

# D: Compensation

APPRENTICE SALARY SCHEDULE  
Effective 7/1/2025

Item # 289

**DRAFT**

| APPRENTICE LEVEL JOB CLASSES |                                                                          |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
|------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------|---------------------------------|------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------|------------------------------------|------------------------------------|----------------------------------------------------------|
| Class Code                   | Class Title                                                              | Percentage of Journey Level Jobs (Monthly Salary Amount) |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
| 154A                         | APP Auditor 1 (Range 52C)                                                | Entry<br>80%<br>\$4,009                                  | 6 months<br>85%<br>\$4,259        | 12 months<br>90%<br>\$4,510     | 18 months.<br>95%<br>\$4,760                         | 24 months<br>100%<br>\$5,011<br>Journey<br>Range 52C     |                                                          |                                    |                                    |                                                          |
| 152P                         | Journey Level<br>Labor and Industries Auditor 3                          |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
| 169E                         | APP Workers' Compensation Adjudicator 2 (Range 50G)                      | Entry<br>87%<br>\$4,586                                  | 6 months<br>90%<br>\$4,744        | 10 months<br>93%<br>\$4,902     | 22 months<br>100%<br>\$5,271<br>Journey<br>Range 50G |                                                          |                                                          |                                    |                                    |                                                          |
| 168P                         | Journey Level<br>Workers' Comp Adj 2                                     |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
| 628E                         | APP Construction and Maintenance<br><br>Project Specialist 1 (Range 51G) | Entry<br><br>80%<br>\$4,318                              | 6 months<br><br>82.50%<br>\$4,453 | 12 months<br><br>85%<br>\$4,588 | 18 months<br><br>87.50%<br>\$4,723                   | 24 months<br><br>90%<br>\$4,858                          | 30 months<br><br>92.50%<br>\$4,993                       | 36 months<br><br>95%<br>\$5,128    | 42 months<br><br>97.50%<br>\$5,263 | 48 months<br><br>100%<br>\$5,398<br>Journey<br>Range 51G |
| 627E                         | Journey Level<br>Const. & Maint Project Spec                             |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
| 121A                         | APP Industrial Relations Agent Apprentice 1 (Range 51C)                  | Entry<br><br>75%<br>\$3,662                              | 6 months<br><br>80.00%<br>\$3,906 | 12 months<br><br>85%<br>\$4,150 | 18 months<br><br>90.00%<br>\$4,394                   | 24 months<br><br>95%<br>\$4,638                          | 27 months<br><br>100%<br>\$4,882<br>Journey<br>Range 51C |                                    |                                    |                                                          |
| 124B                         | Journey Level<br>Industrial Relations Agent 2                            |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
| 620E                         | Painter Apprentice (Range 43G)                                           | Entry<br>70%<br>\$3,100                                  | 12 months<br>80%<br>\$3,542       | 24 months<br>90%<br>\$3,985     | 36 months<br>100%<br>\$4,428<br>Journey<br>Range 43G |                                                          |                                                          |                                    |                                    |                                                          |
| 619F                         | Journey Level<br>Painter                                                 |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
| 609E                         | Electrician Apprentice (Range 52G)                                       | Entry<br>70%<br>\$3,872                                  | 12 months<br>80%<br>\$4,425       | 24 months<br>90%<br>\$4,978     | 36 months<br>95%<br>\$5,254                          | 48 months<br>100%<br>\$5,531<br>Journey<br>Range 52G     |                                                          |                                    |                                    |                                                          |
| 608F                         | Journey Level<br>Electrician                                             |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
| 606E                         | Carpenter Apprentice (Range 43G)                                         | Entry<br><br>80%<br>\$3,542                              | 6 months<br><br>82.5%<br>\$3,653  | 12 months<br><br>85%<br>\$3,764 | 18 months<br><br>87.5%<br>\$3,875                    | 24 months<br><br>90%<br>\$3,985                          | 30 months<br><br>92.5%<br>\$4,096                        | 36 months<br><br>95%<br>\$4,206.60 | 42 months<br><br>97.50%<br>\$4,317 | 48 months<br><br>100%<br>\$4,428<br>Journey<br>Range 43G |
| 605E                         | Journey Level<br>Carpenter                                               |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |
| 621D                         | Plumber/Pipefitter/Steamfitter Apprentice (Range 51G)                    | Entry<br><br>70%<br>\$3,779                              | 12 months<br><br>80%<br>\$4,318   | 24 months<br><br>90%<br>\$4,858 | 36 months<br><br>95%<br>\$5,128                      | 48 months<br><br>100%<br>\$5,398<br>Journey<br>Range 51G |                                                          |                                    |                                    |                                                          |
| 621F                         | Journey Level<br>Plumber/Pipefitter/Steamfitter                          |                                                          |                                   |                                 |                                                      |                                                          |                                                          |                                    |                                    |                                                          |

**State of Washington, Office of Financial Management****Exempt Management Service Salary Structure****Effective July 1, 2025**

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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|          |  | MD BAND                            |           |
|----------|--|------------------------------------|-----------|
|          |  | SPECIAL<br>MARKET<br>RATES<br>BAND |           |
|          |  | \$226,320                          | \$360,360 |
| Band V   |  | \$194,772                          | \$179,004 |
| Band IV  |  | \$170,076                          | \$141,000 |
| Band III |  | \$146,784                          | \$119,856 |
| Band II  |  | \$130,320                          | \$98,712  |
| Band I   |  | \$109,740                          | \$82,344  |
|          |  | \$53,808                           | \$71,004  |

Item # 291

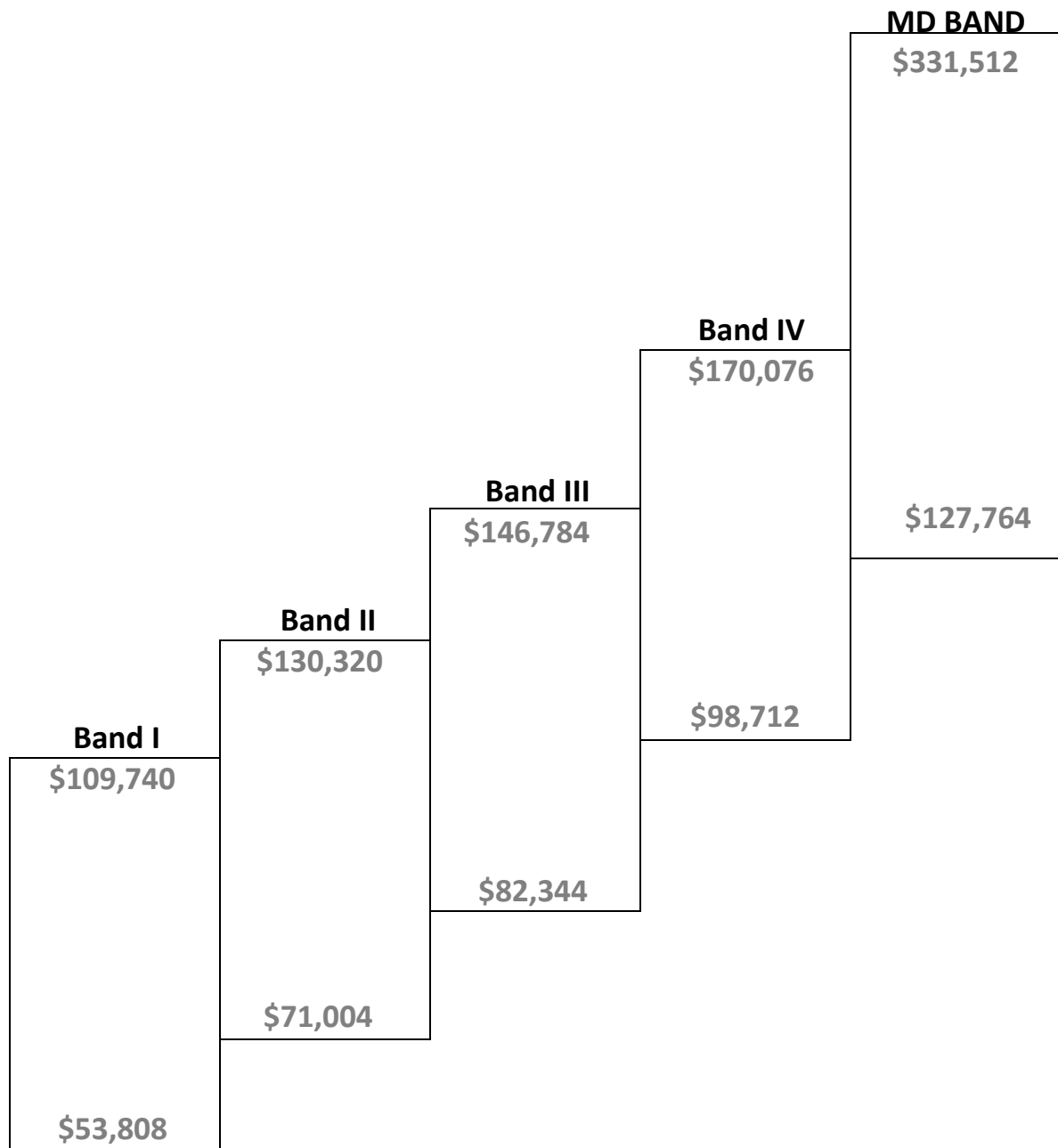
***State of Washington, Office of Financial Management***

**Washington Management Service Salary Structure**

**Effective July 1, 2025**

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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## Assignment Pay Exhibit Group A and Group B

**WAC 357-28-175** - Assignment pay is a premium added to base salary to recognize specialized skills, assigned duties, and/or unique circumstances that exceed the ordinary. Assignment pay is intended to be used only as long as skills, duties, or circumstances it is based on are in effect.

**WAC 357-28-180** - Employers may authorize assignment pay to a position when the director has approved the assignment pay for a specific skill, duty, or unique circumstance and the employer determines that the position qualifies for the premium. Approved assignment pay designations must be listed in the compensation plan.

### Assignment Pay Exhibit Information

**Item #:** 292

**Requester (Agency/HE Institution):** Office of Financial Management, State Human Resource

**C&C Specialist:** Shelby Sheldon

**Action:**

☐ Abolishment

☒ Establishment

☐ Revision

#### Reference #(s) and Description:

**Reference #79:** Within the Department of Ecology and the Department of Natural Resources, basic salary plus seven and one half percent (7.5%) for designated specialty Hydrogeologist 3, 4, and 5 and Natural Resource Scientist 1, 2, 3, and 4 employees whose work includes consultation, design and execution of geological investigations, being in responsible charge (RCW 18.220.010 (14)) of geological or specialty geological work, or the drawing of geological conclusions and recommendations in a way that affects the public health, safety, or welfare; or testimony, or preparation and presentation of exhibits or documents for the sole purpose of being placed in evidence before any administrative or judicial tribunal or hearing. (Eff. 7/25)

**Reference #80:** Within the Washington State Patrol, base salary-plus ten percent (10%) while performing assigned job responsibilities requiring work in confined spaces, as defined in WAC 296-809, at a weigh station or are at the same weigh station operating as the "Entry supervisor" defined in WAC 296-809 supervising while an employee is performing these duties. These employees are responsible for performing inspection, maintenance, and certification of weigh station scales, which includes working in confined space and dangers associated with a confined space. Employees will be paid a minimum of four (4) hours at the higher rate on each day they perform this work. The higher rate of pay is not to be for travel to/from the weigh station, and does not include administrative time. (Eff. 7/25)

#### Group A:

**Group A Class Code/Title:** 514 G / Hydrogeologist 3

**Premium(s)/Reference #(s):** 7.5% / Ref 79

**Group A Class Code/Title:** 514 H / Hydrogeologist 4

**Premium(s)/Reference #(s):** 7.5% / Ref 79

**Group A Class Code/Title:** 514 I / Hydrogeologist 5

**Premium(s)/Reference #(s):** 7.5% / Ref 79

**Group A Class Code/Title:** 516 K / Natural Resource Scientist 1

**Premium(s)/Reference #(s):** 7.5% / Ref 79

**Group A Class Code/Title:** 516 L / Natural Resource Scientist 2

**Premium(s)/Reference #(s):** 7.5% / Ref 79

**Group A Class Code/Title:** 516 M / Natural Resource Scientist 3

**Premium(s)/Reference #(s):** 7.5% / Ref 79

**Group A Class Code/Title:** 516 N / Natural Resource Scientist 4

**Premium(s)/Reference #(s):** 7.5% / Ref 79

### **Group B:**

**Group B Assigned Duty:** Weigh Station Confined Space

**Premium(s)/Reference #(s):** 10%/Ref 80

**Explanation:** As a result of the 2025-27 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to the “Group A & B” Assignment Pay Listing.

## **Internal Use Only**

**Director’s Meeting Date:** 6/23/2025

**Effective Date:** 7/1/2025

**Reference Type (select all that apply):** ☒ **Group A** ☒ **Group B** ☐ **Reference Change**

## Assignment Pay Exhibit Group A and Group B

**WAC 357-28-175** - Assignment pay is a premium added to base salary to recognize specialized skills, assigned duties, and/or unique circumstances that exceed the ordinary. Assignment pay is intended to be used only as long as skills, duties, or circumstances it is based on are in effect.

**WAC 357-28-180** - Employers may authorize assignment pay to a position when the director has approved the assignment pay for a specific skill, duty, or unique circumstance and the employer determines that the position qualifies for the premium. Approved assignment pay designations must be listed in the compensation plan.

### Assignment Pay Exhibit Information

**Item #:** 293

**Requester (Agency/HE Institution):** Office of Financial Management, State Human Resource

**C&C Specialist:** Shelby Sheldon

**Action:**

☒ Abolishment

☐ Establishment

☐ Revision

#### Reference #(s) and Description:

**Reference #38:** Within the Department of Social and Health Services, Defensive Tactics Instructors with a current certification from the Criminal Justice Training Commission will be compensated an additional \$10.00 (ten dollars) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction in defensive tactics to or in receiving defensive tactics re-certification training. (Adopted 8/15)

**Reference #59:** Basic salary plus five percent (5%) shall be paid to trained and qualified employees who are assigned members of the following designated specialty teams: Emergency Response Team (ERT), Special Emergency Response Team (SERT), Inmate Recovery Team (IRT), Crisis Negotiation Team (CRT), and Critical Incident Stress Management (CISM). Assignment pay under this reference shall be paid on an hour for hour basis for every hour worked during an authorized team related assignment or training. (Eff. 7/17; rev. 7/19)

**Reference #78:** Certified instructors of defensive tactics firearm, taser, verbal tactics, and pistol maintenance within the Criminal Justice Training Commission will be compensated at basic salary plus ten dollars (\$10.00) per hour for every hour engaged in giving instruction in certification or re-certification training. (Eff. 7/23)

#### Group B:

**Group B Assigned Duty:** Specialty Teams (DOC)

**Premium(s)/Reference #(s):** Ref 59

**Group B Assigned Duty:** Training Certification and Re-Certification

**Premium(s)/Reference #(s):** Ref 78

**Explanation:** As a result of the 2025-27 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to the "Group A & B" Assignment Pay Listing.

## Internal Use Only

**Director's Meeting Date:** 6/23/2025

**Effective Date:** 7/1/2025

**Reference Type (select all that apply):** ☒ **Group A** ☒ **Group B** ☐ **Reference Change**

# D: Compensation

Prepared by the Washington State Office of Financial Management  
Office of the Attorney General for Non-Represented Employees  
Effective July 1, 2025  
3% Increase

Item # 294

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| <b>Base Range<br/>Step Numbers</b> | <b>Graduation<br/>Year</b> | <b>AAG Range<br/>(Annual)</b> | <b>Managing<br/>AAG Range<br/>(Annual)</b> | <b>Deputy Solicitor<br/>General Range<br/>(Annual)</b> |
|------------------------------------|----------------------------|-------------------------------|--------------------------------------------|--------------------------------------------------------|
| Step 1                             | 2025                       | 79,056                        | 83,004                                     | 86,964                                                 |
| Step 2                             | 2024                       | 82,212                        | 86,328                                     | 90,444                                                 |
| Step 3                             | 2023                       | 85,500                        | 89,784                                     | 94,056                                                 |
| Step 4                             | 2022                       | 88,932                        | 93,372                                     | 97,836                                                 |
| Step 5                             | 2021                       | 92,472                        | 97,116                                     | 101,736                                                |
| Step 6                             | 2020                       | 96,192                        | 100,992                                    | 105,816                                                |
| Step 7                             | 2019                       | 100,032                       | 105,036                                    | 110,028                                                |
| Step 8                             | 2018                       | 104,016                       | 109,236                                    | 114,444                                                |
| Step 9                             | 2017                       | 108,204                       | 113,604                                    | 119,016                                                |
| Step 10                            | 2016                       | 112,524                       | 118,152                                    | 123,768                                                |
| Step 11                            | 2015                       | 117,024                       | 122,868                                    | 128,712                                                |
| Step 12                            | 2014                       | 121,704                       | 127,788                                    | 133,860                                                |
| Step 13                            | 2013                       | 126,564                       | 132,912                                    | 139,236                                                |
| Step 14                            | 2012                       | 131,640                       | 138,240                                    | 144,780                                                |
| Step 15                            | 2011                       | 136,896                       | 143,748                                    | 150,600                                                |
| Step 16                            | 2010                       | 142,368                       | 149,496                                    | 156,612                                                |
| Step 17                            | 2009                       | 148,068                       | 155,472                                    | 162,876                                                |
| Step 18                            | 2008                       | 153,996                       | 161,700                                    | 169,392                                                |

# D: Compensation

## Item 295

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% Increase

General Government  
Higher Education

**DRAFT**

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 34           | Annual  | 37584     | 38268     | 39144     | 40032     | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428      |
|              | Monthly | 3132      | 3189      | 3262      | 3336      | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119       |
|              | Hourly  | 18.00     | 18.33     | 18.75     | 19.17     | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67      |
|              | Standby | 1.26      | 1.28      | 1.31      | 1.34      | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66       |
| 35           | Annual  | 38268     | 39144     | 40032     | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592      |
|              | Monthly | 3189      | 3262      | 3336      | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216       |
|              | Hourly  | 18.33     | 18.75     | 19.17     | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23      |
|              | Standby | 1.28      | 1.31      | 1.34      | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70       |
| 36           | Annual  | 39144     | 40032     | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840      |
|              | Monthly | 3262      | 3336      | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320       |
|              | Hourly  | 18.75     | 19.17     | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83      |
|              | Standby | 1.31      | 1.34      | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74       |
| 37           | Annual  | 40032     | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136      |
|              | Monthly | 3336      | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428       |
|              | Hourly  | 19.17     | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45      |
|              | Standby | 1.34      | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78       |
| 38           | Annual  | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504      |
|              | Monthly | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542       |
|              | Hourly  | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10      |
|              | Standby | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83       |
| 39           | Annual  | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836      |
|              | Monthly | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653       |
|              | Hourly  | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74      |
|              | Standby | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87       |
| 40           | Annual  | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252      |
|              | Monthly | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771       |
|              | Hourly  | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42      |
|              | Standby | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92       |
| 41           | Annual  | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584      |
|              | Monthly | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882       |
|              | Hourly  | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06      |
|              | Standby | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96       |
| 42           | Annual  | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132      |
|              | Monthly | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011       |
|              | Hourly  | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80      |
|              | Standby | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02       |
| 43           | Annual  | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644      |
|              | Monthly | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137       |
|              | Hourly  | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52      |
|              | Standby | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07       |
| 44           | Annual  | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644     | 63252      |
|              | Monthly | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137      | 5271       |
|              | Hourly  | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29      |
|              | Standby | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 2.12       |
| 45           | Annual  | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644     | 63252     | 64776      |
|              | Monthly | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137      | 5271      | 5398       |
|              | Hourly  | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29     | 31.02      |
|              | Standby | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 2.12      | 2.17       |
| 46           | Annual  | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644     | 63252     | 64776     | 66372      |
|              | Monthly | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137      | 5271      | 5398      | 5531       |
|              | Hourly  | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29     | 31.02     | 31.79      |
|              | Standby | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 2.12      | 2.17      | 2.23       |
| 47           | Annual  | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644     | 63252     | 64776     | 66372     | 67992      |
|              | Monthly | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137      | 5271      | 5398      | 5531      | 5666       |
|              | Hourly  | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29     | 31.02     | 31.79     | 32.56      |
|              | Standby | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 2.12      | 2.17      | 2.23      | 2.28       |

Standby rate is equal to 7% of the hourly rate

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

# D: Compensation

## Item 295

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% Increase

General Government  
Higher Education

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 48           | Annual  | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644     | 63252     | 64776     | 66372     | 67992     | 69744      |
|              | Monthly | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137      | 5271      | 5398      | 5531      | 5666      | 5812       |
|              | Hourly  | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29     | 31.02     | 31.79     | 32.56     | 33.40      |
|              | Standby | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 2.12      | 2.17      | 2.23      | 2.28      | 2.34       |
| 49           | Annual  | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644     | 63252     | 64776     | 66372     | 67992     | 69744     | 71472      |
|              | Monthly | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137      | 5271      | 5398      | 5531      | 5666      | 5812      | 5956       |
|              | Hourly  | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29     | 31.02     | 31.79     | 32.56     | 33.40     | 34.23      |
|              | Standby | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 2.12      | 2.17      | 2.23      | 2.28      | 2.34      | 2.40       |
| 50           | Annual  | 54504     | 55836     | 57252     | 58584     | 60132     | 61644     | 63252     | 64776     | 66372     | 67992     | 69744     | 71472     | 73284      |
|              | Monthly | 4542      | 4653      | 4771      | 4882      | 5011      | 5137      | 5271      | 5398      | 5531      | 5666      | 5812      | 5956      | 6107       |
|              | Hourly  | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29     | 31.02     | 31.79     | 32.56     | 33.40     | 34.23     | 35.10      |
|              | Standby | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 2.12      | 2.17      | 2.23      | 2.28      | 2.34      | 2.40      | 2.46       |
| 51           | Annual  | 55836     | 57252     | 58584     | 60132     | 61644     | 63252     | 64776     | 66372     | 67992     | 69744     | 71472     | 73284     | 75108      |
|              | Monthly | 4653      | 4771      | 4882      | 5011      | 5137      | 5271      | 5398      | 5531      | 5666      | 5812      | 5956      | 6107      | 6259       |
|              | Hourly  | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29     | 31.02     | 31.79     | 32.56     | 33.40     | 34.23     | 35.10     | 35.97      |
|              | Standby | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 2.12      | 2.17      | 2.23      | 2.28      | 2.34      | 2.40      | 2.46      | 2.52       |
| 52           | Annual  | 57252     | 58584     | 60132     | 61644     | 63252     | 64776     | 66372     | 67992     | 69744     | 71472     | 73284     | 75108     | 76968      |
|              | Monthly | 4771      | 4882      | 5011      | 5137      | 5271      | 5398      | 5531      | 5666      | 5812      | 5956      | 6107      | 6259      | 6414       |
|              | Hourly  | 27.42     | 28.06     | 28.80     | 29.52     | 30.29     | 31.02     | 31.79     | 32.56     | 33.40     | 34.23     | 35.10     | 35.97     | 36.86      |
|              | Standby | 1.92      | 1.96      | 2.02      | 2.07      | 2.12      | 2.17      | 2.23      | 2.28      | 2.34      | 2.40      | 2.46      | 2.52      | 2.58       |
| 53           | Annual  | 58584     | 60132     | 61644     | 63252     | 64776     | 66372     | 67992     | 69744     | 71472     | 73284     | 75108     | 76968     | 78912      |
|              | Monthly | 4882      | 5011      | 5137      | 5271      | 5398      | 5531      | 5666      | 5812      | 5956      | 6107      | 6259      | 6414      | 6576       |
|              | Hourly  | 28.06     | 28.80     | 29.52     | 30.29     | 31.02     | 31.79     | 32.56     | 33.40     | 34.23     | 35.10     | 35.97     | 36.86     | 37.79      |
|              | Standby | 1.96      | 2.02      | 2.07      | 2.12      | 2.17      | 2.23      | 2.28      | 2.34      | 2.40      | 2.46      | 2.52      | 2.58      | 2.65       |
| 54           | Annual  | 60132     | 61644     | 63252     | 64776     | 66372     | 67992     | 69744     | 71472     | 73284     | 75108     | 76968     | 78912     | 80820      |
|              | Monthly | 5011      | 5137      | 5271      | 5398      | 5531      | 5666      | 5812      | 5956      | 6107      | 6259      | 6414      | 6576      | 6735       |
|              | Hourly  | 28.80     | 29.52     | 30.29     | 31.02     | 31.79     | 32.56     | 33.40     | 34.23     | 35.10     | 35.97     | 36.86     | 37.79     | 38.71      |
|              | 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      | 2.71       |
| 55           | Annual  | 61644     | 63252     | 64776     | 66372     | 67992     | 69744     | 71472     | 73284     | 75108     | 76968     | 78912     | 80820     | 82872      |
|              | Monthly | 5137      | 5271      | 5398      | 5531      | 5666      | 5812      | 5956      | 6107      | 6259      | 6414      | 6576      | 6735      | 6906       |
|              | Hourly  | 29.52     | 30.29     | 31.02     | 31.79     | 32.56     | 33.40     | 34.23     | 35.10     | 35.97     | 36.86     | 37.79     | 38.71     | 39.69      |
|              | Standby | 2.07      | 2.12      | 2.17      | 2.23      | 2.28      | 2.34      | 2.40      | 2.46      | 2.52      | 2.58      | 2.65      | 2.71      | 2.78       |
| 56           | Annual  | 63252     | 64776     | 66372     | 67992     | 69744     | 71472     | 73284     | 75108     | 76968     | 78912     | 80820     | 82872     | 84984      |
|              | Monthly | 5271      | 5398      | 5531      | 5666      | 5812      | 5956      | 6107      | 6259      | 6414      | 6576      | 6735      | 6906      | 7082       |
|              | Hourly  | 30.29     | 31.02     | 31.79     | 32.56     | 33.40     | 34.23     | 35.10     | 35.97     | 36.86     | 37.79     | 38.71     | 39.69     | 40.70      |
|              | Standby | 2.12      | 2.17      | 2.23      | 2.28      | 2.34      | 2.40      | 2.46      | 2.52      | 2.58      | 2.65      | 2.71      | 2.78      | 2.85       |
| 57           | Annual  | 64776     | 66372     | 67992     | 69744     | 71472     | 73284     | 75108     | 76968     | 78912     | 80820     | 82872     | 84984     | 87048      |
|              | Monthly | 5398      | 5531      | 5666      | 5812      | 5956      | 6107      | 6259      | 6414      | 6576      | 6735      | 6906      | 7082      | 7254       |
|              | Hourly  | 31.02     | 31.79     | 32.56     | 33.40     | 34.23     | 35.10     | 35.97     | 36.86     | 37.79     | 38.71     | 39.69     | 40.70     | 41.69      |
|              | Standby | 2.17      | 2.23      | 2.28      | 2.34      | 2.40      | 2.46      | 2.52      | 2.58      | 2.65      | 2.71      | 2.78      | 2.85      | 2.92       |
| 58           | Annual  | 66372     | 67992     | 69744     | 71472     | 73284     | 75108     | 76968     | 78912     | 80820     | 82872     | 84984     | 87048     | 89316      |
|              | Monthly | 5531      | 5666      | 5812      | 5956      | 6107      | 6259      | 6414      | 6576      | 6735      | 6906      | 7082      | 7254      | 7443       |
|              | Hourly  | 31.79     | 32.56     | 33.40     | 34.23     | 35.10     | 35.97     | 36.86     | 37.79     | 38.71     | 39.69     | 40.70     | 41.69     | 42.78      |
|              | Standby | 2.23      | 2.28      | 2.34      | 2.40      | 2.46      | 2.52      | 2.58      | 2.65      | 2.71      | 2.78      | 2.85      | 2.92      | 2.99       |
| 59           | Annual  | 67992     | 69744     | 71472     | 73284     | 75108     | 76968     | 78912     | 80820     | 82872     | 84984     | 87048     | 89316     | 91464      |
|              | Monthly | 5666      | 5812      | 5956      | 6107      | 6259      | 6414      | 6576      | 6735      | 6906      | 7082      | 7254      | 7443      | 7622       |
|              | Hourly  | 32.56     | 33.40     | 34.23     | 35.10     | 35.97     | 36.86     | 37.79     | 38.71     | 39.69     | 40.70     | 41.69     | 42.78     | 43.80      |
|              | Standby | 2.28      | 2.34      | 2.40      | 2.46      | 2.52      | 2.58      | 2.65      | 2.71      | 2.78      | 2.85      | 2.92      | 2.99      | 3.07       |
| 60           | Annual  | 69744     | 71472     | 73284     | 75108     | 76968     | 78912     | 80820     | 82872     | 84984     | 87048     | 89316     | 91464     | 93804      |
|              | Monthly | 5812      | 5956      | 6107      | 6259      | 6414      | 6576      | 6735      | 6906      | 7082      | 7254      | 7443      | 7622      | 7817       |
|              | Hourly  | 33.40     | 34.23     | 35.10     | 35.97     | 36.86     | 37.79     | 38.71     | 39.69     | 40.70     | 41.69     | 42.78     | 43.80     | 44.93      |
|              | Standby | 2.34      | 2.40      | 2.46      | 2.52      | 2.58      | 2.65      | 2.71      | 2.78      | 2.85      | 2.92      | 2.99      | 3.07      | 3.14       |
| 61           | Annual  | 71472     | 73284     | 75108     | 76968     | 78912     | 80820     | 82872     | 84984     | 87048     | 89316     | 91464     | 93804     | 96144      |
|              | Monthly | 5956      | 6107      | 6259      | 6414      | 6576      | 6735      | 6906      | 7082      | 7254      | 7443      | 7622      | 7817      | 8012       |
|              | Hourly  | 34.23     | 35.10     | 35.97     | 36.86     | 37.79     | 38.71     | 39.69     | 40.70     | 41.69     | 42.78     | 43.80     | 44.93     | 46.05      |
|              | Standby | 2.40      | 2.46      | 2.52      | 2.58      | 2.65      | 2.71      | 2.78      | 2.85      | 2.92      | 2.99      | 3.07      | 3.14      | 3.22       |
| 62           | Annual  | 73284     | 75108     | 76968     | 78912     | 80820     | 82872     | 84984     | 87048     | 89316     | 91464     | 93804     | 96144     | 98520      |
|              | Monthly | 6107      | 6259      | 6414      | 6576      | 6735      | 6906      | 7082      | 7254      | 7443      | 7622      | 7817      | 8012      | 8210       |
|              | Hourly  | 35.10     | 35.97     | 36.86     | 37.79     | 38.71     | 39.69     | 40.70     | 41.69     | 42.78     | 43.80     | 44.93     | 46.05     | 47.18      |
|              | Standby | 2.46      | 2.52      | 2.58      | 2.65      | 2.71      | 2.78      | 2.85      | 2.92      | 2.99      | 3.07      | 3.14      | 3.22      | 3.30       |

