6639	6807	6974	7153	7326	7513	7700	7891
	Hourly	33.74	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35
	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	3.17
63	Annual	72180	73980	75828	77712	79668	81684	83688	85836	87912	90156	92400	94692	97056
	Monthly	6015	6165	6319	6476	6639	6807	6974	7153	7326	7513	7700	7891	8088
	Hourly	34.57	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48
	Standby	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25
64	Annual	73980	75828	77712	79668	81684	83688	85836	87912	90156	92400	94692	97056	99528
	Monthly	6165	6319	6476	6639	6807	6974	7153	7326	7513	7700	7891	8088	8294
	Hourly	35.43	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67
	Standby	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34
65	Annual	75828	77712	79668	81684	83688	85836	87912	90156	92400	94692	97056	99528	102000
	Monthly	6319	6476	6639	6807	6974	7153	7326	7513	7700	7891	8088	8294	8500
	Hourly	36.32	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85
	Standby	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42
66	Annual	77712	79668	81684	83688	85836	87912	90156	92400	94692	97056	99528	102000	104568
	Monthly	6476	6639	6807	6974	7153	7326	7513	7700	7891	8088	8294	8500	8714
	Hourly	37.22	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08
	Standby	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51

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.

D: Compensation

Item # 324

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, 2026
 2% Increase

WFSE
 Coalition

67	Annual	79668	81684	83688	85836	87912	90156	92400	94692	97056	99528	102000	104568	107148
	Monthly	6639	6807	6974	7153	7326	7513	7700	7891	8088	8294	8500	8714	8929
	Hourly	38.16	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32
	Standby	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59
68	Annual	81684	83688	85836	87912	90156	92400	94692	97056	99528	102000	104568	107148	109824
	Monthly	6807	6974	7153	7326	7513	7700	7891	8088	8294	8500	8714	8929	9152
	Hourly	39.12	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60
	Standby	2.74	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68
69	Annual	83688	85836	87912	90156	92400	94692	97056	99528	102000	104568	107148	109824	112572
	Monthly	6974	7153	7326	7513	7700	7891	8088	8294	8500	8714	8929	9152	9381
	Hourly	40.08	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91
	Standby	2.81	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77
70	Annual	85836	87912	90156	92400	94692	97056	99528	102000	104568	107148	109824	112572	115416
	Monthly	7153	7326	7513	7700	7891	8088	8294	8500	8714	8929	9152	9381	9618
	Hourly	41.11	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28
	Standby	2.88	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87
71	Annual	87912	90156	92400	94692	97056	99528	102000	104568	107148	109824	112572	115416	118284
	Monthly	7326	7513	7700	7891	8088	8294	8500	8714	8929	9152	9381	9618	9857
	Hourly	42.10	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65
	Standby	2.95	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97
72	Annual	90156	92400	94692	97056	99528	102000	104568	107148	109824	112572	115416	118284	121272
	Monthly	7513	7700	7891	8088	8294	8500	8714	8929	9152	9381	9618	9857	10106
	Hourly	43.18	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08
	Standby	3.02	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07
73	Annual	92400	94692	97056	99528	102000	104568	107148	109824	112572	115416	118284	121272	124284
	Monthly	7700	7891	8088	8294	8500	8714	8929	9152	9381	9618	9857	10106	10357
	Hourly	44.25	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52
	Standby	3.10	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17
74	Annual	94692	97056	99528	102000	104568	107148	109824	112572	115416	118284	121272	124284	127392
	Monthly	7891	8088	8294	8500	8714	8929	9152	9381	9618	9857	10106	10357	10616
	Hourly	45.35	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01
	Standby	3.17	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27
75	Annual	97056	99528	102000	104568	107148	109824	112572	115416	118284	121272	124284	127392	130572
	Monthly	8088	8294	8500	8714	8929	9152	9381	9618	9857	10106	10357	10616	10881
	Hourly	46.48	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53
	Standby	3.25	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38
76	Annual	99528	102000	104568	107148	109824	112572	115416	118284	121272	124284	127392	130572	133812
	Monthly	8294	8500	8714	8929	9152	9381	9618	9857	10106	10357	10616	10881	11151
	Hourly	47.67	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09
	Standby	3.34	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49
77	Annual	102000	104568	107148	109824	112572	115416	118284	121272	124284	127392	130572	133812	137172
	Monthly	8500	8714	8929	9152	9381	9618	9857	10106	10357	10616	10881	11151	11431
	Hourly	48.85	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70
	Standby	3.42	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60

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D: Compensation

Item # 324

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, 2026
2% Increase

WFSE
Coalition

78	Annual	104568	107148	109824	112572	115416	118284	121272	124284	127392	130572	133812	137172	140640
	Monthly	8714	8929	9152	9381	9618	9857	10106	10357	10616	10881	11151	11431	11720
	Hourly	50.08	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36
	Standby	3.51	3.59	3.68	3.77	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.71
79	Annual	107148	109824	112572	115416	118284	121272	124284	127392	130572	133812	137172	140640	144084
	Monthly	8929	9152	9381	9618	9857	10106	10357	10616	10881	11151	11431	11720	12007
	Hourly	51.32	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01
	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
80	Annual	109824	112572	115416	118284	121272	124284	127392	130572	133812	137172	140640	144084	147684
	Monthly	9152	9381	9618	9857	10106	10357	10616	10881	11151	11431	11720	12007	12307
	Hourly	52.60	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73
	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
81	Annual	112572	115416	118284	121272	124284	127392	130572	133812	137172	140640	144084	147684	151392
	Monthly	9381	9618	9857	10106	10357	10616	10881	11151	11431	11720	12007	12307	12616
	Hourly	53.91	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51
	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
82	Annual	115416	118284	121272	124284	127392	130572	133812	137172	140640	144084	147684	151392	155184
	Monthly	9618	9857	10106	10357	10616	10881	11151	11431	11720	12007	12307	12616	12932
	Hourly	55.28	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32
	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
83	Annual	118284	121272	124284	127392	130572	133812	137172	140640	144084	147684	151392	155184	159036
	Monthly	9857	10106	10357	10616	10881	11151	11431	11720	12007	12307	12616	12932	13253
	Hourly	56.65	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17
	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
84	Annual	121272	124284	127392	130572	133812	137172	140640	144084	147684	151392	155184	159036	163068
	Monthly	10106	10357	10616	10881	11151	11431	11720	12007	12307	12616	12932	13253	13589
	Hourly	58.08	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10
	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
85	Annual	124284	127392	130572	133812	137172	140640	144084	147684	151392	155184	159036	163068	167076
	Monthly	10357	10616	10881	11151	11431	11720	12007	12307	12616	12932	13253	13589	13923
	Hourly	59.52	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02
	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
86	Annual	127392	130572	133812	137172	140640	144084	147684	151392	155184	159036	163068	167076	171300
	Monthly	10616	10881	11151	11431	11720	12007	12307	12616	12932	13253	13589	13923	14275
	Hourly	61.01	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04
	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
87	Annual	130572	133812	137172	140640	144084	147684	151392	155184	159036	163068	167076	171300	175620
	Monthly	10881	11151	11431	11720	12007	12307	12616	12932	13253	13589	13923	14275	14635
	Hourly	62.53	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	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
88	Annual	133812	137172	140640	144084	147684	151392	155184	159036	163068	167076	171300	175620	179988
	Monthly	11151	11431	11720	12007	12307	12616	12932	13253	13589	13923	14275	14635	14999
	Hourly	64.09	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20
	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

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.

D: Compensation

Item # 324

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, 2026
 2% Increase

WFSE
 Coalition

89	Annual	137172	140640	144084	147684	151392	155184	159036	163068	167076	171300	175620	179988	184524
	Monthly	11431	11720	12007	12307	12616	12932	13253	13589	13923	14275	14635	14999	15377
	Hourly	65.70	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37
	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
90	Annual	140640	144084	147684	151392	155184	159036	163068	167076	171300	175620	179988	184524	189072
	Monthly	11720	12007	12307	12616	12932	13253	13589	13923	14275	14635	14999	15377	15756
	Hourly	67.36	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	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
91	Annual	144084	147684	151392	155184	159036	163068	167076	171300	175620	179988	184524	189072	193836
	Monthly	12007	12307	12616	12932	13253	13589	13923	14275	14635	14999	15377	15756	16153
	Hourly	69.01	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83
	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
92	Annual	147684	151392	155184	159036	163068	167076	171300	175620	179988	184524	189072	193836	198648
	Monthly	12307	12616	12932	13253	13589	13923	14275	14635	14999	15377	15756	16153	16554
	Hourly	70.73	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	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
93	Annual	151392	155184	159036	163068	167076	171300	175620	179988	184524	189072	193836	198648	203676
	Monthly	12616	12932	13253	13589	13923	14275	14635	14999	15377	15756	16153	16554	16973
	Hourly	72.51	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55
	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
94	Annual	155184	159036	163068	167076	171300	175620	179988	184524	189072	193836	198648	203676	208704
	Monthly	12932	13253	13589	13923	14275	14635	14999	15377	15756	16153	16554	16973	17392
	Hourly	74.32	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95
	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
95	Annual	159036	163068	167076	171300	175620	179988	184524	189072	193836	198648	203676	208704	213972
	Monthly	13253	13589	13923	14275	14635	14999	15377	15756	16153	16554	16973	17392	17831
	Hourly	76.17	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48
	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
96	Annual	163068	167076	171300	175620	179988	184524	189072	193836	198648	203676	208704	213972	219324
	Monthly	13589	13923	14275	14635	14999	15377	15756	16153	16554	16973	17392	17831	18277
	Hourly	78.10	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04
	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
97	Annual	167076	171300	175620	179988	184524	189072	193836	198648	203676	208704	213972	219324	224820
	Monthly	13923	14275	14635	14999	15377	15756	16153	16554	16973	17392	17831	18277	18735
	Hourly	80.02	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	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
98	Annual	171300	175620	179988	184524	189072	193836	198648	203676	208704	213972	219324	224820	230400
	Monthly	14275	14635	14999	15377	15756	16153	16554	16973	17392	17831	18277	18735	19200
	Hourly	82.04	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34
	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
99	Annual	175620	179988	184524	189072	193836	198648	203676	208704	213972	219324	224820	230400	236184
	Monthly	14635	14999	15377	15756	16153	16554	16973	17392	17831	18277	18735	19200	19682
	Hourly	84.11	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	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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D: Compensation

Item # 324

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, 2026
 2% Increase

WFSE
 Coalition

100	Annual	179988	184524	189072	193836	198648	203676	208704	213972	219324	224820	230400	236184	242088
	Monthly	14999	15377	15756	16153	16554	16973	17392	17831	18277	18735	19200	19682	20174
	Hourly	86.20	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94
	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
101	Annual	184524	189072	193836	198648	203676	208704	213972	219324	224820	230400	236184	242088	248124
	Monthly	15377	15756	16153	16554	16973	17392	17831	18277	18735	19200	19682	20174	20677
	Hourly	88.37	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83
	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
102	Annual	189072	193836	198648	203676	208704	213972	219324	224820	230400	236184	242088	248124	254352
	Monthly	15756	16153	16554	16973	17392	17831	18277	18735	19200	19682	20174	20677	21196
	Hourly	90.55	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82
	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
103	Annual	193836	198648	203676	208704	213972	219324	224820	230400	236184	242088	248124	254352	260712
	Monthly	16153	16554	16973	17392	17831	18277	18735	19200	19682	20174	20677	21196	21726
	Hourly	92.83	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	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
104	Annual	198648	203676	208704	213972	219324	224820	230400	236184	242088	248124	254352	260712	267216
	Monthly	16554	16973	17392	17831	18277	18735	19200	19682	20174	20677	21196	21726	22268
	Hourly	95.14	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	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
105	Annual	203676	208704	213972	219324	224820	230400	236184	242088	248124	254352	260712	267216	273900
	Monthly	16973	17392	17831	18277	18735	19200	19682	20174	20677	21196	21726	22268	22825
	Hourly	97.55	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18
	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
106	Annual	208704	213972	219324	224820	230400	236184	242088	248124	254352	260712	267216	273900	280752
	Monthly	17392	17831	18277	18735	19200	19682	20174	20677	21196	21726	22268	22825	23396
	Hourly	99.95	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46
	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
107	Annual	213972	219324	224820	230400	236184	242088	248124	254352	260712	267216	273900	280752	287784
	Monthly	17831	18277	18735	19200	19682	20174	20677	21196	21726	22268	22825	23396	23982
	Hourly	102.48	105.04	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	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
108	Annual	219324	224820	230400	236184	242088	248124	254352	260712	267216	273900	280752	287784	294996
	Monthly	18277	18735	19200	19682	20174	20677	21196	21726	22268	22825	23396	23982	24583
	Hourly	105.04	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28
	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
109	Annual	224820	230400	236184	242088	248124	254352	260712	267216	273900	280752	287784	294996	302352
	Monthly	18735	19200	19682	20174	20677	21196	21726	22268	22825	23396	23982	24583	25196
	Hourly	107.67	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	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
110	Annual	230400	236184	242088	248124	254352	260712	267216	273900	280752	287784	294996	302352	309876
	Monthly	19200	19682	20174	20677	21196	21726	22268	22825	23396	23982	24583	25196	25823
	Hourly	110.34	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41
	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

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D: Compensation

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

111	Annual	236184	242088	248124	254352	260712	267216	273900	280752	287784	294996	302352	309876	317652
	Monthly	19682	20174	20677	21196	21726	22268	22825	23396	23982	24583	25196	25823	26471
	Hourly	113.11	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	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
112	Annual	242088	248124	254352	260712	267216	273900	280752	287784	294996	302352	309876	317652	325584
	Monthly	20174	20677	21196	21726	22268	22825	23396	23982	24583	25196	25823	26471	27132
	Hourly	115.94	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93
	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
113	Annual	248124	254352	260712	267216	273900	280752	287784	294996	302352	309876	317652	325584	333720
	Monthly	20677	21196	21726	22268	22825	23396	23982	24583	25196	25823	26471	27132	27810
	Hourly	118.83	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	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
114	Annual	254352	260712	267216	273900	280752	287784	294996	302352	309876	317652	325584	333720	342072
	Monthly	21196	21726	22268	22825	23396	23982	24583	25196	25823	26471	27132	27810	28506
	Hourly	121.82	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83
	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
115	Annual	260712	267216	273900	280752	287784	294996	302352	309876	317652	325584	333720	342072	350604
	Monthly	21726	22268	22825	23396	23982	24583	25196	25823	26471	27132	27810	28506	29217
	Hourly	124.86	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91
	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
116	Annual	267216	273900	280752	287784	294996	302352	309876	317652	325584	333720	342072	350604	359400
	Monthly	22268	22825	23396	23982	24583	25196	25823	26471	27132	27810	28506	29217	29950
	Hourly	127.98	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	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
117	Annual	273900	280752	287784	294996	302352	309876	317652	325584	333720	342072	350604	359400	368376
	Monthly	22825	23396	23982	24583	25196	25823	26471	27132	27810	28506	29217	29950	30698
	Hourly	131.18	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	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
118	Annual	280752	287784	294996	302352	309876	317652	325584	333720	342072	350604	359400	368376	377592
	Monthly	23396	23982	24583	25196	25823	26471	27132	27810	28506	29217	29950	30698	31466
	Hourly	134.46	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	172.13	176.43	180.84
	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
119	Annual	287784	294996	302352	309876	317652	325584	333720	342072	350604	359400	368376	377592	387012
	Monthly	23982	24583	25196	25823	26471	27132	27810	28506	29217	29950	30698	31466	32251
	Hourly	137.83	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	172.13	176.43	180.84	185.35
	Standby	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05	12.35	12.66	12.97
120	Annual	294996	302352	309876	317652	325584	333720	342072	350604	359400	368376	377592	387012	396720
	Monthly	24583	25196	25823	26471	27132	27810	28506	29217	29950	30698	31466	32251	33060
	Hourly	141.28	144.80	148.41	152.13	155.93	159.83	163.83	167.91	172.13	176.43	180.84	185.35	190.00
	Standby	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.75	12.05	12.35	12.66	12.97	13.30