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 295

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% 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  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980  |
|              | Monthly | 6259   | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415    |
|              | Hourly  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36   |
|              | Standby | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39    |
| 64           | Annual  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536  |
|              | Monthly | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628    |
|              | Hourly  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59   |
|              | Standby | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47    |
| 65           | Annual  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104  |
|              | Monthly | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842    |
|              | Hourly  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82   |
|              | Standby | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56    |
| 66           | Annual  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780  |
|              | Monthly | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065    |
|              | Hourly  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10   |
|              | Standby | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65    |
| 67           | Annual  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504  |
|              | Monthly | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292    |
|              | Hourly  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40   |
|              | Standby | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74    |
| 68           | Annual  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264  |
|              | Monthly | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522    |
|              | Hourly  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72   |
|              | Standby | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83    |
| 69           | Annual  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120  |
|              | Monthly | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760    |
|              | Hourly  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09   |
|              | Standby | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93    |
| 70           | Annual  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048  |
|              | Monthly | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004   |
|              | Hourly  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49   |
|              | Standby | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02    |
| 71           | Annual  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084  |
|              | Monthly | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257   |
|              | Hourly  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95   |
|              | Standby | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13    |
| 72           | Annual  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168  |
|              | Monthly | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514   |
|              | Hourly  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43   |
|              | Standby | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23    |
| 73           | Annual  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288  |
|              | Monthly | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774   |
|              | Hourly  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92   |
|              | Standby | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33    |
| 74           | Annual  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540  |
|              | Monthly | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045   |
|              | Hourly  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48   |
|              | Standby | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44    |
| 75           | Annual  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840  |
|              | Monthly | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320   |
|              | Hourly  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06   |
|              | Standby | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55    |
| 76           | Annual  | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236  |
|              | Monthly | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603   |
|              | Hourly  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68   |
|              | Standby | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67    |
| 77           | Annual  | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236 | 142692  |
|              | Monthly | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603  | 11891   |
|              | Hourly  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34   |
|              | Standby | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78    |

Standby rate is equal to 7% of the hourly rate

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

# D: Compensation

## Item 295

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% 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  | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236 | 142692 | 146316  |
|              | Monthly | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603  | 11891  | 12193   |
|              | Hourly  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07   |
|              | Standby | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78   | 4.91    |
| 79           | Annual  | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236 | 142692 | 146316 | 149904  |
|              | Monthly | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603  | 11891  | 12193  | 12492   |
|              | Hourly  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79   |
|              | Standby | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78   | 4.91   | 5.03    |
| 80           | Annual  | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236 | 142692 | 146316 | 149904 | 153660  |
|              | Monthly | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603  | 11891  | 12193  | 12492  | 12805   |
|              | Hourly  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59   |
|              | Standby | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78   | 4.91   | 5.03   | 5.15    |
| 81           | Annual  | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236 | 142692 | 146316 | 149904 | 153660 | 157536  |
|              | Monthly | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603  | 11891  | 12193  | 12492  | 12805  | 13128   |
|              | Hourly  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45   |
|              | Standby | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78   | 4.91   | 5.03   | 5.15   | 5.28    |
| 82           | Annual  | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236 | 142692 | 146316 | 149904 | 153660 | 157536 | 161436  |
|              | Monthly | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603  | 11891  | 12193  | 12492  | 12805  | 13128  | 13453   |
|              | Hourly  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32   |
|              | Standby | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41    |
| 83           | Annual  | 123084 | 126168 | 129288 | 132540 | 135840 | 139236 | 142692 | 146316 | 149904 | 153660 | 157536 | 161436 | 165468  |
|              | Monthly | 10257  | 10514  | 10774  | 11045  | 11320  | 11603  | 11891  | 12193  | 12492  | 12805  | 13128  | 13453  | 13789   |
|              | Hourly  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25   |
|              | Standby | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55    |
| 84           | Annual  | 126168 | 129288 | 132540 | 135840 | 139236 | 142692 | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632  |
|              | Monthly | 10514  | 10774  | 11045  | 11320  | 11603  | 11891  | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136   |
|              | Hourly  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24   |
|              | Standby | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69    |
| 85           | Annual  | 129288 | 132540 | 135840 | 139236 | 142692 | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820  |
|              | Monthly | 10774  | 11045  | 11320  | 11603  | 11891  | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485   |
|              | Hourly  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25   |
|              | Standby | 4.33   | 4.44   | 4.55   | 4.67   | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83    |
| 86           | Annual  | 132540 | 135840 | 139236 | 142692 | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236  |
|              | Monthly | 11045  | 11320  | 11603  | 11891  | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853   |
|              | Hourly  | 63.48  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36   |
|              | Standby | 4.44   | 4.55   | 4.67   | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98    |
| 87           | Annual  | 135840 | 139236 | 142692 | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700  |
|              | Monthly | 11320  | 11603  | 11891  | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225   |
|              | Hourly  | 65.06  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50   |
|              | Standby | 4.55   | 4.67   | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13    |
| 88           | Annual  | 139236 | 142692 | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236  |
|              | Monthly | 11603  | 11891  | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603   |
|              | Hourly  | 66.68  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67   |
|              | Standby | 4.67   | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28    |
| 89           | Annual  | 142692 | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964  |
|              | Monthly | 11891  | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997   |
|              | Hourly  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94   |
|              | Standby | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44    |
| 90           | Annual  | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716  |
|              | Monthly | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393   |
|              | Hourly  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21   |
|              | Standby | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59    |
| 91           | Annual  | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648  |
|              | Monthly | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804   |
|              | Hourly  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57   |
|              | Standby | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76    |
| 92           | Annual  | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664  |
|              | Monthly | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222   |
|              | Hourly  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98   |
|              | Standby | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93    |

Standby rate is equal to 7% of the hourly rate

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

# D: Compensation

## Item 295

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% 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  | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872  |
|              | Monthly | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656   |
|              | Hourly  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47  |
|              | Standby | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10    |
| 94           | Annual  | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152  |
|              | Monthly | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096   |
|              | Hourly  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00  |
|              | Standby | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28    |
| 95           | Annual  | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588  |
|              | Monthly | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549   |
|              | Hourly  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60  |
|              | Standby | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46    |
| 96           | Annual  | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180  |
|              | Monthly | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015   |
|              | Hourly  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28  |
|              | Standby | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65    |
| 97           | Annual  | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904  |
|              | Monthly | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492   |
|              | Hourly  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02  |
|              | Standby | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84    |
| 98           | Annual  | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748  |
|              | Monthly | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979   |
|              | Hourly  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82  |
|              | Standby | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04    |
| 99           | Annual  | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748 | 245712  |
|              | Monthly | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979  | 20476   |
|              | Hourly  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68  |
|              | Standby | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24    |
| 100          | Annual  | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748 | 245712 | 251880  |
|              | Monthly | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979  | 20476  | 20990   |
|              | Hourly  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68 | 120.63  |
|              | Standby | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24   | 8.44    |
| 101          | Annual  | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748 | 245712 | 251880 | 258180  |
|              | Monthly | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979  | 20476  | 20990  | 21515   |
|              | Hourly  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68 | 120.63 | 123.65  |
|              | Standby | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24   | 8.44   | 8.66    |
| 102          | Annual  | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748 | 245712 | 251880 | 258180 | 264624  |
|              | Monthly | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979  | 20476  | 20990  | 21515  | 22052   |
|              | Hourly  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68 | 120.63 | 123.65 | 126.74  |
|              | Standby | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24   | 8.44   | 8.66   | 8.87    |
| 103          | Annual  | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748 | 245712 | 251880 | 258180 | 264624 | 271236  |
|              | Monthly | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979  | 20476  | 20990  | 21515  | 22052  | 22603   |
|              | Hourly  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68 | 120.63 | 123.65 | 126.74 | 129.90  |
|              | Standby | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24   | 8.44   | 8.66   | 8.87   | 9.09    |
| 104          | Annual  | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748 | 245712 | 251880 | 258180 | 264624 | 271236 | 278016  |
|              | Monthly | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979  | 20476  | 20990  | 21515  | 22052  | 22603  | 23168   |
|              | Hourly  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68 | 120.63 | 123.65 | 126.74 | 129.90 | 133.15  |
|              | Standby | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24   | 8.44   | 8.66   | 8.87   | 9.09   | 9.32    |
| 105          | Annual  | 211872 | 217152 | 222588 | 228180 | 233904 | 239748 | 245712 | 251880 | 258180 | 264624 | 271236 | 278016 | 284952  |
|              | Monthly | 17656  | 18096  | 18549  | 19015  | 19492  | 19979  | 20476  | 20990  | 21515  | 22052  | 22603  | 23168  | 23746   |
|              | Hourly  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68 | 120.63 | 123.65 | 126.74 | 129.90 | 133.15 | 136.47  |
|              | Standby | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24   | 8.44   | 8.66   | 8.87   | 9.09   | 9.32   | 9.55    |
| 106          | Annual  | 217152 | 222588 | 228180 | 233904 | 239748 | 245712 | 251880 | 258180 | 264624 | 271236 | 278016 | 284952 | 292080  |
|              | Monthly | 18096  | 18549  | 19015  | 19492  | 19979  | 20476  | 20990  | 21515  | 22052  | 22603  | 23168  | 23746  | 24340   |
|              | Hourly  | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68 | 120.63 | 123.65 | 126.74 | 129.90 | 133.15 | 136.47 | 139.89  |
|              | Standby | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24   | 8.44   | 8.66   | 8.87   | 9.09   | 9.32   | 9.55   | 9.79    |
| 107          | Annual  | 222588 | 228180 | 233904 | 239748 | 245712 | 251880 | 258180 | 264624 | 271236 | 278016 | 284952 | 292080 | 299424  |
|              | Monthly | 18549  | 19015  | 19492  | 19979  | 20476  | 20990  | 21515  | 22052  | 22603  | 23168  | 23746  | 24340  | 24952   |
|              | Hourly  | 106.60 | 109.28 | 112.02 | 114.82 | 117.68 | 120.63 | 123.65 | 126.74 | 129.90 | 133.15 | 136.47 | 139.89 | 143.40  |
|              | Standby | 7.46   | 7.65   | 7.84   | 8.04   | 8.24   | 8.44   | 8.66   | 8.87   | 9.09   | 9.32   | 9.55   | 9.79   | 10.04   |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item 295

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% 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  | 228180 | 233904 | 239748 | 245712 | 251880 | 258180 | 264624 | 271236 | 278016 | 284952 | 292080 | 299424 | 306912  |
|              | Monthly | 19015  | 19492  | 19979  | 20476  | 20990  | 21515  | 22052  | 22603  | 23168  | 23746  | 24340  | 24952  | 25576   |
|              | Hourly  | 109.28 | 112.02 | 114.82 | 117.68 | 120.63 | 123.65 | 126.74 | 129.90 | 133.15 | 136.47 | 139.89 | 143.40 | 146.99  |
|              | Standby | 7.65   | 7.84   | 8.04   | 8.24   | 8.44   | 8.66   | 8.87   | 9.09   | 9.32   | 9.55   | 9.79   | 10.04  | 10.29   |
| 109          | Annual  | 233904 | 239748 | 245712 | 251880 | 258180 | 264624 | 271236 | 278016 | 284952 | 292080 | 299424 | 306912 | 314544  |
|              | Monthly | 19492  | 19979  | 20476  | 20990  | 21515  | 22052  | 22603  | 23168  | 23746  | 24340  | 24952  | 25576  | 26212   |
|              | Hourly  | 112.02 | 114.82 | 117.68 | 120.63 | 123.65 | 126.74 | 129.90 | 133.15 | 136.47 | 139.89 | 143.40 | 146.99 | 150.64  |
|              | Standby | 7.84   | 8.04   | 8.24   | 8.44   | 8.66   | 8.87   | 9.09   | 9.32   | 9.55   | 9.79   | 10.04  | 10.29  | 10.55   |
| 110          | Annual  | 239748 | 245712 | 251880 | 258180 | 264624 | 271236 | 278016 | 284952 | 292080 | 299424 | 306912 | 314544 | 322428  |
|              | Monthly | 19979  | 20476  | 20990  | 21515  | 22052  | 22603  | 23168  | 23746  | 24340  | 24952  | 25576  | 26212  | 26869   |
|              | Hourly  | 114.82 | 117.68 | 120.63 | 123.65 | 126.74 | 129.90 | 133.15 | 136.47 | 139.89 | 143.40 | 146.99 | 150.64 | 154.42  |
|              | Standby | 8.04   | 8.24   | 8.44   | 8.66   | 8.87   | 9.09   | 9.32   | 9.55   | 9.79   | 10.04  | 10.29  | 10.55  | 10.81   |
| 111          | Annual  | 245712 | 251880 | 258180 | 264624 | 271236 | 278016 | 284952 | 292080 | 299424 | 306912 | 314544 | 322428 | 330480  |
|              | Monthly | 20476  | 20990  | 21515  | 22052  | 22603  | 23168  | 23746  | 24340  | 24952  | 25576  | 26212  | 26869  | 27540   |
|              | Hourly  | 117.68 | 120.63 | 123.65 | 126.74 | 129.90 | 133.15 | 136.47 | 139.89 | 143.40 | 146.99 | 150.64 | 154.42 | 158.28  |
|              | Standby | 8.24   | 8.44   | 8.66   | 8.87   | 9.09   | 9.32   | 9.55   | 9.79   | 10.04  | 10.29  | 10.55  | 10.81  | 11.08   |
| 112          | Annual  | 251880 | 258180 | 264624 | 271236 | 278016 | 284952 | 292080 | 299424 | 306912 | 314544 | 322428 | 330480 | 338736  |
|              | Monthly | 20990  | 21515  | 22052  | 22603  | 23168  | 23746  | 24340  | 24952  | 25576  | 26212  | 26869  | 27540  | 28228   |
|              | Hourly  | 120.63 | 123.65 | 126.74 | 129.90 | 133.15 | 136.47 | 139.89 | 143.40 | 146.99 | 150.64 | 154.42 | 158.28 | 162.23  |
|              | Standby | 8.44   | 8.66   | 8.87   | 9.09   | 9.32   | 9.55   | 9.79   | 10.04  | 10.29  | 10.55  | 10.81  | 11.08  | 11.36   |
| 113          | Annual  | 258180 | 264624 | 271236 | 278016 | 284952 | 292080 | 299424 | 306912 | 314544 | 322428 | 330480 | 338736 | 347196  |
|              | Monthly | 21515  | 22052  | 22603  | 23168  | 23746  | 24340  | 24952  | 25576  | 26212  | 26869  | 27540  | 28228  | 28933   |
|              | Hourly  | 123.65 | 126.74 | 129.90 | 133.15 | 136.47 | 139.89 | 143.40 | 146.99 | 150.64 | 154.42 | 158.28 | 162.23 | 166.28  |
|              | Standby | 8.66   | 8.87   | 9.09   | 9.32   | 9.55   | 9.79   | 10.04  | 10.29  | 10.55  | 10.81  | 11.08  | 11.36  | 11.64   |
| 114          | Annual  | 264624 | 271236 | 278016 | 284952 | 292080 | 299424 | 306912 | 314544 | 322428 | 330480 | 338736 | 347196 | 355884  |
|              | Monthly | 22052  | 22603  | 23168  | 23746  | 24340  | 24952  | 25576  | 26212  | 26869  | 27540  | 28228  | 28933  | 29657   |
|              | Hourly  | 126.74 | 129.90 | 133.15 | 136.47 | 139.89 | 143.40 | 146.99 | 150.64 | 154.42 | 158.28 | 162.23 | 166.28 | 170.44  |
|              | Standby | 8.87   | 9.09   | 9.32   | 9.55   | 9.79   | 10.04  | 10.29  | 10.55  | 10.81  | 11.08  | 11.36  | 11.64  | 11.93   |
| 115          | Annual  | 271236 | 278016 | 284952 | 292080 | 299424 | 306912 | 314544 | 322428 | 330480 | 338736 | 347196 | 355884 | 364788  |
|              | Monthly | 22603  | 23168  | 23746  | 24340  | 24952  | 25576  | 26212  | 26869  | 27540  | 28228  | 28933  | 29657  | 30399   |
|              | Hourly  | 129.90 | 133.15 | 136.47 | 139.89 | 143.40 | 146.99 | 150.64 | 154.42 | 158.28 | 162.23 | 166.28 | 170.44 | 174.71  |
|              | Standby | 9.09   | 9.32   | 9.55   | 9.79   | 10.04  | 10.29  | 10.55  | 10.81  | 11.08  | 11.36  | 11.64  | 11.93  | 12.23   |
| 116          | Annual  | 278016 | 284952 | 292080 | 299424 | 306912 | 314544 | 322428 | 330480 | 338736 | 347196 | 355884 | 364788 | 373920  |
|              | Monthly | 23168  | 23746  | 24340  | 24952  | 25576  | 26212  | 26869  | 27540  | 28228  | 28933  | 29657  | 30399  | 31160   |
|              | Hourly  | 133.15 | 136.47 | 139.89 | 143.40 | 146.99 | 150.64 | 154.42 | 158.28 | 162.23 | 166.28 | 170.44 | 174.71 | 179.08  |
|              | Standby | 9.32   | 9.55   | 9.79   | 10.04  | 10.29  | 10.55  | 10.81  | 11.08  | 11.36  | 11.64  | 11.93  | 12.23  | 12.54   |
| 117          | Annual  | 284952 | 292080 | 299424 | 306912 | 314544 | 322428 | 330480 | 338736 | 347196 | 355884 | 364788 | 373920 | 383256  |
|              | Monthly | 23746  | 24340  | 24952  | 25576  | 26212  | 26869  | 27540  | 28228  | 28933  | 29657  | 30399  | 31160  | 31938   |
|              | Hourly  | 136.47 | 139.89 | 143.40 | 146.99 | 150.64 | 154.42 | 158.28 | 162.23 | 166.28 | 170.44 | 174.71 | 179.08 | 183.55  |
|              | Standby | 9.55   | 9.79   | 10.04  | 10.29  | 10.55  | 10.81  | 11.08  | 11.36  | 11.64  | 11.93  | 12.23  | 12.54  | 12.85   |
| 118          | Annual  | 292080 | 299424 | 306912 | 314544 | 322428 | 330480 | 338736 | 347196 | 355884 | 364788 | 373920 | 383256 | 392856  |
|              | Monthly | 24340  | 24952  | 25576  | 26212  | 26869  | 27540  | 28228  | 28933  | 29657  | 30399  | 31160  | 31938  | 32738   |
|              | Hourly  | 139.89 | 143.40 | 146.99 | 150.64 | 154.42 | 158.28 | 162.23 | 166.28 | 170.44 | 174.71 | 179.08 | 183.55 | 188.15  |
|              | Standby | 9.79   | 10.04  | 10.29  | 10.55  | 10.81  | 11.08  | 11.36  | 11.64  | 11.93  | 12.23  | 12.54  | 12.85  | 13.17   |
| 119          | Annual  | 299424 | 306912 | 314544 | 322428 | 330480 | 338736 | 347196 | 355884 | 364788 | 373920 | 383256 | 392856 | 402648  |
|              | Monthly | 24952  | 25576  | 26212  | 26869  | 27540  | 28228  | 28933  | 29657  | 30399  | 31160  | 31938  | 32738  | 33554   |
|              | Hourly  | 143.40 | 146.99 | 150.64 | 154.42 | 158.28 | 162.23 | 166.28 | 170.44 | 174.71 | 179.08 | 183.55 | 188.15 | 192.84  |
|              | Standby | 10.04  | 10.29  | 10.55  | 10.81  | 11.08  | 11.36  | 11.64  | 11.93  | 12.23  | 12.54  | 12.85  | 13.17  | 13.50   |
| 120          | Annual  | 306912 | 314544 | 322428 | 330480 | 338736 | 347196 | 355884 | 364788 | 373920 | 383256 | 392856 | 402648 | 412728  |
|              | Monthly | 25576  | 26212  | 26869  | 27540  | 28228  | 28933  | 29657  | 30399  | 31160  | 31938  | 32738  | 33554  | 34394   |
|              | Hourly  | 146.99 | 150.64 | 154.42 | 158.28 | 162.23 | 166.28 | 170.44 | 174.71 | 179.08 | 183.55 | 188.15 | 192.84 | 197.67  |
|              | Standby | 10.29  | 10.55  | 10.81  | 11.08  | 11.36  | 11.64  | 11.93  | 12.23  | 12.54  | 12.85  | 13.17  | 13.50  | 13.84   |

Standby rate is equal to 7% of the hourly rate

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

Prepared by the Washington State Office of Financial Management General Service 1 (GS1) Salary Schedule for Non-Represented Employees Only applies to the following job classifications: Physician 2-4 & Psychiatrists Effective July 1, 2025 3% Increase

General Government  
Higher Education

**DRAFT**

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 34           | Annual  | 37584  | 37584  | 37584  | 37740  | 38652  | 39504  | 40476  | 41448  | 42420  | 43416  | 44424  | 45540  | 46584   |
|              | Monthly | 3132   | 3132   | 3132   | 3145   | 3221   | 3292   | 3373   | 3454   | 3535   | 3618   | 3702   | 3795   | 3882    |
|              | Hourly  | 18.00  | 18.00  | 18.00  | 18.07  | 18.51  | 18.92  | 19.39  | 19.85  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31   |
|              | Standby | 1.26   | 1.26   | 1.26   | 1.27   | 1.30   | 1.32   | 1.36   | 1.39   | 1.42   | 1.46   | 1.49   | 1.53   | 1.56    |
| 35           | Annual  | 37584  | 37584  | 37740  | 38652  | 39504  | 40476  | 41448  | 42420  | 43416  | 44424  | 45540  | 46584  | 47676   |
|              | Monthly | 3132   | 3132   | 3145   | 3221   | 3292   | 3373   | 3454   | 3535   | 3618   | 3702   | 3795   | 3882   | 3973    |
|              | Hourly  | 18.00  | 18.00  | 18.07  | 18.51  | 18.92  | 19.39  | 19.85  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31  | 22.83   |
|              | Standby | 1.26   | 1.26   | 1.27   | 1.30   | 1.32   | 1.36   | 1.39   | 1.42   | 1.46   | 1.49   | 1.53   | 1.56   | 1.60    |
| 36           | Annual  | 37584  | 37740  | 38652  | 39504  | 40476  | 41448  | 42420  | 43416  | 44424  | 45540  | 46584  | 47676  | 48864   |
|              | Monthly | 3132   | 3145   | 3221   | 3292   | 3373   | 3454   | 3535   | 3618   | 3702   | 3795   | 3882   | 3973   | 4072    |
|              | Hourly  | 18.00  | 18.07  | 18.51  | 18.92  | 19.39  | 19.85  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31  | 22.83  | 23.40   |
|              | Standby | 1.26   | 1.27   | 1.30   | 1.32   | 1.36   | 1.39   | 1.42   | 1.46   | 1.49   | 1.53   | 1.56   | 1.60   | 1.64    |
| 37           | Annual  | 37740  | 38652  | 39504  | 40476  | 41448  | 42420  | 43416  | 44424  | 45540  | 46584  | 47676  | 48864  | 50088   |
|              | Monthly | 3145   | 3221   | 3292   | 3373   | 3454   | 3535   | 3618   | 3702   | 3795   | 3882   | 3973   | 4072   | 4174    |
|              | Hourly  | 18.07  | 18.51  | 18.92  | 19.39  | 19.85  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31  | 22.83  | 23.40  | 23.99   |
|              | Standby | 1.27   | 1.30   | 1.32   | 1.36   | 1.39   | 1.42   | 1.46   | 1.49   | 1.53   | 1.56   | 1.60   | 1.64   | 1.68    |
| 38           | Annual  | 38652  | 39504  | 40476  | 41448  | 42420  | 43416  | 44424  | 45540  | 46584  | 47676  | 48864  | 50088  | 51348   |
|              | Monthly | 3221   | 3292   | 3373   | 3454   | 3535   | 3618   | 3702   | 3795   | 3882   | 3973   | 4072   | 4174   | 4279    |
|              | Hourly  | 18.51  | 18.92  | 19.39  | 19.85  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31  | 22.83  | 23.40  | 23.99  | 24.59   |
|              | Standby | 1.30   | 1.32   | 1.36   | 1.39   | 1.42   | 1.46   | 1.49   | 1.53   | 1.56   | 1.60   | 1.64   | 1.68   | 1.72    |
| 39           | Annual  | 39504  | 40476  | 41448  | 42420  | 43416  | 44424  | 45540  | 46584  | 47676  | 48864  | 50088  | 51348  | 52608   |
|              | Monthly | 3292   | 3373   | 3454   | 3535   | 3618   | 3702   | 3795   | 3882   | 3973   | 4072   | 4174   | 4279   | 4384    |
|              | Hourly  | 18.92  | 19.39  | 19.85  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31  | 22.83  | 23.40  | 23.99  | 24.59  | 25.20   |
|              | Standby | 1.32   | 1.36   | 1.39   | 1.42   | 1.46   | 1.49   | 1.53   | 1.56   | 1.60   | 1.64   | 1.68   | 1.72   | 1.76    |
| 40           | Annual  | 40476  | 41448  | 42420  | 43416  | 44424  | 45540  | 46584  | 47676  | 48864  | 50088  | 51348  | 52608  | 53964   |
|              | Monthly | 3373   | 3454   | 3535   | 3618   | 3702   | 3795   | 3882   | 3973   | 4072   | 4174   | 4279   | 4384   | 4497    |
|              | Hourly  | 19.39  | 19.85  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31  | 22.83  | 23.40  | 23.99  | 24.59  | 25.20  | 25.84   |
|              | Standby | 1.36   | 1.39   | 1.42   | 1.46   | 1.49   | 1.53   | 1.56   | 1.60   | 1.64   | 1.68   | 1.72   | 1.76   | 1.81    |
| 41           | Annual  | 41448  | 42420  | 43416  | 44424  | 45540  | 46584  | 47676  | 48864  | 50088  | 51348  | 52608  | 53964  | 55212   |
|              | Monthly | 3454   | 3535   | 3618   | 3702   | 3795   | 3882   | 3973   | 4072   | 4174   | 4279   | 4384   | 4497   | 4601    |
|              | Hourly  | 19.85  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31  | 22.83  | 23.40  | 23.99  | 24.59  | 25.20  | 25.84  | 26.44   |
|              | Standby | 1.39   | 1.42   | 1.46   | 1.49   | 1.53   | 1.56   | 1.60   | 1.64   | 1.68   | 1.72   | 1.76   | 1.81   | 1.85    |
| 42           | Annual  | 42420  | 43416  | 44424  | 45540  | 46584  | 47676  | 48864  | 50088  | 51348  | 52608  | 53964  | 55212  | 56676   |
|              | Monthly | 3535   | 3618   | 3702   | 3795   | 3882   | 3973   | 4072   | 4174   | 4279   | 4384   | 4497   | 4601   | 4723    |
|              | Hourly  | 20.32  | 20.79  | 21.28  | 21.81  | 22.31  | 22.83  | 23.40  | 23.99  | 24.59  | 25.20  | 25.84  | 26.44  | 27.14   |
|              | Standby | 1.42   | 1.46   | 1.49   | 1.53   | 1.56   | 1.60   | 1.64   | 1.68   | 1.72   | 1.76   | 1.81   | 1.85   | 1.90    |