Standby rate is equal to 7% of the hourly rate

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

D: Compensation

Item # 325

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, 2026
 2% Increase

Coalition
 PTE Local 17
 WAFWP
 WFSE- GG
 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	64248	65892	67512	69204	70932	72696	74532	76392	78312	80256	82272	84336	86436
	Monthly	5354	5491	5626	5767	5911	6058	6211	6366	6526	6688	6856	7028	7203
	Hourly	30.77	31.56	32.33	33.14	33.97	34.82	35.70	36.59	37.51	38.44	39.40	40.39	41.40
	Standby	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90
02IT	Annual	69072	70824	72588	74388	76260	78180	80112	82116	84168	86268	88416	90624	92904
	Monthly	5756	5902	6049	6199	6355	6515	6676	6843	7014	7189	7368	7552	7742
	Hourly	33.08	33.92	34.76	35.63	36.52	37.44	38.37	39.33	40.31	41.32	42.34	43.40	44.49
	Standby	2.32	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11
03IT	Annual	74268	76104	78036	79980	81972	84036	86148	88296	90504	92772	95100	97476	99924
	Monthly	6189	6342	6503	6665	6831	7003	7179	7358	7542	7731	7925	8123	8327
	Hourly	35.57	36.45	37.37	38.30	39.26	40.25	41.26	42.29	43.34	44.43	45.55	46.68	47.86
	Standby	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35
04IT	Annual	79812	81828	83856	85968	88116	90336	92568	94872	97248	99660	102156	104712	107328
	Monthly	6651	6819	6988	7164	7343	7528	7714	7906	8104	8305	8513	8726	8944
	Hourly	38.22	39.19	40.16	41.17	42.20	43.26	44.33	45.44	46.57	47.73	48.93	50.15	51.40
	Standby	2.68	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60
05IT	Annual	85800	87960	90156	92400	94728	97092	99528	102012	104556	107160	109824	112572	115416
	Monthly	7150	7330	7513	7700	7894	8091	8294	8501	8713	8930	9152	9381	9618
	Hourly	41.09	42.13	43.18	44.25	45.37	46.50	47.67	48.86	50.07	51.32	52.60	53.91	55.28
	Standby	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.77	3.87
06IT	Annual	90096	92352	94668	97032	99480	101964	104484	107100	109776	112524	115332	118224	121176
	Monthly	7508	7696	7889	8086	8290	8497	8707	8925	9148	9377	9611	9852	10098
	Hourly	43.15	44.23	45.34	46.47	47.64	48.83	50.04	51.29	52.57	53.89	55.24	56.62	58.03
	Standby	3.02	3.10	3.17	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.96	4.06
07IT	Annual	94620	96972	99408	101868	104412	107028	109692	112452	115248	118140	121104	124128	127248
	Monthly	7885	8081	8284	8489	8701	8919	9141	9371	9604	9845	10092	10344	10604
	Hourly	45.32	46.44	47.61	48.79	50.01	51.26	52.53	53.86	55.20	56.58	58.00	59.45	60.94
	Standby	3.17	3.25	3.33	3.42	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.27
08IT	Annual	99300	101808	104364	106968	109644	112392	115200	118080	121032	124068	127188	130344	133608
	Monthly	8275	8484	8697	8914	9137	9366	9600	9840	10086	10339	10599	10862	11134
	Hourly	47.56	48.76	49.98	51.23	52.51	53.83	55.17	56.55	57.97	59.42	60.91	62.43	63.99
	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
09IT	Annual	104304	106908	109584	112344	115116	118032	120960	123972	127080	130272	133512	136872	140268
	Monthly	8692	8909	9132	9362	9593	9836	10080	10331	10590	10856	11126	11406	11689
	Hourly	49.95	51.20	52.48	53.80	55.13	56.53	57.93	59.37	60.86	62.39	63.94	65.55	67.18
	Standby	3.50	3.58	3.67	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70

Standby rate is equal to 7% of the hourly rate

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D: Compensation

Item # 325

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, 2026
 2% Increase

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*
10IT	Annual	109512	112236	115056	117924	120876	123888	126972	130176	133416	136740	140172	143676	147264
	Monthly	9126	9353	9588	9827	10073	10324	10581	10848	11118	11395	11681	11973	12272
	Hourly	52.45	53.75	55.10	56.48	57.89	59.33	60.81	62.34	63.90	65.49	67.13	68.81	70.53
	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
11IT	Annual	115008	117864	120804	123840	126912	130116	133356	136692	140112	143616	147216	150900	154656
	Monthly	9584	9822	10067	10320	10576	10843	11113	11391	11676	11968	12268	12575	12888
	Hourly	55.08	56.45	57.86	59.31	60.78	62.32	63.87	65.47	67.10	68.78	70.51	72.27	74.07
	Standby	3.86	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.94	5.06	5.18

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 #326

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

D: Compensation

Coalition
SEIU - 1199
WFSE - GG

DRAFT

		Years of Experience																									
						0	1		2		3	4	5	6	7	8	12	14	15	17	18	20	23	26			
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X		
39E1	Annual	43044	44088	45156	46224	47292	48396	49596	50736	51984	53220	54588	55932	57336	58800	60180	61728	63252	64056	64872	65700	66528	68124	68988	69840		
	Monthly	3587	3674	3763	3852	3941	4033	4133	4228	4332	4435	4549	4661	4778	4900	5015	5144	5271	5338	5406	5475	5544	5677	5749	5820		
	Hourly	20.61	21.11	21.63	22.14	22.65	23.18	23.75	24.30	24.90	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	30.68	31.07	31.47	31.86	32.63	33.04	33.45		
	Standby	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.15	2.17	2.20	2.23	2.28	2.31	2.34		
41E1	Annual	45156	46224	47292	48396	49596	50736	51984	53220	54588	55932	57336	58800	60180	61728	63252	64872	66528	67332	68124	68988	69840	71556	72492	73428		
	Monthly	3763	3852	3941	4033	4133	4228	4332	4435	4549	4661	4778	4900	5015	5144	5271	5406	5544	5611	5677	5749	5820	5963	6041	6119		
	Hourly	21.63	22.14	22.65	23.18	23.75	24.30	24.90	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.25	32.63	33.04	33.45	34.27	34.72	35.17		
	Standby	1.51	1.55	1.59	1.62	1.66	1.70	1.74	1.78	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.26	2.28	2.31	2.34	2.40	2.43	2.46		
48E1	Annual	53220	54588	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80004	80988	81996	83016	85128	86184	87252		
	Monthly	4435	4549	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6667	6749	6833	6918	7094	7182	7271		
	Hourly	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.32	38.79	39.27	39.76	40.77	41.28	41.79		
	Standby	1.78	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	2.68	2.72	2.75	2.78	2.85	2.89	2.93		
		Years of Experience																									
						0	1		2		3	4		5	6	7	8	9	10	12	14	15	17	18	20	23	26
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X		
45N1	Annual	49596	50736	51984	53220	54588	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	74316	75216	76152	77088	79032	80004	80988		
	Monthly	4133	4228	4332	4435	4549	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6193	6268	6346	6424	6586	6667	6749		
	Hourly	23.75	24.30	24.90	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	35.59	36.02	36.47	36.92	37.85	38.32	38.79		
	Standby	1.66	1.70	1.74	1.78	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	2.49	2.52	2.55	2.58	2.65	2.68	2.72		
47N1	Annual	51984	53220	54588	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	78072	79032	80004	80988	83016	84060	85128		
	Monthly	4332	4435	4549	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6506	6586	6667	6749	6918	7005	7094		
	Hourly	24.90	25.49	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.39	37.85	38.32	38.79	39.76	40.26	40.77		
	Standby	1.74	1.78	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	2.62	2.65	2.68	2.72	2.78	2.82	2.85		

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

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N1 Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
SEIU - 1199
WFSE - GG

		Years of Experience																							
		0	1		2		3	4	5	6	7	8	12	14	15	17	18	20	23	26					
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
49N1	Annual	54588	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	81996	83016	84060	85128	87252	88320	89400
	Monthly	4549	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6833	6918	7005	7094	7271	7360	7450
	Hourly	26.14	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.27	39.76	40.26	40.77	41.79	42.30	42.82
	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	2.75	2.78	2.82	2.85	2.93	2.96	3.00
50N1	Annual	55932	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	84060	85128	86184	87252	89400	90552	91704
	Monthly	4661	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7005	7094	7182	7271	7450	7546	7642
	Hourly	26.79	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.26	40.77	41.28	41.79	42.82	43.37	43.92
	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	2.82	2.85	2.89	2.93	3.00	3.04	3.07
51N1	Annual	57336	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	86184	87252	88320	89400	91704	92832	93960
	Monthly	4778	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7182	7271	7360	7450	7642	7736	7830
	Hourly	27.46	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.28	41.79	42.30	42.82	43.92	44.46	45.00
	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	2.89	2.93	2.96	3.00	3.07	3.11	3.15
52N1	Annual	58800	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	88320	89400	90552	91704	93960	95100	96264
	Monthly	4900	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7360	7450	7546	7642	7830	7925	8022
	Hourly	28.16	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.30	42.82	43.37	43.92	45.00	45.55	46.10
	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	2.96	3.00	3.04	3.07	3.15	3.19	3.23
53N1	Annual	60180	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	90552	91704	92832	93960	96264	97488	98724
	Monthly	5015	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7546	7642	7736	7830	8022	8124	8227
	Hourly	28.82	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.37	43.92	44.46	45.00	46.10	46.69	47.28
	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	3.04	3.07	3.11	3.15	3.23	3.27	3.31

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

		Years of Experience																							
SALARY RANGE		STEP A	STEP B	STEP C	STEP D	0 STEP E	1 STEP F	2 STEP G	3 STEP H	4 STEP I	5 STEP J	6 STEP K	7 STEP L	8 STEP M	9 STEP N	10 STEP O	11 STEP P	12 STEP Q	13 STEP R	14 STEP S	15 STEP T	16 STEP U	17 STEP V	18 STEP W	19 STEP X
54N1	Annual	61728	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	92832	93960	95100	96264	98724	99936	101160
	Monthly	5144	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7736	7830	7925	8022	8227	8328	8430
	Hourly	29.56	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	44.46	45.00	45.55	46.10	47.28	47.86	48.45
	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	3.11	3.15	3.19	3.23	3.31	3.35	3.39
55N1	Annual	63252	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	95100	96264	97488	98724	101160	102420	103692
	Monthly	5271	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	7925	8022	8124	8227	8430	8535	8641
	Hourly	30.29	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	45.55	46.10	46.69	47.28	48.45	49.05	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	3.19	3.23	3.27	3.31	3.39	3.43	3.48
56N1	Annual	64872	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	97488	98724	99936	101160	103692	104988	106260
	Monthly	5406	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8124	8227	8328	8430	8641	8749	8855
	Hourly	31.07	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	46.69	47.28	47.86	48.45	49.66	50.28	50.89
	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	3.27	3.31	3.35	3.39	3.48	3.52	3.56
57N1	Annual	66528	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	99936	101160	102420	103692	106260	107592	108936
	Monthly	5544	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8328	8430	8535	8641	8855	8966	9078
	Hourly	31.86	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	47.86	48.45	49.05	49.66	50.89	51.53	52.17
	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	3.35	3.39	3.43	3.48	3.56	3.61	3.65
58N1	Annual	68124	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	102420	103692	104988	106260	108936	110292	111660
	Monthly	5677	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8535	8641	8749	8855	9078	9191	9305
	Hourly	32.63	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.05	49.66	50.28	50.89	52.17	52.82	53.48
	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	3.43	3.48	3.52	3.56	3.65	3.70	3.74

		Years of Experience																							
SALARY RANGE		STEP A	STEP B	STEP C	STEP D	0 STEP E	1 STEP F	2 STEP G	3 STEP H	4 STEP I	5 STEP J	6 STEP K	7 STEP L	8 STEP M	12 STEP N	14 STEP O	15 STEP P	17 STEP Q	18 STEP R	20 STEP S	23 STEP T	26 STEP U	23 STEP V	26 STEP W	26 STEP X
59N1	Annual	69840	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	104988	106260	107592	108936	111660	113064	114456
	Monthly	5820	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8749	8855	8966	9078	9305	9422	9538
	Hourly	33.45	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.28	50.89	51.53	52.17	53.48	54.15	54.82
	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	3.52	3.56	3.61	3.65	3.74	3.79	3.84
60N1	Annual	71556	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	107592	108936	110292	111660	114456	115896	117336
	Monthly	5963	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	8966	9078	9191	9305	9538	9658	9778
	Hourly	34.27	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	51.53	52.17	52.82	53.48	54.82	55.51	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	3.61	3.65	3.70	3.74	3.84	3.89	3.93
61N1	Annual	73428	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	110292	111660	113064	114456	117336	118812	120288
	Monthly	6119	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9191	9305	9422	9538	9778	9901	10024
	Hourly	35.17	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	52.82	53.48	54.15	54.82	56.20	56.90	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	3.70	3.74	3.79	3.84	3.93	3.98	4.03
62N1	Annual	75216	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	113064	114456	115896	117336	120288	121788	123276
	Monthly	6268	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9422	9538	9658	9778	10024	10149	10273
	Hourly	36.02	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.15	54.82	55.51	56.20	57.61	58.33	59.04
	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	3.79	3.84	3.89	3.93	4.03	4.08	4.13
63N1	Annual	77088	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	115896	117336	118812	120288	123276	124824	126384
	Monthly	6424	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9658	9778	9901	10024	10273	10402	10532
	Hourly	36.92	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	55.51	56.20	56.90	57.61	59.04	59.78	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	3.89	3.93	3.98	4.03	4.13	4.18	4.24

Item # 326

D: Compensation

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
SEIU - 1199
WFSE - GG

SALARY RANGE		Years of Experience																									
				01214151718202326																							
				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	STEP V	STEP W	STEP X				
STEP A	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	STEP V	STEP W	STEP X				
64N1	Annual	79032	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	118812	120288	121788	123276	126384	127968	129564		
	Monthly	6586	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	9901	10024	10149	10273	10532	10664	10797		
	Hourly	37.85	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	56.90	57.61	58.33	59.04	60.53	61.29	62.05		
	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	3.98	4.03	4.08	4.13	4.24	4.29	4.34		
65N1	Annual	80988	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	121788	123276	124824	126384	129564	131160	132780		
	Monthly	6749	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10149	10273	10402	10532	10797	10930	11065		
	Hourly	38.79	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	58.33	59.04	59.78	60.53	62.05	62.82	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	4.08	4.13	4.18	4.24	4.34	4.40	4.45		
66N1	Annual	83016	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	124824	126384	127968	129564	132780	134436	136092		
	Monthly	6918	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10402	10532	10664	10797	11065	11203	11341		
	Hourly	39.76	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	59.78	60.53	61.29	62.05	63.59	64.39	65.18		
	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	4.18	4.24	4.29	4.34	4.45	4.51	4.56		
67N1	Annual	85128	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	127968	129564	131160	132780	136092	137796	139500		
	Monthly	7094	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10664	10797	10930	11065	11341	11483	11625		
	Hourly	40.77	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	61.29	62.05	62.82	63.59	65.18	65.99	66.81		
	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	4.29	4.34	4.40	4.45	4.56	4.62	4.68		
68N1	Annual	87252	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	131160	132780	134436	136092	139500	141252	143004		
	Monthly	7271	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	10930	11065	11203	11341	11625	11771	11917		
	Hourly	41.79	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	62.82	63.59	64.39	65.18	66.81	67.65	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	4.40	4.45	4.51	4.56	4.68	4.74	4.79		

SALARY RANGE		Years of Experience																																		
		0		1		2		3		4		5		6		7		8		12		14		15		17		18		20		23		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	STEP V	STEP W	STEP X											
69N1	Annual	89400	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	134436	136092	137796	139500	143004	144804	146592	148428	150264	152136	154008	155940	157872	159828	161796	163728	165696	167700
	Monthly	7450	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11203	11341	11483	11625	11917	12067	12216	12369	12522	12678	12834	12995	13156	13319	13483	13650	13820	
	Hourly	42.82	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	64.39	65.18	65.99	66.81	68.49	69.35	70.21	71.09	71.97	72.86	73.76	74.68	75.61	76.55	77.49	78.44	79.40	
	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	4.51	4.56	4.62	4.68	4.79	4.85	4.91	5.04	5.16	5.23	5.36	5.48	5.61	5.74	5.88	6.02	6.16	
70N1	Annual	91704	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	137796	139500	141252	143004	146592	148428	150264	152136	154008	155940	157872	159828	161796	163728	165696	167700	169732	171780
	Monthly	7642	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11483	11625	11771	11917	12216	12369	12522	12678	12834	12995	13156	13319	13483	13650	13820	13990	14162	
	Hourly	43.92	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	65.99	66.81	67.65	68.49	70.21	71.09	71.97	72.86	73.76	74.68	75.61	76.55	77.49	78.44	79.40	80.37	81.35	
	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	4.62	4.68	4.74	4.79	4.91	4.98	5.04	5.16	5.23	5.36	5.48	5.61	5.74	5.88	6.02	6.16	6.31	
71N1	Annual	93960	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	141252	143004	144804	146592	150264	152136	154008	155940	157872	159828	161796	163728	165696	167700	169732	171780	173844	175920
	Monthly	7830	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11771	11917	12067	12216	12522	12678	12834	12995	13156	13319	13483	13650	13820	13990	14162	14336	14512	
	Hourly	45.00	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	67.65	68.49	69.35	70.21	71.97	72.86	73.76	74.68	75.61	76.55	77.49	78.44	79.40	80.37	81.35	82.34	83.34	
	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	4.74	4.79	4.85	4.91	5.04	5.10	5.16	5.23	5.36	5.48	5.61	5.74	5.88	6.02	6.16	6.31	6.46	
72N1	Annual	96264	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	144804	146592	148428	150264	154008	155940	157872	159828	161796	163728	165696	167700	169732	171780	173844	175920	178004	180104
	Monthly	8022	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12067	12216	12369	12522	12834	12995	13156	13319	13483	13650	13820	13990	14162	14336	14512	14690	14870	
	Hourly	46.10	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	69.35	70.21	71.09	71.97	73.76	74.68	75.61	76.55	77.49	78.44	79.40	80.37	81.35	82.34	83.34	84.35	85.37	
	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	4.85	4.91	4.98	5.04	5.16	5.23	5.36	5.48	5.61	5.74	5.88	6.02	6.16	6.31	6.46	6.61		
73N1	Annual	98724	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	148428	150264	152136	154008	157872	159828	161796	163728	165696	167700	169732	171780	173844	175920	178004	180104	182208	184320
	Monthly	8227	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12369	12522	12678	12834	13156	13319	13483	13650	13820	13990	14162	14336	14512	14690	14870	15050	15230	
	Hourly	47.28	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.09	71.97	72.86	73.76	75.61	76.55	77.49	78.44	79.40	80.37	81.35	82.34	83.34	84.35	85.37	86.40		
	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	4.98	5.04	5.10	5.16	5.29	5.36	5.48	5.61	5.74	5.88	6.02	6.16	6.31	6.46	6.61	6.77		

		Years of Experience																							
		0	1	2	3	4	5	6	7	8	12	14	15	17	18	20	23	26							
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
74N1	Annual	101160	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	152136	154008	155940	157872	161796	163824	165840
	Monthly	8430	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12678	12834	12995	13156	13483	13652	13820
	Hourly	48.45	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	72.86	73.76	74.68	75.61	77.49	78.46	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	5.10	5.16	5.23	5.29	5.42	5.49	5.56
75N1	Annual	103692	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	155940	157872	159828	161796	165840	167904	169980
	Monthly	8641	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	12995	13156	13319	13483	13820	13992	14165
	Hourly	49.66	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	74.68	75.61	76.55	77.49	79.43	80.41	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	5.23	5.29	5.36	5.42	5.56	5.63	5.70
76N1	Annual	106260	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	159828	161796	163824	165840	169980	172116	174240
	Monthly	8855	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13319	13483	13652	13820	14165	14343	14520
	Hourly	50.89	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	76.55	77.49	78.46	79.43	81.41	82.43	83.45
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.24	4.34	4.45	4.56	4.68	4.79	4.91	5.04	5.16	5.29	5.36	5.42	5.49	5.56	5.70	5.77	5.84
77N1	Annual	108936	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	163824	165840	167904	169980	174240	176400	178584
	Monthly	9078	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13652	13820	13992	14165	14520	14700	14882
	Hourly	52.17	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	78.46	79.43	80.41	81.41	83.45	84.48	85.53
	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	5.49	5.56	5.63	5.70	5.84	5.91	5.99
78N1	Annual	111660	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	167904	169980	172116	174240	178584	180804	183048
	Monthly	9305	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	13992	14165	14343	14520	14882	15067	15254
	Hourly	53.48	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	80.41	81.41	82.43	83.45	85.53	86.59	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	5.63	5.70	5.77	5.84	5.99	6.06	6.14

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
SEIU - 1199
WFSE - GG

SALARY RANGE		Years of Experience																									
				01214151718202326																							
				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	STEP V	STEP W	STEP X				
STEP A	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	STEP V	STEP W	STEP X				
79N1	Annual	114456	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	172116	174240	176400	178584	183048	185328	187608		
	Monthly	9538	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14343	14520	14700	14882	15254	15444	15634		
	Hourly	54.82	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	82.43	83.45	84.48	85.53	87.67	88.76	89.85		
	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	5.77	5.84	5.91	5.99	6.14	6.21	6.29		
80N1	Annual	117336	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	176400	178584	180804	183048	187608	189960	192312		
	Monthly	9778	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14700	14882	15067	15254	15634	15830	16026		
	Hourly	56.20	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	84.48	85.53	86.59	87.67	89.85	90.98	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	5.91	5.99	6.06	6.14	6.29	6.37	6.45		
81N1	Annual	120288	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	180804	183048	185328	187608	192312	194712	197112		
	Monthly	10024	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15067	15254	15444	15634	16026	16226	16426		
	Hourly	57.61	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	86.59	87.67	88.76	89.85	92.10	93.25	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	6.06	6.14	6.21	6.29	6.45	6.53	6.61		
82N1	Annual	123276	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	185328	187608	189960	192312	197112	199572	202044		
	Monthly	10273	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15444	15634	15830	16026	16426	16631	16837		
	Hourly	59.04	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	88.76	89.85	90.98	92.10	94.40	95.58	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	6.21	6.29	6.37	6.45	6.61	6.69	6.77		
83N1	Annual	126384	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	187608	189960	192312	194712	197112	202044	204564	207084		
	Monthly	10532	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15634	15830	16026	16226	16426	16837	17047	17257		
	Hourly	60.53	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	89.85	90.98	92.10	93.25	94.40	96.76	97.97	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	6.37	6.45	6.53	6.61	6.77	6.86	6.94		

Item # 326

D: Compensation

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

Coalition
SEIU - 1199
WFSE - GG

		Years of Experience																							
						0	1	2	3	4	5	6	7	8	12	14	15	17	18	20	23	26			
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X
84N1	Annual	129564	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	187608	192312	194712	197112	199572	202044	207084	209676	212256
	Monthly	10797	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15634	16026	16226	16426	16631	16837	17257	17473	17688
	Hourly	62.05	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	89.85	92.10	93.25	94.40	95.58	96.76	99.18	100.42	101.66
	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	6.53	6.61	6.69	6.77	6.94	7.03	7.12
85N1	Annual	132780	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	187608	192312	197112	199572	202044	204564	207084	212256	214908	217572
	Monthly	11065	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15634	16026	16426	16631	16837	17047	17257	17688	17909	18131
	Hourly	63.59	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	89.85	92.10	94.40	95.58	96.76	97.97	99.18	101.66	102.93	104.20
	Standby	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	6.69	6.77	6.86	6.94	7.12	7.20	7.29
86N1	Annual	136092	139500	143004	146592	150264	154008	157872	161796	165840	169980	174240	178584	183048	187608	192312	197112	202044	204564	207084	209676	212256	217572	220296	223020
	Monthly	11341	11625	11917	12216	12522	12834	13156	13483	13820	14165	14520	14882	15254	15634	16026	16426	16837	17047	17257	17473	17688	18131	18358	18585
	Hourly	65.18	66.81	68.49	70.21	71.97	73.76	75.61	77.49	79.43	81.41	83.45	85.53	87.67	89.85	92.10	94.40	96.76	97.97	99.18	100.42	101.66	104.20	105.51	106.81
	Standby	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	6.86	6.94	7.03	7.12	7.29	7.39	7.48

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

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2026
4.07% Increase

DRAFT

Teamsters

		Years of Experience																				
		1	2	3	4	5	6	7	8	12	15	18	20	26								
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
39E2	Annual	50772	51924	53208	54432	55716	57024	58380	59796	61248	62688	64308	65928	67548	69300	70908	72696	74556	76416	78372	80280	82308
	Monthly	4231	4327	4434	4536	4643	4752	4865	4983	5104	5224	5359	5494	5629	5775	5909	6058	6213	6368	6531	6690	6859
	Hourly	24.32	24.87	25.48	26.07	26.68	27.31	27.96	28.64	29.33	30.02	30.80	31.57	32.35	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42
	Standby	1.70	1.74	1.78	1.82	1.87	1.91	1.96	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76
41E2	Annual	53208	54432	55716	57024	58380	59796	61248	62688	64308	65928	67548	69300	70908	72696	74556	76416	78372	80280	82308	84348	86496
	Monthly	4434	4536	4643	4752	4865	4983	5104	5224	5359	5494	5629	5775	5909	6058	6213	6368	6531	6690	6859	7029	7208
	Hourly	25.48	26.07	26.68	27.31	27.96	28.64	29.33	30.02	30.80	31.57	32.35	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43
	Standby	1.78	1.82	1.87	1.91	1.96	2.00	2.05	2.10	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
48E2	Annual	62688	64308	65928	67548	69300	70908	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804
	Monthly	5224	5359	5494	5629	5775	5909	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567
	Hourly	30.02	30.80	31.57	32.35	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24
	Standby	2.10	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	2.97	3.05	3.12	3.20	3.28	3.36	3.45
		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26					
SALARY RANGE		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
45N2	Annual	58380	59796	61248	62688	64308	65928	67548	69300	70908	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448
	Monthly	4865	4983	5104	5224	5359	5494	5629	5775	5909	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954
	Hourly	27.96	28.64	29.33	30.02	30.80	31.57	32.35	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71
	Standby	1.96	2.00	2.05	2.10	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	2.97	3.05	3.12	3.20
47N2	Annual	61248	62688	64308	65928	67548	69300	70908	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296
	Monthly	5104	5224	5359	5494	5629	5775	5909	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358
	Hourly	29.33	30.02	30.80	31.57	32.35	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03
	Standby	2.05	2.10	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	2.97	3.05	3.12	3.20	3.28	3.36
49N2	Annual	64308	65928	67548	69300	70908	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300
	Monthly	5359	5494	5629	5775	5909	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775
	Hourly	30.80	31.57	32.35	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43
	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	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53
50N2	Annual	65928	67548	69300	70908	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012
	Monthly	5494	5629	5775	5909	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001
	Hourly	31.57	32.35	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73
	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	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62
51N2	Annual	67548	69300	70908	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664
	Monthly	5629	5775	5909	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222
	Hourly	32.35	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00
	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	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71

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

Item # 327

D: Compensation

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2026
4.07% Increase

Teamsters

		Years of Experience																													
						1		2		3		4		5		6		7		8		12		15		18		20		26	
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	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									
52N2	Annual	69300	70908	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436									
	Monthly	5775	5909	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453									
	Hourly	33.19	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33									
	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	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80									
53N2	Annual	70908	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328									
	Monthly	5909	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694									
	Hourly	33.96	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71									
	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	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90									
54N2	Annual	72696	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184									
	Monthly	6058	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932									
	Hourly	34.82	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08									
	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	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00									
55N2	Annual	74556	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148									
	Monthly	6213	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179									
	Hourly	35.71	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50									
	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	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10									
56N2	Annual	76416	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208									
	Monthly	6368	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434									
	Hourly	36.60	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97									
	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	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20									
57N2	Annual	78372	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328									
	Monthly	6531	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694									
	Hourly	37.53	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46									
	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	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30									
58N2	Annual	80280	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592									
	Monthly	6690	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966									
	Hourly	38.45	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02									
	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	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41									
59N2	Annual	82308	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880									
	Monthly	6859	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240									
	Hourly	39.42	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60									
	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	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52									

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

D: Compensation

Item # 327

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2026
4.07% Increase

Teamsters

		Years of Experience																																																			
		1				2				3				4				5				6				7				8				12				15				18				20				26			
SALARY RANGE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP																															
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U																															
60N2	Annual	84348	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264																															
	Monthly	7029	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522																															
	Hourly	40.40	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22																															
	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	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64																															
61N2	Annual	86496	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720																															
	Monthly	7208	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810																															
	Hourly	41.43	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87																															
	Standby	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75																															
62N2	Annual	88620	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272																															
	Monthly	7385	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106																															
	Hourly	42.44	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57																															
	Standby	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87																															
63N2	Annual	90876	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896																															
	Monthly	7573	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408																															
	Hourly	43.52	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31																															
	Standby	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99																															
64N2	Annual	93120	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616																															
	Monthly	7760	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718																															
	Hourly	44.60	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09																															
	Standby	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12																															
65N2	Annual	95448	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444																															
	Monthly	7954	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037																															
	Hourly	45.71	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93																															
	Standby	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24																															
66N2	Annual	97812	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344																															
	Monthly	8151	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362																															
	Hourly	46.84	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79																															
	Standby	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38																															
67N2	Annual	100296	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352																															
	Monthly	8358	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696																															
	Hourly	48.03	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71																															
	Standby	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51																															

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

D: Compensation

Item # 327

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2026
4.07% Increase

Teamsters

		Years of Experience																																																	
		1				2				3				4				5				6				7				8				12				15				18				20				26	
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U																													
68N2	Annual	102804	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444																													
	Monthly	8567	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037																													
	Hourly	49.24	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67																													
	Standby	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65																													
69N2	Annual	105300	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680																													
	Monthly	8775	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390																													
	Hourly	50.43	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70																													
	Standby	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79																													
70N2	Annual	108012	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988																													
	Monthly	9001	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749																													
	Hourly	51.73	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76																													
	Standby	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93																													
71N2	Annual	110664	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428																													
	Monthly	9222	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119																													
	Hourly	53.00	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89																													
	Standby	3.71	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08																													
72N2	Annual	113436	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964																													
	Monthly	9453	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497																													
	Hourly	54.33	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06																													
	Standby	3.80	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23																													
73N2	Annual	116328	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620																													
	Monthly	9694	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885																													
	Hourly	55.71	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29																													
	Standby	3.90	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39																													
74N2	Annual	119184	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396																													
	Monthly	9932	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283																													
	Hourly	57.08	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58																													
	Standby	4.00	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55																													
75N2	Annual	122148	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268																													
	Monthly	10179	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689																													
	Hourly	58.50	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91																													
	Standby	4.10	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71																													

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

D: Compensation

Item # 327

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2026
4.07% Increase

Teamsters

		Years of Experience																				
						1	2		3	4	5	6	7	8	12	15	18	20	26			
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	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U
76N2	Annual	125208	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284
	Monthly	10434	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107
	Hourly	59.97	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32
	Standby	4.20	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88
77N2	Annual	128328	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408
	Monthly	10694	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534
	Hourly	61.46	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77
	Standby	4.30	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05
78N2	Annual	131592	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676
	Monthly	10966	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973
	Hourly	63.02	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29
	Standby	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23
79N2	Annual	134880	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676	221064
	Monthly	11240	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973	18422
	Hourly	64.60	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29	105.87
	Standby	4.52	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23	7.41
80N2	Annual	138264	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676	221064	226608
	Monthly	11522	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973	18422	18884
	Hourly	66.22	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29	105.87	108.53
	Standby	4.64	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23	7.41	7.60
81N2	Annual	141720	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676	221064	226608	232272
	Monthly	11810	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973	18422	18884	19356
	Hourly	67.87	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29	105.87	108.53	111.24
	Standby	4.75	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23	7.41	7.60	7.79
82N2	Annual	145272	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676	221064	226608	232272	238056
	Monthly	12106	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973	18422	18884	19356	19838
	Hourly	69.57	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29	105.87	108.53	111.24	114.01
	Standby	4.87	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23	7.41	7.60	7.79	7.98
83N2	Annual	148896	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676	221064	226608	232272	238056	244008
	Monthly	12408	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973	18422	18884	19356	19838	20334
	Hourly	71.31	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29	105.87	108.53	111.24	114.01	116.86
	Standby	4.99	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23	7.41	7.60	7.79	7.98	8.18

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

D: Compensation

Item # 327

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2026
4.07% Increase

Teamsters

		Years of Experience																											
		1				2		3		4		5		6		7		8		12		15		18		20		26	
SALARY RANGE		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	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							
84N2	Annual	152616	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676	221064	226608	232272	238056	244008	250092							
	Monthly	12718	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973	18422	18884	19356	19838	20334	20841							
	Hourly	73.09	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29	105.87	108.53	111.24	114.01	116.86	119.78							
	Standby	5.12	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23	7.41	7.60	7.79	7.98	8.18	8.38							
85N2	Annual	156444	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676	221064	226608	232272	238056	244008	250092	256344							
	Monthly	13037	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973	18422	18884	19356	19838	20334	20841	21362							
	Hourly	74.93	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29	105.87	108.53	111.24	114.01	116.86	119.78	122.77							
	Standby	5.24	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23	7.41	7.60	7.79	7.98	8.18	8.38	8.59							
86N2	Annual	160344	164352	168444	172680	176988	181428	185964	190620	195396	200268	205284	210408	215676	221064	226608	232272	238056	244008	250092	256344	262764							
	Monthly	13362	13696	14037	14390	14749	15119	15497	15885	16283	16689	17107	17534	17973	18422	18884	19356	19838	20334	20841	21362	21897							
	Hourly	76.79	78.71	80.67	82.70	84.76	86.89	89.06	91.29	93.58	95.91	98.32	100.77	103.29	105.87	108.53	111.24	114.01	116.86	119.78	122.77	125.84							
	Standby	5.38	5.51	5.65	5.79	5.93	6.08	6.23	6.39	6.55	6.71	6.88	7.05	7.23	7.41	7.60	7.79	7.98	8.18	8.38	8.59	8.81							

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

D: Compensation

Item # 328

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

DRAFT

Coalition
PTE Local 17
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	44676	45720	46800	47928	48996	50232	51372	52572	53796	55056	56424	57756	59160
	Monthly	3723	3810	3900	3994	4083	4186	4281	4381	4483	4588	4702	4813	4930
	Hourly	21.40	21.90	22.41	22.95	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33
	Standby	1.50	1.53	1.57	1.61	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98
36SP	Annual	45720	46800	47928	48996	50232	51372	52572	53796	55056	56424	57756	59160	60588
	Monthly	3810	3900	3994	4083	4186	4281	4381	4483	4588	4702	4813	4930	5049
	Hourly	21.90	22.41	22.95	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02
	Standby	1.53	1.57	1.61	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03
37SP	Annual	46800	47928	48996	50232	51372	52572	53796	55056	56424	57756	59160	60588	62100
	Monthly	3900	3994	4083	4186	4281	4381	4483	4588	4702	4813	4930	5049	5175
	Hourly	22.41	22.95	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74
	Standby	1.57	1.61	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08
38SP	Annual	47928	48996	50232	51372	52572	53796	55056	56424	57756	59160	60588	62100	63672
	Monthly	3994	4083	4186	4281	4381	4483	4588	4702	4813	4930	5049	5175	5306
	Hourly	22.95	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49
	Standby	1.61	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13
39SP	Annual	48996	50232	51372	52572	53796	55056	56424	57756	59160	60588	62100	63672	65220
	Monthly	4083	4186	4281	4381	4483	4588	4702	4813	4930	5049	5175	5306	5435
	Hourly	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24
	Standby	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19
40SP	Annual	50232	51372	52572	53796	55056	56424	57756	59160	60588	62100	63672	65220	66900
	Monthly	4186	4281	4381	4483	4588	4702	4813	4930	5049	5175	5306	5435	5575
	Hourly	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04
	Standby	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24
41SP	Annual	51372	52572	53796	55056	56424	57756	59160	60588	62100	63672	65220	66900	68520
	Monthly	4281	4381	4483	4588	4702	4813	4930	5049	5175	5306	5435	5575	5710
	Hourly	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82
	Standby	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30
42SP	Annual	52572	53796	55056	56424	57756	59160	60588	62100	63672	65220	66900	68520	70272
	Monthly	4381	4483	4588	4702	4813	4930	5049	5175	5306	5435	5575	5710	5856
	Hourly	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66
	Standby	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36
43SP	Annual	53796	55056	56424	57756	59160	60588	62100	63672	65220	66900	68520	70272	71988
	Monthly	4483	4588	4702	4813	4930	5049	5175	5306	5435	5575	5710	5856	5999
	Hourly	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48
	Standby	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41
44SP	Annual	55056	56424	57756	59160	60588	62100	63672	65220	66900	68520	70272	71988	73848
	Monthly	4588	4702	4813	4930	5049	5175	5306	5435	5575	5710	5856	5999	6154
	Hourly	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37
	Standby	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48
45SP	Annual	56424	57756	59160	60588	62100	63672	65220	66900	68520	70272	71988	73848	75672
	Monthly	4702	4813	4930	5049	5175	5306	5435	5575	5710	5856	5999	6154	6306
	Hourly	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24
	Standby	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54
46SP	Annual	57756	59160	60588	62100	63672	65220	66900	68520	70272	71988	73848	75672	77544
	Monthly	4813	4930	5049	5175	5306	5435	5575	5710	5856	5999	6154	6306	6462
	Hourly	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14
	Standby	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60
47SP	Annual	59160	60588	62100	63672	65220	66900	68520	70272	71988	73848	75672	77544	79440
	Monthly	4930	5049	5175	5306	5435	5575	5710	5856	5999	6154	6306	6462	6620
	Hourly	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05
	Standby	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66

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.