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 296

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, 2025  
 3% Increase

#### Item 296

General Government  
 Higher Education

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 43           | Annual  | 43416     | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080      |
|              | Monthly | 3618      | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840       |
|              | Hourly  | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82      |
|              | Standby | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95       |
| 44           | Annual  | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080     | 59592      |
|              | Monthly | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840      | 4966       |
|              | Hourly  | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54      |
|              | Standby | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00       |
| 45           | Annual  | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080     | 59592     | 61020      |
|              | Monthly | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840      | 4966      | 5085       |
|              | Hourly  | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54     | 29.22      |
|              | Standby | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00      | 2.05       |
| 46           | Annual  | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080     | 59592     | 61020     | 62544      |
|              | Monthly | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840      | 4966      | 5085      | 5212       |
|              | Hourly  | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54     | 29.22     | 29.95      |
|              | Standby | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10       |
| 47           | Annual  | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080     | 59592     | 61020     | 62544     | 64092      |
|              | Monthly | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840      | 4966      | 5085      | 5212      | 5341       |
|              | Hourly  | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54     | 29.22     | 29.95     | 30.70      |
|              | Standby | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15       |
| 48           | Annual  | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080     | 59592     | 61020     | 62544     | 64092     | 65736      |
|              | Monthly | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840      | 4966      | 5085      | 5212      | 5341      | 5478       |
|              | Hourly  | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54     | 29.22     | 29.95     | 30.70     | 31.48      |
|              | Standby | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20       |
| 49           | Annual  | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080     | 59592     | 61020     | 62544     | 64092     | 65736     | 67332      |
|              | Monthly | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840      | 4966      | 5085      | 5212      | 5341      | 5478      | 5611       |
|              | Hourly  | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54     | 29.22     | 29.95     | 30.70     | 31.48     | 32.25      |
|              | Standby | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26       |
| 50           | Annual  | 51348     | 52608     | 53964     | 55212     | 56676     | 58080     | 59592     | 61020     | 62544     | 64092     | 65736     | 67332     | 69072      |
|              | Monthly | 4279      | 4384      | 4497      | 4601      | 4723      | 4840      | 4966      | 5085      | 5212      | 5341      | 5478      | 5611      | 5756       |
|              | Hourly  | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54     | 29.22     | 29.95     | 30.70     | 31.48     | 32.25     | 33.08      |
|              | Standby | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32       |
| 51           | Annual  | 52608     | 53964     | 55212     | 56676     | 58080     | 59592     | 61020     | 62544     | 64092     | 65736     | 67332     | 69072     | 70764      |
|              | Monthly | 4384      | 4497      | 4601      | 4723      | 4840      | 4966      | 5085      | 5212      | 5341      | 5478      | 5611      | 5756      | 5897       |
|              | Hourly  | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54     | 29.22     | 29.95     | 30.70     | 31.48     | 32.25     | 33.08     | 33.89      |
|              | Standby | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37       |

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 296

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, 2025  
3% Increase

### Item 296

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  | 53964  | 55212  | 56676  | 58080  | 59592  | 61020  | 62544  | 64092  | 65736  | 67332  | 69072  | 70764  | 72528   |
|              | Monthly | 4497   | 4601   | 4723   | 4840   | 4966   | 5085   | 5212   | 5341   | 5478   | 5611   | 5756   | 5897   | 6044    |
|              | Hourly  | 25.84  | 26.44  | 27.14  | 27.82  | 28.54  | 29.22  | 29.95  | 30.70  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74   |
|              | Standby | 1.81   | 1.85   | 1.90   | 1.95   | 2.00   | 2.05   | 2.10   | 2.15   | 2.20   | 2.26   | 2.32   | 2.37   | 2.43    |
| 53           | Annual  | 55212  | 56676  | 58080  | 59592  | 61020  | 62544  | 64092  | 65736  | 67332  | 69072  | 70764  | 72528  | 74340   |
|              | Monthly | 4601   | 4723   | 4840   | 4966   | 5085   | 5212   | 5341   | 5478   | 5611   | 5756   | 5897   | 6044   | 6195    |
|              | Hourly  | 26.44  | 27.14  | 27.82  | 28.54  | 29.22  | 29.95  | 30.70  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60   |
|              | Standby | 1.85   | 1.90   | 1.95   | 2.00   | 2.05   | 2.10   | 2.15   | 2.20   | 2.26   | 2.32   | 2.37   | 2.43   | 2.49    |
| 54           | Annual  | 56676  | 58080  | 59592  | 61020  | 62544  | 64092  | 65736  | 67332  | 69072  | 70764  | 72528  | 74340  | 76188   |
|              | Monthly | 4723   | 4840   | 4966   | 5085   | 5212   | 5341   | 5478   | 5611   | 5756   | 5897   | 6044   | 6195   | 6349    |
|              | Hourly  | 27.14  | 27.82  | 28.54  | 29.22  | 29.95  | 30.70  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60  | 36.49   |
|              | Standby | 1.90   | 1.95   | 2.00   | 2.05   | 2.10   | 2.15   | 2.20   | 2.26   | 2.32   | 2.37   | 2.43   | 2.49   | 2.55    |
| 55           | Annual  | 58080  | 59592  | 61020  | 62544  | 64092  | 65736  | 67332  | 69072  | 70764  | 72528  | 74340  | 76188  | 78108   |
|              | Monthly | 4840   | 4966   | 5085   | 5212   | 5341   | 5478   | 5611   | 5756   | 5897   | 6044   | 6195   | 6349   | 6509    |
|              | Hourly  | 27.82  | 28.54  | 29.22  | 29.95  | 30.70  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60  | 36.49  | 37.41   |
|              | Standby | 1.95   | 2.00   | 2.05   | 2.10   | 2.15   | 2.20   | 2.26   | 2.32   | 2.37   | 2.43   | 2.49   | 2.55   | 2.62    |
| 56           | Annual  | 59592  | 61020  | 62544  | 64092  | 65736  | 67332  | 69072  | 70764  | 72528  | 74340  | 76188  | 78108  | 80088   |
|              | Monthly | 4966   | 5085   | 5212   | 5341   | 5478   | 5611   | 5756   | 5897   | 6044   | 6195   | 6349   | 6509   | 6674    |
|              | Hourly  | 28.54  | 29.22  | 29.95  | 30.70  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60  | 36.49  | 37.41  | 38.36   |
|              | Standby | 2.00   | 2.05   | 2.10   | 2.15   | 2.20   | 2.26   | 2.32   | 2.37   | 2.43   | 2.49   | 2.55   | 2.62   | 2.68    |
| 57           | Annual  | 61020  | 62544  | 64092  | 65736  | 67332  | 69072  | 70764  | 72528  | 74340  | 76188  | 78108  | 80088  | 82044   |
|              | Monthly | 5085   | 5212   | 5341   | 5478   | 5611   | 5756   | 5897   | 6044   | 6195   | 6349   | 6509   | 6674   | 6837    |
|              | Hourly  | 29.22  | 29.95  | 30.70  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60  | 36.49  | 37.41  | 38.36  | 39.29   |
|              | Standby | 2.05   | 2.10   | 2.15   | 2.20   | 2.26   | 2.32   | 2.37   | 2.43   | 2.49   | 2.55   | 2.62   | 2.68   | 2.75    |
| 58           | Annual  | 62544  | 64092  | 65736  | 67332  | 69072  | 70764  | 72528  | 74340  | 76188  | 78108  | 80088  | 82044  | 84156   |
|              | Monthly | 5212   | 5341   | 5478   | 5611   | 5756   | 5897   | 6044   | 6195   | 6349   | 6509   | 6674   | 6837   | 7013    |
|              | Hourly  | 29.95  | 30.70  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60  | 36.49  | 37.41  | 38.36  | 39.29  | 40.30   |
|              | Standby | 2.10   | 2.15   | 2.20   | 2.26   | 2.32   | 2.37   | 2.43   | 2.49   | 2.55   | 2.62   | 2.68   | 2.75   | 2.82    |
| 59           | Annual  | 64092  | 65736  | 67332  | 69072  | 70764  | 72528  | 74340  | 76188  | 78108  | 80088  | 82044  | 84156  | 86184   |
|              | Monthly | 5341   | 5478   | 5611   | 5756   | 5897   | 6044   | 6195   | 6349   | 6509   | 6674   | 6837   | 7013   | 7182    |
|              | Hourly  | 30.70  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60  | 36.49  | 37.41  | 38.36  | 39.29  | 40.30  | 41.28   |
|              | Standby | 2.15   | 2.20   | 2.26   | 2.32   | 2.37   | 2.43   | 2.49   | 2.55   | 2.62   | 2.68   | 2.75   | 2.82   | 2.89    |
| 60           | Annual  | 65736  | 67332  | 69072  | 70764  | 72528  | 74340  | 76188  | 78108  | 80088  | 82044  | 84156  | 86184  | 88392   |
|              | Monthly | 5478   | 5611   | 5756   | 5897   | 6044   | 6195   | 6349   | 6509   | 6674   | 6837   | 7013   | 7182   | 7366    |
|              | Hourly  | 31.48  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60  | 36.49  | 37.41  | 38.36  | 39.29  | 40.30  | 41.28  | 42.33   |
|              | Standby | 2.20   | 2.26   | 2.32   | 2.37   | 2.43   | 2.49   | 2.55   | 2.62   | 2.68   | 2.75   | 2.82   | 2.89   | 2.96    |
| 61           | Annual  | 67332  | 69072  | 70764  | 72528  | 74340  | 76188  | 78108  | 80088  | 82044  | 84156  | 86184  | 88392  | 90588   |
|              | Monthly | 5611   | 5756   | 5897   | 6044   | 6195   | 6349   | 6509   | 6674   | 6837   | 7013   | 7182   | 7366   | 7549    |
|              | Hourly  | 32.25  | 33.08  | 33.89  | 34.74  | 35.60  | 36.49  | 37.41  | 38.36  | 39.29  | 40.30  | 41.28  | 42.33  | 43.39   |
|              | Standby | 2.26   | 2.32   | 2.37   | 2.43   | 2.49   | 2.55   | 2.62   | 2.68   | 2.75   | 2.82   | 2.89   | 2.96   | 3.04    |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

item296

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, 2025  
 3% Increase

General Government  
 Higher Education

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 62           | Annual  | 69072     | 70764     | 72528     | 74340     | 76188     | 78108     | 80088     | 82044     | 84156     | 86184     | 88392     | 90588     | 92832      |
|              | Monthly | 5756      | 5897      | 6044      | 6195      | 6349      | 6509      | 6674      | 6837      | 7013      | 7182      | 7366      | 7549      | 7736       |
|              | Hourly  | 33.08     | 33.89     | 34.74     | 35.60     | 36.49     | 37.41     | 38.36     | 39.29     | 40.30     | 41.28     | 42.33     | 43.39     | 44.46      |
|              | Standby | 2.32      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11       |
| 63           | Annual  | 70764     | 72528     | 74340     | 76188     | 78108     | 80088     | 82044     | 84156     | 86184     | 88392     | 90588     | 92832     | 95148      |
|              | Monthly | 5897      | 6044      | 6195      | 6349      | 6509      | 6674      | 6837      | 7013      | 7182      | 7366      | 7549      | 7736      | 7929       |
|              | Hourly  | 33.89     | 34.74     | 35.60     | 36.49     | 37.41     | 38.36     | 39.29     | 40.30     | 41.28     | 42.33     | 43.39     | 44.46     | 45.57      |
|              | Standby | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19       |
| 64           | Annual  | 72528     | 74340     | 76188     | 78108     | 80088     | 82044     | 84156     | 86184     | 88392     | 90588     | 92832     | 95148     | 97572      |
|              | Monthly | 6044      | 6195      | 6349      | 6509      | 6674      | 6837      | 7013      | 7182      | 7366      | 7549      | 7736      | 7929      | 8131       |
|              | Hourly  | 34.74     | 35.60     | 36.49     | 37.41     | 38.36     | 39.29     | 40.30     | 41.28     | 42.33     | 43.39     | 44.46     | 45.57     | 46.73      |
|              | Standby | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27       |
| 65           | Annual  | 74340     | 76188     | 78108     | 80088     | 82044     | 84156     | 86184     | 88392     | 90588     | 92832     | 95148     | 97572     | 99996      |
|              | Monthly | 6195      | 6349      | 6509      | 6674      | 6837      | 7013      | 7182      | 7366      | 7549      | 7736      | 7929      | 8131      | 8333       |
|              | Hourly  | 35.60     | 36.49     | 37.41     | 38.36     | 39.29     | 40.30     | 41.28     | 42.33     | 43.39     | 44.46     | 45.57     | 46.73     | 47.89      |
|              | Standby | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35       |
| 66           | Annual  | 76188     | 78108     | 80088     | 82044     | 84156     | 86184     | 88392     | 90588     | 92832     | 95148     | 97572     | 99996     | 102516     |
|              | Monthly | 6349      | 6509      | 6674      | 6837      | 7013      | 7182      | 7366      | 7549      | 7736      | 7929      | 8131      | 8333      | 8543       |
|              | Hourly  | 36.49     | 37.41     | 38.36     | 39.29     | 40.30     | 41.28     | 42.33     | 43.39     | 44.46     | 45.57     | 46.73     | 47.89     | 49.10      |
|              | Standby | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44       |
| 67           | Annual  | 78108     | 80088     | 82044     | 84156     | 86184     | 88392     | 90588     | 92832     | 95148     | 97572     | 99996     | 102516    | 105048     |
|              | Monthly | 6509      | 6674      | 6837      | 7013      | 7182      | 7366      | 7549      | 7736      | 7929      | 8131      | 8333      | 8543      | 8754       |
|              | Hourly  | 37.41     | 38.36     | 39.29     | 40.30     | 41.28     | 42.33     | 43.39     | 44.46     | 45.57     | 46.73     | 47.89     | 49.10     | 50.31      |
|              | Standby | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52       |
| 68           | Annual  | 80088     | 82044     | 84156     | 86184     | 88392     | 90588     | 92832     | 95148     | 97572     | 99996     | 102516    | 105048    | 107676     |
|              | Monthly | 6674      | 6837      | 7013      | 7182      | 7366      | 7549      | 7736      | 7929      | 8131      | 8333      | 8543      | 8754      | 8973       |
|              | Hourly  | 38.36     | 39.29     | 40.30     | 41.28     | 42.33     | 43.39     | 44.46     | 45.57     | 46.73     | 47.89     | 49.10     | 50.31     | 51.57      |
|              | Standby | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61       |
| 69           | Annual  | 82044     | 84156     | 86184     | 88392     | 90588     | 92832     | 95148     | 97572     | 99996     | 102516    | 105048    | 107676    | 110364     |
|              | Monthly | 6837      | 7013      | 7182      | 7366      | 7549      | 7736      | 7929      | 8131      | 8333      | 8543      | 8754      | 8973      | 9197       |
|              | Hourly  | 39.29     | 40.30     | 41.28     | 42.33     | 43.39     | 44.46     | 45.57     | 46.73     | 47.89     | 49.10     | 50.31     | 51.57     | 52.86      |
|              | Standby | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70       |
| 70           | Annual  | 84156     | 86184     | 88392     | 90588     | 92832     | 95148     | 97572     | 99996     | 102516    | 105048    | 107676    | 110364    | 113148     |
|              | Monthly | 7013      | 7182      | 7366      | 7549      | 7736      | 7929      | 8131      | 8333      | 8543      | 8754      | 8973      | 9197      | 9429       |
|              | Hourly  | 40.30     | 41.28     | 42.33     | 43.39     | 44.46     | 45.57     | 46.73     | 47.89     | 49.10     | 50.31     | 51.57     | 52.86     | 54.19      |
|              | Standby | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79       |
| 71           | Annual  | 86184     | 88392     | 90588     | 92832     | 95148     | 97572     | 99996     | 102516    | 105048    | 107676    | 110364    | 113148    | 115968     |
|              | Monthly | 7182      | 7366      | 7549      | 7736      | 7929      | 8131      | 8333      | 8543      | 8754      | 8973      | 9197      | 9429      | 9664       |
|              | Hourly  | 41.28     | 42.33     | 43.39     | 44.46     | 45.57     | 46.73     | 47.89     | 49.10     | 50.31     | 51.57     | 52.86     | 54.19     | 55.54      |
|              | Standby | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89       |

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

item296

Prepared by the Washington State Office of Financial Management  
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 3% Increase

General Government  
 Higher Education

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 72           | Annual  | 88392     | 90588     | 92832     | 95148     | 97572     | 99996     | 102516    | 105048    | 107676    | 110364    | 113148    | 115968    | 118896     |
|              | Monthly | 7366      | 7549      | 7736      | 7929      | 8131      | 8333      | 8543      | 8754      | 8973      | 9197      | 9429      | 9664      | 9908       |
|              | Hourly  | 42.33     | 43.39     | 44.46     | 45.57     | 46.73     | 47.89     | 49.10     | 50.31     | 51.57     | 52.86     | 54.19     | 55.54     | 56.94      |
|              | Standby | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.99       |
| 73           | Annual  | 90588     | 92832     | 95148     | 97572     | 99996     | 102516    | 105048    | 107676    | 110364    | 113148    | 115968    | 118896    | 121848     |
|              | Monthly | 7549      | 7736      | 7929      | 8131      | 8333      | 8543      | 8754      | 8973      | 9197      | 9429      | 9664      | 9908      | 10154      |
|              | Hourly  | 43.39     | 44.46     | 45.57     | 46.73     | 47.89     | 49.10     | 50.31     | 51.57     | 52.86     | 54.19     | 55.54     | 56.94     | 58.36      |
|              | Standby | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.99      | 4.08       |
| 74           | Annual  | 92832     | 95148     | 97572     | 99996     | 102516    | 105048    | 107676    | 110364    | 113148    | 115968    | 118896    | 121848    | 124896     |
|              | Monthly | 7736      | 7929      | 8131      | 8333      | 8543      | 8754      | 8973      | 9197      | 9429      | 9664      | 9908      | 10154     | 10408      |
|              | Hourly  | 44.46     | 45.57     | 46.73     | 47.89     | 49.10     | 50.31     | 51.57     | 52.86     | 54.19     | 55.54     | 56.94     | 58.36     | 59.82      |
|              | Standby | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.99      | 4.08      | 4.19       |
| 75           | Annual  | 95148     | 97572     | 99996     | 102516    | 105048    | 107676    | 110364    | 113148    | 115968    | 118896    | 121848    | 124896    | 128016     |
|              | Monthly | 7929      | 8131      | 8333      | 8543      | 8754      | 8973      | 9197      | 9429      | 9664      | 9908      | 10154     | 10408     | 10668      |
|              | Hourly  | 45.57     | 46.73     | 47.89     | 49.10     | 50.31     | 51.57     | 52.86     | 54.19     | 55.54     | 56.94     | 58.36     | 59.82     | 61.31      |
|              | Standby | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.99      | 4.08      | 4.19      | 4.29       |
| 76           | Annual  | 97572     | 99996     | 102516    | 105048    | 107676    | 110364    | 113148    | 115968    | 118896    | 121848    | 124896    | 128016    | 131184     |
|              | Monthly | 8131      | 8333      | 8543      | 8754      | 8973      | 9197      | 9429      | 9664      | 9908      | 10154     | 10408     | 10668     | 10932      |
|              | Hourly  | 46.73     | 47.89     | 49.10     | 50.31     | 51.57     | 52.86     | 54.19     | 55.54     | 56.94     | 58.36     | 59.82     | 61.31     | 62.83      |
|              | Standby | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.99      | 4.08      | 4.19      | 4.29      | 4.40       |
| 77           | Annual  | 99996     | 102516    | 105048    | 107676    | 110364    | 113148    | 115968    | 118896    | 121848    | 124896    | 128016    | 131184    | 134484     |
|              | Monthly | 8333      | 8543      | 8754      | 8973      | 9197      | 9429      | 9664      | 9908      | 10154     | 10408     | 10668     | 10932     | 11207      |
|              | Hourly  | 47.89     | 49.10     | 50.31     | 51.57     | 52.86     | 54.19     | 55.54     | 56.94     | 58.36     | 59.82     | 61.31     | 62.83     | 64.41      |
|              | Standby | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.99      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51       |
| 78           | Annual  | 102516    | 105048    | 107676    | 110364    | 113148    | 115968    | 118896    | 121848    | 124896    | 128016    | 131184    | 134484    | 137880     |
|              | Monthly | 8543      | 8754      | 8973      | 9197      | 9429      | 9664      | 9908      | 10154     | 10408     | 10668     | 10932     | 11207     | 11490      |
|              | Hourly  | 49.10     | 50.31     | 51.57     | 52.86     | 54.19     | 55.54     | 56.94     | 58.36     | 59.82     | 61.31     | 62.83     | 64.41     | 66.03      |
|              | Standby | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.99      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62       |
| 79           | Annual  | 105048    | 107676    | 110364    | 113148    | 115968    | 118896    | 121848    | 124896    | 128016    | 131184    | 134484    | 137880    | 141264     |
|              | Monthly | 8754      | 8973      | 9197      | 9429      | 9664      | 9908      | 10154     | 10408     | 10668     | 10932     | 11207     | 11490     | 11772      |
|              | Hourly  | 50.31     | 51.57     | 52.86     | 54.19     | 55.54     | 56.94     | 58.36     | 59.82     | 61.31     | 62.83     | 64.41     | 66.03     | 67.66      |
|              | Standby | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.99      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74       |
| 80           | Annual  | 107676    | 110364    | 113148    | 115968    | 118896    | 121848    | 124896    | 128016    | 131184    | 134484    | 137880    | 141264    | 144792     |
|              | Monthly | 8973      | 9197      | 9429      | 9664      | 9908      | 10154     | 10408     | 10668     | 10932     | 11207     | 11490     | 11772     | 12066      |
|              | Hourly  | 51.57     | 52.86     | 54.19     | 55.54     | 56.94     | 58.36     | 59.82     | 61.31     | 62.83     | 64.41     | 66.03     | 67.66     | 69.34      |
|              | Standby | 3.61      | 3.70      | 3.79      | 3.89      | 3.99      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.85       |
| 81           | Annual  | 110364    | 113148    | 115968    | 118896    | 121848    | 124896    | 128016    | 131184    | 134484    | 137880    | 141264    | 144792    | 148428     |
|              | Monthly | 9197      | 9429      | 9664      | 9908      | 10154     | 10408     | 10668     | 10932     | 11207     | 11490     | 11772     | 12066     | 12369      |
|              | Hourly  | 52.86     | 54.19     | 55.54     | 56.94     | 58.36     | 59.82     | 61.31     | 62.83     | 64.41     | 66.03     | 67.66     | 69.34     | 71.09      |
|              | Standby | 3.70      | 3.79      | 3.89      | 3.99      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.85      | 4.98       |

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

item296

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, 2025  
 3% Increase

General Government  
 Higher Education

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 82           | Annual  | 113148    | 115968    | 118896    | 121848    | 124896    | 128016    | 131184    | 134484    | 137880    | 141264    | 144792    | 148428    | 152136     |
|              | Monthly | 9429      | 9664      | 9908      | 10154     | 10408     | 10668     | 10932     | 11207     | 11490     | 11772     | 12066     | 12369     | 12678      |
|              | Hourly  | 54.19     | 55.54     | 56.94     | 58.36     | 59.82     | 61.31     | 62.83     | 64.41     | 66.03     | 67.66     | 69.34     | 71.09     | 72.86      |
|              | Standby | 3.79      | 3.89      | 3.99      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.85      | 4.98      | 5.10       |
| 83           | Annual  | 115968    | 118896    | 121848    | 124896    | 128016    | 131184    | 134484    | 137880    | 141264    | 144792    | 148428    | 152136    | 155916     |
|              | Monthly | 9664      | 9908      | 10154     | 10408     | 10668     | 10932     | 11207     | 11490     | 11772     | 12066     | 12369     | 12678     | 12993      |
|              | Hourly  | 55.54     | 56.94     | 58.36     | 59.82     | 61.31     | 62.83     | 64.41     | 66.03     | 67.66     | 69.34     | 71.09     | 72.86     | 74.67      |
|              | Standby | 3.89      | 3.99      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.85      | 4.98      | 5.10      | 5.23       |
| 84           | Annual  | 118896    | 121848    | 124896    | 128016    | 131184    | 134484    | 137880    | 141264    | 144792    | 148428    | 152136    | 155916    | 159876     |
|              | Monthly | 9908      | 10154     | 10408     | 10668     | 10932     | 11207     | 11490     | 11772     | 12066     | 12369     | 12678     | 12993     | 13323      |
|              | Hourly  | 56.94     | 58.36     | 59.82     | 61.31     | 62.83     | 64.41     | 66.03     | 67.66     | 69.34     | 71.09     | 72.86     | 74.67     | 76.57      |
|              | Standby | 3.99      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.85      | 4.98      | 5.10      | 5.23      | 5.36       |
| 85           | Annual  | 121848    | 124896    | 128016    | 131184    | 134484    | 137880    | 141264    | 144792    | 148428    | 152136    | 155916    | 159876    | 163800     |
|              | Monthly | 10154     | 10408     | 10668     | 10932     | 11207     | 11490     | 11772     | 12066     | 12369     | 12678     | 12993     | 13323     | 13650      |
|              | Hourly  | 58.36     | 59.82     | 61.31     | 62.83     | 64.41     | 66.03     | 67.66     | 69.34     | 71.09     | 72.86     | 74.67     | 76.57     | 78.45      |
|              | Standby | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.85      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49       |
| 86           | Annual  | 124896    | 128016    | 131184    | 134484    | 137880    | 141264    | 144792    | 148428    | 152136    | 155916    | 159876    | 163800    | 167940     |
|              | Monthly | 10408     | 10668     | 10932     | 11207     | 11490     | 11772     | 12066     | 12369     | 12678     | 12993     | 13323     | 13650     | 13995      |
|              | Hourly  | 59.82     | 61.31     | 62.83     | 64.41     | 66.03     | 67.66     | 69.34     | 71.09     | 72.86     | 74.67     | 76.57     | 78.45     | 80.43      |
|              | Standby | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.85      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63       |
| 87           | Annual  | 128016    | 131184    | 134484    | 137880    | 141264    | 144792    | 148428    | 152136    | 155916    | 159876    | 163800    | 167940    | 172176     |
|              | Monthly | 10668     | 10932     | 11207     | 11490     | 11772     | 12066     | 12369     | 12678     | 12993     | 13323     | 13650     | 13995     | 14348      |
|              | Hourly  | 61.31     | 62.83     | 64.41     | 66.03     | 67.66     | 69.34     | 71.09     | 72.86     | 74.67     | 76.57     | 78.45     | 80.43     | 82.46      |
|              | Standby | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.85      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77       |
| 88           | Annual  | 131184    | 134484    | 137880    | 141264    | 144792    | 148428    | 152136    | 155916    | 159876    | 163800    | 167940    | 172176    | 176460     |
|              | Monthly | 10932     | 11207     | 11490     | 11772     | 12066     | 12369     | 12678     | 12993     | 13323     | 13650     | 13995     | 14348     | 14705      |
|              | Hourly  | 62.83     | 64.41     | 66.03     | 67.66     | 69.34     | 71.09     | 72.86     | 74.67     | 76.57     | 78.45     | 80.43     | 82.46     | 84.51      |
|              | Standby | 4.40      | 4.51      | 4.62      | 4.74      | 4.85      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92       |
| 89           | Annual  | 134484    | 137880    | 141264    | 144792    | 148428    | 152136    | 155916    | 159876    | 163800    | 167940    | 172176    | 176460    | 180900     |
|              | Monthly | 11207     | 11490     | 11772     | 12066     | 12369     | 12678     | 12993     | 13323     | 13650     | 13995     | 14348     | 14705     | 15075      |
|              | Hourly  | 64.41     | 66.03     | 67.66     | 69.34     | 71.09     | 72.86     | 74.67     | 76.57     | 78.45     | 80.43     | 82.46     | 84.51     | 86.64      |
|              | Standby | 4.51      | 4.62      | 4.74      | 4.85      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06       |
| 90           | Annual  | 137880    | 141264    | 144792    | 148428    | 152136    | 155916    | 159876    | 163800    | 167940    | 172176    | 176460    | 180900    | 185364     |
|              | Monthly | 11490     | 11772     | 12066     | 12369     | 12678     | 12993     | 13323     | 13650     | 13995     | 14348     | 14705     | 15075     | 15447      |
|              | Hourly  | 66.03     | 67.66     | 69.34     | 71.09     | 72.86     | 74.67     | 76.57     | 78.45     | 80.43     | 82.46     | 84.51     | 86.64     | 88.78      |
|              | Standby | 4.62      | 4.74      | 4.85      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21       |
| 91           | Annual  | 141264    | 144792    | 148428    | 152136    | 155916    | 159876    | 163800    | 167940    | 172176    | 176460    | 180900    | 185364    | 190032     |
|              | Monthly | 11772     | 12066     | 12369     | 12678     | 12993     | 13323     | 13650     | 13995     | 14348     | 14705     | 15075     | 15447     | 15836      |
|              | Hourly  | 67.66     | 69.34     | 71.09     | 72.86     | 74.67     | 76.57     | 78.45     | 80.43     | 82.46     | 84.51     | 86.64     | 88.78     | 91.01      |
|              | Standby | 4.74      | 4.85      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37       |