D: Compensation

Item # 328

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees

Effective July 1, 2026

2% Increase

Coalition
PTE Local 17
Higher Ed (See CBA)

48SP	Annual	60588	62100	63672	65220	66900	68520	70272	71988	73848	75672	77544	79440	81480
	Monthly	5049	5175	5306	5435	5575	5710	5856	5999	6154	6306	6462	6620	6790
	Hourly	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02
	Standby	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73
49SP	Annual	62100	63672	65220	66900	68520	70272	71988	73848	75672	77544	79440	81480	83496
	Monthly	5175	5306	5435	5575	5710	5856	5999	6154	6306	6462	6620	6790	6958
	Hourly	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99
	Standby	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80
50SP	Annual	63672	65220	66900	68520	70272	71988	73848	75672	77544	79440	81480	83496	85656
	Monthly	5306	5435	5575	5710	5856	5999	6154	6306	6462	6620	6790	6958	7138
	Hourly	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02
	Standby	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87
51SP	Annual	65220	66900	68520	70272	71988	73848	75672	77544	79440	81480	83496	85656	87756
	Monthly	5435	5575	5710	5856	5999	6154	6306	6462	6620	6790	6958	7138	7313
	Hourly	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03
	Standby	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94
52SP	Annual	66900	68520	70272	71988	73848	75672	77544	79440	81480	83496	85656	87756	89940
	Monthly	5575	5710	5856	5999	6154	6306	6462	6620	6790	6958	7138	7313	7495
	Hourly	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07
	Standby	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02
53SP	Annual	68520	70272	71988	73848	75672	77544	79440	81480	83496	85656	87756	89940	92148
	Monthly	5710	5856	5999	6154	6306	6462	6620	6790	6958	7138	7313	7495	7679
	Hourly	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13
	Standby	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09
54SP	Annual	70272	71988	73848	75672	77544	79440	81480	83496	85656	87756	89940	92148	94464
	Monthly	5856	5999	6154	6306	6462	6620	6790	6958	7138	7313	7495	7679	7872
	Hourly	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24
	Standby	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17
55SP	Annual	71988	73848	75672	77544	79440	81480	83496	85656	87756	89940	92148	94464	96804
	Monthly	5999	6154	6306	6462	6620	6790	6958	7138	7313	7495	7679	7872	8067
	Hourly	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36
	Standby	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25
56SP	Annual	73848	75672	77544	79440	81480	83496	85656	87756	89940	92148	94464	96804	99228
	Monthly	6154	6306	6462	6620	6790	6958	7138	7313	7495	7679	7872	8067	8269
	Hourly	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52
	Standby	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33
57SP	Annual	75672	77544	79440	81480	83496	85656	87756	89940	92148	94464	96804	99228	101712
	Monthly	6306	6462	6620	6790	6958	7138	7313	7495	7679	7872	8067	8269	8476
	Hourly	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71
	Standby	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41
58SP	Annual	77544	79440	81480	83496	85656	87756	89940	92148	94464	96804	99228	101712	104268
	Monthly	6462	6620	6790	6958	7138	7313	7495	7679	7872	8067	8269	8476	8689
	Hourly	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50
59SP	Annual	79440	81480	83496	85656	87756	89940	92148	94464	96804	99228	101712	104268	106884
	Monthly	6620	6790	6958	7138	7313	7495	7679	7872	8067	8269	8476	8689	8907
	Hourly	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19
	Standby	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58
60SP	Annual	81480	83496	85656	87756	89940	92148	94464	96804	99228	101712	104268	106884	109536
	Monthly	6790	6958	7138	7313	7495	7679	7872	8067	8269	8476	8689	8907	9128
	Hourly	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46
	Standby	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67

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.

D: Compensation

Item # 328

Prepared by the Washington State Office of Financial Management

SP Range Salary Schedule for Represented Employees

Effective July 1, 2026

2% Increase

Coalition

PTE Local 17

Higher Ed (See CBA)

61SP	Annual	83496	85656	87756	89940	92148	94464	96804	99228	101712	104268	106884	109536	112308
	Monthly	6958	7138	7313	7495	7679	7872	8067	8269	8476	8689	8907	9128	9359
	Hourly	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79
	Standby	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77
62SP	Annual	85656	87756	89940	92148	94464	96804	99228	101712	104268	106884	109536	112308	115092
	Monthly	7138	7313	7495	7679	7872	8067	8269	8476	8689	8907	9128	9359	9591
	Hourly	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12
	Standby	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86
63SP	Annual	87756	89940	92148	94464	96804	99228	101712	104268	106884	109536	112308	115092	117948
	Monthly	7313	7495	7679	7872	8067	8269	8476	8689	8907	9128	9359	9591	9829
	Hourly	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49
	Standby	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95
64SP	Annual	89940	92148	94464	96804	99228	101712	104268	106884	109536	112308	115092	117948	120924
	Monthly	7495	7679	7872	8067	8269	8476	8689	8907	9128	9359	9591	9829	10077
	Hourly	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91
	Standby	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05
65SP	Annual	92148	94464	96804	99228	101712	104268	106884	109536	112308	115092	117948	120924	123936
	Monthly	7679	7872	8067	8269	8476	8689	8907	9128	9359	9591	9829	10077	10328
	Hourly	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91	59.36
	Standby	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05	4.15
66SP	Annual	94464	96804	99228	101712	104268	106884	109536	112308	115092	117948	120924	123936	127020
	Monthly	7872	8067	8269	8476	8689	8907	9128	9359	9591	9829	10077	10328	10585
	Hourly	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91	59.36	60.83
	Standby	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05	4.15	4.26
67SP	Annual	96804	99228	101712	104268	106884	109536	112308	115092	117948	120924	123936	127020	130212
	Monthly	8067	8269	8476	8689	8907	9128	9359	9591	9829	10077	10328	10585	10851
	Hourly	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91	59.36	60.83	62.36
	Standby	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05	4.15	4.26	4.37
68SP	Annual	99228	101712	104268	106884	109536	112308	115092	117948	120924	123936	127020	130212	133464
	Monthly	8269	8476	8689	8907	9128	9359	9591	9829	10077	10328	10585	10851	11122
	Hourly	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91	59.36	60.83	62.36	63.92
	Standby	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05	4.15	4.26	4.37	4.47

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.

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% 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
27	Annual	36108	36840	37788	38616	39504	40464	41388	42336	43320	44304	45360	46452	47460
	Monthly	3009	3070	3149	3218	3292	3372	3449	3528	3610	3692	3780	3871	3955
	Hourly	17.29	17.64	18.10	18.49	18.92	19.38	19.82	20.28	20.75	21.22	21.72	22.25	22.73
	Standby	1.21	1.24	1.27	1.29	1.32	1.36	1.39	1.42	1.45	1.49	1.52	1.56	1.59
28	Annual	36840	37788	38616	39504	40464	41388	42336	43320	44304	45360	46452	47460	48648
	Monthly	3070	3149	3218	3292	3372	3449	3528	3610	3692	3780	3871	3955	4054
	Hourly	17.64	18.10	18.49	18.92	19.38	19.82	20.28	20.75	21.22	21.72	22.25	22.73	23.30
	Standby	1.24	1.27	1.29	1.32	1.36	1.39	1.42	1.45	1.49	1.52	1.56	1.59	1.63
29	Annual	37788	38616	39504	40464	41388	42336	43320	44304	45360	46452	47460	48648	49776
	Monthly	3149	3218	3292	3372	3449	3528	3610	3692	3780	3871	3955	4054	4148
	Hourly	18.10	18.49	18.92	19.38	19.82	20.28	20.75	21.22	21.72	22.25	22.73	23.30	23.84
	Standby	1.27	1.29	1.32	1.36	1.39	1.42	1.45	1.49	1.52	1.56	1.59	1.63	1.67
30	Annual	38616	39504	40464	41388	42336	43320	44304	45360	46452	47460	48648	49776	50940
	Monthly	3218	3292	3372	3449	3528	3610	3692	3780	3871	3955	4054	4148	4245
	Hourly	18.49	18.92	19.38	19.82	20.28	20.75	21.22	21.72	22.25	22.73	23.30	23.84	24.40
	Standby	1.29	1.32	1.36	1.39	1.42	1.45	1.49	1.52	1.56	1.59	1.63	1.67	1.71
31	Annual	39504	40464	41388	42336	43320	44304	45360	46452	47460	48648	49776	50940	52164
	Monthly	3292	3372	3449	3528	3610	3692	3780	3871	3955	4054	4148	4245	4347
	Hourly	18.92	19.38	19.82	20.28	20.75	21.22	21.72	22.25	22.73	23.30	23.84	24.40	24.98
	Standby	1.32	1.36	1.39	1.42	1.45	1.49	1.52	1.56	1.59	1.63	1.67	1.71	1.75
32	Annual	40464	41388	42336	43320	44304	45360	46452	47460	48648	49776	50940	52164	53364
	Monthly	3372	3449	3528	3610	3692	3780	3871	3955	4054	4148	4245	4347	4447
	Hourly	19.38	19.82	20.28	20.75	21.22	21.72	22.25	22.73	23.30	23.84	24.40	24.98	25.56
	Standby	1.36	1.39	1.42	1.45	1.49	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79
33	Annual	41388	42336	43320	44304	45360	46452	47460	48648	49776	50940	52164	53364	54696
	Monthly	3449	3528	3610	3692	3780	3871	3955	4054	4148	4245	4347	4447	4558
	Hourly	19.82	20.28	20.75	21.22	21.72	22.25	22.73	23.30	23.84	24.40	24.98	25.56	26.20
	Standby	1.39	1.42	1.45	1.49	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83
34	Annual	42336	43320	44304	45360	46452	47460	48648	49776	50940	52164	53364	54696	55980
	Monthly	3528	3610	3692	3780	3871	3955	4054	4148	4245	4347	4447	4558	4665
	Hourly	20.28	20.75	21.22	21.72	22.25	22.73	23.30	23.84	24.40	24.98	25.56	26.20	26.81
	Standby	1.42	1.45	1.49	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88
35	Annual	43320	44304	45360	46452	47460	48648	49776	50940	52164	53364	54696	55980	57312
	Monthly	3610	3692	3780	3871	3955	4054	4148	4245	4347	4447	4558	4665	4776
	Hourly	20.75	21.22	21.72	22.25	22.73	23.30	23.84	24.40	24.98	25.56	26.20	26.81	27.45
	Standby	1.45	1.49	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.92

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
36	Annual	44304	45360	46452	47460	48648	49776	50940	52164	53364	54696	55980	57312	58728
	Monthly	3692	3780	3871	3955	4054	4148	4245	4347	4447	4558	4665	4776	4894
	Hourly	21.22	21.72	22.25	22.73	23.30	23.84	24.40	24.98	25.56	26.20	26.81	27.45	28.13
	Standby	1.49	1.52	1.56	1.59	1.63	1.67	1.71	1.75	1.79	1.83	1.88	1.92	1.97
37	Annual	45360	46452	47460	48648	49776	50940	52164	53364	54696	55980	57312	58728	60168
	Monthly	3780	3871	3955	4054	4148	4245	4347	4447	4558	4665	4776	4894	5014
	Hourly	21.72	22.25	22.73	23.30	23.84	24.40	24.98	25.56	26.20	26.81	27.45	28.13	28.82
	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
38	Annual	46452	47460	48648	49776	50940	52164	53364	54696	55980	57312	58728	60168	61728
	Monthly	3871	3955	4054	4148	4245	4347	4447	4558	4665	4776	4894	5014	5144
	Hourly	22.25	22.73	23.30	23.84	24.40	24.98	25.56	26.20	26.81	27.45	28.13	28.82	29.56
	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
39	Annual	47460	48648	49776	50940	52164	53364	54696	55980	57312	58728	60168	61728	63216
	Monthly	3955	4054	4148	4245	4347	4447	4558	4665	4776	4894	5014	5144	5268
	Hourly	22.73	23.30	23.84	24.40	24.98	25.56	26.20	26.81	27.45	28.13	28.82	29.56	30.28
	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
40	Annual	48648	49776	50940	52164	53364	54696	55980	57312	58728	60168	61728	63216	64836
	Monthly	4054	4148	4245	4347	4447	4558	4665	4776	4894	5014	5144	5268	5403
	Hourly	23.30	23.84	24.40	24.98	25.56	26.20	26.81	27.45	28.13	28.82	29.56	30.28	31.05
	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	2.17
41	Annual	49776	50940	52164	53364	54696	55980	57312	58728	60168	61728	63216	64836	66360
	Monthly	4148	4245	4347	4447	4558	4665	4776	4894	5014	5144	5268	5403	5530
	Hourly	23.84	24.40	24.98	25.56	26.20	26.81	27.45	28.13	28.82	29.56	30.28	31.05	31.78
	Standby	1.67	1.71	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.22
42	Annual	50940	52164	53364	54696	55980	57312	58728	60168	61728	63216	64836	66360	68100
	Monthly	4245	4347	4447	4558	4665	4776	4894	5014	5144	5268	5403	5530	5675
	Hourly	24.40	24.98	25.56	26.20	26.81	27.45	28.13	28.82	29.56	30.28	31.05	31.78	32.61
	Standby	1.71	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.22	2.28
43	Annual	52164	53364	54696	55980	57312	58728	60168	61728	63216	64836	66360	68100	69816
	Monthly	4347	4447	4558	4665	4776	4894	5014	5144	5268	5403	5530	5675	5818
	Hourly	24.98	25.56	26.20	26.81	27.45	28.13	28.82	29.56	30.28	31.05	31.78	32.61	33.44
	Standby	1.75	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.22	2.28	2.34
44	Annual	53364	54696	55980	57312	58728	60168	61728	63216	64836	66360	68100	69816	71604
	Monthly	4447	4558	4665	4776	4894	5014	5144	5268	5403	5530	5675	5818	5967
	Hourly	25.56	26.20	26.81	27.45	28.13	28.82	29.56	30.28	31.05	31.78	32.61	33.44	34.29
	Standby	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.22	2.28	2.34	2.40

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
45	Annual	54696	55980	57312	58728	60168	61728	63216	64836	66360	68100	69816	71604	73368
	Monthly	4558	4665	4776	4894	5014	5144	5268	5403	5530	5675	5818	5967	6114
	Hourly	26.20	26.81	27.45	28.13	28.82	29.56	30.28	31.05	31.78	32.61	33.44	34.29	35.14
	Standby	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.22	2.28	2.34	2.40	2.46
46	Annual	55980	57312	58728	60168	61728	63216	64836	66360	68100	69816	71604	73368	75180
	Monthly	4665	4776	4894	5014	5144	5268	5403	5530	5675	5818	5967	6114	6265
	Hourly	26.81	27.45	28.13	28.82	29.56	30.28	31.05	31.78	32.61	33.44	34.29	35.14	36.01
	Standby	1.88	1.92	1.97	2.02	2.07	2.12	2.17	2.22	2.28	2.34	2.40	2.46	2.52
47	Annual	57312	58728	60168	61728	63216	64836	66360	68100	69816	71604	73368	75180	77016
	Monthly	4776	4894	5014	5144	5268	5403	5530	5675	5818	5967	6114	6265	6418
	Hourly	27.45	28.13	28.82	29.56	30.28	31.05	31.78	32.61	33.44	34.29	35.14	36.01	36.89
	Standby	1.92	1.97	2.02	2.07	2.12	2.17	2.22	2.28	2.34	2.40	2.46	2.52	2.58
48	Annual	58728	60168	61728	63216	64836	66360	68100	69816	71604	73368	75180	77016	78984
	Monthly	4894	5014	5144	5268	5403	5530	5675	5818	5967	6114	6265	6418	6582
	Hourly	28.13	28.82	29.56	30.28	31.05	31.78	32.61	33.44	34.29	35.14	36.01	36.89	37.83
	Standby	1.97	2.02	2.07	2.12	2.17	2.22	2.28	2.34	2.40	2.46	2.52	2.58	2.65
49	Annual	60168	61728	63216	64836	66360	68100	69816	71604	73368	75180	77016	78984	80904
	Monthly	5014	5144	5268	5403	5530	5675	5818	5967	6114	6265	6418	6582	6742
	Hourly	28.82	29.56	30.28	31.05	31.78	32.61	33.44	34.29	35.14	36.01	36.89	37.83	38.75
	Standby	2.02	2.07	2.12	2.17	2.22	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71
50	Annual	61728	63216	64836	66360	68100	69816	71604	73368	75180	77016	78984	80904	83016
	Monthly	5144	5268	5403	5530	5675	5818	5967	6114	6265	6418	6582	6742	6918
	Hourly	29.56	30.28	31.05	31.78	32.61	33.44	34.29	35.14	36.01	36.89	37.83	38.75	39.76
	Standby	2.07	2.12	2.17	2.22	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78
51	Annual	63216	64836	66360	68100	69816	71604	73368	75180	77016	78984	80904	83016	85020
	Monthly	5268	5403	5530	5675	5818	5967	6114	6265	6418	6582	6742	6918	7085
	Hourly	30.28	31.05	31.78	32.61	33.44	34.29	35.14	36.01	36.89	37.83	38.75	39.76	40.72
	Standby	2.12	2.17	2.22	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85
52	Annual	64836	66360	68100	69816	71604	73368	75180	77016	78984	80904	83016	85020	87180
	Monthly	5403	5530	5675	5818	5967	6114	6265	6418	6582	6742	6918	7085	7265
	Hourly	31.05	31.78	32.61	33.44	34.29	35.14	36.01	36.89	37.83	38.75	39.76	40.72	41.75
	Standby	2.17	2.22	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92
53	Annual	66360	68100	69816	71604	73368	75180	77016	78984	80904	83016	85020	87180	89340
	Monthly	5530	5675	5818	5967	6114	6265	6418	6582	6742	6918	7085	7265	7445
	Hourly	31.78	32.61	33.44	34.29	35.14	36.01	36.89	37.83	38.75	39.76	40.72	41.75	42.79
	Standby	2.22	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
54	Annual	68100	69816	71604	73368	75180	77016	78984	80904	83016	85020	87180	89340	91560
	Monthly	5675	5818	5967	6114	6265	6418	6582	6742	6918	7085	7265	7445	7630
	Hourly	32.61	33.44	34.29	35.14	36.01	36.89	37.83	38.75	39.76	40.72	41.75	42.79	43.85
	Standby	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07
55	Annual	69816	71604	73368	75180	77016	78984	80904	83016	85020	87180	89340	91560	93852
	Monthly	5818	5967	6114	6265	6418	6582	6742	6918	7085	7265	7445	7630	7821
	Hourly	33.44	34.29	35.14	36.01	36.89	37.83	38.75	39.76	40.72	41.75	42.79	43.85	44.95
	Standby	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15
56	Annual	71604	73368	75180	77016	78984	80904	83016	85020	87180	89340	91560	93852	96252
	Monthly	5967	6114	6265	6418	6582	6742	6918	7085	7265	7445	7630	7821	8021
	Hourly	34.29	35.14	36.01	36.89	37.83	38.75	39.76	40.72	41.75	42.79	43.85	44.95	46.10
	Standby	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23
57	Annual	73368	75180	77016	78984	80904	83016	85020	87180	89340	91560	93852	96252	98568
	Monthly	6114	6265	6418	6582	6742	6918	7085	7265	7445	7630	7821	8021	8214
	Hourly	35.14	36.01	36.89	37.83	38.75	39.76	40.72	41.75	42.79	43.85	44.95	46.10	47.21
	Standby	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.30
58	Annual	75180	77016	78984	80904	83016	85020	87180	89340	91560	93852	96252	98568	101136
	Monthly	6265	6418	6582	6742	6918	7085	7265	7445	7630	7821	8021	8214	8428
	Hourly	36.01	36.89	37.83	38.75	39.76	40.72	41.75	42.79	43.85	44.95	46.10	47.21	48.44
	Standby	2.52	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.30	3.39
59	Annual	77016	78984	80904	83016	85020	87180	89340	91560	93852	96252	98568	101136	103596
	Monthly	6418	6582	6742	6918	7085	7265	7445	7630	7821	8021	8214	8428	8633
	Hourly	36.89	37.83	38.75	39.76	40.72	41.75	42.79	43.85	44.95	46.10	47.21	48.44	49.61
	Standby	2.58	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.30	3.39	3.47
60	Annual	78984	80904	83016	85020	87180	89340	91560	93852	96252	98568	101136	103596	106212
	Monthly	6582	6742	6918	7085	7265	7445	7630	7821	8021	8214	8428	8633	8851
	Hourly	37.83	38.75	39.76	40.72	41.75	42.79	43.85	44.95	46.10	47.21	48.44	49.61	50.87
	Standby	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.30	3.39	3.47	3.56
61	Annual	80904	83016	85020	87180	89340	91560	93852	96252	98568	101136	103596	106212	108888
	Monthly	6742	6918	7085	7265	7445	7630	7821	8021	8214	8428	8633	8851	9074
	Hourly	38.75	39.76	40.72	41.75	42.79	43.85	44.95	46.10	47.21	48.44	49.61	50.87	52.15
	Standby	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.30	3.39	3.47	3.56	3.65
62	Annual	83016	85020	87180	89340	91560	93852	96252	98568	101136	103596	106212	108888	111552
	Monthly	6918	7085	7265	7445	7630	7821	8021	8214	8428	8633	8851	9074	9296
	Hourly	39.76	40.72	41.75	42.79	43.85	44.95	46.10	47.21	48.44	49.61	50.87	52.15	53.43
	Standby	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.30	3.39	3.47	3.56	3.65	3.74

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
63	Annual	85020	87180	89340	91560	93852	96252	98568	101136	103596	106212	108888	111552	114360
	Monthly	7085	7265	7445	7630	7821	8021	8214	8428	8633	8851	9074	9296	9530
	Hourly	40.72	41.75	42.79	43.85	44.95	46.10	47.21	48.44	49.61	50.87	52.15	53.43	54.77
	Standby	2.85	2.92	3.00	3.07	3.15	3.23	3.30	3.39	3.47	3.56	3.65	3.74	3.83
64	Annual	87180	89340	91560	93852	96252	98568	101136	103596	106212	108888	111552	114360	117240
	Monthly	7265	7445	7630	7821	8021	8214	8428	8633	8851	9074	9296	9530	9770
	Hourly	41.75	42.79	43.85	44.95	46.10	47.21	48.44	49.61	50.87	52.15	53.43	54.77	56.15
	Standby	2.92	3.00	3.07	3.15	3.23	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93
65	Annual	89340	91560	93852	96252	98568	101136	103596	106212	108888	111552	114360	117240	120156
	Monthly	7445	7630	7821	8021	8214	8428	8633	8851	9074	9296	9530	9770	10013
	Hourly	42.79	43.85	44.95	46.10	47.21	48.44	49.61	50.87	52.15	53.43	54.77	56.15	57.55
	Standby	3.00	3.07	3.15	3.23	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03
66	Annual	91560	93852	96252	98568	101136	103596	106212	108888	111552	114360	117240	120156	123228
	Monthly	7630	7821	8021	8214	8428	8633	8851	9074	9296	9530	9770	10013	10269
	Hourly	43.85	44.95	46.10	47.21	48.44	49.61	50.87	52.15	53.43	54.77	56.15	57.55	59.02
	Standby	3.07	3.15	3.23	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13
67	Annual	93852	96252	98568	101136	103596	106212	108888	111552	114360	117240	120156	123228	126240
	Monthly	7821	8021	8214	8428	8633	8851	9074	9296	9530	9770	10013	10269	10520
	Hourly	44.95	46.10	47.21	48.44	49.61	50.87	52.15	53.43	54.77	56.15	57.55	59.02	60.46
	Standby	3.15	3.23	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23
68	Annual	96252	98568	101136	103596	106212	108888	111552	114360	117240	120156	123228	126240	129420
	Monthly	8021	8214	8428	8633	8851	9074	9296	9530	9770	10013	10269	10520	10785
	Hourly	46.10	47.21	48.44	49.61	50.87	52.15	53.43	54.77	56.15	57.55	59.02	60.46	61.98
	Standby	3.23	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34
69	Annual	98568	101136	103596	106212	108888	111552	114360	117240	120156	123228	126240	129420	132612
	Monthly	8214	8428	8633	8851	9074	9296	9530	9770	10013	10269	10520	10785	11051
	Hourly	47.21	48.44	49.61	50.87	52.15	53.43	54.77	56.15	57.55	59.02	60.46	61.98	63.51
	Standby	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45
70	Annual	101136	103596	106212	108888	111552	114360	117240	120156	123228	126240	129420	132612	135996
	Monthly	8428	8633	8851	9074	9296	9530	9770	10013	10269	10520	10785	11051	11333
	Hourly	48.44	49.61	50.87	52.15	53.43	54.77	56.15	57.55	59.02	60.46	61.98	63.51	65.13
	Standby	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.56
71	Annual	103596	106212	108888	111552	114360	117240	120156	123228	126240	129420	132612	135996	139380
	Monthly	8633	8851	9074	9296	9530	9770	10013	10269	10520	10785	11051	11333	11615
	Hourly	49.61	50.87	52.15	53.43	54.77	56.15	57.55	59.02	60.46	61.98	63.51	65.13	66.75
	Standby	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67

D: Compensation

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Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

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

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
72	Annual	106212	108888	111552	114360	117240	120156	123228	126240	129420	132612	135996	139380	142848
	Monthly	8851	9074	9296	9530	9770	10013	10269	10520	10785	11051	11333	11615	11904
	Hourly	50.87	52.15	53.43	54.77	56.15	57.55	59.02	60.46	61.98	63.51	65.13	66.75	68.41
	Standby	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79
73	Annual	108888	111552	114360	117240	120156	123228	126240	129420	132612	135996	139380	142848	146400
	Monthly	9074	9296	9530	9770	10013	10269	10520	10785	11051	11333	11615	11904	12200
	Hourly	52.15	53.43	54.77	56.15	57.55	59.02	60.46	61.98	63.51	65.13	66.75	68.41	70.11
	Standby	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91
74	Annual	111552	114360	117240	120156	123228	126240	129420	132612	135996	139380	142848	146400	150132
	Monthly	9296	9530	9770	10013	10269	10520	10785	11051	11333	11615	11904	12200	12511
	Hourly	53.43	54.77	56.15	57.55	59.02	60.46	61.98	63.51	65.13	66.75	68.41	70.11	71.90
	Standby	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03
75	Annual	114360	117240	120156	123228	126240	129420	132612	135996	139380	142848	146400	150132	153804
	Monthly	9530	9770	10013	10269	10520	10785	11051	11333	11615	11904	12200	12511	12817
	Hourly	54.77	56.15	57.55	59.02	60.46	61.98	63.51	65.13	66.75	68.41	70.11	71.90	73.66
	Standby	3.83	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16
76	Annual	117240	120156	123228	126240	129420	132612	135996	139380	142848	146400	150132	153804	157680
	Monthly	9770	10013	10269	10520	10785	11051	11333	11615	11904	12200	12511	12817	13140
	Hourly	56.15	57.55	59.02	60.46	61.98	63.51	65.13	66.75	68.41	70.11	71.90	73.66	75.52
	Standby	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29
77	Annual	120156	123228	126240	129420	132612	135996	139380	142848	146400	150132	153804	157680	161628
	Monthly	10013	10269	10520	10785	11051	11333	11615	11904	12200	12511	12817	13140	13469
	Hourly	57.55	59.02	60.46	61.98	63.51	65.13	66.75	68.41	70.11	71.90	73.66	75.52	77.41
	Standby	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42
78	Annual	123228	126240	129420	132612	135996	139380	142848	146400	150132	153804	157680	161628	165660
	Monthly	10269	10520	10785	11051	11333	11615	11904	12200	12511	12817	13140	13469	13805
	Hourly	59.02	60.46	61.98	63.51	65.13	66.75	68.41	70.11	71.90	73.66	75.52	77.41	79.34
	Standby	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.55
79	Annual	126240	129420	132612	135996	139380	142848	146400	150132	153804	157680	161628	165660	169764
	Monthly	10520	10785	11051	11333	11615	11904	12200	12511	12817	13140	13469	13805	14147
	Hourly	60.46	61.98	63.51	65.13	66.75	68.41	70.11	71.90	73.66	75.52	77.41	79.34	81.30
	Standby	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.55	5.69
80	Annual	129420	132612	135996	139380	142848	146400	150132	153804	157680	161628	165660	169764	173976
	Monthly	10785	11051	11333	11615	11904	12200	12511	12817	13140	13469	13805	14147	14498
	Hourly	61.98	63.51	65.13	66.75	68.41	70.11	71.90	73.66	75.52	77.41	79.34	81.30	83.32
	Standby	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.55	5.69	5.83

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
81	Annual	132612	135996	139380	142848	146400	150132	153804	157680	161628	165660	169764	173976	178416
	Monthly	11051	11333	11615	11904	12200	12511	12817	13140	13469	13805	14147	14498	14868
	Hourly	63.51	65.13	66.75	68.41	70.11	71.90	73.66	75.52	77.41	79.34	81.30	83.32	85.45
	Standby	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.55	5.69	5.83	5.98
82	Annual	135996	139380	142848	146400	150132	153804	157680	161628	165660	169764	173976	178416	182820
	Monthly	11333	11615	11904	12200	12511	12817	13140	13469	13805	14147	14498	14868	15235
	Hourly	65.13	66.75	68.41	70.11	71.90	73.66	75.52	77.41	79.34	81.30	83.32	85.45	87.56
	Standby	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.55	5.69	5.83	5.98	6.13
83	Annual	139380	142848	146400	150132	153804	157680	161628	165660	169764	173976	178416	182820	187380
	Monthly	11615	11904	12200	12511	12817	13140	13469	13805	14147	14498	14868	15235	15615
	Hourly	66.75	68.41	70.11	71.90	73.66	75.52	77.41	79.34	81.30	83.32	85.45	87.56	89.74
	Standby	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.55	5.69	5.83	5.98	6.13	6.28
84	Annual	142848	146400	150132	153804	157680	161628	165660	169764	173976	178416	182820	187380	192144
	Monthly	11904	12200	12511	12817	13140	13469	13805	14147	14498	14868	15235	15615	16012
	Hourly	68.41	70.11	71.90	73.66	75.52	77.41	79.34	81.30	83.32	85.45	87.56	89.74	92.02
	Standby	4.79	4.91	5.03	5.16	5.29	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44
85	Annual	146400	150132	153804	157680	161628	165660	169764	173976	178416	182820	187380	192144	196860
	Monthly	12200	12511	12817	13140	13469	13805	14147	14498	14868	15235	15615	16012	16405
	Hourly	70.11	71.90	73.66	75.52	77.41	79.34	81.30	83.32	85.45	87.56	89.74	92.02	94.28
	Standby	4.91	5.03	5.16	5.29	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60
86	Annual	150132	153804	157680	161628	165660	169764	173976	178416	182820	187380	192144	196860	201804
	Monthly	12511	12817	13140	13469	13805	14147	14498	14868	15235	15615	16012	16405	16817
	Hourly	71.90	73.66	75.52	77.41	79.34	81.30	83.32	85.45	87.56	89.74	92.02	94.28	96.65
	Standby	5.03	5.16	5.29	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.77
87	Annual	153804	157680	161628	165660	169764	173976	178416	182820	187380	192144	196860	201804	206940
	Monthly	12817	13140	13469	13805	14147	14498	14868	15235	15615	16012	16405	16817	17245
	Hourly	73.66	75.52	77.41	79.34	81.30	83.32	85.45	87.56	89.74	92.02	94.28	96.65	99.11
	Standby	5.16	5.29	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.77	6.94
88	Annual	157680	161628	165660	169764	173976	178416	182820	187380	192144	196860	201804	206940	212028
	Monthly	13140	13469	13805	14147	14498	14868	15235	15615	16012	16405	16817	17245	17669
	Hourly	75.52	77.41	79.34	81.30	83.32	85.45	87.56	89.74	92.02	94.28	96.65	99.11	101.55
	Standby	5.29	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.77	6.94	7.11
89	Annual	161628	165660	169764	173976	178416	182820	187380	192144	196860	201804	206940	212028	217416
	Monthly	13469	13805	14147	14498	14868	15235	15615	16012	16405	16817	17245	17669	18118
	Hourly	77.41	79.34	81.30	83.32	85.45	87.56	89.74	92.02	94.28	96.65	99.11	101.55	104.13
	Standby	5.42	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.77	6.94	7.11	7.29