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

### item296

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, 2025  
 3% Increase

General Government  
 Higher Education

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 92           | Annual  | 144792    | 148428    | 152136    | 155916    | 159876    | 163800    | 167940    | 172176    | 176460    | 180900    | 185364    | 190032    | 194748     |
|              | Monthly | 12066     | 12369     | 12678     | 12993     | 13323     | 13650     | 13995     | 14348     | 14705     | 15075     | 15447     | 15836     | 16229      |
|              | Hourly  | 69.34     | 71.09     | 72.86     | 74.67     | 76.57     | 78.45     | 80.43     | 82.46     | 84.51     | 86.64     | 88.78     | 91.01     | 93.27      |
|              | Standby | 4.85      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53       |
| 93           | Annual  | 148428    | 152136    | 155916    | 159876    | 163800    | 167940    | 172176    | 176460    | 180900    | 185364    | 190032    | 194748    | 199680     |
|              | Monthly | 12369     | 12678     | 12993     | 13323     | 13650     | 13995     | 14348     | 14705     | 15075     | 15447     | 15836     | 16229     | 16640      |
|              | Hourly  | 71.09     | 72.86     | 74.67     | 76.57     | 78.45     | 80.43     | 82.46     | 84.51     | 86.64     | 88.78     | 91.01     | 93.27     | 95.63      |
|              | Standby | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69       |
| 94           | Annual  | 152136    | 155916    | 159876    | 163800    | 167940    | 172176    | 176460    | 180900    | 185364    | 190032    | 194748    | 199680    | 204612     |
|              | Monthly | 12678     | 12993     | 13323     | 13650     | 13995     | 14348     | 14705     | 15075     | 15447     | 15836     | 16229     | 16640     | 17051      |
|              | Hourly  | 72.86     | 74.67     | 76.57     | 78.45     | 80.43     | 82.46     | 84.51     | 86.64     | 88.78     | 91.01     | 93.27     | 95.63     | 97.99      |
|              | Standby | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86       |
| 95           | Annual  | 155916    | 159876    | 163800    | 167940    | 172176    | 176460    | 180900    | 185364    | 190032    | 194748    | 199680    | 204612    | 209772     |
|              | Monthly | 12993     | 13323     | 13650     | 13995     | 14348     | 14705     | 15075     | 15447     | 15836     | 16229     | 16640     | 17051     | 17481      |
|              | Hourly  | 74.67     | 76.57     | 78.45     | 80.43     | 82.46     | 84.51     | 86.64     | 88.78     | 91.01     | 93.27     | 95.63     | 97.99     | 100.47     |
|              | Standby | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03       |
| 96           | Annual  | 159876    | 163800    | 167940    | 172176    | 176460    | 180900    | 185364    | 190032    | 194748    | 199680    | 204612    | 209772    | 215028     |
|              | Monthly | 13323     | 13650     | 13995     | 14348     | 14705     | 15075     | 15447     | 15836     | 16229     | 16640     | 17051     | 17481     | 17919      |
|              | Hourly  | 76.57     | 78.45     | 80.43     | 82.46     | 84.51     | 86.64     | 88.78     | 91.01     | 93.27     | 95.63     | 97.99     | 100.47    | 102.98     |
|              | Standby | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21       |
| 97           | Annual  | 163800    | 167940    | 172176    | 176460    | 180900    | 185364    | 190032    | 194748    | 199680    | 204612    | 209772    | 215028    | 220416     |
|              | Monthly | 13650     | 13995     | 14348     | 14705     | 15075     | 15447     | 15836     | 16229     | 16640     | 17051     | 17481     | 17919     | 18368      |
|              | Hourly  | 78.45     | 80.43     | 82.46     | 84.51     | 86.64     | 88.78     | 91.01     | 93.27     | 95.63     | 97.99     | 100.47    | 102.98    | 105.56     |
|              | Standby | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39       |
| 98           | Annual  | 167940    | 172176    | 176460    | 180900    | 185364    | 190032    | 194748    | 199680    | 204612    | 209772    | 215028    | 220416    | 225888     |
|              | Monthly | 13995     | 14348     | 14705     | 15075     | 15447     | 15836     | 16229     | 16640     | 17051     | 17481     | 17919     | 18368     | 18824      |
|              | Hourly  | 80.43     | 82.46     | 84.51     | 86.64     | 88.78     | 91.01     | 93.27     | 95.63     | 97.99     | 100.47    | 102.98    | 105.56    | 108.18     |
|              | Standby | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57       |
| 99           | Annual  | 172176    | 176460    | 180900    | 185364    | 190032    | 194748    | 199680    | 204612    | 209772    | 215028    | 220416    | 225888    | 231552     |
|              | Monthly | 14348     | 14705     | 15075     | 15447     | 15836     | 16229     | 16640     | 17051     | 17481     | 17919     | 18368     | 18824     | 19296      |
|              | Hourly  | 82.46     | 84.51     | 86.64     | 88.78     | 91.01     | 93.27     | 95.63     | 97.99     | 100.47    | 102.98    | 105.56    | 108.18    | 110.90     |
|              | Standby | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76       |
| 100          | Annual  | 176460    | 180900    | 185364    | 190032    | 194748    | 199680    | 204612    | 209772    | 215028    | 220416    | 225888    | 231552    | 237336     |
|              | Monthly | 14705     | 15075     | 15447     | 15836     | 16229     | 16640     | 17051     | 17481     | 17919     | 18368     | 18824     | 19296     | 19778      |
|              | Hourly  | 84.51     | 86.64     | 88.78     | 91.01     | 93.27     | 95.63     | 97.99     | 100.47    | 102.98    | 105.56    | 108.18    | 110.90    | 113.67     |
|              | Standby | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96       |
| 101          | Annual  | 180900    | 185364    | 190032    | 194748    | 199680    | 204612    | 209772    | 215028    | 220416    | 225888    | 231552    | 237336    | 243264     |
|              | Monthly | 15075     | 15447     | 15836     | 16229     | 16640     | 17051     | 17481     | 17919     | 18368     | 18824     | 19296     | 19778     | 20272      |
|              | Hourly  | 86.64     | 88.78     | 91.01     | 93.27     | 95.63     | 97.99     | 100.47    | 102.98    | 105.56    | 108.18    | 110.90    | 113.67    | 116.51     |
|              | Standby | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16       |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### item296

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, 2025  
 3% Increase

General Government  
 Higher Education

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 102          | Annual  | 185364    | 190032    | 194748    | 199680    | 204612    | 209772    | 215028    | 220416    | 225888    | 231552    | 237336    | 243264    | 249360     |
|              | Monthly | 15447     | 15836     | 16229     | 16640     | 17051     | 17481     | 17919     | 18368     | 18824     | 19296     | 19778     | 20272     | 20780      |
|              | Hourly  | 88.78     | 91.01     | 93.27     | 95.63     | 97.99     | 100.47    | 102.98    | 105.56    | 108.18    | 110.90    | 113.67    | 116.51    | 119.43     |
|              | Standby | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36       |
| 103          | Annual  | 190032    | 194748    | 199680    | 204612    | 209772    | 215028    | 220416    | 225888    | 231552    | 237336    | 243264    | 249360    | 255600     |
|              | Monthly | 15836     | 16229     | 16640     | 17051     | 17481     | 17919     | 18368     | 18824     | 19296     | 19778     | 20272     | 20780     | 21300      |
|              | Hourly  | 91.01     | 93.27     | 95.63     | 97.99     | 100.47    | 102.98    | 105.56    | 108.18    | 110.90    | 113.67    | 116.51    | 119.43    | 122.41     |
|              | Standby | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57       |
| 104          | Annual  | 194748    | 199680    | 204612    | 209772    | 215028    | 220416    | 225888    | 231552    | 237336    | 243264    | 249360    | 255600    | 261972     |
|              | Monthly | 16229     | 16640     | 17051     | 17481     | 17919     | 18368     | 18824     | 19296     | 19778     | 20272     | 20780     | 21300     | 21831      |
|              | Hourly  | 93.27     | 95.63     | 97.99     | 100.47    | 102.98    | 105.56    | 108.18    | 110.90    | 113.67    | 116.51    | 119.43    | 122.41    | 125.47     |
|              | Standby | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78       |
| 105          | Annual  | 199680    | 204612    | 209772    | 215028    | 220416    | 225888    | 231552    | 237336    | 243264    | 249360    | 255600    | 261972    | 268524     |
|              | Monthly | 16640     | 17051     | 17481     | 17919     | 18368     | 18824     | 19296     | 19778     | 20272     | 20780     | 21300     | 21831     | 22377      |
|              | Hourly  | 95.63     | 97.99     | 100.47    | 102.98    | 105.56    | 108.18    | 110.90    | 113.67    | 116.51    | 119.43    | 122.41    | 125.47    | 128.60     |
|              | Standby | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00       |
| 106          | Annual  | 204612    | 209772    | 215028    | 220416    | 225888    | 231552    | 237336    | 243264    | 249360    | 255600    | 261972    | 268524    | 275244     |
|              | Monthly | 17051     | 17481     | 17919     | 18368     | 18824     | 19296     | 19778     | 20272     | 20780     | 21300     | 21831     | 22377     | 22937      |
|              | Hourly  | 97.99     | 100.47    | 102.98    | 105.56    | 108.18    | 110.90    | 113.67    | 116.51    | 119.43    | 122.41    | 125.47    | 128.60    | 131.82     |
|              | Standby | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23       |
| 107          | Annual  | 209772    | 215028    | 220416    | 225888    | 231552    | 237336    | 243264    | 249360    | 255600    | 261972    | 268524    | 275244    | 282144     |
|              | Monthly | 17481     | 17919     | 18368     | 18824     | 19296     | 19778     | 20272     | 20780     | 21300     | 21831     | 22377     | 22937     | 23512      |
|              | Hourly  | 100.47    | 102.98    | 105.56    | 108.18    | 110.90    | 113.67    | 116.51    | 119.43    | 122.41    | 125.47    | 128.60    | 131.82    | 135.13     |
|              | Standby | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46       |
| 108          | Annual  | 215028    | 220416    | 225888    | 231552    | 237336    | 243264    | 249360    | 255600    | 261972    | 268524    | 275244    | 282144    | 289212     |
|              | Monthly | 17919     | 18368     | 18824     | 19296     | 19778     | 20272     | 20780     | 21300     | 21831     | 22377     | 22937     | 23512     | 24101      |
|              | Hourly  | 102.98    | 105.56    | 108.18    | 110.90    | 113.67    | 116.51    | 119.43    | 122.41    | 125.47    | 128.60    | 131.82    | 135.13    | 138.51     |
|              | Standby | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70       |
| 109          | Annual  | 220416    | 225888    | 231552    | 237336    | 243264    | 249360    | 255600    | 261972    | 268524    | 275244    | 282144    | 289212    | 296424     |
|              | Monthly | 18368     | 18824     | 19296     | 19778     | 20272     | 20780     | 21300     | 21831     | 22377     | 22937     | 23512     | 24101     | 24702      |
|              | Hourly  | 105.56    | 108.18    | 110.90    | 113.67    | 116.51    | 119.43    | 122.41    | 125.47    | 128.60    | 131.82    | 135.13    | 138.51    | 141.97     |
|              | Standby | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94       |
| 110          | Annual  | 225888    | 231552    | 237336    | 243264    | 249360    | 255600    | 261972    | 268524    | 275244    | 282144    | 289212    | 296424    | 303804     |
|              | Monthly | 18824     | 19296     | 19778     | 20272     | 20780     | 21300     | 21831     | 22377     | 22937     | 23512     | 24101     | 24702     | 25317      |
|              | Hourly  | 108.18    | 110.90    | 113.67    | 116.51    | 119.43    | 122.41    | 125.47    | 128.60    | 131.82    | 135.13    | 138.51    | 141.97    | 145.50     |
|              | Standby | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19      |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### item296

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, 2025  
 3% Increase

General Government  
 Higher Education

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 111          | Annual  | 231552    | 237336    | 243264    | 249360    | 255600    | 261972    | 268524    | 275244    | 282144    | 289212    | 296424    | 303804    | 311424     |
|              | Monthly | 19296     | 19778     | 20272     | 20780     | 21300     | 21831     | 22377     | 22937     | 23512     | 24101     | 24702     | 25317     | 25952      |
|              | Hourly  | 110.90    | 113.67    | 116.51    | 119.43    | 122.41    | 125.47    | 128.60    | 131.82    | 135.13    | 138.51    | 141.97    | 145.50    | 149.15     |
|              | Standby | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44      |
| 112          | Annual  | 237336    | 243264    | 249360    | 255600    | 261972    | 268524    | 275244    | 282144    | 289212    | 296424    | 303804    | 311424    | 319200     |
|              | Monthly | 19778     | 20272     | 20780     | 21300     | 21831     | 22377     | 22937     | 23512     | 24101     | 24702     | 25317     | 25952     | 26600      |
|              | Hourly  | 113.67    | 116.51    | 119.43    | 122.41    | 125.47    | 128.60    | 131.82    | 135.13    | 138.51    | 141.97    | 145.50    | 149.15    | 152.87     |
|              | Standby | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70      |
| 113          | Annual  | 243264    | 249360    | 255600    | 261972    | 268524    | 275244    | 282144    | 289212    | 296424    | 303804    | 311424    | 319200    | 327180     |
|              | Monthly | 20272     | 20780     | 21300     | 21831     | 22377     | 22937     | 23512     | 24101     | 24702     | 25317     | 25952     | 26600     | 27265      |
|              | Hourly  | 116.51    | 119.43    | 122.41    | 125.47    | 128.60    | 131.82    | 135.13    | 138.51    | 141.97    | 145.50    | 149.15    | 152.87    | 156.70     |
|              | Standby | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97      |
| 114          | Annual  | 249360    | 255600    | 261972    | 268524    | 275244    | 282144    | 289212    | 296424    | 303804    | 311424    | 319200    | 327180    | 335364     |
|              | Monthly | 20780     | 21300     | 21831     | 22377     | 22937     | 23512     | 24101     | 24702     | 25317     | 25952     | 26600     | 27265     | 27947      |
|              | Hourly  | 119.43    | 122.41    | 125.47    | 128.60    | 131.82    | 135.13    | 138.51    | 141.97    | 145.50    | 149.15    | 152.87    | 156.70    | 160.61     |
|              | Standby | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.24      |
| 115          | Annual  | 255600    | 261972    | 268524    | 275244    | 282144    | 289212    | 296424    | 303804    | 311424    | 319200    | 327180    | 335364    | 343728     |
|              | Monthly | 21300     | 21831     | 22377     | 22937     | 23512     | 24101     | 24702     | 25317     | 25952     | 26600     | 27265     | 27947     | 28644      |
|              | Hourly  | 122.41    | 125.47    | 128.60    | 131.82    | 135.13    | 138.51    | 141.97    | 145.50    | 149.15    | 152.87    | 156.70    | 160.61    | 164.62     |
|              | Standby | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.24     | 11.52      |
| 116          | Annual  | 261972    | 268524    | 275244    | 282144    | 289212    | 296424    | 303804    | 311424    | 319200    | 327180    | 335364    | 343728    | 352356     |
|              | Monthly | 21831     | 22377     | 22937     | 23512     | 24101     | 24702     | 25317     | 25952     | 26600     | 27265     | 27947     | 28644     | 29363      |
|              | Hourly  | 125.47    | 128.60    | 131.82    | 135.13    | 138.51    | 141.97    | 145.50    | 149.15    | 152.87    | 156.70    | 160.61    | 164.62    | 168.75     |
|              | Standby | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.24     | 11.52     | 11.81      |
| 117          | Annual  | 268524    | 275244    | 282144    | 289212    | 296424    | 303804    | 311424    | 319200    | 327180    | 335364    | 343728    | 352356    | 361152     |
|              | Monthly | 22377     | 22937     | 23512     | 24101     | 24702     | 25317     | 25952     | 26600     | 27265     | 27947     | 28644     | 29363     | 30096      |
|              | Hourly  | 128.60    | 131.82    | 135.13    | 138.51    | 141.97    | 145.50    | 149.15    | 152.87    | 156.70    | 160.61    | 164.62    | 168.75    | 172.97     |
|              | Standby | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.24     | 11.52     | 11.81     | 12.11      |
| 118          | Annual  | 275244    | 282144    | 289212    | 296424    | 303804    | 311424    | 319200    | 327180    | 335364    | 343728    | 352356    | 361152    | 370188     |
|              | Monthly | 22937     | 23512     | 24101     | 24702     | 25317     | 25952     | 26600     | 27265     | 27947     | 28644     | 29363     | 30096     | 30849      |
|              | Hourly  | 131.82    | 135.13    | 138.51    | 141.97    | 145.50    | 149.15    | 152.87    | 156.70    | 160.61    | 164.62    | 168.75    | 172.97    | 177.29     |
|              | Standby | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.24     | 11.52     | 11.81     | 12.11     | 12.41      |
| 119          | Annual  | 282144    | 289212    | 296424    | 303804    | 311424    | 319200    | 327180    | 335364    | 343728    | 352356    | 361152    | 370188    | 379428     |
|              | Monthly | 23512     | 24101     | 24702     | 25317     | 25952     | 26600     | 27265     | 27947     | 28644     | 29363     | 30096     | 30849     | 31619      |
|              | Hourly  | 135.13    | 138.51    | 141.97    | 145.50    | 149.15    | 152.87    | 156.70    | 160.61    | 164.62    | 168.75    | 172.97    | 177.29    | 181.72     |
|              | Standby | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.24     | 11.52     | 11.81     | 12.11     | 12.41     | 12.72      |
| 120          | Annual  | 289212    | 296424    | 303804    | 311424    | 319200    | 327180    | 335364    | 343728    | 352356    | 361152    | 370188    | 379428    | 388944     |
|              | Monthly | 24101     | 24702     | 25317     | 25952     | 26600     | 27265     | 27947     | 28644     | 29363     | 30096     | 30849     | 31619     | 32412      |
|              | Hourly  | 138.51    | 141.97    | 145.50    | 149.15    | 152.87    | 156.70    | 160.61    | 164.62    | 168.75    | 172.97    | 177.29    | 181.72    | 186.28     |
|              | Standby | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.24     | 11.52     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04      |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item # 297

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, 2025  
 3% Increase

General Government  
 Higher Education

DRAFT

| Salary Range |         | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 01IT         | Annual  | 62988  | 64596  | 66192  | 67848  | 69540  | 71268  | 73068  | 74892  | 76776  | 78684  | 80664  | 82680  | 84744   |
|              | Monthly | 5249   | 5383   | 5516   | 5654   | 5795   | 5939   | 6089   | 6241   | 6398   | 6557   | 6722   | 6890   | 7062    |
|              | Hourly  | 30.17  | 30.94  | 31.70  | 32.49  | 33.30  | 34.13  | 34.99  | 35.87  | 36.77  | 37.68  | 38.63  | 39.60  | 40.59   |
|              | Standby | 2.11   | 2.17   | 2.22   | 2.27   | 2.33   | 2.39   | 2.45   | 2.51   | 2.57   | 2.64   | 2.70   | 2.77   | 2.84    |
| 02IT         | Annual  | 67716  | 69432  | 71160  | 72924  | 74760  | 76644  | 78540  | 80508  | 82512  | 84576  | 86688  | 88848  | 91080   |
|              | Monthly | 5643   | 5786   | 5930   | 6077   | 6230   | 6387   | 6545   | 6709   | 6876   | 7048   | 7224   | 7404   | 7590    |
|              | Hourly  | 32.43  | 33.25  | 34.08  | 34.93  | 35.80  | 36.71  | 37.61  | 38.56  | 39.52  | 40.51  | 41.52  | 42.55  | 43.62   |
|              | Standby | 2.27   | 2.33   | 2.39   | 2.44   | 2.51   | 2.57   | 2.63   | 2.70   | 2.77   | 2.84   | 2.91   | 2.98   | 3.05    |
| 03IT         | Annual  | 72816  | 74616  | 76500  | 78408  | 80364  | 82392  | 84456  | 86568  | 88728  | 90948  | 93240  | 95568  | 97968   |
|              | Monthly | 6068   | 6218   | 6375   | 6534   | 6697   | 6866   | 7038   | 7214   | 7394   | 7579   | 7770   | 7964   | 8164    |
|              | Hourly  | 34.87  | 35.74  | 36.64  | 37.55  | 38.49  | 39.46  | 40.45  | 41.46  | 42.49  | 43.56  | 44.66  | 45.77  | 46.92   |
|              | Standby | 2.44   | 2.50   | 2.56   | 2.63   | 2.69   | 2.76   | 2.83   | 2.90   | 2.97   | 3.05   | 3.13   | 3.20   | 3.28    |
| 04IT         | Annual  | 78252  | 80220  | 82212  | 84288  | 86388  | 88560  | 90756  | 93012  | 95340  | 97704  | 100152 | 102660 | 105228  |
|              | Monthly | 6521   | 6685   | 6851   | 7024   | 7199   | 7380   | 7563   | 7751   | 7945   | 8142   | 8346   | 8555   | 8769    |
|              | Hourly  | 37.48  | 38.42  | 39.37  | 40.37  | 41.37  | 42.41  | 43.47  | 44.55  | 45.66  | 46.79  | 47.97  | 49.17  | 50.40   |
|              | Standby | 2.62   | 2.69   | 2.76   | 2.83   | 2.90   | 2.97   | 3.04   | 3.12   | 3.20   | 3.28   | 3.36   | 3.44   | 3.53    |
| 05IT         | Annual  | 84120  | 86232  | 88392  | 90588  | 92868  | 95184  | 97572  | 100008 | 102504 | 105060 | 107676 | 110364 | 113148  |
|              | Monthly | 7010   | 7186   | 7366   | 7549   | 7739   | 7932   | 8131   | 8334   | 8542   | 8755   | 8973   | 9197   | 9429    |
|              | Hourly  | 40.29  | 41.30  | 42.33  | 43.39  | 44.48  | 45.59  | 46.73  | 47.90  | 49.09  | 50.32  | 51.57  | 52.86  | 54.19   |
|              | Standby | 2.82   | 2.89   | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79    |
| 06IT         | Annual  | 88332  | 90540  | 92808  | 95124  | 97524  | 99960  | 102432 | 105000 | 107628 | 110316 | 113076 | 115908 | 118800  |
|              | Monthly | 7361   | 7545   | 7734   | 7927   | 8127   | 8330   | 8536   | 8750   | 8969   | 9193   | 9423   | 9659   | 9900    |
|              | Hourly  | 42.30  | 43.36  | 44.45  | 45.56  | 46.71  | 47.87  | 49.06  | 50.29  | 51.55  | 52.83  | 54.16  | 55.51  | 56.90   |
|              | Standby | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.43   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.98    |
| 07IT         | Annual  | 92760  | 95076  | 97464  | 99876  | 102360 | 104928 | 107544 | 110244 | 112992 | 115824 | 118728 | 121692 | 124752  |
|              | Monthly | 7730   | 7923   | 8122   | 8323   | 8530   | 8744   | 8962   | 9187   | 9416   | 9652   | 9894   | 10141  | 10396   |
|              | Hourly  | 44.43  | 45.53  | 46.68  | 47.83  | 49.02  | 50.25  | 51.51  | 52.80  | 54.11  | 55.47  | 56.86  | 58.28  | 59.75   |
|              | Standby | 3.11   | 3.19   | 3.27   | 3.35   | 3.43   | 3.52   | 3.61   | 3.70   | 3.79   | 3.88   | 3.98   | 4.08   | 4.18    |
| 08IT         | Annual  | 97356  | 99816  | 102312 | 104868 | 107496 | 110184 | 112944 | 115764 | 118656 | 121632 | 124692 | 127788 | 130992  |
|              | Monthly | 8113   | 8318   | 8526   | 8739   | 8958   | 9182   | 9412   | 9647   | 9888   | 10136  | 10391  | 10649  | 10916   |
|              | Hourly  | 46.63  | 47.80  | 49.00  | 50.22  | 51.48  | 52.77  | 54.09  | 55.44  | 56.83  | 58.25  | 59.72  | 61.20  | 62.74   |
|              | Standby | 3.26   | 3.35   | 3.43   | 3.52   | 3.60   | 3.69   | 3.79   | 3.88   | 3.98   | 4.08   | 4.18   | 4.28   | 4.39    |
| 09IT         | Annual  | 102264 | 104808 | 107436 | 110136 | 112860 | 115716 | 118584 | 121536 | 124584 | 127716 | 130896 | 134184 | 137520  |
|              | Monthly | 8522   | 8734   | 8953   | 9178   | 9405   | 9643   | 9882   | 10128  | 10382  | 10643  | 10908  | 11182  | 11460   |
|              | Hourly  | 48.98  | 50.20  | 51.45  | 52.75  | 54.05  | 55.42  | 56.79  | 58.21  | 59.67  | 61.17  | 62.69  | 64.26  | 65.86   |
|              | Standby | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   | 3.88   | 3.98   | 4.07   | 4.18   | 4.28   | 4.39   | 4.50   | 4.61    |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item # 297