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
90	Annual	165660	169764	173976	178416	182820	187380	192144	196860	201804	206940	212028	217416	222756
	Monthly	13805	14147	14498	14868	15235	15615	16012	16405	16817	17245	17669	18118	18563
	Hourly	79.34	81.30	83.32	85.45	87.56	89.74	92.02	94.28	96.65	99.11	101.55	104.13	106.68
	Standby	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.77	6.94	7.11	7.29	7.47
91	Annual	169764	173976	178416	182820	187380	192144	196860	201804	206940	212028	217416	222756	228348
	Monthly	14147	14498	14868	15235	15615	16012	16405	16817	17245	17669	18118	18563	19029
	Hourly	81.30	83.32	85.45	87.56	89.74	92.02	94.28	96.65	99.11	101.55	104.13	106.68	109.36
	Standby	5.69	5.83	5.98	6.13	6.28	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66
92	Annual	173976	178416	182820	187380	192144	196860	201804	206940	212028	217416	222756	228348	234024
	Monthly	14498	14868	15235	15615	16012	16405	16817	17245	17669	18118	18563	19029	19502
	Hourly	83.32	85.45	87.56	89.74	92.02	94.28	96.65	99.11	101.55	104.13	106.68	109.36	112.08
	Standby	5.83	5.98	6.13	6.28	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85
93	Annual	178416	182820	187380	192144	196860	201804	206940	212028	217416	222756	228348	234024	239988
	Monthly	14868	15235	15615	16012	16405	16817	17245	17669	18118	18563	19029	19502	19999
	Hourly	85.45	87.56	89.74	92.02	94.28	96.65	99.11	101.55	104.13	106.68	109.36	112.08	114.94
	Standby	5.98	6.13	6.28	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05
94	Annual	182820	187380	192144	196860	201804	206940	212028	217416	222756	228348	234024	239988	245904
	Monthly	15235	15615	16012	16405	16817	17245	17669	18118	18563	19029	19502	19999	20492
	Hourly	87.56	89.74	92.02	94.28	96.65	99.11	101.55	104.13	106.68	109.36	112.08	114.94	117.77
	Standby	6.13	6.28	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.24
95	Annual	187380	192144	196860	201804	206940	212028	217416	222756	228348	234024	239988	245904	252120
	Monthly	15615	16012	16405	16817	17245	17669	18118	18563	19029	19502	19999	20492	21010
	Hourly	89.74	92.02	94.28	96.65	99.11	101.55	104.13	106.68	109.36	112.08	114.94	117.77	120.75
	Standby	6.28	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.24	8.45
96	Annual	192144	196860	201804	206940	212028	217416	222756	228348	234024	239988	245904	252120	258420
	Monthly	16012	16405	16817	17245	17669	18118	18563	19029	19502	19999	20492	21010	21535
	Hourly	92.02	94.28	96.65	99.11	101.55	104.13	106.68	109.36	112.08	114.94	117.77	120.75	123.76
	Standby	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.24	8.45	8.66
97	Annual	196860	201804	206940	212028	217416	222756	228348	234024	239988	245904	252120	258420	264864
	Monthly	16405	16817	17245	17669	18118	18563	19029	19502	19999	20492	21010	21535	22072
	Hourly	94.28	96.65	99.11	101.55	104.13	106.68	109.36	112.08	114.94	117.77	120.75	123.76	126.85
	Standby	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.24	8.45	8.66	8.88
98	Annual	201804	206940	212028	217416	222756	228348	234024	239988	245904	252120	258420	264864	271500
	Monthly	16817	17245	17669	18118	18563	19029	19502	19999	20492	21010	21535	22072	22625
	Hourly	96.65	99.11	101.55	104.13	106.68	109.36	112.08	114.94	117.77	120.75	123.76	126.85	130.03
	Standby	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.24	8.45	8.66	8.88	9.10

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
99	Annual	206940	212028	217416	222756	228348	234024	239988	245904	252120	258420	264864	271500	278268
	Monthly	17245	17669	18118	18563	19029	19502	19999	20492	21010	21535	22072	22625	23189
	Hourly	99.11	101.55	104.13	106.68	109.36	112.08	114.94	117.77	120.75	123.76	126.85	130.03	133.27
	Standby	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.24	8.45	8.66	8.88	9.10	9.33
100	Annual	212028	217416	222756	228348	234024	239988	245904	252120	258420	264864	271500	278268	285264
	Monthly	17669	18118	18563	19029	19502	19999	20492	21010	21535	22072	22625	23189	23772
	Hourly	101.55	104.13	106.68	109.36	112.08	114.94	117.77	120.75	123.76	126.85	130.03	133.27	136.62
	Standby	7.11	7.29	7.47	7.66	7.85	8.05	8.24	8.45	8.66	8.88	9.10	9.33	9.56
101	Annual	217416	222756	228348	234024	239988	245904	252120	258420	264864	271500	278268	285264	292356
	Monthly	18118	18563	19029	19502	19999	20492	21010	21535	22072	22625	23189	23772	24363
	Hourly	104.13	106.68	109.36	112.08	114.94	117.77	120.75	123.76	126.85	130.03	133.27	136.62	140.02
	Standby	7.29	7.47	7.66	7.85	8.05	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80
102	Annual	222756	228348	234024	239988	245904	252120	258420	264864	271500	278268	285264	292356	299676
	Monthly	18563	19029	19502	19999	20492	21010	21535	22072	22625	23189	23772	24363	24973
	Hourly	106.68	109.36	112.08	114.94	117.77	120.75	123.76	126.85	130.03	133.27	136.62	140.02	143.52
	Standby	7.47	7.66	7.85	8.05	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.05
103	Annual	228348	234024	239988	245904	252120	258420	264864	271500	278268	285264	292356	299676	307140
	Monthly	19029	19502	19999	20492	21010	21535	22072	22625	23189	23772	24363	24973	25595
	Hourly	109.36	112.08	114.94	117.77	120.75	123.76	126.85	130.03	133.27	136.62	140.02	143.52	147.10
	Standby	7.66	7.85	8.05	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.05	10.30
104	Annual	234024	239988	245904	252120	258420	264864	271500	278268	285264	292356	299676	307140	314868
	Monthly	19502	19999	20492	21010	21535	22072	22625	23189	23772	24363	24973	25595	26239
	Hourly	112.08	114.94	117.77	120.75	123.76	126.85	130.03	133.27	136.62	140.02	143.52	147.10	150.80
	Standby	7.85	8.05	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.05	10.30	10.56
105	Annual	239988	245904	252120	258420	264864	271500	278268	285264	292356	299676	307140	314868	322716
	Monthly	19999	20492	21010	21535	22072	22625	23189	23772	24363	24973	25595	26239	26893
	Hourly	114.94	117.77	120.75	123.76	126.85	130.03	133.27	136.62	140.02	143.52	147.10	150.80	154.56
	Standby	8.05	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.05	10.30	10.56	10.82
106	Annual	245904	252120	258420	264864	271500	278268	285264	292356	299676	307140	314868	322716	330780
	Monthly	20492	21010	21535	22072	22625	23189	23772	24363	24973	25595	26239	26893	27565
	Hourly	117.77	120.75	123.76	126.85	130.03	133.27	136.62	140.02	143.52	147.10	150.80	154.56	158.42
	Standby	8.24	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.05	10.30	10.56	10.82	11.09
107	Annual	252120	258420	264864	271500	278268	285264	292356	299676	307140	314868	322716	330780	339072
	Monthly	21010	21535	22072	22625	23189	23772	24363	24973	25595	26239	26893	27565	28256
	Hourly	120.75	123.76	126.85	130.03	133.27	136.62	140.02	143.52	147.10	150.80	154.56	158.42	162.39
	Standby	8.45	8.66	8.88	9.10	9.33	9.56	9.80	10.05	10.30	10.56	10.82	11.09	11.37

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
108	Annual	258420	264864	271500	278268	285264	292356	299676	307140	314868	322716	330780	339072	347556
	Monthly	21535	22072	22625	23189	23772	24363	24973	25595	26239	26893	27565	28256	28963
	Hourly	123.76	126.85	130.03	133.27	136.62	140.02	143.52	147.10	150.80	154.56	158.42	162.39	166.45
	Standby	8.66	8.88	9.10	9.33	9.56	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65
109	Annual	264864	271500	278268	285264	292356	299676	307140	314868	322716	330780	339072	347556	356244
	Monthly	22072	22625	23189	23772	24363	24973	25595	26239	26893	27565	28256	28963	29687
	Hourly	126.85	130.03	133.27	136.62	140.02	143.52	147.10	150.80	154.56	158.42	162.39	166.45	170.61
	Standby	8.88	9.10	9.33	9.56	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.94
110	Annual	271500	278268	285264	292356	299676	307140	314868	322716	330780	339072	347556	356244	365136
	Monthly	22625	23189	23772	24363	24973	25595	26239	26893	27565	28256	28963	29687	30428
	Hourly	130.03	133.27	136.62	140.02	143.52	147.10	150.80	154.56	158.42	162.39	166.45	170.61	174.87
	Standby	9.10	9.33	9.56	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.94	12.24
111	Annual	278268	285264	292356	299676	307140	314868	322716	330780	339072	347556	356244	365136	374268
	Monthly	23189	23772	24363	24973	25595	26239	26893	27565	28256	28963	29687	30428	31189
	Hourly	133.27	136.62	140.02	143.52	147.10	150.80	154.56	158.42	162.39	166.45	170.61	174.87	179.25
	Standby	9.33	9.56	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55
112	Annual	285264	292356	299676	307140	314868	322716	330780	339072	347556	356244	365136	374268	383640
	Monthly	23772	24363	24973	25595	26239	26893	27565	28256	28963	29687	30428	31189	31970
	Hourly	136.62	140.02	143.52	147.10	150.80	154.56	158.42	162.39	166.45	170.61	174.87	179.25	183.74
	Standby	9.56	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86
113	Annual	292356	299676	307140	314868	322716	330780	339072	347556	356244	365136	374268	383640	393228
	Monthly	24363	24973	25595	26239	26893	27565	28256	28963	29687	30428	31189	31970	32769
	Hourly	140.02	143.52	147.10	150.80	154.56	158.42	162.39	166.45	170.61	174.87	179.25	183.74	188.33
	Standby	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18
114	Annual	299676	307140	314868	322716	330780	339072	347556	356244	365136	374268	383640	393228	403068
	Monthly	24973	25595	26239	26893	27565	28256	28963	29687	30428	31189	31970	32769	33589
	Hourly	143.52	147.10	150.80	154.56	158.42	162.39	166.45	170.61	174.87	179.25	183.74	188.33	193.04
	Standby	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51
115	Annual	307140	314868	322716	330780	339072	347556	356244	365136	374268	383640	393228	403068	413148
	Monthly	25595	26239	26893	27565	28256	28963	29687	30428	31189	31970	32769	33589	34429
	Hourly	147.10	150.80	154.56	158.42	162.39	166.45	170.61	174.87	179.25	183.74	188.33	193.04	197.87
	Standby	10.30	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85
116	Annual	314868	322716	330780	339072	347556	356244	365136	374268	383640	393228	403068	413148	423480
	Monthly	26239	26893	27565	28256	28963	29687	30428	31189	31970	32769	33589	34429	35290
	Hourly	150.80	154.56	158.42	162.39	166.45	170.61	174.87	179.25	183.74	188.33	193.04	197.87	202.82
	Standby	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20

D: Compensation

Item # 329

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 1-2

Effective July 1, 2026

4.07% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
117	Annual	322716	330780	339072	347556	356244	365136	374268	383640	393228	403068	413148	423480	434088
	Monthly	26893	27565	28256	28963	29687	30428	31189	31970	32769	33589	34429	35290	36174
	Hourly	154.56	158.42	162.39	166.45	170.61	174.87	179.25	183.74	188.33	193.04	197.87	202.82	207.90
	Standby	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.55
118	Annual	330780	339072	347556	356244	365136	374268	383640	393228	403068	413148	423480	434088	444936
	Monthly	27565	28256	28963	29687	30428	31189	31970	32769	33589	34429	35290	36174	37078
	Hourly	158.42	162.39	166.45	170.61	174.87	179.25	183.74	188.33	193.04	197.87	202.82	207.90	213.09
	Standby	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.55	14.92
119	Annual	339072	347556	356244	365136	374268	383640	393228	403068	413148	423480	434088	444936	456036
	Monthly	28256	28963	29687	30428	31189	31970	32769	33589	34429	35290	36174	37078	38003
	Hourly	162.39	166.45	170.61	174.87	179.25	183.74	188.33	193.04	197.87	202.82	207.90	213.09	218.41
	Standby	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.55	14.92	15.29
120	Annual	347556	356244	365136	374268	383640	393228	403068	413148	423480	434088	444936	456036	467448
	Monthly	28963	29687	30428	31189	31970	32769	33589	34429	35290	36174	37078	38003	38954
	Hourly	166.45	170.61	174.87	179.25	183.74	188.33	193.04	197.87	202.82	207.90	213.09	218.41	223.87
	Standby	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.55	14.92	15.29	15.67

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% 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	40020	40860	41856	42828	43800	44832	45924	46920	48048	49152	50280	51504	52608
	Monthly	3335	3405	3488	3569	3650	3736	3827	3910	4004	4096	4190	4292	4384
	Hourly	19.17	19.57	20.05	20.51	20.98	21.47	21.99	22.47	23.01	23.54	24.08	24.67	25.20
	Standby	1.34	1.37	1.40	1.44	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.76
28	Annual	40860	41856	42828	43800	44832	45924	46920	48048	49152	50280	51504	52608	53952
	Monthly	3405	3488	3569	3650	3736	3827	3910	4004	4096	4190	4292	4384	4496
	Hourly	19.57	20.05	20.51	20.98	21.47	21.99	22.47	23.01	23.54	24.08	24.67	25.20	25.84
	Standby	1.37	1.40	1.44	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.76	1.81
29	Annual	41856	42828	43800	44832	45924	46920	48048	49152	50280	51504	52608	53952	55212
	Monthly	3488	3569	3650	3736	3827	3910	4004	4096	4190	4292	4384	4496	4601
	Hourly	20.05	20.51	20.98	21.47	21.99	22.47	23.01	23.54	24.08	24.67	25.20	25.84	26.44
	Standby	1.40	1.44	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.76	1.81	1.85
30	Annual	42828	43800	44832	45924	46920	48048	49152	50280	51504	52608	53952	55212	56472
	Monthly	3569	3650	3736	3827	3910	4004	4096	4190	4292	4384	4496	4601	4706
	Hourly	20.51	20.98	21.47	21.99	22.47	23.01	23.54	24.08	24.67	25.20	25.84	26.44	27.05
	Standby	1.44	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.76	1.81	1.85	1.89
31	Annual	43800	44832	45924	46920	48048	49152	50280	51504	52608	53952	55212	56472	57852
	Monthly	3650	3736	3827	3910	4004	4096	4190	4292	4384	4496	4601	4706	4821
	Hourly	20.98	21.47	21.99	22.47	23.01	23.54	24.08	24.67	25.20	25.84	26.44	27.05	27.71
	Standby	1.47	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.76	1.81	1.85	1.89	1.94
32	Annual	44832	45924	46920	48048	49152	50280	51504	52608	53952	55212	56472	57852	59136
	Monthly	3736	3827	3910	4004	4096	4190	4292	4384	4496	4601	4706	4821	4928
	Hourly	21.47	21.99	22.47	23.01	23.54	24.08	24.67	25.20	25.84	26.44	27.05	27.71	28.32
	Standby	1.50	1.54	1.57	1.61	1.65	1.69	1.73	1.76	1.81	1.85	1.89	1.94	1.98
33	Annual	45924	46920	48048	49152	50280	51504	52608	53952	55212	56472	57852	59136	60660
	Monthly	3827	3910	4004	4096	4190	4292	4384	4496	4601	4706	4821	4928	5055
	Hourly	21.99	22.47	23.01	23.54	24.08	24.67	25.20	25.84	26.44	27.05	27.71	28.32	29.05
	Standby	1.54	1.57	1.61	1.65	1.69	1.73	1.76	1.81	1.85	1.89	1.94	1.98	2.03
34	Annual	46920	48048	49152	50280	51504	52608	53952	55212	56472	57852	59136	60660	62040
	Monthly	3910	4004	4096	4190	4292	4384	4496	4601	4706	4821	4928	5055	5170
	Hourly	22.47	23.01	23.54	24.08	24.67	25.20	25.84	26.44	27.05	27.71	28.32	29.05	29.71
	Standby	1.57	1.61	1.65	1.69	1.73	1.76	1.81	1.85	1.89	1.94	1.98	2.03	2.08
35	Annual	48048	49152	50280	51504	52608	53952	55212	56472	57852	59136	60660	62040	63552
	Monthly	4004	4096	4190	4292	4384	4496	4601	4706	4821	4928	5055	5170	5296
	Hourly	23.01	23.54	24.08	24.67	25.20	25.84	26.44	27.05	27.71	28.32	29.05	29.71	30.44
	Standby	1.61	1.65	1.69	1.73	1.76	1.81	1.85	1.89	1.94	1.98	2.03	2.08	2.13

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% 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	49152	50280	51504	52608	53952	55212	56472	57852	59136	60660	62040	63552	65100
	Monthly	4096	4190	4292	4384	4496	4601	4706	4821	4928	5055	5170	5296	5425
	Hourly	23.54	24.08	24.67	25.20	25.84	26.44	27.05	27.71	28.32	29.05	29.71	30.44	31.18
	Standby	1.65	1.69	1.73	1.76	1.81	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.18
37	Annual	50280	51504	52608	53952	55212	56472	57852	59136	60660	62040	63552	65100	66672
	Monthly	4190	4292	4384	4496	4601	4706	4821	4928	5055	5170	5296	5425	5556
	Hourly	24.08	24.67	25.20	25.84	26.44	27.05	27.71	28.32	29.05	29.71	30.44	31.18	31.93
	Standby	1.69	1.73	1.76	1.81	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.18	2.24
38	Annual	51504	52608	53952	55212	56472	57852	59136	60660	62040	63552	65100	66672	68436
	Monthly	4292	4384	4496	4601	4706	4821	4928	5055	5170	5296	5425	5556	5703
	Hourly	24.67	25.20	25.84	26.44	27.05	27.71	28.32	29.05	29.71	30.44	31.18	31.93	32.78
	Standby	1.73	1.76	1.81	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.18	2.24	2.29
39	Annual	52608	53952	55212	56472	57852	59136	60660	62040	63552	65100	66672	68436	70068
	Monthly	4384	4496	4601	4706	4821	4928	5055	5170	5296	5425	5556	5703	5839
	Hourly	25.20	25.84	26.44	27.05	27.71	28.32	29.05	29.71	30.44	31.18	31.93	32.78	33.56
	Standby	1.76	1.81	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
40	Annual	53952	55212	56472	57852	59136	60660	62040	63552	65100	66672	68436	70068	71880
	Monthly	4496	4601	4706	4821	4928	5055	5170	5296	5425	5556	5703	5839	5990
	Hourly	25.84	26.44	27.05	27.71	28.32	29.05	29.71	30.44	31.18	31.93	32.78	33.56	34.43
	Standby	1.81	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
41	Annual	55212	56472	57852	59136	60660	62040	63552	65100	66672	68436	70068	71880	73584
	Monthly	4601	4706	4821	4928	5055	5170	5296	5425	5556	5703	5839	5990	6132
	Hourly	26.44	27.05	27.71	28.32	29.05	29.71	30.44	31.18	31.93	32.78	33.56	34.43	35.24
	Standby	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
42	Annual	56472	57852	59136	60660	62040	63552	65100	66672	68436	70068	71880	73584	75504
	Monthly	4706	4821	4928	5055	5170	5296	5425	5556	5703	5839	5990	6132	6292
	Hourly	27.05	27.71	28.32	29.05	29.71	30.44	31.18	31.93	32.78	33.56	34.43	35.24	36.16
	Standby	1.89	1.94	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53
43	Annual	57852	59136	60660	62040	63552	65100	66672	68436	70068	71880	73584	75504	77424
	Monthly	4821	4928	5055	5170	5296	5425	5556	5703	5839	5990	6132	6292	6452
	Hourly	27.71	28.32	29.05	29.71	30.44	31.18	31.93	32.78	33.56	34.43	35.24	36.16	37.08
	Standby	1.94	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60
44	Annual	59136	60660	62040	63552	65100	66672	68436	70068	71880	73584	75504	77424	79380
	Monthly	4928	5055	5170	5296	5425	5556	5703	5839	5990	6132	6292	6452	6615
	Hourly	28.32	29.05	29.71	30.44	31.18	31.93	32.78	33.56	34.43	35.24	36.16	37.08	38.02
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% Increase

Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
45	Annual	60660	62040	63552	65100	66672	68436	70068	71880	73584	75504	77424	79380	81324
	Monthly	5055	5170	5296	5425	5556	5703	5839	5990	6132	6292	6452	6615	6777
	Hourly	29.05	29.71	30.44	31.18	31.93	32.78	33.56	34.43	35.24	36.16	37.08	38.02	38.95
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73
46	Annual	62040	63552	65100	66672	68436	70068	71880	73584	75504	77424	79380	81324	83340
	Monthly	5170	5296	5425	5556	5703	5839	5990	6132	6292	6452	6615	6777	6945
	Hourly	29.71	30.44	31.18	31.93	32.78	33.56	34.43	35.24	36.16	37.08	38.02	38.95	39.91
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79
47	Annual	63552	65100	66672	68436	70068	71880	73584	75504	77424	79380	81324	83340	85368
	Monthly	5296	5425	5556	5703	5839	5990	6132	6292	6452	6615	6777	6945	7114
	Hourly	30.44	31.18	31.93	32.78	33.56	34.43	35.24	36.16	37.08	38.02	38.95	39.91	40.89
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.86
48	Annual	65100	66672	68436	70068	71880	73584	75504	77424	79380	81324	83340	85368	87576
	Monthly	5425	5556	5703	5839	5990	6132	6292	6452	6615	6777	6945	7114	7298
	Hourly	31.18	31.93	32.78	33.56	34.43	35.24	36.16	37.08	38.02	38.95	39.91	40.89	41.94
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.86	2.94
49	Annual	66672	68436	70068	71880	73584	75504	77424	79380	81324	83340	85368	87576	89724
	Monthly	5556	5703	5839	5990	6132	6292	6452	6615	6777	6945	7114	7298	7477
	Hourly	31.93	32.78	33.56	34.43	35.24	36.16	37.08	38.02	38.95	39.91	40.89	41.94	42.97
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.86	2.94	3.01
50	Annual	68436	70068	71880	73584	75504	77424	79380	81324	83340	85368	87576	89724	92028
	Monthly	5703	5839	5990	6132	6292	6452	6615	6777	6945	7114	7298	7477	7669
	Hourly	32.78	33.56	34.43	35.24	36.16	37.08	38.02	38.95	39.91	40.89	41.94	42.97	44.07
	Standby	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.86	2.94	3.01	3.09
51	Annual	70068	71880	73584	75504	77424	79380	81324	83340	85368	87576	89724	92028	94260
	Monthly	5839	5990	6132	6292	6452	6615	6777	6945	7114	7298	7477	7669	7855
	Hourly	33.56	34.43	35.24	36.16	37.08	38.02	38.95	39.91	40.89	41.94	42.97	44.07	45.14
	Standby	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.86	2.94	3.01	3.09	3.16
52	Annual	71880	73584	75504	77424	79380	81324	83340	85368	87576	89724	92028	94260	96660
	Monthly	5990	6132	6292	6452	6615	6777	6945	7114	7298	7477	7669	7855	8055
	Hourly	34.43	35.24	36.16	37.08	38.02	38.95	39.91	40.89	41.94	42.97	44.07	45.14	46.29
	Standby	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.86	2.94	3.01	3.09	3.16	3.24
53	Annual	73584	75504	77424	79380	81324	83340	85368	87576	89724	92028	94260	96660	99036
	Monthly	6132	6292	6452	6615	6777	6945	7114	7298	7477	7669	7855	8055	8253
	Hourly	35.24	36.16	37.08	38.02	38.95	39.91	40.89	41.94	42.97	44.07	45.14	46.29	47.43
	Standby	2.47	2.53	2.60	2.66	2.73	2.79	2.86	2.94	3.01	3.09	3.16	3.24	3.32

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% 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
54	Annual	75504	77424	79380	81324	83340	85368	87576	89724	92028	94260	96660	99036	101520
	Monthly	6292	6452	6615	6777	6945	7114	7298	7477	7669	7855	8055	8253	8460
	Hourly	36.16	37.08	38.02	38.95	39.91	40.89	41.94	42.97	44.07	45.14	46.29	47.43	48.62
	Standby	2.53	2.60	2.66	2.73	2.79	2.86	2.94	3.01	3.09	3.16	3.24	3.32	3.40
55	Annual	77424	79380	81324	83340	85368	87576	89724	92028	94260	96660	99036	101520	104052
	Monthly	6452	6615	6777	6945	7114	7298	7477	7669	7855	8055	8253	8460	8671
	Hourly	37.08	38.02	38.95	39.91	40.89	41.94	42.97	44.07	45.14	46.29	47.43	48.62	49.83
	Standby	2.60	2.66	2.73	2.79	2.86	2.94	3.01	3.09	3.16	3.24	3.32	3.40	3.49
56	Annual	79380	81324	83340	85368	87576	89724	92028	94260	96660	99036	101520	104052	106704
	Monthly	6615	6777	6945	7114	7298	7477	7669	7855	8055	8253	8460	8671	8892
	Hourly	38.02	38.95	39.91	40.89	41.94	42.97	44.07	45.14	46.29	47.43	48.62	49.83	51.10
	Standby	2.66	2.73	2.79	2.86	2.94	3.01	3.09	3.16	3.24	3.32	3.40	3.49	3.58
57	Annual	81324	83340	85368	87576	89724	92028	94260	96660	99036	101520	104052	106704	109272
	Monthly	6777	6945	7114	7298	7477	7669	7855	8055	8253	8460	8671	8892	9106
	Hourly	38.95	39.91	40.89	41.94	42.97	44.07	45.14	46.29	47.43	48.62	49.83	51.10	52.33
	Standby	2.73	2.79	2.86	2.94	3.01	3.09	3.16	3.24	3.32	3.40	3.49	3.58	3.66
58	Annual	83340	85368	87576	89724	92028	94260	96660	99036	101520	104052	106704	109272	112092
	Monthly	6945	7114	7298	7477	7669	7855	8055	8253	8460	8671	8892	9106	9341
	Hourly	39.91	40.89	41.94	42.97	44.07	45.14	46.29	47.43	48.62	49.83	51.10	52.33	53.68
	Standby	2.79	2.86	2.94	3.01	3.09	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76
59	Annual	85368	87576	89724	92028	94260	96660	99036	101520	104052	106704	109272	112092	114852
	Monthly	7114	7298	7477	7669	7855	8055	8253	8460	8671	8892	9106	9341	9571
	Hourly	40.89	41.94	42.97	44.07	45.14	46.29	47.43	48.62	49.83	51.10	52.33	53.68	55.01
	Standby	2.86	2.94	3.01	3.09	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85
60	Annual	87576	89724	92028	94260	96660	99036	101520	104052	106704	109272	112092	114852	117792
	Monthly	7298	7477	7669	7855	8055	8253	8460	8671	8892	9106	9341	9571	9816
	Hourly	41.94	42.97	44.07	45.14	46.29	47.43	48.62	49.83	51.10	52.33	53.68	55.01	56.41
	Standby	2.94	3.01	3.09	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95
61	Annual	89724	92028	94260	96660	99036	101520	104052	106704	109272	112092	114852	117792	120696
	Monthly	7477	7669	7855	8055	8253	8460	8671	8892	9106	9341	9571	9816	10058
	Hourly	42.97	44.07	45.14	46.29	47.43	48.62	49.83	51.10	52.33	53.68	55.01	56.41	57.80
	Standby	3.01	3.09	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05
62	Annual	92028	94260	96660	99036	101520	104052	106704	109272	112092	114852	117792	120696	123684
	Monthly	7669	7855	8055	8253	8460	8671	8892	9106	9341	9571	9816	10058	10307
	Hourly	44.07	45.14	46.29	47.43	48.62	49.83	51.10	52.33	53.68	55.01	56.41	57.80	59.24
	Standby	3.09	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% 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
63	Annual	94260	96660	99036	101520	104052	106704	109272	112092	114852	117792	120696	123684	126780
	Monthly	7855	8055	8253	8460	8671	8892	9106	9341	9571	9816	10058	10307	10565
	Hourly	45.14	46.29	47.43	48.62	49.83	51.10	52.33	53.68	55.01	56.41	57.80	59.24	60.72
	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
64	Annual	96660	99036	101520	104052	106704	109272	112092	114852	117792	120696	123684	126780	129996
	Monthly	8055	8253	8460	8671	8892	9106	9341	9571	9816	10058	10307	10565	10833
	Hourly	46.29	47.43	48.62	49.83	51.10	52.33	53.68	55.01	56.41	57.80	59.24	60.72	62.26
	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
65	Annual	99036	101520	104052	106704	109272	112092	114852	117792	120696	123684	126780	129996	133200
	Monthly	8253	8460	8671	8892	9106	9341	9571	9816	10058	10307	10565	10833	11100
	Hourly	47.43	48.62	49.83	51.10	52.33	53.68	55.01	56.41	57.80	59.24	60.72	62.26	63.79
	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	4.47
66	Annual	101520	104052	106704	109272	112092	114852	117792	120696	123684	126780	129996	133200	136596
	Monthly	8460	8671	8892	9106	9341	9571	9816	10058	10307	10565	10833	11100	11383
	Hourly	48.62	49.83	51.10	52.33	53.68	55.01	56.41	57.80	59.24	60.72	62.26	63.79	65.42
	Standby	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58
67	Annual	104052	106704	109272	112092	114852	117792	120696	123684	126780	129996	133200	136596	139944
	Monthly	8671	8892	9106	9341	9571	9816	10058	10307	10565	10833	11100	11383	11662
	Hourly	49.83	51.10	52.33	53.68	55.01	56.41	57.80	59.24	60.72	62.26	63.79	65.42	67.02
	Standby	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.69
68	Annual	106704	109272	112092	114852	117792	120696	123684	126780	129996	133200	136596	139944	143496
	Monthly	8892	9106	9341	9571	9816	10058	10307	10565	10833	11100	11383	11662	11958
	Hourly	51.10	52.33	53.68	55.01	56.41	57.80	59.24	60.72	62.26	63.79	65.42	67.02	68.72
	Standby	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.69	4.81
69	Annual	109272	112092	114852	117792	120696	123684	126780	129996	133200	136596	139944	143496	147036
	Monthly	9106	9341	9571	9816	10058	10307	10565	10833	11100	11383	11662	11958	12253
	Hourly	52.33	53.68	55.01	56.41	57.80	59.24	60.72	62.26	63.79	65.42	67.02	68.72	70.42
	Standby	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.69	4.81	4.93
70	Annual	112092	114852	117792	120696	123684	126780	129996	133200	136596	139944	143496	147036	150732
	Monthly	9341	9571	9816	10058	10307	10565	10833	11100	11383	11662	11958	12253	12561
	Hourly	53.68	55.01	56.41	57.80	59.24	60.72	62.26	63.79	65.42	67.02	68.72	70.42	72.19
	Standby	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.69	4.81	4.93	5.05
71	Annual	114852	117792	120696	123684	126780	129996	133200	136596	139944	143496	147036	150732	154488
	Monthly	9571	9816	10058	10307	10565	10833	11100	11383	11662	11958	12253	12561	12874
	Hourly	55.01	56.41	57.80	59.24	60.72	62.26	63.79	65.42	67.02	68.72	70.42	72.19	73.99
	Standby	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.69	4.81	4.93	5.05	5.18

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% 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	117792	120696	123684	126780	129996	133200	136596	139944	143496	147036	150732	154488	158376
	Monthly	9816	10058	10307	10565	10833	11100	11383	11662	11958	12253	12561	12874	13198
	Hourly	56.41	57.80	59.24	60.72	62.26	63.79	65.42	67.02	68.72	70.42	72.19	73.99	75.85
	Standby	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.69	4.81	4.93	5.05	5.18	5.31
73	Annual	120696	123684	126780	129996	133200	136596	139944	143496	147036	150732	154488	158376	162312
	Monthly	10058	10307	10565	10833	11100	11383	11662	11958	12253	12561	12874	13198	13526
	Hourly	57.80	59.24	60.72	62.26	63.79	65.42	67.02	68.72	70.42	72.19	73.99	75.85	77.74
	Standby	4.05	4.15	4.25	4.36	4.47	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44
74	Annual	123684	126780	129996	133200	136596	139944	143496	147036	150732	154488	158376	162312	166428
	Monthly	10307	10565	10833	11100	11383	11662	11958	12253	12561	12874	13198	13526	13869
	Hourly	59.24	60.72	62.26	63.79	65.42	67.02	68.72	70.42	72.19	73.99	75.85	77.74	79.71
	Standby	4.15	4.25	4.36	4.47	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58
75	Annual	126780	129996	133200	136596	139944	143496	147036	150732	154488	158376	162312	166428	170544
	Monthly	10565	10833	11100	11383	11662	11958	12253	12561	12874	13198	13526	13869	14212
	Hourly	60.72	62.26	63.79	65.42	67.02	68.72	70.42	72.19	73.99	75.85	77.74	79.71	81.68
	Standby	4.25	4.36	4.47	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72
76	Annual	129996	133200	136596	139944	143496	147036	150732	154488	158376	162312	166428	170544	174768
	Monthly	10833	11100	11383	11662	11958	12253	12561	12874	13198	13526	13869	14212	14564
	Hourly	62.26	63.79	65.42	67.02	68.72	70.42	72.19	73.99	75.85	77.74	79.71	81.68	83.70
	Standby	4.36	4.47	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86
77	Annual	133200	136596	139944	143496	147036	150732	154488	158376	162312	166428	170544	174768	179208
	Monthly	11100	11383	11662	11958	12253	12561	12874	13198	13526	13869	14212	14564	14934
	Hourly	63.79	65.42	67.02	68.72	70.42	72.19	73.99	75.85	77.74	79.71	81.68	83.70	85.83
	Standby	4.47	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01
78	Annual	136596	139944	143496	147036	150732	154488	158376	162312	166428	170544	174768	179208	183672
	Monthly	11383	11662	11958	12253	12561	12874	13198	13526	13869	14212	14564	14934	15306
	Hourly	65.42	67.02	68.72	70.42	72.19	73.99	75.85	77.74	79.71	81.68	83.70	85.83	87.97
	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	6.16
79	Annual	139944	143496	147036	150732	154488	158376	162312	166428	170544	174768	179208	183672	188196
	Monthly	11662	11958	12253	12561	12874	13198	13526	13869	14212	14564	14934	15306	15683
	Hourly	67.02	68.72	70.42	72.19	73.99	75.85	77.74	79.71	81.68	83.70	85.83	87.97	90.13
	Standby	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31
80	Annual	143496	147036	150732	154488	158376	162312	166428	170544	174768	179208	183672	188196	192900
	Monthly	11958	12253	12561	12874	13198	13526	13869	14212	14564	14934	15306	15683	16075
	Hourly	68.72	70.42	72.19	73.99	75.85	77.74	79.71	81.68	83.70	85.83	87.97	90.13	92.39
	Standby	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47

D: Compensation

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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	147036	150732	154488	158376	162312	166428	170544	174768	179208	183672	188196	192900	197796
	Monthly	12253	12561	12874	13198	13526	13869	14212	14564	14934	15306	15683	16075	16483
	Hourly	70.42	72.19	73.99	75.85	77.74	79.71	81.68	83.70	85.83	87.97	90.13	92.39	94.73
	Standby	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63
82	Annual	150732	154488	158376	162312	166428	170544	174768	179208	183672	188196	192900	197796	202704
	Monthly	12561	12874	13198	13526	13869	14212	14564	14934	15306	15683	16075	16483	16892
	Hourly	72.19	73.99	75.85	77.74	79.71	81.68	83.70	85.83	87.97	90.13	92.39	94.73	97.08
	Standby	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.80
83	Annual	154488	158376	162312	166428	170544	174768	179208	183672	188196	192900	197796	202704	207732
	Monthly	12874	13198	13526	13869	14212	14564	14934	15306	15683	16075	16483	16892	17311
	Hourly	73.99	75.85	77.74	79.71	81.68	83.70	85.83	87.97	90.13	92.39	94.73	97.08	99.49
	Standby	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.80	6.96
84	Annual	158376	162312	166428	170544	174768	179208	183672	188196	192900	197796	202704	207732	213012
	Monthly	13198	13526	13869	14212	14564	14934	15306	15683	16075	16483	16892	17311	17751
	Hourly	75.85	77.74	79.71	81.68	83.70	85.83	87.97	90.13	92.39	94.73	97.08	99.49	102.02
	Standby	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.80	6.96	7.14
85	Annual	162312	166428	170544	174768	179208	183672	188196	192900	197796	202704	207732	213012	218244
	Monthly	13526	13869	14212	14564	14934	15306	15683	16075	16483	16892	17311	17751	18187
	Hourly	77.74	79.71	81.68	83.70	85.83	87.97	90.13	92.39	94.73	97.08	99.49	102.02	104.52
	Standby	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.80	6.96	7.14	7.32
86	Annual	166428	170544	174768	179208	183672	188196	192900	197796	202704	207732	213012	218244	223740
	Monthly	13869	14212	14564	14934	15306	15683	16075	16483	16892	17311	17751	18187	18645
	Hourly	79.71	81.68	83.70	85.83	87.97	90.13	92.39	94.73	97.08	99.49	102.02	104.52	107.16
	Standby	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.80	6.96	7.14	7.32	7.50
87	Annual	170544	174768	179208	183672	188196	192900	197796	202704	207732	213012	218244	223740	229416
	Monthly	14212	14564	14934	15306	15683	16075	16483	16892	17311	17751	18187	18645	19118
	Hourly	81.68	83.70	85.83	87.97	90.13	92.39	94.73	97.08	99.49	102.02	104.52	107.16	109.87
	Standby	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.80	6.96	7.14	7.32	7.50	7.69
88	Annual	174768	179208	183672	188196	192900	197796	202704	207732	213012	218244	223740	229416	235056
	Monthly	14564	14934	15306	15683	16075	16483	16892	17311	17751	18187	18645	19118	19588
	Hourly	83.70	85.83	87.97	90.13	92.39	94.73	97.08	99.49	102.02	104.52	107.16	109.87	112.57
	Standby	5.86	6.01	6.16	6.31	6.47	6.63	6.80	6.96	7.14	7.32	7.50	7.69	7.88
89	Annual	179208	183672	188196	192900	197796	202704	207732	213012	218244	223740	229416	235056	241044
	Monthly	14934	15306	15683	16075	16483	16892	17311	17751	18187	18645	19118	19588	20087
	Hourly	85.83	87.97	90.13	92.39	94.73	97.08	99.49	102.02	104.52	107.16	109.87	112.57	115.44
	Standby	6.01	6.16	6.31	6.47	6.63	6.80	6.96	7.14	7.32	7.50	7.69	7.88	8.08

D: Compensation

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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	183672	188196	192900	197796	202704	207732	213012	218244	223740	229416	235056	241044	246948
	Monthly	15306	15683	16075	16483	16892	17311	17751	18187	18645	19118	19588	20087	20579
	Hourly	87.97	90.13	92.39	94.73	97.08	99.49	102.02	104.52	107.16	109.87	112.57	115.44	118.27
	Standby	6.16	6.31	6.47	6.63	6.80	6.96	7.14	7.32	7.50	7.69	7.88	8.08	8.28
91	Annual	188196	192900	197796	202704	207732	213012	218244	223740	229416	235056	241044	246948	253188
	Monthly	15683	16075	16483	16892	17311	17751	18187	18645	19118	19588	20087	20579	21099
	Hourly	90.13	92.39	94.73	97.08	99.49	102.02	104.52	107.16	109.87	112.57	115.44	118.27	121.26
	Standby	6.31	6.47	6.63	6.80	6.96	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49
92	Annual	192900	197796	202704	207732	213012	218244	223740	229416	235056	241044	246948	253188	259452
	Monthly	16075	16483	16892	17311	17751	18187	18645	19118	19588	20087	20579	21099	21621
	Hourly	92.39	94.73	97.08	99.49	102.02	104.52	107.16	109.87	112.57	115.44	118.27	121.26	124.26
	Standby	6.47	6.63	6.80	6.96	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70
93	Annual	197796	202704	207732	213012	218244	223740	229416	235056	241044	246948	253188	259452	266076
	Monthly	16483	16892	17311	17751	18187	18645	19118	19588	20087	20579	21099	21621	22173
	Hourly	94.73	97.08	99.49	102.02	104.52	107.16	109.87	112.57	115.44	118.27	121.26	124.26	127.43
	Standby	6.63	6.80	6.96	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92
94	Annual	202704	207732	213012	218244	223740	229416	235056	241044	246948	253188	259452	266076	272616
	Monthly	16892	17311	17751	18187	18645	19118	19588	20087	20579	21099	21621	22173	22718
	Hourly	97.08	99.49	102.02	104.52	107.16	109.87	112.57	115.44	118.27	121.26	124.26	127.43	130.56
	Standby	6.80	6.96	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14
95	Annual	207732	213012	218244	223740	229416	235056	241044	246948	253188	259452	266076	272616	279492
	Monthly	17311	17751	18187	18645	19118	19588	20087	20579	21099	21621	22173	22718	23291
	Hourly	99.49	102.02	104.52	107.16	109.87	112.57	115.44	118.27	121.26	124.26	127.43	130.56	133.86
	Standby	6.96	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37
96	Annual	213012	218244	223740	229416	235056	241044	246948	253188	259452	266076	272616	279492	286488
	Monthly	17751	18187	18645	19118	19588	20087	20579	21099	21621	22173	22718	23291	23874
	Hourly	102.02	104.52	107.16	109.87	112.57	115.44	118.27	121.26	124.26	127.43	130.56	133.86	137.21
	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
97	Annual	218244	223740	229416	235056	241044	246948	253188	259452	266076	272616	279492	286488	293652
	Monthly	18187	18645	19118	19588	20087	20579	21099	21621	22173	22718	23291	23874	24471
	Hourly	104.52	107.16	109.87	112.57	115.44	118.27	121.26	124.26	127.43	130.56	133.86	137.21	140.64
	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
98	Annual	223740	229416	235056	241044	246948	253188	259452	266076	272616	279492	286488	293652	301008
	Monthly	18645	19118	19588	20087	20579	21099	21621	22173	22718	23291	23874	24471	25084
	Hourly	107.16	109.87	112.57	115.44	118.27	121.26	124.26	127.43	130.56	133.86	137.21	140.64	144.16
	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

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% 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
99	Annual	229416	235056	241044	246948	253188	259452	266076	272616	279492	286488	293652	301008	308520
	Monthly	19118	19588	20087	20579	21099	21621	22173	22718	23291	23874	24471	25084	25710
	Hourly	109.87	112.57	115.44	118.27	121.26	124.26	127.43	130.56	133.86	137.21	140.64	144.16	147.76
	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
100	Annual	235056	241044	246948	253188	259452	266076	272616	279492	286488	293652	301008	308520	316212
	Monthly	19588	20087	20579	21099	21621	22173	22718	23291	23874	24471	25084	25710	26351
	Hourly	112.57	115.44	118.27	121.26	124.26	127.43	130.56	133.86	137.21	140.64	144.16	147.76	151.44
	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
101	Annual	241044	246948	253188	259452	266076	272616	279492	286488	293652	301008	308520	316212	324132
	Monthly	20087	20579	21099	21621	22173	22718	23291	23874	24471	25084	25710	26351	27011
	Hourly	115.44	118.27	121.26	124.26	127.43	130.56	133.86	137.21	140.64	144.16	147.76	151.44	155.24
	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	10.87
102	Annual	246948	253188	259452	266076	272616	279492	286488	293652	301008	308520	316212	324132	332208
	Monthly	20579	21099	21621	22173	22718	23291	23874	24471	25084	25710	26351	27011	27684
	Hourly	118.27	121.26	124.26	127.43	130.56	133.86	137.21	140.64	144.16	147.76	151.44	155.24	159.10
	Standby	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14
103	Annual	253188	259452	266076	272616	279492	286488	293652	301008	308520	316212	324132	332208	340536
	Monthly	21099	21621	22173	22718	23291	23874	24471	25084	25710	26351	27011	27684	28378
	Hourly	121.26	124.26	127.43	130.56	133.86	137.21	140.64	144.16	147.76	151.44	155.24	159.10	163.09
	Standby	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42
104	Annual	259452	266076	272616	279492	286488	293652	301008	308520	316212	324132	332208	340536	349080
	Monthly	21621	22173	22718	23291	23874	24471	25084	25710	26351	27011	27684	28378	29090
	Hourly	124.26	127.43	130.56	133.86	137.21	140.64	144.16	147.76	151.44	155.24	159.10	163.09	167.18
	Standby	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.70
105	Annual	266076	272616	279492	286488	293652	301008	308520	316212	324132	332208	340536	349080	357804
	Monthly	22173	22718	23291	23874	24471	25084	25710	26351	27011	27684	28378	29090	29817
	Hourly	127.43	130.56	133.86	137.21	140.64	144.16	147.76	151.44	155.24	159.10	163.09	167.18	171.36
	Standby	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.70	12.00
106	Annual	272616	279492	286488	293652	301008	308520	316212	324132	332208	340536	349080	357804	366720
	Monthly	22718	23291	23874	24471	25084	25710	26351	27011	27684	28378	29090	29817	30560
	Hourly	130.56	133.86	137.21	140.64	144.16	147.76	151.44	155.24	159.10	163.09	167.18	171.36	175.63
	Standby	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.70	12.00	12.29
107	Annual	279492	286488	293652	301008	308520	316212	324132	332208	340536	349080	357804	366720	375900
	Monthly	23291	23874	24471	25084	25710	26351	27011	27684	28378	29090	29817	30560	31325
	Hourly	133.86	137.21	140.64	144.16	147.76	151.44	155.24	159.10	163.09	167.18	171.36	175.63	180.03
	Standby	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.70	12.00	12.29	12.60

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% 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	286488	293652	301008	308520	316212	324132	332208	340536	349080	357804	366720	375900	385308
	Monthly	23874	24471	25084	25710	26351	27011	27684	28378	29090	29817	30560	31325	32109
	Hourly	137.21	140.64	144.16	147.76	151.44	155.24	159.10	163.09	167.18	171.36	175.63	180.03	184.53
	Standby	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.70	12.00	12.29	12.60	12.92
109	Annual	293652	301008	308520	316212	324132	332208	340536	349080	357804	366720	375900	385308	394932
	Monthly	24471	25084	25710	26351	27011	27684	28378	29090	29817	30560	31325	32109	32911
	Hourly	140.64	144.16	147.76	151.44	155.24	159.10	163.09	167.18	171.36	175.63	180.03	184.53	189.14
	Standby	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.70	12.00	12.29	12.60	12.92	13.24
110	Annual	301008	308520	316212	324132	332208	340536	349080	357804	366720	375900	385308	394932	404796
	Monthly	25084	25710	26351	27011	27684	28378	29090	29817	30560	31325	32109	32911	33733
	Hourly	144.16	147.76	151.44	155.24	159.10	163.09	167.18	171.36	175.63	180.03	184.53	189.14	193.87
	Standby	10.09	10.34	10.60	10.87	11.14	11.42	11.70	12.00	12.29	12.60	12.92	13.24	13.57
111	Annual	308520	316212	324132	332208	340536	349080	357804	366720	375900	385308	394932	404796	414948
	Monthly	25710	26351	27011	27684	28378	29090	29817	30560	31325	32109	32911	33733	34579
	Hourly	147.76	151.44	155.24	159.10	163.09	167.18	171.36	175.63	180.03	184.53	189.14	193.87	198.73
	Standby	10.34	10.60	10.87	11.14	11.42	11.70	12.00	12.29	12.60	12.92	13.24	13.57	13.91
112	Annual	316212	324132	332208	340536	349080	357804	366720	375900	385308	394932	404796	414948	425280
	Monthly	26351	27011	27684	28378	29090	29817	30560	31325	32109	32911	33733	34579	35440
	Hourly	151.44	155.24	159.10	163.09	167.18	171.36	175.63	180.03	184.53	189.14	193.87	198.73	203.68
	Standby	10.60	10.87	11.14	11.42	11.70	12.00	12.29	12.60	12.92	13.24	13.57	13.91	14.26
113	Annual	324132	332208	340536	349080	357804	366720	375900	385308	394932	404796	414948	425280	435936
	Monthly	27011	27684	28378	29090	29817	30560	31325	32109	32911	33733	34579	35440	36328
	Hourly	155.24	159.10	163.09	167.18	171.36	175.63	180.03	184.53	189.14	193.87	198.73	203.68	208.78
	Standby	10.87	11.14	11.42	11.70	12.00	12.29	12.60	12.92	13.24	13.57	13.91	14.26	14.61
114	Annual	332208	340536	349080	357804	366720	375900	385308	394932	404796	414948	425280	435936	446844
	Monthly	27684	28378	29090	29817	30560	31325	32109	32911	33733	34579	35440	36328	37237
	Hourly	159.10	163.09	167.18	171.36	175.63	180.03	184.53	189.14	193.87	198.73	203.68	208.78	214.01
	Standby	11.14	11.42	11.70	12.00	12.29	12.60	12.92	13.24	13.57	13.91	14.26	14.61	14.98
115	Annual	340536	349080	357804	366720	375900	385308	394932	404796	414948	425280	435936	446844	457992
	Monthly	28378	29090	29817	30560	31325	32109	32911	33733	34579	35440	36328	37237	38166
	Hourly	163.09	167.18	171.36	175.63	180.03	184.53	189.14	193.87	198.73	203.68	208.78	214.01	219.34
	Standby	11.42	11.70	12.00	12.29	12.60	12.92	13.24	13.57	13.91	14.26	14.61	14.98	15.35
116	Annual	349080	357804	366720	375900	385308	394932	404796	414948	425280	435936	446844	457992	469452
	Monthly	29090	29817	30560	31325	32109	32911	33733	34579	35440	36328	37237	38166	39121
	Hourly	167.18	171.36	175.63	180.03	184.53	189.14	193.87	198.73	203.68	208.78	214.01	219.34	224.83
	Standby	11.70	12.00	12.29	12.60	12.92	13.24	13.57	13.91	14.26	14.61	14.98	15.35	15.74

D: Compensation

Item # 330

Prepared by Washington State Office of Financial Management
 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2026
 4.07% 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	357804	366720	375900	385308	394932	404796	414948	425280	435936	446844	457992	469452	481212
	Monthly	29817	30560	31325	32109	32911	33733	34579	35440	36328	37237	38166	39121	40101
	Hourly	171.36	175.63	180.03	184.53	189.14	193.87	198.73	203.68	208.78	214.01	219.34	224.83	230.47
	Standby	12.00	12.29	12.60	12.92	13.24	13.57	13.91	14.26	14.61	14.98	15.35	15.74	16.13
118	Annual	366720	375900	385308	394932	404796	414948	425280	435936	446844	457992	469452	481212	493200
	Monthly	30560	31325	32109	32911	33733	34579	35440	36328	37237	38166	39121	40101	41100
	Hourly	175.63	180.03	184.53	189.14	193.87	198.73	203.68	208.78	214.01	219.34	224.83	230.47	236.21
	Standby	12.29	12.60	12.92	13.24	13.57	13.91	14.26	14.61	14.98	15.35	15.74	16.13	16.53
119	Annual	375900	385308	394932	404796	414948	425280	435936	446844	457992	469452	481212	493200	505548
	Monthly	31325	32109	32911	33733	34579	35440	36328	37237	38166	39121	40101	41100	42129
	Hourly	180.03	184.53	189.14	193.87	198.73	203.68	208.78	214.01	219.34	224.83	230.47	236.21	242.12
	Standby	12.60	12.92	13.24	13.57	13.91	14.26	14.61	14.98	15.35	15.74	16.13	16.53	16.95
120	Annual	385308	394932	404796	414948	425280	435936	446844	457992	469452	481212	493200	505548	518184
	Monthly	32109	32911	33733	34579	35440	36328	37237	38166	39121	40101	41100	42129	43182
	Hourly	184.53	189.14	193.87	198.73	203.68	208.78	214.01	219.34	224.83	230.47	236.21	242.12	248.17
	Standby	12.92	13.24	13.57	13.91	14.26	14.61	14.98	15.35	15.74	16.13	16.53	16.95	17.37

D: Compensation

Item # 331

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, 2026
 2% Increase

WFSE - ALJ

DRAFT

Number Step		1	2	3	4	5	6	7	8	9	10
SALARY RANGE		G	H	I	J	K	L	M	N	O	P
68	Annual	100,488	102,996	105,612	108,228	110,952	113,736	116,544	119,460	122,448	125,520
	Monthly	8374	8583	8801	9019	9246	9478	9712	9955	10204	10460
	Hourly	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.11
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21
71	Annual	108,228	110,952	113,736	116,544	119,460	122,448	125,520	128,652	131,868	135,192
	Monthly	9019	9246	9478	9712	9955	10204	10460	10721	10989	11266
	Hourly	51.83	53.14	54.47	55.82	57.21	58.64	60.11	61.61	63.16	64.75
	Standby	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53
73	Annual	113,736	116,544	119,460	122,448	125,544	128,688	131,868	135,192	138,552	142,020
	Monthly	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835
	Hourly	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02
	Standby	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76
76	Annual	122,448	125,544	128,688	131,868	135,192	138,552	142,020	145,572	149,220	152,952
	Monthly	10204	10462	10724	10989	11266	11546	11835	12131	12435	12746
	Hourly	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.72	71.47	73.25
	Standby	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13

State of Washington, Office of Financial Management**DOC – Teamsters, Washington Management Service Salary Structure****Effective July 1, 2026**

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

DRAFT

	Band II
	\$139,572
Band I	
\$117,540	
	\$76,044
\$57,624	