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, 2025  
 3% Increase

General Government  
 Higher Education

| Salary Range |         | Step<br>A | Step<br>B | Step<br>C | Step<br>D | Step<br>E | Step<br>F | Step<br>G | Step<br>H | Step<br>I | Step<br>J | Step<br>K | Step<br>L | Step<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 10IT         | Annual  | 107364    | 110040    | 112800    | 115608    | 118500    | 121464    | 124488    | 127620    | 130800    | 134064    | 137424    | 140856    | 144372     |
|              | Monthly | 8947      | 9170      | 9400      | 9634      | 9875      | 10122     | 10374     | 10635     | 10900     | 11172     | 11452     | 11738     | 12031      |
|              | Hourly  | 51.42     | 52.70     | 54.02     | 55.37     | 56.75     | 58.17     | 59.62     | 61.12     | 62.64     | 64.21     | 65.82     | 67.46     | 69.14      |
|              | Standby | 3.60      | 3.69      | 3.78      | 3.88      | 3.97      | 4.07      | 4.17      | 4.28      | 4.39      | 4.49      | 4.61      | 4.72      | 4.84       |
| 11IT         | Annual  | 112752    | 115548    | 118440    | 121416    | 124428    | 127560    | 130740    | 134016    | 137364    | 140796    | 144324    | 147936    | 151620     |
|              | Monthly | 9396      | 9629      | 9870      | 10118     | 10369     | 10630     | 10895     | 11168     | 11447     | 11733     | 12027     | 12328     | 12635      |
|              | Hourly  | 54.00     | 55.34     | 56.72     | 58.15     | 59.59     | 61.09     | 62.61     | 64.18     | 65.79     | 67.43     | 69.12     | 70.85     | 72.61      |
|              | Standby | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.28      | 4.38      | 4.49      | 4.61      | 4.72      | 4.84      | 4.96      | 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 # 298

Prepared by the Washington State Office of Financial Management  
N Range Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% Increase

DRAFT

General Government  
Higher Education

|              |         | Years of Experience |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|--------------|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| SALARY RANGE |         | STEP                | STEP   | STEP   | STEP   | 0      | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 12     | 14     | 15     | 17     | 18     | 20     | 23     | 26     |        |        |        |
|              |         | A                   | B      | C      | D      | E      | F      | G      | H      | I      | J      | K      | L      | M      | N      | O      | P      | Q      | R      | S      | T      | U      | V      | W      | X      |
| 39EN         | Annual  | 42204               | 43224  | 44268  | 45312  | 46368  | 47448  | 48624  | 49740  | 50964  | 52176  | 53520  | 54840  | 56208  | 57648  | 59004  | 60516  | 62016  | 62796  | 63600  | 64416  | 65220  | 66792  | 67632  | 68472  |
|              | Monthly | 3517                | 3602   | 3689   | 3776   | 3864   | 3954   | 4052   | 4145   | 4247   | 4348   | 4460   | 4570   | 4684   | 4804   | 4917   | 5043   | 5168   | 5233   | 5300   | 5368   | 5435   | 5566   | 5636   | 5706   |
|              | Hourly  | 20.21               | 20.70  | 21.20  | 21.70  | 22.21  | 22.72  | 23.29  | 23.82  | 24.41  | 24.99  | 25.63  | 26.26  | 26.92  | 27.61  | 28.26  | 28.98  | 29.70  | 30.07  | 30.46  | 30.85  | 31.24  | 31.99  | 32.39  | 32.79  |
|              | Standby | 1.41                | 1.45   | 1.48   | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.11   | 2.13   | 2.16   | 2.19   | 2.24   | 2.27   | 2.30   |
| 41EN         | Annual  | 44268               | 45312  | 46368  | 47448  | 48624  | 49740  | 50964  | 52176  | 53520  | 54840  | 56208  | 57648  | 59004  | 60516  | 62016  | 63600  | 65220  | 66012  | 66792  | 67632  | 68472  | 70152  | 71076  | 71988  |
|              | Monthly | 3689                | 3776   | 3864   | 3954   | 4052   | 4145   | 4247   | 4348   | 4460   | 4570   | 4684   | 4804   | 4917   | 5043   | 5168   | 5300   | 5435   | 5501   | 5566   | 5636   | 5706   | 5846   | 5923   | 5999   |
|              | Hourly  | 21.20               | 21.70  | 22.21  | 22.72  | 23.29  | 23.82  | 24.41  | 24.99  | 25.63  | 26.26  | 26.92  | 27.61  | 28.26  | 28.98  | 29.70  | 30.46  | 31.24  | 31.61  | 31.99  | 32.39  | 32.79  | 33.60  | 34.04  | 34.48  |
|              | Standby | 1.48                | 1.52   | 1.55   | 1.59   | 1.63   | 1.67   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.19   | 2.21   | 2.24   | 2.27   | 2.30   | 2.35   | 2.38   | 2.41   |
| 48EN         | Annual  | 52176               | 53520  | 54840  | 56208  | 57648  | 59004  | 60516  | 62016  | 63600  | 65220  | 66792  | 68472  | 70152  | 71988  | 73740  | 75576  | 77484  | 78432  | 79404  | 80388  | 81384  | 83460  | 84492  | 85536  |
|              | Monthly | 4348                | 4460   | 4570   | 4684   | 4804   | 4917   | 5043   | 5168   | 5300   | 5435   | 5566   | 5706   | 5846   | 5999   | 6145   | 6298   | 6457   | 6536   | 6617   | 6699   | 6782   | 6955   | 7041   | 7128   |
|              | Hourly  | 24.99               | 25.63  | 26.26  | 26.92  | 27.61  | 28.26  | 28.98  | 29.70  | 30.46  | 31.24  | 31.99  | 32.79  | 33.60  | 34.48  | 35.32  | 36.20  | 37.11  | 37.56  | 38.03  | 38.50  | 38.98  | 39.97  | 40.47  | 40.97  |
|              | Standby | 1.75                | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.19   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.63   | 2.66   | 2.70   | 2.73   | 2.80   | 2.83   | 2.87   |
|              |         | Years of Experience |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| 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 |
| 45N          | Annual  | 48624               | 49740  | 50964  | 52176  | 53520  | 54840  | 56208  | 57648  | 59004  | 60516  | 62016  | 63600  | 65220  | 66792  | 68472  | 70152  | 71988  | 72864  | 73740  | 74664  | 75576  | 77484  | 78432  | 79404  |
|              | Monthly | 4052                | 4145   | 4247   | 4348   | 4460   | 4570   | 4684   | 4804   | 4917   | 5043   | 5168   | 5300   | 5435   | 5566   | 5706   | 5846   | 5999   | 6072   | 6145   | 6222   | 6298   | 6457   | 6536   | 6617   |
|              | Hourly  | 23.29               | 23.82  | 24.41  | 24.99  | 25.63  | 26.26  | 26.92  | 27.61  | 28.26  | 28.98  | 29.70  | 30.46  | 31.24  | 31.99  | 32.79  | 33.60  | 34.48  | 34.90  | 35.32  | 35.76  | 36.20  | 37.11  | 37.56  | 38.03  |
|              | Standby | 1.63                | 1.67   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.19   | 2.24   | 2.30   | 2.35   | 2.41   | 2.44   | 2.47   | 2.50   | 2.53   | 2.60   | 2.63   | 2.66   |
| 47N          | Annual  | 50964               | 52176  | 53520  | 54840  | 56208  | 57648  | 59004  | 60516  | 62016  | 63600  | 65220  | 66792  | 68472  | 70152  | 71988  | 73740  | 75576  | 76536  | 77484  | 78432  | 79404  | 81384  | 82416  | 83460  |
|              | Monthly | 4247                | 4348   | 4460   | 4570   | 4684   | 4804   | 4917   | 5043   | 5168   | 5300   | 5435   | 5566   | 5706   | 5846   | 5999   | 6145   | 6298   | 6378   | 6457   | 6536   | 6617   | 6782   | 6868   | 6955   |
|              | Hourly  | 24.41               | 24.99  | 25.63  | 26.26  | 26.92  | 27.61  | 28.26  | 28.98  | 29.70  | 30.46  | 31.24  | 31.99  | 32.79  | 33.60  | 34.48  | 35.32  | 36.20  | 36.66  | 37.11  | 37.56  | 38.03  | 38.98  | 39.47  | 39.97  |
|              | Standby | 1.71                | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.19   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.57   | 2.60   | 2.63   | 2.66   | 2.73   | 2.76   | 2.80   |
| 49N          | Annual  | 53520               | 54840  | 56208  | 57648  | 59004  | 60516  | 62016  | 63600  | 65220  | 66792  | 68472  | 70152  | 71988  | 73740  | 75576  | 77484  | 79404  | 80388  | 81384  | 82416  | 83460  | 85536  | 86592  | 87648  |
|              | Monthly | 4460                | 4570   | 4684   | 4804   | 4917   | 5043   | 5168   | 5300   | 5435   | 5566   | 5706   | 5846   | 5999   | 6145   | 6298   | 6457   | 6617   | 6699   | 6782   | 6868   | 6955   | 7128   | 7216   | 7304   |
|              | Hourly  | 25.63               | 26.26  | 26.92  | 27.61  | 28.26  | 28.98  | 29.70  | 30.46  | 31.24  | 31.99  | 32.79  | 33.60  | 34.48  | 35.32  | 36.20  | 37.11  | 38.03  | 38.50  | 38.98  | 39.47  | 39.97  | 40.97  | 41.47  | 41.98  |
|              | Standby | 1.79                | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.19   | 2.24   | 2.30   | 2.35   | 2.41   | 2.47   | 2.53   | 2.60   | 2.66   | 2.70   | 2.73   | 2.76   | 2.80   | 2.87   | 2.90   | 2.94   |

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

D: Compensation

Item # 298

Prepared by the Washington State Office of Financial Management  
N Range Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% 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<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M | STEP<br>N | STEP<br>O | STEP<br>P | STEP<br>Q | STEP<br>R | STEP<br>S | STEP<br>T | STEP<br>U | STEP<br>V | STEP<br>W | STEP<br>X |
| 50N          | Annual  | 54840     | 56208     | 57648     | 59004     | 60516     | 62016     | 63600     | 65220     | 66792     | 68472     | 70152     | 71988     | 73740     | 75576     | 77484     | 79404     | 81384     | 82416     | 83460     | 84492     | 85536     | 87648     | 88776     | 89904     |
|              | Monthly | 4570      | 4684      | 4804      | 4917      | 5043      | 5168      | 5300      | 5435      | 5566      | 5706      | 5846      | 5999      | 6145      | 6298      | 6457      | 6617      | 6782      | 6868      | 6955      | 7041      | 7128      | 7304      | 7398      | 7492      |
|              | Hourly  | 26.26     | 26.92     | 27.61     | 28.26     | 28.98     | 29.70     | 30.46     | 31.24     | 31.99     | 32.79     | 33.60     | 34.48     | 35.32     | 36.20     | 37.11     | 38.03     | 38.98     | 39.47     | 39.97     | 40.47     | 40.97     | 41.98     | 42.52     | 43.06     |
|              | Standby | 1.84      | 1.88      | 1.93      | 1.98      | 2.03      | 2.08      | 2.13      | 2.19      | 2.24      | 2.30      | 2.35      | 2.41      | 2.47      | 2.53      | 2.60      | 2.66      | 2.73      | 2.76      | 2.80      | 2.83      | 2.87      | 2.94      | 2.98      | 3.01      |
| 51N          | Annual  | 56208     | 57648     | 59004     | 60516     | 62016     | 63600     | 65220     | 66792     | 68472     | 70152     | 71988     | 73740     | 75576     | 77484     | 79404     | 81384     | 83460     | 84492     | 85536     | 86592     | 87648     | 89904     | 91008     | 92112     |
|              | Monthly | 4684      | 4804      | 4917      | 5043      | 5168      | 5300      | 5435      | 5566      | 5706      | 5846      | 5999      | 6145      | 6298      | 6457      | 6617      | 6782      | 6955      | 7041      | 7128      | 7216      | 7304      | 7492      | 7584      | 7676      |
|              | Hourly  | 26.92     | 27.61     | 28.26     | 28.98     | 29.70     | 30.46     | 31.24     | 31.99     | 32.79     | 33.60     | 34.48     | 35.32     | 36.20     | 37.11     | 38.03     | 38.98     | 39.97     | 40.47     | 40.97     | 41.47     | 41.98     | 43.06     | 43.59     | 44.11     |
|              | Standby | 1.88      | 1.93      | 1.98      | 2.03      | 2.08      | 2.13      | 2.19      | 2.24      | 2.30      | 2.35      | 2.41      | 2.47      | 2.53      | 2.60      | 2.66      | 2.73      | 2.80      | 2.83      | 2.87      | 2.90      | 2.94      | 3.01      | 3.05      | 3.09      |
| 52N          | Annual  | 57648     | 59004     | 60516     | 62016     | 63600     | 65220     | 66792     | 68472     | 70152     | 71988     | 73740     | 75576     | 77484     | 79404     | 81384     | 83460     | 85536     | 86592     | 87648     | 88776     | 89904     | 92112     | 93240     | 94380     |
|              | Monthly | 4804      | 4917      | 5043      | 5168      | 5300      | 5435      | 5566      | 5706      | 5846      | 5999      | 6145      | 6298      | 6457      | 6617      | 6782      | 6955      | 7128      | 7216      | 7304      | 7398      | 7492      | 7676      | 7770      | 7865      |
|              | Hourly  | 27.61     | 28.26     | 28.98     | 29.70     | 30.46     | 31.24     | 31.99     | 32.79     | 33.60     | 34.48     | 35.32     | 36.20     | 37.11     | 38.03     | 38.98     | 39.97     | 40.97     | 41.47     | 41.98     | 42.52     | 43.06     | 44.11     | 44.66     | 45.20     |
|              | Standby | 1.93      | 1.98      | 2.03      | 2.08      | 2.13      | 2.19      | 2.24      | 2.30      | 2.35      | 2.41      | 2.47      | 2.53      | 2.60      | 2.66      | 2.73      | 2.80      | 2.87      | 2.90      | 2.94      | 2.98      | 3.01      | 3.09      | 3.13      | 3.16      |
| 53N          | Annual  | 59004     | 60516     | 62016     | 63600     | 65220     | 66792     | 68472     | 70152     | 71988     | 73740     | 75576     | 77484     | 79404     | 81384     | 83460     | 85536     | 87648     | 88776     | 89904     | 91008     | 92112     | 94380     | 95580     | 96792     |
|              | Monthly | 4917      | 5043      | 5168      | 5300      | 5435      | 5566      | 5706      | 5846      | 5999      | 6145      | 6298      | 6457      | 6617      | 6782      | 6955      | 7128      | 7304      | 7398      | 7492      | 7584      | 7676      | 7865      | 7965      | 8066      |
|              | Hourly  | 28.26     | 28.98     | 29.70     | 30.46     | 31.24     | 31.99     | 32.79     | 33.60     | 34.48     | 35.32     | 36.20     | 37.11     | 38.03     | 38.98     | 39.97     | 40.97     | 41.98     | 42.52     | 43.06     | 43.59     | 44.11     | 45.20     | 45.78     | 46.36     |
|              | Standby | 1.98      | 2.03      | 2.08      | 2.13      | 2.19      | 2.24      | 2.30      | 2.35      | 2.41      | 2.47      | 2.53      | 2.60      | 2.66      | 2.73      | 2.80      | 2.87      | 2.94      | 2.98      | 3.01      | 3.05      | 3.09      | 3.16      | 3.20      | 3.24      |
| 54N          | Annual  | 60516     | 62016     | 63600     | 65220     | 66792     | 68472     | 70152     | 71988     | 73740     | 75576     | 77484     | 79404     | 81384     | 83460     | 85536     | 87648     | 89904     | 91008     | 92112     | 93240     | 94380     | 96792     | 97980     | 99180     |
|              | Monthly | 5043      | 5168      | 5300      | 5435      | 5566      | 5706      | 5846      | 5999      | 6145      | 6298      | 6457      | 6617      | 6782      | 6955      | 7128      | 7304      | 7492      | 7584      | 7676      | 7770      | 7865      | 8066      | 8165      | 8265      |
|              | Hourly  | 28.98     | 29.70     | 30.46     | 31.24     | 31.99     | 32.79     | 33.60     | 34.48     | 35.32     | 36.20     | 37.11     | 38.03     | 38.98     | 39.97     | 40.97     | 41.98     | 43.06     | 43.59     | 44.11     | 44.66     | 45.20     | 46.36     | 46.93     | 47.50     |
|              | Standby | 2.03      | 2.08      | 2.13      | 2.19      | 2.24      | 2.30      | 2.35      | 2.41      | 2.47      | 2.53      | 2.60      | 2.66      | 2.73      | 2.80      | 2.87      | 2.94      | 3.01      | 3.05      | 3.09      | 3.13      | 3.16      | 3.24      | 3.28      | 3.33      |
| 55N          | Annual  | 62016     | 63600     | 65220     | 66792     | 68472     | 70152     | 71988     | 73740     | 75576     | 77484     | 79404     | 81384     | 83460     | 85536     | 87648     | 89904     | 92112     | 93240     | 94380     | 95580     | 96792     | 99180     | 100416    | 101664    |
|              | Monthly | 5168      | 5300      | 5435      | 5566      | 5706      | 5846      | 5999      | 6145      | 6298      | 6457      | 6617      | 6782      | 6955      | 7128      | 7304      | 7492      | 7676      | 7770      | 7865      | 7965      | 8066      | 8265      | 8368      | 8472      |
|              | Hourly  | 29.70     | 30.46     | 31.24     | 31.99     | 32.79     | 33.60     | 34.48     | 35.32     | 36.20     | 37.11     | 38.03     | 38.98     | 39.97     | 40.97     | 41.98     | 43.06     | 44.11     | 44.66     | 45.20     | 45.78     | 46.36     | 47.50     | 48.09     | 48.69     |
|              | Standby | 2.08      | 2.13      | 2.19      | 2.24      | 2.30      | 2.35      | 2.41      | 2.47      | 2.53      | 2.60      | 2.66      | 2.73      | 2.80      | 2.87      | 2.94      | 3.01      | 3.09      | 3.13      | 3.16      | 3.20      | 3.24      | 3.33      | 3.37      | 3.41      |
| 56N          | Annual  | 63600     | 65220     | 66792     | 68472     | 70152     | 71988     | 73740     | 75576     | 77484     | 79404     | 81384     | 83460     | 85536     | 87648     | 89904     | 92112     | 94380     | 95580     | 96792     | 97980     | 99180     | 101664    | 102924    | 104172    |
|              | Monthly | 5300      | 5435      | 5566      | 5706      | 5846      | 5999      | 6145      | 6298      | 6457      | 6617      | 6782      | 6955      | 7128      | 7304      | 7492      | 7676      | 7865      | 7965      | 8066      | 8165      | 8265      | 8472      | 8577      | 8681      |
|              | Hourly  | 30.46     | 31.24     | 31.99     | 32.79     | 33.60     | 34.48     | 35.32     | 36.20     | 37.11     | 38.03     | 38.98     | 39.97     | 40.97     | 41.98     | 43.06     | 44.11     | 45.20     | 45.78     | 46.36     | 46.93     | 47.50     | 48.69     | 49.29     | 49.89     |
|              | Standby | 2.13      | 2.19      | 2.24      | 2.30      | 2.35      | 2.41      | 2.47      | 2.53      | 2.60      | 2.66      | 2.73      | 2.80      | 2.87      | 2.94      | 3.01      | 3.09      | 3.16      | 3.20      | 3.24      | 3.28      | 3.33      | 3.41      | 3.45      | 3.49      |
| 57N          | Annual  | 65220     | 66792     | 68472     | 70152     | 71988     | 73740     | 75576     | 77484     | 79404     | 81384     | 83460     | 85536     | 87648     | 89904     | 92112     | 94380     | 96792     | 97980     | 99180     | 100416    | 101664    | 104172    | 105480    | 106800    |
|              | Monthly | 5435      | 5566      | 5706      | 5846      | 5999      | 6145      | 6298      | 6457      | 6617      | 6782      | 6955      | 7128      | 7304      | 7492      | 7676      | 7865      | 8066      | 8165      | 8265      | 8368      | 8472      | 8681      | 8790      | 8900      |
|              | Hourly  | 31.24     | 31.99     | 32.79     | 33.60     | 34.48     | 35.32     | 36.20     | 37.11     | 38.03     | 38.98     | 39.97     | 40.97     | 41.98     | 43.06     | 44.11     | 45.20     | 46.36     | 46.93     | 47.50     | 48.09     | 48.69     | 49.89     | 50.52     | 51.15     |
|              | Standby | 2.19      | 2.24      | 2.30      | 2.35      | 2.41      | 2.47      | 2.53      | 2.60      | 2.66      | 2.73      | 2.80      | 2.87      | 2.94      | 3.01      | 3.09      | 3.16      | 3.24      | 3.28      | 3.33      | 3.37      | 3.41      | 3.49      | 3.54      | 3.58      |

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

D: Compensation

Item # 298

Prepared by the Washington State Office of Financial Management  
N Range Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% 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  | 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 | 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      | V      | W      | X      |      |      |      |      |      |      |      |      |      |      |      |    |
| 58N          | Annual  | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460  | 85536  | 87648  | 89904  | 92112  | 94380  | 96792  | 99180  | 100416 | 101664 | 102924 | 104172 | 106800 | 108132 | 109476 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955   | 7128   | 7304   | 7492   | 7676   | 7865   | 8066   | 8265   | 8368   | 8472   | 8577   | 8681   | 8900   | 9011   | 9123   |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97  | 40.97  | 41.98  | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.09  | 48.69  | 49.29  | 49.89  | 51.15  | 51.79  | 52.43  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.37   | 3.41   | 3.45   | 3.49   | 3.58   | 3.63   | 3.67   |      |      |      |      |      |      |      |      |      |      |      |    |
| 59N          | Annual  | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536  | 87648  | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 102924 | 104172 | 105480 | 106800 | 109476 | 110844 | 112212 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128   | 7304   | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8577   | 8681   | 8790   | 8900   | 9123   | 9237   | 9351   |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97  | 41.98  | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.29  | 49.89  | 50.52  | 51.15  | 52.43  | 53.09  | 53.74  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.45   | 3.49   | 3.54   | 3.58   | 3.67   | 3.72   | 3.76   |      |      |      |      |      |      |      |      |      |      |      |    |
| 60N          | Annual  | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648  | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 105480 | 106800 | 108132 | 109476 | 112212 | 113628 | 115032 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304   | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8790   | 8900   | 9011   | 9123   | 9351   | 9469   | 9586   |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98  | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 50.52  | 51.15  | 51.79  | 52.43  | 53.74  | 54.42  | 55.09  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.54   | 3.58   | 3.63   | 3.67   | 3.76   | 3.81   | 3.86   |      |      |      |      |      |      |      |      |      |      |      |    |
| 61N          | Annual  | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 108132 | 109476 | 110844 | 112212 | 115032 | 116484 | 117924 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9011   | 9123   | 9237   | 9351   | 9586   | 9707   | 9827   |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 51.79  | 52.43  | 53.09  | 53.74  | 55.09  | 55.79  | 56.48  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.63   | 3.67   | 3.72   | 3.76   | 3.86   | 3.91   | 3.95   |      |      |      |      |      |      |      |      |      |      |      |    |
| 62N          | Annual  | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 110844 | 112212 | 113628 | 115032 | 117924 | 119400 | 120864 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9237   | 9351   | 9469   | 9586   | 9827   | 9950   | 10072  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.09  | 53.74  | 54.42  | 55.09  | 56.48  | 57.18  | 57.89  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.72   | 3.76   | 3.81   | 3.86   | 3.95   | 4.00   | 4.05   |      |      |      |      |      |      |      |      |      |      |      |    |
| 63N          | Annual  | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 113628 | 115032 | 116484 | 117924 | 120864 | 122376 | 123900 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9469   | 9586   | 9707   | 9827   | 10072  | 10198  | 10325  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 54.42  | 55.09  | 55.79  | 56.48  | 57.89  | 58.61  | 59.34  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.81   | 3.86   | 3.91   | 3.95   | 4.05   | 4.10   | 4.15   |      |      |      |      |      |      |      |      |      |      |      |    |
| 64N          | Annual  | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 116484 | 117924 | 119400 | 120864 | 123900 | 125460 | 127020 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9707   | 9827   | 9950   | 10072  | 10325  | 10455  | 10585  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 55.79  | 56.48  | 57.18  | 57.89  | 59.34  | 60.09  | 60.83  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.91   | 3.95   | 4.00   | 4.05   | 4.15   | 4.21   | 4.26   |      |      |      |      |      |      |      |      |      |      |      |    |
| 65N          | Annual  | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792 | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 119400 | 120864 | 122376 | 123900 | 127020 | 128592 | 130176 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066  | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 9950   | 10072  | 10198  | 10325  | 10585  | 10716  | 10848  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36 | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.18  | 57.89  | 58.61  | 59.34  | 60.83  | 61.59  | 62.34  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24  | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.00   | 4.05   | 4.10   | 4.15   | 4.26   | 4.31   | 4.36   |      |      |      |      |      |      |      |      |      |      |      |    |
| 66N          | Annual  | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792 | 99180 | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 122376 | 123900 | 125460 | 127020 | 130176 | 131796 | 133428 |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Monthly | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066  | 8265  | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10198  | 10325  | 10455  | 10585  | 10848  | 10983  | 11119  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Hourly  | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36 | 47.50 | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 58.61  | 59.34  | 60.09  | 60.83  | 62.34  | 63.12  | 63.90  |      |      |      |      |      |      |      |      |      |      |      |    |
|              | Standby | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24  | 3.33  | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.10   | 4.15   | 4.21   | 4.26   | 4.36   | 4.42   | 4.47   |      |      |      |      |      |      |      |      |      |      |      |    |

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

D: Compensation

Item # 298

Prepared by the Washington State Office of Financial Management  
N Range Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% 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 |
| 67N          | Annual  | 83460  | 85536  | 87648  | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 125460 | 127020 | 128592 | 130176 | 133428 | 135096 | 136764 |
|              | Monthly | 6955   | 7128   | 7304   | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10455  | 10585  | 10716  | 10848  | 11119  | 11258  | 11397  |
|              | Hourly  | 39.97  | 40.97  | 41.98  | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.09  | 60.83  | 61.59  | 62.34  | 63.90  | 64.70  | 65.50  |
|              | Standby | 2.80   | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.21   | 4.26   | 4.31   | 4.36   | 4.47   | 4.53   | 4.59   |
| 68N          | Annual  | 85536  | 87648  | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 128592 | 130176 | 131796 | 133428 | 136764 | 138480 | 140196 |
|              | Monthly | 7128   | 7304   | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10716  | 10848  | 10983  | 11119  | 11397  | 11540  | 11683  |
|              | Hourly  | 40.97  | 41.98  | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 61.59  | 62.34  | 63.12  | 63.90  | 65.50  | 66.32  | 67.14  |
|              | Standby | 2.87   | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.31   | 4.36   | 4.42   | 4.47   | 4.59   | 4.64   | 4.70   |
| 69N          | Annual  | 87648  | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 131796 | 133428 | 135096 | 136764 | 140196 | 141960 | 143712 |
|              | Monthly | 7304   | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 10983  | 11119  | 11258  | 11397  | 11683  | 11830  | 11976  |
|              | Hourly  | 41.98  | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.12  | 63.90  | 64.70  | 65.50  | 67.14  | 67.99  | 68.83  |
|              | Standby | 2.94   | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.42   | 4.47   | 4.53   | 4.59   | 4.70   | 4.76   | 4.82   |
| 70N          | Annual  | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 135096 | 136764 | 138480 | 140196 | 143712 | 145512 | 147312 |
|              | Monthly | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11258  | 11397  | 11540  | 11683  | 11976  | 12126  | 12276  |
|              | Hourly  | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 64.70  | 65.50  | 66.32  | 67.14  | 68.83  | 69.69  | 70.55  |
|              | Standby | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.53   | 4.59   | 4.64   | 4.70   | 4.82   | 4.88   | 4.94   |
| 71N          | Annual  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 138480 | 140196 | 141960 | 143712 | 147312 | 149148 | 150984 |
|              | Monthly | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11540  | 11683  | 11830  | 11976  | 12276  | 12429  | 12582  |
|              | Hourly  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 66.32  | 67.14  | 67.99  | 68.83  | 70.55  | 71.43  | 72.31  |
|              | Standby | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.64   | 4.70   | 4.76   | 4.82   | 4.94   | 5.00   | 5.06   |
| 72N          | Annual  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 141960 | 143712 | 145512 | 147312 | 150984 | 152880 | 154776 |
|              | Monthly | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11830  | 11976  | 12126  | 12276  | 12582  | 12740  | 12898  |
|              | Hourly  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 67.99  | 68.83  | 69.69  | 70.55  | 72.31  | 73.22  | 74.13  |
|              | Standby | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.76   | 4.82   | 4.88   | 4.94   | 5.06   | 5.13   | 5.19   |
| 73N          | Annual  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 145512 | 147312 | 149148 | 150984 | 154776 | 156696 | 158628 |
|              | Monthly | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12126  | 12276  | 12429  | 12582  | 12898  | 13058  | 13219  |
|              | Hourly  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 69.69  | 70.55  | 71.43  | 72.31  | 74.13  | 75.05  | 75.97  |
|              | Standby | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.88   | 4.94   | 5.00   | 5.06   | 5.19   | 5.25   | 5.32   |
| 74N          | Annual  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 149148 | 150984 | 152880 | 154776 | 158628 | 160608 | 162588 |
|              | Monthly | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12429  | 12582  | 12740  | 12898  | 13219  | 13384  | 13549  |
|              | Hourly  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 71.43  | 72.31  | 73.22  | 74.13  | 75.97  | 76.92  | 77.87  |
|              | Standby | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.00   | 5.06   | 5.13   | 5.19   | 5.32   | 5.38   | 5.45   |
| 75N          | Annual  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 152880 | 154776 | 156696 | 158628 | 162588 | 164616 | 166644 |
|              | Monthly | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12740  | 12898  | 13058  | 13219  | 13549  | 13718  | 13887  |
|              | Hourly  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 73.22  | 74.13  | 75.05  | 75.97  | 77.87  | 78.84  | 79.81  |
|              | Standby | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.13   | 5.19   | 5.25   | 5.32   | 5.45   | 5.52   | 5.59   |

Standby rate is equal to 7% of the hourly rate

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

D: Compensation

Item # 298

Prepared by the Washington State Office of Financial Management  
N Range Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% 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 |
| 76N          | Annual  | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 156696 | 158628 | 160608 | 162588 | 166644 | 168744 | 170820 |
|              | Monthly | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13058  | 13219  | 13384  | 13549  | 13887  | 14062  | 14235  |
|              | Hourly  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.05  | 75.97  | 76.92  | 77.87  | 79.81  | 80.82  | 81.81  |
|              | Standby | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.25   | 5.32   | 5.38   | 5.45   | 5.59   | 5.66   | 5.73   |
| 77N          | Annual  | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 160608 | 162588 | 164616 | 166644 | 170820 | 172944 | 175080 |
|              | Monthly | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13384  | 13549  | 13718  | 13887  | 14235  | 14412  | 14590  |
|              | Hourly  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 76.92  | 77.87  | 78.84  | 79.81  | 81.81  | 82.83  | 83.85  |
|              | Standby | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.38   | 5.45   | 5.52   | 5.59   | 5.73   | 5.80   | 5.87   |
| 78N          | Annual  | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 164616 | 166644 | 168744 | 170820 | 175080 | 177264 | 179460 |
|              | Monthly | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13718  | 13887  | 14062  | 14235  | 14590  | 14772  | 14955  |
|              | Hourly  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 78.84  | 79.81  | 80.82  | 81.81  | 83.85  | 84.90  | 85.95  |
|              | Standby | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.52   | 5.59   | 5.66   | 5.73   | 5.87   | 5.94   | 6.02   |
| 79N          | Annual  | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 168744 | 170820 | 172944 | 175080 | 179460 | 181692 | 183924 |
|              | Monthly | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14062  | 14235  | 14412  | 14590  | 14955  | 15141  | 15327  |
|              | Hourly  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 80.82  | 81.81  | 82.83  | 83.85  | 85.95  | 87.02  | 88.09  |
|              | Standby | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.66   | 5.73   | 5.80   | 5.87   | 6.02   | 6.09   | 6.17   |
| 80N          | Annual  | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 172944 | 175080 | 177264 | 179460 | 183924 | 186240 | 188544 |
|              | Monthly | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14412  | 14590  | 14772  | 14955  | 15327  | 15520  | 15712  |
|              | Hourly  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 82.83  | 83.85  | 84.90  | 85.95  | 88.09  | 89.20  | 90.30  |
|              | Standby | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.80   | 5.87   | 5.94   | 6.02   | 6.17   | 6.24   | 6.32   |
| 81N          | Annual  | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 177264 | 179460 | 181692 | 183924 | 188544 | 190896 | 193248 |
|              | Monthly | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14772  | 14955  | 15141  | 15327  | 15712  | 15908  | 16104  |
|              | Hourly  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 84.90  | 85.95  | 87.02  | 88.09  | 90.30  | 91.43  | 92.55  |
|              | Standby | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 5.94   | 6.02   | 6.09   | 6.17   | 6.32   | 6.40   | 6.48   |
| 82N          | Annual  | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 181692 | 183924 | 186240 | 188544 | 193248 | 195660 | 198084 |
|              | Monthly | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15141  | 15327  | 15520  | 15712  | 16104  | 16305  | 16507  |
|              | Hourly  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 87.02  | 88.09  | 89.20  | 90.30  | 92.55  | 93.71  | 94.87  |
|              | Standby | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.09   | 6.17   | 6.24   | 6.32   | 6.48   | 6.56   | 6.64   |
| 83N          | Annual  | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 183924 | 186240 | 188544 | 190896 | 193248 | 198084 | 200556 | 203028 |
|              | Monthly | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15327  | 15520  | 15712  | 15908  | 16104  | 16507  | 16713  | 16919  |
|              | Hourly  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 88.09  | 89.20  | 90.30  | 91.43  | 92.55  | 94.87  | 96.05  | 97.24  |
|              | Standby | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.17   | 6.24   | 6.32   | 6.40   | 6.48   | 6.64   | 6.72   | 6.81   |
| 84N          | Annual  | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 183924 | 188544 | 190896 | 193248 | 195660 | 198084 | 203028 | 205560 | 208092 |
|              | Monthly | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15327  | 15712  | 15908  | 16104  | 16305  | 16507  | 16919  | 17130  | 17341  |
|              | Hourly  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 88.09  | 90.30  | 91.43  | 92.55  | 93.71  | 94.87  | 97.24  | 98.45  | 99.66  |
|              | Standby | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.17   | 6.32   | 6.40   | 6.48   | 6.56   | 6.64   | 6.81   | 6.89   | 6.98   |

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

D: Compensation

Item # 298

Prepared by the Washington State Office of Financial Management  
N Range Salary Schedule for Non-Represented Employees  
Effective July 1, 2025  
3% Increase

| Effective July 1, 2025<br>3% Increase |         |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        | General Government<br>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 |  |    |  |    |  |    |  |    |  |    |  |    |  |
| 85N                                   | Annual  | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 183924 | 188544 | 193248 | 195660 | 198084 | 200556 | 203028 | 208092                                 | 210696 | 213300 |  |    |  |    |  |    |  |    |  |    |  |    |  |
|                                       | Monthly | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15327  | 15712  | 16104  | 16305  | 16507  | 16713  | 16919  | 17341                                  | 17558  | 17775  |  |    |  |    |  |    |  |    |  |    |  |    |  |
|                                       | Hourly  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 88.09  | 90.30  | 92.55  | 93.71  | 94.87  | 96.05  | 97.24  | 99.66                                  | 100.91 | 102.16 |  |    |  |    |  |    |  |    |  |    |  |    |  |
|                                       | Standby | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.17   | 6.32   | 6.48   | 6.56   | 6.64   | 6.72   | 6.81   | 6.98                                   | 7.06   | 7.15   |  |    |  |    |  |    |  |    |  |    |  |    |  |
| 86N                                   | Annual  | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 183924 | 188544 | 193248 | 198084 | 200556 | 203028 | 205560 | 208092 | 213300                                 | 215976 | 218652 |  |    |  |    |  |    |  |    |  |    |  |    |  |
|                                       | Monthly | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15327  | 15712  | 16104  | 16507  | 16713  | 16919  | 17130  | 17341  | 17775                                  | 17998  | 18221  |  |    |  |    |  |    |  |    |  |    |  |    |  |
|                                       | Hourly  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 88.09  | 90.30  | 92.55  | 94.87  | 96.05  | 97.24  | 98.45  | 99.66  | 102.16                                 | 103.44 | 104.72 |  |    |  |    |  |    |  |    |  |    |  |    |  |
|                                       | Standby | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.17   | 6.32   | 6.48   | 6.64   | 6.72   | 6.81   | 6.89   | 6.98   | 7.15                                   | 7.24   | 7.33   |  |    |  |    |  |    |  |    |  |    |  |    |  |

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

## D: Compensation

Item # 299

Prepared by the Washington State Office of Financial Management  
 Association of Washington Assistant Attorneys General Represented Employees  
 Effective July 1, 2025  
 3% Increase

WFSE - AWAAG

**DRAFT**

| <b>Base Range<br/>Step Numbers</b> | <b>Graduation<br/>Year</b> | <b>AAG Range<br/>(Annual)</b> | <b>Managing<br/>AAG 1 Range<br/>(Annual)</b> | <b>Managing<br/>AAG 2 Range<br/>(Annual)</b> | <b>Deputy Solicitor<br/>General Range<br/>(Annual)</b> |
|------------------------------------|----------------------------|-------------------------------|----------------------------------------------|----------------------------------------------|--------------------------------------------------------|
| Step 1                             | 2025                       | 79,056                        | 83,004                                       | 86,964                                       | 86,964                                                 |
| Step 2                             | 2024                       | 82,212                        | 86,328                                       | 90,444                                       | 90,444                                                 |
| Step 3                             | 2023                       | 85,500                        | 89,784                                       | 94,056                                       | 94,056                                                 |
| Step 4                             | 2022                       | 88,932                        | 93,372                                       | 97,836                                       | 97,836                                                 |
| Step 5                             | 2021                       | 92,472                        | 97,116                                       | 101,736                                      | 101,736                                                |
| Step 6                             | 2020                       | 96,192                        | 100,992                                      | 105,816                                      | 105,816                                                |
| Step 7                             | 2019                       | 100,032                       | 105,036                                      | 110,028                                      | 110,028                                                |
| Step 8                             | 2018                       | 104,016                       | 109,236                                      | 114,444                                      | 114,444                                                |
| Step 9                             | 2017                       | 108,204                       | 113,604                                      | 119,016                                      | 119,016                                                |
| Step 10                            | 2016                       | 112,524                       | 118,152                                      | 123,768                                      | 123,768                                                |
| Step 11                            | 2015                       | 117,024                       | 122,868                                      | 128,712                                      | 128,712                                                |
| Step 12                            | 2014                       | 121,704                       | 127,788                                      | 133,860                                      | 133,860                                                |
| Step 13                            | 2013                       | 126,564                       | 132,912                                      | 139,236                                      | 139,236                                                |
| Step 14                            | 2012                       | 131,640                       | 138,240                                      | 144,780                                      | 144,780                                                |
| Step 15                            | 2011                       | 136,896                       | 143,748                                      | 150,600                                      | 150,600                                                |
| Step 16                            | 2010                       | 142,368                       | 149,496                                      | 156,612                                      | 156,612                                                |
| Step 17                            | 2009                       | 148,068                       | 155,472                                      | 162,876                                      | 162,876                                                |
| Step 18                            | 2008                       | 153,996                       | 161,700                                      | 169,392                                      | 169,392                                                |

Prepared by the Washington State Office of Financial Management  
 Fish and Wildlife Officers Guild for Represented Employees  
 Effective July 1, 2025  
 17% Increase

FWOG

**DRAFT**

| RECRUIT      |         |        |
|--------------|---------|--------|
| SALARY RANGE |         | STEP A |
| 800          | Annual  | 84,012 |
|              | Monthly | 7,001  |
|              | Hourly  | 40.24  |
|              | Standby | 2.82   |

| OFFICER      |         |           |        |        |        |        |
|--------------|---------|-----------|--------|--------|--------|--------|
| SALARY RANGE |         | STEP A    | STEP B | STEP C | STEP D | STEP E |
| 801          | Annual  | 90,744.00 | 94380  | 101916 | 110076 | 118872 |
|              | Monthly | 7,562     | 7,865  | 8,493  | 9,173  | 9,906  |
|              | Hourly  | 43.46     | 45.20  | 48.81  | 52.72  | 56.93  |
|              | Standby | 3.04      | 3.16   | 3.42   | 3.69   | 3.99   |

| SERGEANT     |         |         |
|--------------|---------|---------|
| SALARY RANGE |         | STEP A  |
| 802          | Annual  | 141,528 |
|              | Monthly | 11,794  |
|              | Hourly  | 67.78   |
|              | Standby | 4.74    |

| LIEUTENANT   |         |         |
|--------------|---------|---------|
| SALARY RANGE |         | STEP A  |
| 803          | Annual  | 186,300 |
|              | Monthly | 15,525  |
|              | Hourly  | 89.22   |
|              | Standby | 6.25    |

| CAPTAIN      |         |         |
|--------------|---------|---------|
| SALARY RANGE |         | STEP A  |
| 804          | Annual  | 195,624 |
|              | Monthly | 16,302  |
|              | Hourly  | 93.69   |
|              | Standby | 6.56    |

Prepared by the Washington State Office of Financial Management  
Washington Federation of State Employees Salary Schedule for Represented Employees  
Effective July 1, 2025  
4.62% Increase

DOC - WFSE

**DRAFT**

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 30           | Annual  | 35472     | 36300     | 37128     | 38016     | 38868     | 39744     | 40716     | 41628     | 42648     | 43560     | 44688     | 45684     | 46764      |
|              | Monthly | 2956      | 3025      | 3094      | 3168      | 3239      | 3312      | 3393      | 3469      | 3554      | 3630      | 3724      | 3807      | 3897       |
|              | Hourly  | 16.99     | 17.39     | 17.78     | 18.21     | 18.61     | 19.03     | 19.50     | 19.94     | 20.43     | 20.86     | 21.40     | 21.88     | 22.40      |
|              | Standby | 1.19      | 1.22      | 1.24      | 1.27      | 1.30      | 1.33      | 1.37      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57       |
| 31           | Annual  | 36300     | 37128     | 38016     | 38868     | 39744     | 40716     | 41628     | 42648     | 43560     | 44688     | 45684     | 46764     | 47892      |
|              | Monthly | 3025      | 3094      | 3168      | 3239      | 3312      | 3393      | 3469      | 3554      | 3630      | 3724      | 3807      | 3897      | 3991       |
|              | Hourly  | 17.39     | 17.78     | 18.21     | 18.61     | 19.03     | 19.50     | 19.94     | 20.43     | 20.86     | 21.40     | 21.88     | 22.40     | 22.94      |
|              | Standby | 1.22      | 1.24      | 1.27      | 1.30      | 1.33      | 1.37      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.61       |
| 32           | Annual  | 37128     | 38016     | 38868     | 39744     | 40716     | 41628     | 42648     | 43560     | 44688     | 45684     | 46764     | 47892     | 48996      |
|              | Monthly | 3094      | 3168      | 3239      | 3312      | 3393      | 3469      | 3554      | 3630      | 3724      | 3807      | 3897      | 3991      | 4083       |
|              | Hourly  | 17.78     | 18.21     | 18.61     | 19.03     | 19.50     | 19.94     | 20.43     | 20.86     | 21.40     | 21.88     | 22.40     | 22.94     | 23.47      |
|              | Standby | 1.24      | 1.27      | 1.30      | 1.33      | 1.37      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.61      | 1.64       |
| 33           | Annual  | 38016     | 38868     | 39744     | 40716     | 41628     | 42648     | 43560     | 44688     | 45684     | 46764     | 47892     | 48996     | 50208      |
|              | Monthly | 3168      | 3239      | 3312      | 3393      | 3469      | 3554      | 3630      | 3724      | 3807      | 3897      | 3991      | 4083      | 4184       |
|              | Hourly  | 18.21     | 18.61     | 19.03     | 19.50     | 19.94     | 20.43     | 20.86     | 21.40     | 21.88     | 22.40     | 22.94     | 23.47     | 24.05      |
|              | Standby | 1.27      | 1.30      | 1.33      | 1.37      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.61      | 1.64      | 1.68       |
| 34           | Annual  | 38868     | 39744     | 40716     | 41628     | 42648     | 43560     | 44688     | 45684     | 46764     | 47892     | 48996     | 50208     | 51384      |
|              | Monthly | 3239      | 3312      | 3393      | 3469      | 3554      | 3630      | 3724      | 3807      | 3897      | 3991      | 4083      | 4184      | 4282       |
|              | Hourly  | 18.61     | 19.03     | 19.50     | 19.94     | 20.43     | 20.86     | 21.40     | 21.88     | 22.40     | 22.94     | 23.47     | 24.05     | 24.61      |
|              | Standby | 1.30      | 1.33      | 1.37      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.61      | 1.64      | 1.68      | 1.72       |
| 35           | Annual  | 39744     | 40716     | 41628     | 42648     | 43560     | 44688     | 45684     | 46764     | 47892     | 48996     | 50208     | 51384     | 52596      |
|              | Monthly | 3312      | 3393      | 3469      | 3554      | 3630      | 3724      | 3807      | 3897      | 3991      | 4083      | 4184      | 4282      | 4383       |
|              | Hourly  | 19.03     | 19.50     | 19.94     | 20.43     | 20.86     | 21.40     | 21.88     | 22.40     | 22.94     | 23.47     | 24.05     | 24.61     | 25.19      |
|              | Standby | 1.33      | 1.37      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.61      | 1.64      | 1.68      | 1.72      | 1.76       |
| 36           | Annual  | 40716     | 41628     | 42648     | 43560     | 44688     | 45684     | 46764     | 47892     | 48996     | 50208     | 51384     | 52596     | 53892      |
|              | Monthly | 3393      | 3469      | 3554      | 3630      | 3724      | 3807      | 3897      | 3991      | 4083      | 4184      | 4282      | 4383      | 4491       |
|              | Hourly  | 19.50     | 19.94     | 20.43     | 20.86     | 21.40     | 21.88     | 22.40     | 22.94     | 23.47     | 24.05     | 24.61     | 25.19     | 25.81      |
|              | Standby | 1.37      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.61      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81       |
| 37           | Annual  | 41628     | 42648     | 43560     | 44688     | 45684     | 46764     | 47892     | 48996     | 50208     | 51384     | 52596     | 53892     | 55236      |
|              | Monthly | 3469      | 3554      | 3630      | 3724      | 3807      | 3897      | 3991      | 4083      | 4184      | 4282      | 4383      | 4491      | 4603       |
|              | Hourly  | 19.94     | 20.43     | 20.86     | 21.40     | 21.88     | 22.40     | 22.94     | 23.47     | 24.05     | 24.61     | 25.19     | 25.81     | 26.45      |
|              | Standby | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.61      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85       |
| 38           | Annual  | 42648     | 43560     | 44688     | 45684     | 46764     | 47892     | 48996     | 50208     | 51384     | 52596     | 53892     | 55236     | 56628      |
|              | Monthly | 3554      | 3630      | 3724      | 3807      | 3897      | 3991      | 4083      | 4184      | 4282      | 4383      | 4491      | 4603      | 4719       |
|              | Hourly  | 20.43     | 20.86     | 21.40     | 21.88     | 22.40     | 22.94     | 23.47     | 24.05     | 24.61     | 25.19     | 25.81     | 26.45     | 27.12      |
|              | Standby | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.61      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90       |
| 39           | Annual  | 43560     | 44688     | 45684     | 46764     | 47892     | 48996     | 50208     | 51384     | 52596     | 53892     | 55236     | 56628     | 57996      |
|              | Monthly | 3630      | 3724      | 3807      | 3897      | 3991      | 4083      | 4184      | 4282      | 4383      | 4491      | 4603      | 4719      | 4833       |
|              | Hourly  | 20.86     | 21.40     | 21.88     | 22.40     | 22.94     | 23.47     | 24.05     | 24.61     | 25.19     | 25.81     | 26.45     | 27.12     | 27.78      |
|              | Standby | 1.46      | 1.50      | 1.53      | 1.57      | 1.61      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.94       |
| 40           | Annual  | 44688     | 45684     | 46764     | 47892     | 48996     | 50208     | 51384     | 52596     | 53892     | 55236     | 56628     | 57996     | 59520      |
|              | Monthly | 3724      | 3807      | 3897      | 3991      | 4083      | 4184      | 4282      | 4383      | 4491      | 4603      | 4719      | 4833      | 4960       |
|              | Hourly  | 21.40     | 21.88     | 22.40     | 22.94     | 23.47     | 24.05     | 24.61     | 25.19     | 25.81     | 26.45     | 27.12     | 27.78     | 28.51      |
|              | Standby | 1.50      | 1.53      | 1.57      | 1.61      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.94      | 2.00       |

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 # 301

Prepared by the Washington State Office of Financial Management  
 Washington Federation of State Employees Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 4.62% Increase

DOC - WFSE

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 41           | Annual  | 45684     | 46764     | 47892     | 48996     | 50208     | 51384     | 52596     | 53892     | 55236     | 56628     | 57996     | 59520     | 60888      |
|              | Monthly | 3807      | 3897      | 3991      | 4083      | 4184      | 4282      | 4383      | 4491      | 4603      | 4719      | 4833      | 4960      | 5074       |
|              | Hourly  | 21.88     | 22.40     | 22.94     | 23.47     | 24.05     | 24.61     | 25.19     | 25.81     | 26.45     | 27.12     | 27.78     | 28.51     | 29.16      |
|              | Standby | 1.53      | 1.57      | 1.61      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.94      | 2.00      | 2.04       |
| 42           | Annual  | 46764     | 47892     | 48996     | 50208     | 51384     | 52596     | 53892     | 55236     | 56628     | 57996     | 59520     | 60888     | 62508      |
|              | Monthly | 3897      | 3991      | 4083      | 4184      | 4282      | 4383      | 4491      | 4603      | 4719      | 4833      | 4960      | 5074      | 5209       |
|              | Hourly  | 22.40     | 22.94     | 23.47     | 24.05     | 24.61     | 25.19     | 25.81     | 26.45     | 27.12     | 27.78     | 28.51     | 29.16     | 29.94      |
|              | Standby | 1.57      | 1.61      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.94      | 2.00      | 2.04      | 2.10       |
| 43           | Annual  | 47892     | 48996     | 50208     | 51384     | 52596     | 53892     | 55236     | 56628     | 57996     | 59520     | 60888     | 62508     | 64056      |
|              | Monthly | 3991      | 4083      | 4184      | 4282      | 4383      | 4491      | 4603      | 4719      | 4833      | 4960      | 5074      | 5209      | 5338       |
|              | Hourly  | 22.94     | 23.47     | 24.05     | 24.61     | 25.19     | 25.81     | 26.45     | 27.12     | 27.78     | 28.51     | 29.16     | 29.94     | 30.68      |
|              | Standby | 1.61      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.94      | 2.00      | 2.04      | 2.10      | 2.15       |
| 44           | Annual  | 48996     | 50208     | 51384     | 52596     | 53892     | 55236     | 56628     | 57996     | 59520     | 60888     | 62508     | 64056     | 65748      |
|              | Monthly | 4083      | 4184      | 4282      | 4383      | 4491      | 4603      | 4719      | 4833      | 4960      | 5074      | 5209      | 5338      | 5479       |
|              | Hourly  | 23.47     | 24.05     | 24.61     | 25.19     | 25.81     | 26.45     | 27.12     | 27.78     | 28.51     | 29.16     | 29.94     | 30.68     | 31.49      |
|              | Standby | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.94      | 2.00      | 2.04      | 2.10      | 2.15      | 2.20       |
| 45           | Annual  | 50208     | 51384     | 52596     | 53892     | 55236     | 56628     | 57996     | 59520     | 60888     | 62508     | 64056     | 65748     | 67320      |
|              | Monthly | 4184      | 4282      | 4383      | 4491      | 4603      | 4719      | 4833      | 4960      | 5074      | 5209      | 5338      | 5479      | 5610       |
|              | Hourly  | 24.05     | 24.61     | 25.19     | 25.81     | 26.45     | 27.12     | 27.78     | 28.51     | 29.16     | 29.94     | 30.68     | 31.49     | 32.24      |
|              | Standby | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.94      | 2.00      | 2.04      | 2.10      | 2.15      | 2.20      | 2.26       |
| 46           | Annual  | 51384     | 52596     | 53892     | 55236     | 56628     | 57996     | 59520     | 60888     | 62508     | 64056     | 65748     | 67320     | 68988      |
|              | Monthly | 4282      | 4383      | 4491      | 4603      | 4719      | 4833      | 4960      | 5074      | 5209      | 5338      | 5479      | 5610      | 5749       |
|              | Hourly  | 24.61     | 25.19     | 25.81     | 26.45     | 27.12     | 27.78     | 28.51     | 29.16     | 29.94     | 30.68     | 31.49     | 32.24     | 33.04      |
|              | Standby | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.94      | 2.00      | 2.04      | 2.10      | 2.15      | 2.20      | 2.26      | 2.31       |
| 47           | Annual  | 52596     | 53892     | 55236     | 56628     | 57996     | 59520     | 60888     | 62508     | 64056     | 65748     | 67320     | 68988     | 70656      |
|              | Monthly | 4383      | 4491      | 4603      | 4719      | 4833      | 4960      | 5074      | 5209      | 5338      | 5479      | 5610      | 5749      | 5888       |
|              | Hourly  | 25.19     | 25.81     | 26.45     | 27.12     | 27.78     | 28.51     | 29.16     | 29.94     | 30.68     | 31.49     | 32.24     | 33.04     | 33.84      |
|              | Standby | 1.76      | 1.81      | 1.85      | 1.90      | 1.94      | 2.00      | 2.04      | 2.10      | 2.15      | 2.20      | 2.26      | 2.31      | 2.37       |
| 48           | Annual  | 53892     | 55236     | 56628     | 57996     | 59520     | 60888     | 62508     | 64056     | 65748     | 67320     | 68988     | 70656     | 72516      |
|              | Monthly | 4491      | 4603      | 4719      | 4833      | 4960      | 5074      | 5209      | 5338      | 5479      | 5610      | 5749      | 5888      | 6043       |
|              | Hourly  | 25.81     | 26.45     | 27.12     | 27.78     | 28.51     | 29.16     | 29.94     | 30.68     | 31.49     | 32.24     | 33.04     | 33.84     | 34.73      |
|              | Standby | 1.81      | 1.85      | 1.90      | 1.94      | 2.00      | 2.04      | 2.10      | 2.15      | 2.20      | 2.26      | 2.31      | 2.37      | 2.43       |
| 49           | Annual  | 55236     | 56628     | 57996     | 59520     | 60888     | 62508     | 64056     | 65748     | 67320     | 68988     | 70656     | 72516     | 74280      |
|              | Monthly | 4603      | 4719      | 4833      | 4960      | 5074      | 5209      | 5338      | 5479      | 5610      | 5749      | 5888      | 6043      | 6190       |
|              | Hourly  | 26.45     | 27.12     | 27.78     | 28.51     | 29.16     | 29.94     | 30.68     | 31.49     | 32.24     | 33.04     | 33.84     | 34.73     | 35.57      |
|              | Standby | 1.85      | 1.90      | 1.94      | 2.00      | 2.04      | 2.10      | 2.15      | 2.20      | 2.26      | 2.31      | 2.37      | 2.43      | 2.49       |
| 50           | Annual  | 56628     | 57996     | 59520     | 60888     | 62508     | 64056     | 65748     | 67320     | 68988     | 70656     | 72516     | 74280     | 76152      |
|              | Monthly | 4719      | 4833      | 4960      | 5074      | 5209      | 5338      | 5479      | 5610      | 5749      | 5888      | 6043      | 6190      | 6346       |
|              | Hourly  | 27.12     | 27.78     | 28.51     | 29.16     | 29.94     | 30.68     | 31.49     | 32.24     | 33.04     | 33.84     | 34.73     | 35.57     | 36.47      |
|              | Standby | 1.90      | 1.94      | 2.00      | 2.04      | 2.10      | 2.15      | 2.20      | 2.26      | 2.31      | 2.37      | 2.43      | 2.49      | 2.55       |
| 51           | Annual  | 57996     | 59520     | 60888     | 62508     | 64056     | 65748     | 67320     | 68988     | 70656     | 72516     | 74280     | 76152     | 78048      |
|              | Monthly | 4833      | 4960      | 5074      | 5209      | 5338      | 5479      | 5610      | 5749      | 5888      | 6043      | 6190      | 6346      | 6504       |
|              | Hourly  | 27.78     | 28.51     | 29.16     | 29.94     | 30.68     | 31.49     | 32.24     | 33.04     | 33.84     | 34.73     | 35.57     | 36.47     | 37.38      |
|              | Standby | 1.94      | 2.00      | 2.04      | 2.10      | 2.15      | 2.20      | 2.26      | 2.31      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62       |

Standby rate is equal to 7% of the hourly rate

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

# Item # 301

Prepared by the Washington State Office of Financial Management  
 Washington Federation of State Employees Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 4.62% Increase

DOC - WFSE

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 52           | Annual  | 59520     | 60888     | 62508     | 64056     | 65748     | 67320     | 68988     | 70656     | 72516     | 74280     | 76152     | 78048     | 79980      |
|              | Monthly | 4960      | 5074      | 5209      | 5338      | 5479      | 5610      | 5749      | 5888      | 6043      | 6190      | 6346      | 6504      | 6665       |
|              | Hourly  | 28.51     | 29.16     | 29.94     | 30.68     | 31.49     | 32.24     | 33.04     | 33.84     | 34.73     | 35.57     | 36.47     | 37.38     | 38.30      |
|              | Standby | 2.00      | 2.04      | 2.10      | 2.15      | 2.20      | 2.26      | 2.31      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68       |
| 53           | Annual  | 60888     | 62508     | 64056     | 65748     | 67320     | 68988     | 70656     | 72516     | 74280     | 76152     | 78048     | 79980     | 81984      |
|              | Monthly | 5074      | 5209      | 5338      | 5479      | 5610      | 5749      | 5888      | 6043      | 6190      | 6346      | 6504      | 6665      | 6832       |
|              | Hourly  | 29.16     | 29.94     | 30.68     | 31.49     | 32.24     | 33.04     | 33.84     | 34.73     | 35.57     | 36.47     | 37.38     | 38.30     | 39.26      |
|              | Standby | 2.04      | 2.10      | 2.15      | 2.20      | 2.26      | 2.31      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75       |
| 54           | Annual  | 62508     | 64056     | 65748     | 67320     | 68988     | 70656     | 72516     | 74280     | 76152     | 78048     | 79980     | 81984     | 84012      |
|              | Monthly | 5209      | 5338      | 5479      | 5610      | 5749      | 5888      | 6043      | 6190      | 6346      | 6504      | 6665      | 6832      | 7001       |
|              | Hourly  | 29.94     | 30.68     | 31.49     | 32.24     | 33.04     | 33.84     | 34.73     | 35.57     | 36.47     | 37.38     | 38.30     | 39.26     | 40.24      |
|              | Standby | 2.10      | 2.15      | 2.20      | 2.26      | 2.31      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82       |
| 55           | Annual  | 64056     | 65748     | 67320     | 68988     | 70656     | 72516     | 74280     | 76152     | 78048     | 79980     | 81984     | 84012     | 86160      |
|              | Monthly | 5338      | 5479      | 5610      | 5749      | 5888      | 6043      | 6190      | 6346      | 6504      | 6665      | 6832      | 7001      | 7180       |
|              | Hourly  | 30.68     | 31.49     | 32.24     | 33.04     | 33.84     | 34.73     | 35.57     | 36.47     | 37.38     | 38.30     | 39.26     | 40.24     | 41.26      |
|              | Standby | 2.15      | 2.20      | 2.26      | 2.31      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89       |
| 56           | Annual  | 65748     | 67320     | 68988     | 70656     | 72516     | 74280     | 76152     | 78048     | 79980     | 81984     | 84012     | 86160     | 88320      |
|              | Monthly | 5479      | 5610      | 5749      | 5888      | 6043      | 6190      | 6346      | 6504      | 6665      | 6832      | 7001      | 7180      | 7360       |
|              | Hourly  | 31.49     | 32.24     | 33.04     | 33.84     | 34.73     | 35.57     | 36.47     | 37.38     | 38.30     | 39.26     | 40.24     | 41.26     | 42.30      |
|              | Standby | 2.20      | 2.26      | 2.31      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96       |
| 57           | Annual  | 67320     | 68988     | 70656     | 72516     | 74280     | 76152     | 78048     | 79980     | 81984     | 84012     | 86160     | 88320     | 90480      |
|              | Monthly | 5610      | 5749      | 5888      | 6043      | 6190      | 6346      | 6504      | 6665      | 6832      | 7001      | 7180      | 7360      | 7540       |
|              | Hourly  | 32.24     | 33.04     | 33.84     | 34.73     | 35.57     | 36.47     | 37.38     | 38.30     | 39.26     | 40.24     | 41.26     | 42.30     | 43.33      |
|              | Standby | 2.26      | 2.31      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.03       |
| 58           | Annual  | 68988     | 70656     | 72516     | 74280     | 76152     | 78048     | 79980     | 81984     | 84012     | 86160     | 88320     | 90480     | 92832      |
|              | Monthly | 5749      | 5888      | 6043      | 6190      | 6346      | 6504      | 6665      | 6832      | 7001      | 7180      | 7360      | 7540      | 7736       |
|              | Hourly  | 33.04     | 33.84     | 34.73     | 35.57     | 36.47     | 37.38     | 38.30     | 39.26     | 40.24     | 41.26     | 42.30     | 43.33     | 44.46      |
|              | Standby | 2.31      | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.03      | 3.11       |
| 59           | Annual  | 70656     | 72516     | 74280     | 76152     | 78048     | 79980     | 81984     | 84012     | 86160     | 88320     | 90480     | 92832     | 95052      |
|              | Monthly | 5888      | 6043      | 6190      | 6346      | 6504      | 6665      | 6832      | 7001      | 7180      | 7360      | 7540      | 7736      | 7921       |
|              | Hourly  | 33.84     | 34.73     | 35.57     | 36.47     | 37.38     | 38.30     | 39.26     | 40.24     | 41.26     | 42.30     | 43.33     | 44.46     | 45.52      |
|              | Standby | 2.37      | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.03      | 3.11      | 3.19       |
| 60           | Annual  | 72516     | 74280     | 76152     | 78048     | 79980     | 81984     | 84012     | 86160     | 88320     | 90480     | 92832     | 95052     | 97476      |
|              | Monthly | 6043      | 6190      | 6346      | 6504      | 6665      | 6832      | 7001      | 7180      | 7360      | 7540      | 7736      | 7921      | 8123       |
|              | Hourly  | 34.73     | 35.57     | 36.47     | 37.38     | 38.30     | 39.26     | 40.24     | 41.26     | 42.30     | 43.33     | 44.46     | 45.52     | 46.68      |
|              | Standby | 2.43      | 2.49      | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.03      | 3.11      | 3.19      | 3.27       |
| 61           | Annual  | 74280     | 76152     | 78048     | 79980     | 81984     | 84012     | 86160     | 88320     | 90480     | 92832     | 95052     | 97476     | 99960      |
|              | Monthly | 6190      | 6346      | 6504      | 6665      | 6832      | 7001      | 7180      | 7360      | 7540      | 7736      | 7921      | 8123      | 8330       |
|              | Hourly  | 35.57     | 36.47     | 37.38     | 38.30     | 39.26     | 40.24     | 41.26     | 42.30     | 43.33     | 44.46     | 45.52     | 46.68     | 47.87      |
|              | 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       |
| 62           | Annual  | 76152     | 78048     | 79980     | 81984     | 84012     | 86160     | 88320     | 90480     | 92832     | 95052     | 97476     | 99960     | 102408     |
|              | Monthly | 6346      | 6504      | 6665      | 6832      | 7001      | 7180      | 7360      | 7540      | 7736      | 7921      | 8123      | 8330      | 8534       |
|              | Hourly  | 36.47     | 37.38     | 38.30     | 39.26     | 40.24     | 41.26     | 42.30     | 43.33     | 44.46     | 45.52     | 46.68     | 47.87     | 49.05      |
|              | Standby | 2.55      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.03      | 3.11      | 3.19      | 3.27      | 3.35      | 3.43       |

Standby rate is equal to 7% of the hourly rate

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

# Item # 301

Prepared by the Washington State Office of Financial Management  
 Washington Federation of State Employees Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 4.62% Increase

DOC - WFSE

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 63           | Annual  | 78048     | 79980     | 81984     | 84012     | 86160     | 88320     | 90480     | 92832     | 95052     | 97476     | 99960     | 102408    | 104964     |
|              | Monthly | 6504      | 6665      | 6832      | 7001      | 7180      | 7360      | 7540      | 7736      | 7921      | 8123      | 8330      | 8534      | 8747       |
|              | Hourly  | 37.38     | 38.30     | 39.26     | 40.24     | 41.26     | 42.30     | 43.33     | 44.46     | 45.52     | 46.68     | 47.87     | 49.05     | 50.27      |
|              | Standby | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.03      | 3.11      | 3.19      | 3.27      | 3.35      | 3.43      | 3.52       |
| 64           | Annual  | 79980     | 81984     | 84012     | 86160     | 88320     | 90480     | 92832     | 95052     | 97476     | 99960     | 102408    | 104964    | 107592     |
|              | Monthly | 6665      | 6832      | 7001      | 7180      | 7360      | 7540      | 7736      | 7921      | 8123      | 8330      | 8534      | 8747      | 8966       |
|              | Hourly  | 38.30     | 39.26     | 40.24     | 41.26     | 42.30     | 43.33     | 44.46     | 45.52     | 46.68     | 47.87     | 49.05     | 50.27     | 51.53      |
|              | Standby | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.03      | 3.11      | 3.19      | 3.27      | 3.35      | 3.43      | 3.52      | 3.61       |
| 65           | Annual  | 81984     | 84012     | 86160     | 88320     | 90480     | 92832     | 95052     | 97476     | 99960     | 102408    | 104964    | 107592    | 110256     |
|              | Monthly | 6832      | 7001      | 7180      | 7360      | 7540      | 7736      | 7921      | 8123      | 8330      | 8534      | 8747      | 8966      | 9188       |
|              | Hourly  | 39.26     | 40.24     | 41.26     | 42.30     | 43.33     | 44.46     | 45.52     | 46.68     | 47.87     | 49.05     | 50.27     | 51.53     | 52.80      |
|              | Standby | 2.75      | 2.82      | 2.89      | 2.96      | 3.03      | 3.11      | 3.19      | 3.27      | 3.35      | 3.43      | 3.52      | 3.61      | 3.70       |
| 66           | Annual  | 84012     | 86160     | 88320     | 90480     | 92832     | 95052     | 97476     | 99960     | 102408    | 104964    | 107592    | 110256    | 113064     |
|              | Monthly | 7001      | 7180      | 7360      | 7540      | 7736      | 7921      | 8123      | 8330      | 8534      | 8747      | 8966      | 9188      | 9422       |
|              | Hourly  | 40.24     | 41.26     | 42.30     | 43.33     | 44.46     | 45.52     | 46.68     | 47.87     | 49.05     | 50.27     | 51.53     | 52.80     | 54.15      |
|              | Standby | 2.82      | 2.89      | 2.96      | 3.03      | 3.11      | 3.19      | 3.27      | 3.35      | 3.43      | 3.52      | 3.61      | 3.70      | 3.79       |
| 67           | Annual  | 86160     | 88320     | 90480     | 92832     | 95052     | 97476     | 99960     | 102408    | 104964    | 107592    | 110256    | 113064    | 115872     |
|              | Monthly | 7180      | 7360      | 7540      | 7736      | 7921      | 8123      | 8330      | 8534      | 8747      | 8966      | 9188      | 9422      | 9656       |
|              | Hourly  | 41.26     | 42.30     | 43.33     | 44.46     | 45.52     | 46.68     | 47.87     | 49.05     | 50.27     | 51.53     | 52.80     | 54.15     | 55.49      |
|              | Standby | 2.89      | 2.96      | 3.03      | 3.11      | 3.19      | 3.27      | 3.35      | 3.43      | 3.52      | 3.61      | 3.70      | 3.79      | 3.88       |
| 68           | Annual  | 88320     | 90480     | 92832     | 95052     | 97476     | 99960     | 102408    | 104964    | 107592    | 110256    | 113064    | 115872    | 118776     |
|              | Monthly | 7360      | 7540      | 7736      | 7921      | 8123      | 8330      | 8534      | 8747      | 8966      | 9188      | 9422      | 9656      | 9898       |
|              | Hourly  | 42.30     | 43.33     | 44.46     | 45.52     | 46.68     | 47.87     | 49.05     | 50.27     | 51.53     | 52.80     | 54.15     | 55.49     | 56.89      |
|              | Standby | 2.96      | 3.03      | 3.11      | 3.19      | 3.27      | 3.35      | 3.43      | 3.52      | 3.61      | 3.70      | 3.79      | 3.88      | 3.98       |
| 69           | Annual  | 90480     | 92832     | 95052     | 97476     | 99960     | 102408    | 104964    | 107592    | 110256    | 113064    | 115872    | 118776    | 121704     |
|              | Monthly | 7540      | 7736      | 7921      | 8123      | 8330      | 8534      | 8747      | 8966      | 9188      | 9422      | 9656      | 9898      | 10142      |
|              | Hourly  | 43.33     | 44.46     | 45.52     | 46.68     | 47.87     | 49.05     | 50.27     | 51.53     | 52.80     | 54.15     | 55.49     | 56.89     | 58.29      |
|              | Standby | 3.03      | 3.11      | 3.19      | 3.27      | 3.35      | 3.43      | 3.52      | 3.61      | 3.70      | 3.79      | 3.88      | 3.98      | 4.08       |
| 70           | Annual  | 92832     | 95052     | 97476     | 99960     | 102408    | 104964    | 107592    | 110256    | 113064    | 115872    | 118776    | 121704    | 124776     |
|              | Monthly | 7736      | 7921      | 8123      | 8330      | 8534      | 8747      | 8966      | 9188      | 9422      | 9656      | 9898      | 10142     | 10398      |
|              | Hourly  | 44.46     | 45.52     | 46.68     | 47.87     | 49.05     | 50.27     | 51.53     | 52.80     | 54.15     | 55.49     | 56.89     | 58.29     | 59.76      |
|              | Standby | 3.11      | 3.19      | 3.27      | 3.35      | 3.43      | 3.52      | 3.61      | 3.70      | 3.79      | 3.88      | 3.98      | 4.08      | 4.18       |
| 71           | Annual  | 95052     | 97476     | 99960     | 102408    | 104964    | 107592    | 110256    | 113064    | 115872    | 118776    | 121704    | 124776    | 127932     |
|              | Monthly | 7921      | 8123      | 8330      | 8534      | 8747      | 8966      | 9188      | 9422      | 9656      | 9898      | 10142     | 10398     | 10661      |
|              | Hourly  | 45.52     | 46.68     | 47.87     | 49.05     | 50.27     | 51.53     | 52.80     | 54.15     | 55.49     | 56.89     | 58.29     | 59.76     | 61.27      |
|              | Standby | 3.19      | 3.27      | 3.35      | 3.43      | 3.52      | 3.61      | 3.70      | 3.79      | 3.88      | 3.98      | 4.08      | 4.18      | 4.29       |
| 72           | Annual  | 97476     | 99960     | 102408    | 104964    | 107592    | 110256    | 113064    | 115872    | 118776    | 121704    | 124776    | 127932    | 131136     |
|              | Monthly | 8123      | 8330      | 8534      | 8747      | 8966      | 9188      | 9422      | 9656      | 9898      | 10142     | 10398     | 10661     | 10928      |
|              | Hourly  | 46.68     | 47.87     | 49.05     | 50.27     | 51.53     | 52.80     | 54.15     | 55.49     | 56.89     | 58.29     | 59.76     | 61.27     | 62.80      |
|              | Standby | 3.27      | 3.35      | 3.43      | 3.52      | 3.61      | 3.70      | 3.79      | 3.88      | 3.98      | 4.08      | 4.18      | 4.29      | 4.40       |
| 73           | Annual  | 99960     | 102408    | 104964    | 107592    | 110256    | 113064    | 115872    | 118776    | 121704    | 124776    | 127932    | 131136    | 134364     |
|              | Monthly | 8330      | 8534      | 8747      | 8966      | 9188      | 9422      | 9656      | 9898      | 10142     | 10398     | 10661     | 10928     | 11197      |
|              | Hourly  | 47.87     | 49.05     | 50.27     | 51.53     | 52.80     | 54.15     | 55.49     | 56.89     | 58.29     | 59.76     | 61.27     | 62.80     | 64.35      |
|              | Standby | 3.35      | 3.43      | 3.52      | 3.61      | 3.70      | 3.79      | 3.88      | 3.98      | 4.08      | 4.18      | 4.29      | 4.40      | 4.50       |

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.

# Item # 301

Prepared by the Washington State Office of Financial Management  
 Washington Federation of State Employees Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 4.62% Increase

DOC - WFSE

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 74           | Annual  | 102408    | 104964    | 107592    | 110256    | 113064    | 115872    | 118776    | 121704    | 124776    | 127932    | 131136    | 134364    | 137784     |
|              | Monthly | 8534      | 8747      | 8966      | 9188      | 9422      | 9656      | 9898      | 10142     | 10398     | 10661     | 10928     | 11197     | 11482      |
|              | Hourly  | 49.05     | 50.27     | 51.53     | 52.80     | 54.15     | 55.49     | 56.89     | 58.29     | 59.76     | 61.27     | 62.80     | 64.35     | 65.99      |
|              | Standby | 3.43      | 3.52      | 3.61      | 3.70      | 3.79      | 3.88      | 3.98      | 4.08      | 4.18      | 4.29      | 4.40      | 4.50      | 4.62       |
| 75           | Annual  | 104964    | 107592    | 110256    | 113064    | 115872    | 118776    | 121704    | 124776    | 127932    | 131136    | 134364    | 137784    | 141192     |
|              | Monthly | 8747      | 8966      | 9188      | 9422      | 9656      | 9898      | 10142     | 10398     | 10661     | 10928     | 11197     | 11482     | 11766      |
|              | Hourly  | 50.27     | 51.53     | 52.80     | 54.15     | 55.49     | 56.89     | 58.29     | 59.76     | 61.27     | 62.80     | 64.35     | 65.99     | 67.62      |
|              | Standby | 3.52      | 3.61      | 3.70      | 3.79      | 3.88      | 3.98      | 4.08      | 4.18      | 4.29      | 4.40      | 4.50      | 4.62      | 4.73       |
| 76           | Annual  | 107592    | 110256    | 113064    | 115872    | 118776    | 121704    | 124776    | 127932    | 131136    | 134364    | 137784    | 141192    | 144720     |
|              | Monthly | 8966      | 9188      | 9422      | 9656      | 9898      | 10142     | 10398     | 10661     | 10928     | 11197     | 11482     | 11766     | 12060      |
|              | Hourly  | 51.53     | 52.80     | 54.15     | 55.49     | 56.89     | 58.29     | 59.76     | 61.27     | 62.80     | 64.35     | 65.99     | 67.62     | 69.31      |
|              | Standby | 3.61      | 3.70      | 3.79      | 3.88      | 3.98      | 4.08      | 4.18      | 4.29      | 4.40      | 4.50      | 4.62      | 4.73      | 4.85       |
| 77           | Annual  | 110256    | 113064    | 115872    | 118776    | 121704    | 124776    | 127932    | 131136    | 134364    | 137784    | 141192    | 144720    | 148332     |
|              | Monthly | 9188      | 9422      | 9656      | 9898      | 10142     | 10398     | 10661     | 10928     | 11197     | 11482     | 11766     | 12060     | 12361      |
|              | Hourly  | 52.80     | 54.15     | 55.49     | 56.89     | 58.29     | 59.76     | 61.27     | 62.80     | 64.35     | 65.99     | 67.62     | 69.31     | 71.04      |
|              | Standby | 3.70      | 3.79      | 3.88      | 3.98      | 4.08      | 4.18      | 4.29      | 4.40      | 4.50      | 4.62      | 4.73      | 4.85      | 4.97       |
| 78           | Annual  | 113064    | 115872    | 118776    | 121704    | 124776    | 127932    | 131136    | 134364    | 137784    | 141192    | 144720    | 148332    | 152052     |
|              | Monthly | 9422      | 9656      | 9898      | 10142     | 10398     | 10661     | 10928     | 11197     | 11482     | 11766     | 12060     | 12361     | 12671      |
|              | Hourly  | 54.15     | 55.49     | 56.89     | 58.29     | 59.76     | 61.27     | 62.80     | 64.35     | 65.99     | 67.62     | 69.31     | 71.04     | 72.82      |
|              | Standby | 3.79      | 3.88      | 3.98      | 4.08      | 4.18      | 4.29      | 4.40      | 4.50      | 4.62      | 4.73      | 4.85      | 4.97      | 5.10       |
| 79           | Annual  | 115872    | 118776    | 121704    | 124776    | 127932    | 131136    | 134364    | 137784    | 141192    | 144720    | 148332    | 152052    | 155772     |
|              | Monthly | 9656      | 9898      | 10142     | 10398     | 10661     | 10928     | 11197     | 11482     | 11766     | 12060     | 12361     | 12671     | 12981      |
|              | Hourly  | 55.49     | 56.89     | 58.29     | 59.76     | 61.27     | 62.80     | 64.35     | 65.99     | 67.62     | 69.31     | 71.04     | 72.82     | 74.60      |
|              | Standby | 3.88      | 3.98      | 4.08      | 4.18      | 4.29      | 4.40      | 4.50      | 4.62      | 4.73      | 4.85      | 4.97      | 5.10      | 5.22       |
| 80           | Annual  | 118776    | 121704    | 124776    | 127932    | 131136    | 134364    | 137784    | 141192    | 144720    | 148332    | 152052    | 155772    | 159684     |
|              | Monthly | 9898      | 10142     | 10398     | 10661     | 10928     | 11197     | 11482     | 11766     | 12060     | 12361     | 12671     | 12981     | 13307      |
|              | Hourly  | 56.89     | 58.29     | 59.76     | 61.27     | 62.80     | 64.35     | 65.99     | 67.62     | 69.31     | 71.04     | 72.82     | 74.60     | 76.48      |
|              | Standby | 3.98      | 4.08      | 4.18      | 4.29      | 4.40      | 4.50      | 4.62      | 4.73      | 4.85      | 4.97      | 5.10      | 5.22      | 5.35       |
| 81           | Annual  | 121704    | 124776    | 127932    | 131136    | 134364    | 137784    | 141192    | 144720    | 148332    | 152052    | 155772    | 159684    | 163716     |
|              | Monthly | 10142     | 10398     | 10661     | 10928     | 11197     | 11482     | 11766     | 12060     | 12361     | 12671     | 12981     | 13307     | 13643      |
|              | Hourly  | 58.29     | 59.76     | 61.27     | 62.80     | 64.35     | 65.99     | 67.62     | 69.31     | 71.04     | 72.82     | 74.60     | 76.48     | 78.41      |
|              | Standby | 4.08      | 4.18      | 4.29      | 4.40      | 4.50      | 4.62      | 4.73      | 4.85      | 4.97      | 5.10      | 5.22      | 5.35      | 5.49       |
| 82           | Annual  | 124776    | 127932    | 131136    | 134364    | 137784    | 141192    | 144720    | 148332    | 152052    | 155772    | 159684    | 163716    | 167784     |
|              | Monthly | 10398     | 10661     | 10928     | 11197     | 11482     | 11766     | 12060     | 12361     | 12671     | 12981     | 13307     | 13643     | 13982      |
|              | Hourly  | 59.76     | 61.27     | 62.80     | 64.35     | 65.99     | 67.62     | 69.31     | 71.04     | 72.82     | 74.60     | 76.48     | 78.41     | 80.36      |
|              | Standby | 4.18      | 4.29      | 4.40      | 4.50      | 4.62      | 4.73      | 4.85      | 4.97      | 5.10      | 5.22      | 5.35      | 5.49      | 5.62       |
| 83           | Annual  | 127932    | 131136    | 134364    | 137784    | 141192    | 144720    | 148332    | 152052    | 155772    | 159684    | 163716    | 167784    | 171984     |
|              | Monthly | 10661     | 10928     | 11197     | 11482     | 11766     | 12060     | 12361     | 12671     | 12981     | 13307     | 13643     | 13982     | 14332      |
|              | Hourly  | 61.27     | 62.80     | 64.35     | 65.99     | 67.62     | 69.31     | 71.04     | 72.82     | 74.60     | 76.48     | 78.41     | 80.36     | 82.37      |
|              | Standby | 4.29      | 4.40      | 4.50      | 4.62      | 4.73      | 4.85      | 4.97      | 5.10      | 5.22      | 5.35      | 5.49      | 5.62      | 5.77       |
| 84           | Annual  | 131136    | 134364    | 137784    | 141192    | 144720    | 148332    | 152052    | 155772    | 159684    | 163716    | 167784    | 171984    | 176304     |
|              | Monthly | 10928     | 11197     | 11482     | 11766     | 12060     | 12361     | 12671     | 12981     | 13307     | 13643     | 13982     | 14332     | 14692      |
|              | Hourly  | 62.80     | 64.35     | 65.99     | 67.62     | 69.31     | 71.04     | 72.82     | 74.60     | 76.48     | 78.41     | 80.36     | 82.37     | 84.44      |
|              | Standby | 4.40      | 4.50      | 4.62      | 4.73      | 4.85      | 4.97      | 5.10      | 5.22      | 5.35      | 5.49      | 5.62      | 5.77      | 5.91       |

Standby rate is equal to 7% of the hourly rate

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

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 Effective July 1, 2025  
 4.62% Increase

DOC - WFSE

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 85           | Annual  | 134364    | 137784    | 141192    | 144720    | 148332    | 152052    | 155772    | 159684    | 163716    | 167784    | 171984    | 176304    | 180648     |
|              | Monthly | 11197     | 11482     | 11766     | 12060     | 12361     | 12671     | 12981     | 13307     | 13643     | 13982     | 14332     | 14692     | 15054      |
|              | Hourly  | 64.35     | 65.99     | 67.62     | 69.31     | 71.04     | 72.82     | 74.60     | 76.48     | 78.41     | 80.36     | 82.37     | 84.44     | 86.52      |
|              | Standby | 4.50      | 4.62      | 4.73      | 4.85      | 4.97      | 5.10      | 5.22      | 5.35      | 5.49      | 5.62      | 5.77      | 5.91      | 6.06       |
| 86           | Annual  | 137784    | 141192    | 144720    | 148332    | 152052    | 155772    | 159684    | 163716    | 167784    | 171984    | 176304    | 180648    | 185220     |
|              | Monthly | 11482     | 11766     | 12060     | 12361     | 12671     | 12981     | 13307     | 13643     | 13982     | 14332     | 14692     | 15054     | 15435      |
|              | Hourly  | 65.99     | 67.62     | 69.31     | 71.04     | 72.82     | 74.60     | 76.48     | 78.41     | 80.36     | 82.37     | 84.44     | 86.52     | 88.71      |
|              | Standby | 4.62      | 4.73      | 4.85      | 4.97      | 5.10      | 5.22      | 5.35      | 5.49      | 5.62      | 5.77      | 5.91      | 6.06      | 6.21       |
| 87           | Annual  | 141192    | 144720    | 148332    | 152052    | 155772    | 159684    | 163716    | 167784    | 171984    | 176304    | 180648    | 185220    | 189912     |
|              | Monthly | 11766     | 12060     | 12361     | 12671     | 12981     | 13307     | 13643     | 13982     | 14332     | 14692     | 15054     | 15435     | 15826      |
|              | Hourly  | 67.62     | 69.31     | 71.04     | 72.82     | 74.60     | 76.48     | 78.41     | 80.36     | 82.37     | 84.44     | 86.52     | 88.71     | 90.95      |
|              | Standby | 4.73      | 4.85      | 4.97      | 5.10      | 5.22      | 5.35      | 5.49      | 5.62      | 5.77      | 5.91      | 6.06      | 6.21      | 6.37       |
| 88           | Annual  | 144720    | 148332    | 152052    | 155772    | 159684    | 163716    | 167784    | 171984    | 176304    | 180648    | 185220    | 189912    | 194604     |
|              | Monthly | 12060     | 12361     | 12671     | 12981     | 13307     | 13643     | 13982     | 14332     | 14692     | 15054     | 15435     | 15826     | 16217      |
|              | Hourly  | 69.31     | 71.04     | 72.82     | 74.60     | 76.48     | 78.41     | 80.36     | 82.37     | 84.44     | 86.52     | 88.71     | 90.95     | 93.20      |
|              | Standby | 4.85      | 4.97      | 5.10      | 5.22      | 5.35      | 5.49      | 5.62      | 5.77      | 5.91      | 6.06      | 6.21      | 6.37      | 6.52       |
| 89           | Annual  | 148332    | 152052    | 155772    | 159684    | 163716    | 167784    | 171984    | 176304    | 180648    | 185220    | 189912    | 194604    | 199500     |
|              | Monthly | 12361     | 12671     | 12981     | 13307     | 13643     | 13982     | 14332     | 14692     | 15054     | 15435     | 15826     | 16217     | 16625      |
|              | Hourly  | 71.04     | 72.82     | 74.60     | 76.48     | 78.41     | 80.36     | 82.37     | 84.44     | 86.52     | 88.71     | 90.95     | 93.20     | 95.55      |
|              | Standby | 4.97      | 5.10      | 5.22      | 5.35      | 5.49      | 5.62      | 5.77      | 5.91      | 6.06      | 6.21      | 6.37      | 6.52      | 6.69       |
| 90           | Annual  | 152052    | 155772    | 159684    | 163716    | 167784    | 171984    | 176304    | 180648    | 185220    | 189912    | 194604    | 199500    | 204432     |
|              | Monthly | 12671     | 12981     | 13307     | 13643     | 13982     | 14332     | 14692     | 15054     | 15435     | 15826     | 16217     | 16625     | 17036      |
|              | Hourly  | 72.82     | 74.60     | 76.48     | 78.41     | 80.36     | 82.37     | 84.44     | 86.52     | 88.71     | 90.95     | 93.20     | 95.55     | 97.91      |
|              | Standby | 5.10      | 5.22      | 5.35      | 5.49      | 5.62      | 5.77      | 5.91      | 6.06      | 6.21      | 6.37      | 6.52      | 6.69      | 6.85       |
| 91           | Annual  | 155772    | 159684    | 163716    | 167784    | 171984    | 176304    | 180648    | 185220    | 189912    | 194604    | 199500    | 204432    | 209580     |
|              | Monthly | 12981     | 13307     | 13643     | 13982     | 14332     | 14692     | 15054     | 15435     | 15826     | 16217     | 16625     | 17036     | 17465      |
|              | Hourly  | 74.60     | 76.48     | 78.41     | 80.36     | 82.37     | 84.44     | 86.52     | 88.71     | 90.95     | 93.20     | 95.55     | 97.91     | 100.37     |
|              | Standby | 5.22      | 5.35      | 5.49      | 5.62      | 5.77      | 5.91      | 6.06      | 6.21      | 6.37      | 6.52      | 6.69      | 6.85      | 7.03       |
| 92           | Annual  | 159684    | 163716    | 167784    | 171984    | 176304    | 180648    | 185220    | 189912    | 194604    | 199500    | 204432    | 209580    | 214824     |
|              | Monthly | 13307     | 13643     | 13982     | 14332     | 14692     | 15054     | 15435     | 15826     | 16217     | 16625     | 17036     | 17465     | 17902      |
|              | Hourly  | 76.48     | 78.41     | 80.36     | 82.37     | 84.44     | 86.52     | 88.71     | 90.95     | 93.20     | 95.55     | 97.91     | 100.37    | 102.89     |
|              | Standby | 5.35      | 5.49      | 5.62      | 5.77      | 5.91      | 6.06      | 6.21      | 6.37      | 6.52      | 6.69      | 6.85      | 7.03      | 7.20       |
| 93           | Annual  | 163716    | 167784    | 171984    | 176304    | 180648    | 185220    | 189912    | 194604    | 199500    | 204432    | 209580    | 214824    | 220236     |
|              | Monthly | 13643     | 13982     | 14332     | 14692     | 15054     | 15435     | 15826     | 16217     | 16625     | 17036     | 17465     | 17902     | 18353      |
|              | Hourly  | 78.41     | 80.36     | 82.37     | 84.44     | 86.52     | 88.71     | 90.95     | 93.20     | 95.55     | 97.91     | 100.37    | 102.89    | 105.48     |
|              | Standby | 5.49      | 5.62      | 5.77      | 5.91      | 6.06      | 6.21      | 6.37      | 6.52      | 6.69      | 6.85      | 7.03      | 7.20      | 7.38       |
| 94           | Annual  | 167784    | 171984    | 176304    | 180648    | 185220    | 189912    | 194604    | 199500    | 204432    | 209580    | 214824    | 220236    | 225720     |
|              | Monthly | 13982     | 14332     | 14692     | 15054     | 15435     | 15826     | 16217     | 16625     | 17036     | 17465     | 17902     | 18353     | 18810      |
|              | Hourly  | 80.36     | 82.37     | 84.44     | 86.52     | 88.71     | 90.95     | 93.20     | 95.55     | 97.91     | 100.37    | 102.89    | 105.48    | 108.10     |
|              | Standby | 5.62      | 5.77      | 5.91      | 6.06      | 6.21      | 6.37      | 6.52      | 6.69      | 6.85      | 7.03      | 7.20      | 7.38      | 7.57       |

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Effective July 1, 2025  
4.62% Increase

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| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 95           | Annual  | 171984    | 176304    | 180648    | 185220    | 189912    | 194604    | 199500    | 204432    | 209580    | 214824    | 220236    | 225720    | 231336     |
|              | Monthly | 14332     | 14692     | 15054     | 15435     | 15826     | 16217     | 16625     | 17036     | 17465     | 17902     | 18353     | 18810     | 19278      |
|              | Hourly  | 82.37     | 84.44     | 86.52     | 88.71     | 90.95     | 93.20     | 95.55     | 97.91     | 100.37    | 102.89    | 105.48    | 108.10    | 110.79     |
|              | Standby | 5.77      | 5.91      | 6.06      | 6.21      | 6.37      | 6.52      | 6.69      | 6.85      | 7.03      | 7.20      | 7.38      | 7.57      | 7.76       |
| 96           | Annual  | 176304    | 180648    | 185220    | 189912    | 194604    | 199500    | 204432    | 209580    | 214824    | 220236    | 225720    | 231336    | 237144     |
|              | Monthly | 14692     | 15054     | 15435     | 15826     | 16217     | 16625     | 17036     | 17465     | 17902     | 18353     | 18810     | 19278     | 19762      |
|              | Hourly  | 84.44     | 86.52     | 88.71     | 90.95     | 93.20     | 95.55     | 97.91     | 100.37    | 102.89    | 105.48    | 108.10    | 110.79    | 113.57     |
|              | Standby | 5.91      | 6.06      | 6.21      | 6.37      | 6.52      | 6.69      | 6.85      | 7.03      | 7.20      | 7.38      | 7.57      | 7.76      | 7.95       |
| 97           | Annual  | 180648    | 185220    | 189912    | 194604    | 199500    | 204432    | 209580    | 214824    | 220236    | 225720    | 231336    | 237144    | 243096     |
|              | Monthly | 15054     | 15435     | 15826     | 16217     | 16625     | 17036     | 17465     | 17902     | 18353     | 18810     | 19278     | 19762     | 20258      |
|              | Hourly  | 86.52     | 88.71     | 90.95     | 93.20     | 95.55     | 97.91     | 100.37    | 102.89    | 105.48    | 108.10    | 110.79    | 113.57    | 116.43     |
|              | Standby | 6.06      | 6.21      | 6.37      | 6.52      | 6.69      | 6.85      | 7.03      | 7.20      | 7.38      | 7.57      | 7.76      | 7.95      | 8.15       |
| 98           | Annual  | 185220    | 189912    | 194604    | 199500    | 204432    | 209580    | 214824    | 220236    | 225720    | 231336    | 237144    | 243096    | 249168     |
|              | Monthly | 15435     | 15826     | 16217     | 16625     | 17036     | 17465     | 17902     | 18353     | 18810     | 19278     | 19762     | 20258     | 20764      |
|              | Hourly  | 88.71     | 90.95     | 93.20     | 95.55     | 97.91     | 100.37    | 102.89    | 105.48    | 108.10    | 110.79    | 113.57    | 116.43    | 119.33     |
|              | Standby | 6.21      | 6.37      | 6.52      | 6.69      | 6.85      | 7.03      | 7.20      | 7.38      | 7.57      | 7.76      | 7.95      | 8.15      | 8.35       |
| 99           | Annual  | 189912    | 194604    | 199500    | 204432    | 209580    | 214824    | 220236    | 225720    | 231336    | 237144    | 243096    | 249168    | 255396     |
|              | Monthly | 15826     | 16217     | 16625     | 17036     | 17465     | 17902     | 18353     | 18810     | 19278     | 19762     | 20258     | 20764     | 21283      |
|              | Hourly  | 90.95     | 93.20     | 95.55     | 97.91     | 100.37    | 102.89    | 105.48    | 108.10    | 110.79    | 113.57    | 116.43    | 119.33    | 122.32     |
|              | Standby | 6.37      | 6.52      | 6.69      | 6.85      | 7.03      | 7.20      | 7.38      | 7.57      | 7.76      | 7.95      | 8.15      | 8.35      | 8.56       |
| 100          | Annual  | 194604    | 199500    | 204432    | 209580    | 214824    | 220236    | 225720    | 231336    | 237144    | 243096    | 249168    | 255396    | 261792     |
|              | Monthly | 16217     | 16625     | 17036     | 17465     | 17902     | 18353     | 18810     | 19278     | 19762     | 20258     | 20764     | 21283     | 21816      |
|              | Hourly  | 93.20     | 95.55     | 97.91     | 100.37    | 102.89    | 105.48    | 108.10    | 110.79    | 113.57    | 116.43    | 119.33    | 122.32    | 125.38     |
|              | Standby | 6.52      | 6.69      | 6.85      | 7.03      | 7.20      | 7.38      | 7.57      | 7.76      | 7.95      | 8.15      | 8.35      | 8.56      | 8.78       |
| 101          | Annual  | 199500    | 204432    | 209580    | 214824    | 220236    | 225720    | 231336    | 237144    | 243096    | 249168    | 255396    | 261792    | 268320     |
|              | Monthly | 16625     | 17036     | 17465     | 17902     | 18353     | 18810     | 19278     | 19762     | 20258     | 20764     | 21283     | 21816     | 22360      |
|              | Hourly  | 95.55     | 97.91     | 100.37    | 102.89    | 105.48    | 108.10    | 110.79    | 113.57    | 116.43    | 119.33    | 122.32    | 125.38    | 128.51     |
|              | Standby | 6.69      | 6.85      | 7.03      | 7.20      | 7.38      | 7.57      | 7.76      | 7.95      | 8.15      | 8.35      | 8.56      | 8.78      | 9.00       |
| 102          | Annual  | 204432    | 209580    | 214824    | 220236    | 225720    | 231336    | 237144    | 243096    | 249168    | 255396    | 261792    | 268320    | 275016     |
|              | Monthly | 17036     | 17465     | 17902     | 18353     | 18810     | 19278     | 19762     | 20258     | 20764     | 21283     | 21816     | 22360     | 22918      |
|              | Hourly  | 97.91     | 100.37    | 102.89    | 105.48    | 108.10    | 110.79    | 113.57    | 116.43    | 119.33    | 122.32    | 125.38    | 128.51    | 131.71     |
|              | Standby | 6.85      | 7.03      | 7.20      | 7.38      | 7.57      | 7.76      | 7.95      | 8.15      | 8.35      | 8.56      | 8.78      | 9.00      | 9.22       |
| 103          | Annual  | 209580    | 214824    | 220236    | 225720    | 231336    | 237144    | 243096    | 249168    | 255396    | 261792    | 268320    | 275016    | 281880     |
|              | Monthly | 17465     | 17902     | 18353     | 18810     | 19278     | 19762     | 20258     | 20764     | 21283     | 21816     | 22360     | 22918     | 23490      |
|              | Hourly  | 100.37    | 102.89    | 105.48    | 108.10    | 110.79    | 113.57    | 116.43    | 119.33    | 122.32    | 125.38    | 128.51    | 131.71    | 135.00     |
|              | Standby | 7.03      | 7.20      | 7.38      | 7.57      | 7.76      | 7.95      | 8.15      | 8.35      | 8.56      | 8.78      | 9.00      | 9.22      | 9.45       |
| 104          | Annual  | 214824    | 220236    | 225720    | 231336    | 237144    | 243096    | 249168    | 255396    | 261792    | 268320    | 275016    | 281880    | 288960     |
|              | Monthly | 17902     | 18353     | 18810     | 19278     | 19762     | 20258     | 20764     | 21283     | 21816     | 22360     | 22918     | 23490     | 24080      |
|              | Hourly  | 102.89    | 105.48    | 108.10    | 110.79    | 113.57    | 116.43    | 119.33    | 122.32    | 125.38    | 128.51    | 131.71    | 135.00    | 138.39     |
|              | Standby | 7.20      | 7.38      | 7.57      | 7.76      | 7.95      | 8.15      | 8.35      | 8.56      | 8.78      | 9.00      | 9.22      | 9.45      | 9.69       |
| 105          | Annual  | 220236    | 225720    | 231336    | 237144    | 243096    | 249168    | 255396    | 261792    | 268320    | 275016    | 281880    | 288960    | 296184     |
|              | Monthly | 18353     | 18810     | 19278     | 19762     | 20258     | 20764     | 21283     | 21816     | 22360     | 22918     | 23490     | 24080     | 24682      |
|              | Hourly  | 105.48    | 108.10    | 110.79    | 113.57    | 116.43    | 119.33    | 122.32    | 125.38    | 128.51    | 131.71    | 135.00    | 138.39    | 141.85     |
|              | Standby | 7.38      | 7.57      | 7.76      | 7.95      | 8.15      | 8.35      | 8.56      | 8.78      | 9.00      | 9.22      | 9.45      | 9.69      | 9.93       |

Standby rate is equal to 7% of the hourly rate

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

# Item # 301

Prepared by the Washington State Office of Financial Management  
Washington Federation of State Employees Salary Schedule for Represented Employees  
Effective July 1, 2025  
4.62% Increase

DOC - WFSE

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 106          | Annual  | 225720    | 231336    | 237144    | 243096    | 249168    | 255396    | 261792    | 268320    | 275016    | 281880    | 288960    | 296184    | 303564     |
|              | Monthly | 18810     | 19278     | 19762     | 20258     | 20764     | 21283     | 21816     | 22360     | 22918     | 23490     | 24080     | 24682     | 25297      |
|              | Hourly  | 108.10    | 110.79    | 113.57    | 116.43    | 119.33    | 122.32    | 125.38    | 128.51    | 131.71    | 135.00    | 138.39    | 141.85    | 145.39     |
|              | Standby | 7.57      | 7.76      | 7.95      | 8.15      | 8.35      | 8.56      | 8.78      | 9.00      | 9.22      | 9.45      | 9.69      | 9.93      | 10.18      |
| 107          | Annual  | 231336    | 237144    | 243096    | 249168    | 255396    | 261792    | 268320    | 275016    | 281880    | 288960    | 296184    | 303564    | 311148     |
|              | Monthly | 19278     | 19762     | 20258     | 20764     | 21283     | 21816     | 22360     | 22918     | 23490     | 24080     | 24682     | 25297     | 25929      |
|              | Hourly  | 110.79    | 113.57    | 116.43    | 119.33    | 122.32    | 125.38    | 128.51    | 131.71    | 135.00    | 138.39    | 141.85    | 145.39    | 149.02     |
|              | Standby | 7.76      | 7.95      | 8.15      | 8.35      | 8.56      | 8.78      | 9.00      | 9.22      | 9.45      | 9.69      | 9.93      | 10.18     | 10.43      |
| 108          | Annual  | 237144    | 243096    | 249168    | 255396    | 261792    | 268320    | 275016    | 281880    | 288960    | 296184    | 303564    | 311148    | 318948     |
|              | Monthly | 19762     | 20258     | 20764     | 21283     | 21816     | 22360     | 22918     | 23490     | 24080     | 24682     | 25297     | 25929     | 26579      |
|              | Hourly  | 113.57    | 116.43    | 119.33    | 122.32    | 125.38    | 128.51    | 131.71    | 135.00    | 138.39    | 141.85    | 145.39    | 149.02    | 152.75     |
|              | Standby | 7.95      | 8.15      | 8.35      | 8.56      | 8.78      | 9.00      | 9.22      | 9.45      | 9.69      | 9.93      | 10.18     | 10.43     | 10.69      |
| 109          | Annual  | 243096    | 249168    | 255396    | 261792    | 268320    | 275016    | 281880    | 288960    | 296184    | 303564    | 311148    | 318948    | 326940     |
|              | Monthly | 20258     | 20764     | 21283     | 21816     | 22360     | 22918     | 23490     | 24080     | 24682     | 25297     | 25929     | 26579     | 27245      |
|              | Hourly  | 116.43    | 119.33    | 122.32    | 125.38    | 128.51    | 131.71    | 135.00    | 138.39    | 141.85    | 145.39    | 149.02    | 152.75    | 156.58     |
|              | Standby | 8.15      | 8.35      | 8.56      | 8.78      | 9.00      | 9.22      | 9.45      | 9.69      | 9.93      | 10.18     | 10.43     | 10.69     | 10.96      |
| 110          | Annual  | 249168    | 255396    | 261792    | 268320    | 275016    | 281880    | 288960    | 296184    | 303564    | 311148    | 318948    | 326940    | 335112     |
|              | Monthly | 20764     | 21283     | 21816     | 22360     | 22918     | 23490     | 24080     | 24682     | 25297     | 25929     | 26579     | 27245     | 27926      |
|              | Hourly  | 119.33    | 122.32    | 125.38    | 128.51    | 131.71    | 135.00    | 138.39    | 141.85    | 145.39    | 149.02    | 152.75    | 156.58    | 160.49     |
|              | Standby | 8.35      | 8.56      | 8.78      | 9.00      | 9.22      | 9.45      | 9.69      | 9.93      | 10.18     | 10.43     | 10.69     | 10.96     | 11.23      |
| 111          | Annual  | 255396    | 261792    | 268320    | 275016    | 281880    | 288960    | 296184    | 303564    | 311148    | 318948    | 326940    | 335112    | 343476     |
|              | Monthly | 21283     | 21816     | 22360     | 22918     | 23490     | 24080     | 24682     | 25297     | 25929     | 26579     | 27245     | 27926     | 28623      |
|              | Hourly  | 122.32    | 125.38    | 128.51    | 131.71    | 135.00    | 138.39    | 141.85    | 145.39    | 149.02    | 152.75    | 156.58    | 160.49    | 164.50     |
|              | Standby | 8.56      | 8.78      | 9.00      | 9.22      | 9.45      | 9.69      | 9.93      | 10.18     | 10.43     | 10.69     | 10.96     | 11.23     | 11.52      |
| 112          | Annual  | 261792    | 268320    | 275016    | 281880    | 288960    | 296184    | 303564    | 311148    | 318948    | 326940    | 335112    | 343476    | 352080     |
|              | Monthly | 21816     | 22360     | 22918     | 23490     | 24080     | 24682     | 25297     | 25929     | 26579     | 27245     | 27926     | 28623     | 29340      |
|              | Hourly  | 125.38    | 128.51    | 131.71    | 135.00    | 138.39    | 141.85    | 145.39    | 149.02    | 152.75    | 156.58    | 160.49    | 164.50    | 168.62     |
|              | Standby | 8.78      | 9.00      | 9.22      | 9.45      | 9.69      | 9.93      | 10.18     | 10.43     | 10.69     | 10.96     | 11.23     | 11.52     | 11.80      |
| 113          | Annual  | 268320    | 275016    | 281880    | 288960    | 296184    | 303564    | 311148    | 318948    | 326940    | 335112    | 343476    | 352080    | 360888     |
|              | Monthly | 22360     | 22918     | 23490     | 24080     | 24682     | 25297     | 25929     | 26579     | 27245     | 27926     | 28623     | 29340     | 30074      |
|              | Hourly  | 128.51    | 131.71    | 135.00    | 138.39    | 141.85    | 145.39    | 149.02    | 152.75    | 156.58    | 160.49    | 164.50    | 168.62    | 172.84     |
|              | Standby | 9.00      | 9.22      | 9.45      | 9.69      | 9.93      | 10.18     | 10.43     | 10.69     | 10.96     | 11.23     | 11.52     | 11.80     | 12.10      |
| 114          | Annual  | 275016    | 281880    | 288960    | 296184    | 303564    | 311148    | 318948    | 326940    | 335112    | 343476    | 352080    | 360888    | 369888     |
|              | Monthly | 22918     | 23490     | 24080     | 24682     | 25297     | 25929     | 26579     | 27245     | 27926     | 28623     | 29340     | 30074     | 30824      |
|              | Hourly  | 131.71    | 135.00    | 138.39    | 141.85    | 145.39    | 149.02    | 152.75    | 156.58    | 160.49    | 164.50    | 168.62    | 172.84    | 177.15     |
|              | Standby | 9.22      | 9.45      | 9.69      | 9.93      | 10.18     | 10.43     | 10.69     | 10.96     | 11.23     | 11.52     | 11.80     | 12.10     | 12.40      |
| 115          | Annual  | 281880    | 288960    | 296184    | 303564    | 311148    | 318948    | 326940    | 335112    | 343476    | 352080    | 360888    | 369888    | 379140     |
|              | Monthly | 23490     | 24080     | 24682     | 25297     | 25929     | 26579     | 27245     | 27926     | 28623     | 29340     | 30074     | 30824     | 31595      |
|              | Hourly  | 135.00    | 138.39    | 141.85    | 145.39    | 149.02    | 152.75    | 156.58    | 160.49    | 164.50    | 168.62    | 172.84    | 177.15    | 181.58     |
|              | Standby | 9.45      | 9.69      | 9.93      | 10.18     | 10.43     | 10.69     | 10.96     | 11.23     | 11.52     | 11.80     | 12.10     | 12.40     | 12.71      |
| 116          | Annual  | 288960    | 296184    | 303564    | 311148    | 318948    | 326940    | 335112    | 343476    | 352080    | 360888    | 369888    | 379140    | 388620     |
|              | Monthly | 24080     | 24682     | 25297     | 25929     | 26579     | 27245     | 27926     | 28623     | 29340     | 30074     | 30824     | 31595     | 32385      |
|              | Hourly  | 138.39    | 141.85    | 145.39    | 149.02    | 152.75    | 156.58    | 160.49    | 164.50    | 168.62    | 172.84    | 177.15    | 181.58    | 186.12     |
|              | Standby | 9.69      | 9.93      | 10.18     | 10.43     | 10.69     | 10.96     | 11.23     | 11.52     | 11.80     | 12.10     | 12.40     | 12.71     | 13.03      |

Standby rate is equal to 7% of the hourly rate

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

# Item # 301

Prepared by the Washington State Office of Financial Management  
 Washington Federation of State Employees Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 4.62% Increase

DOC - WFSE

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 117          | Annual  | 296184    | 303564    | 311148    | 318948    | 326940    | 335112    | 343476    | 352080    | 360888    | 369888    | 379140    | 388620    | 398340     |
|              | Monthly | 24682     | 25297     | 25929     | 26579     | 27245     | 27926     | 28623     | 29340     | 30074     | 30824     | 31595     | 32385     | 33195      |
|              | Hourly  | 141.85    | 145.39    | 149.02    | 152.75    | 156.58    | 160.49    | 164.50    | 168.62    | 172.84    | 177.15    | 181.58    | 186.12    | 190.78     |
|              | Standby | 9.93      | 10.18     | 10.43     | 10.69     | 10.96     | 11.23     | 11.52     | 11.80     | 12.10     | 12.40     | 12.71     | 13.03     | 13.35      |
| 118          | Annual  | 303564    | 311148    | 318948    | 326940    | 335112    | 343476    | 352080    | 360888    | 369888    | 379140    | 388620    | 398340    | 408276     |
|              | Monthly | 25297     | 25929     | 26579     | 27245     | 27926     | 28623     | 29340     | 30074     | 30824     | 31595     | 32385     | 33195     | 34023      |
|              | Hourly  | 145.39    | 149.02    | 152.75    | 156.58    | 160.49    | 164.50    | 168.62    | 172.84    | 177.15    | 181.58    | 186.12    | 190.78    | 195.53     |
|              | Standby | 10.18     | 10.43     | 10.69     | 10.96     | 11.23     | 11.52     | 11.80     | 12.10     | 12.40     | 12.71     | 13.03     | 13.35     | 13.69      |
| 119          | Annual  | 311148    | 318948    | 326940    | 335112    | 343476    | 352080    | 360888    | 369888    | 379140    | 388620    | 398340    | 408276    | 418500     |
|              | Monthly | 25929     | 26579     | 27245     | 27926     | 28623     | 29340     | 30074     | 30824     | 31595     | 32385     | 33195     | 34023     | 34875      |
|              | Hourly  | 149.02    | 152.75    | 156.58    | 160.49    | 164.50    | 168.62    | 172.84    | 177.15    | 181.58    | 186.12    | 190.78    | 195.53    | 200.43     |
|              | Standby | 10.43     | 10.69     | 10.96     | 11.23     | 11.52     | 11.80     | 12.10     | 12.40     | 12.71     | 13.03     | 13.35     | 13.69     | 14.03      |
| 120          | Annual  | 318948    | 326940    | 335112    | 343476    | 352080    | 360888    | 369888    | 379140    | 388620    | 398340    | 408276    | 418500    | 428964     |
|              | Monthly | 26579     | 27245     | 27926     | 28623     | 29340     | 30074     | 30824     | 31595     | 32385     | 33195     | 34023     | 34875     | 35747      |
|              | Hourly  | 152.75    | 156.58    | 160.49    | 164.50    | 168.62    | 172.84    | 177.15    | 181.58    | 186.12    | 190.78    | 195.53    | 200.43    | 205.44     |
|              | Standby | 10.69     | 10.96     | 11.23     | 11.52     | 11.80     | 12.10     | 12.40     | 12.71     | 13.03     | 13.35     | 13.69     | 14.03     | 14.38      |

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 # 302

## D: Compensation

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

**DRAFT**

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

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 34           | Annual  | 37584     | 38268     | 39144     | 40032     | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428      |
|              | Monthly | 3132      | 3189      | 3262      | 3336      | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119       |
|              | Hourly  | 18.00     | 18.33     | 18.75     | 19.17     | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67      |
|              | Standby | 1.26      | 1.28      | 1.31      | 1.34      | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66       |
| 35           | Annual  | 38268     | 39144     | 40032     | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592      |
|              | Monthly | 3189      | 3262      | 3336      | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216       |
|              | Hourly  | 18.33     | 18.75     | 19.17     | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23      |
|              | Standby | 1.28      | 1.31      | 1.34      | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70       |
| 36           | Annual  | 39144     | 40032     | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840      |
|              | Monthly | 3262      | 3336      | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320       |
|              | Hourly  | 18.75     | 19.17     | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83      |
|              | Standby | 1.31      | 1.34      | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74       |
| 37           | Annual  | 40032     | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136      |
|              | Monthly | 3336      | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428       |
|              | Hourly  | 19.17     | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45      |
|              | Standby | 1.34      | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78       |
| 38           | Annual  | 41004     | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504      |
|              | Monthly | 3417      | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542       |
|              | Hourly  | 19.64     | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10      |
|              | Standby | 1.37      | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83       |
| 39           | Annual  | 41940     | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836      |
|              | Monthly | 3495      | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653       |
|              | Hourly  | 20.09     | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74      |
|              | Standby | 1.41      | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87       |
| 40           | Annual  | 42972     | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252      |
|              | Monthly | 3581      | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771       |
|              | Hourly  | 20.58     | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42      |
|              | Standby | 1.44      | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92       |
| 41           | Annual  | 43980     | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584      |
|              | Monthly | 3665      | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882       |
|              | Hourly  | 21.06     | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06      |
|              | Standby | 1.47      | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96       |
| 42           | Annual  | 45024     | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132      |
|              | Monthly | 3752      | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011       |
|              | Hourly  | 21.56     | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80      |
|              | Standby | 1.51      | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02       |
| 43           | Annual  | 46080     | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644      |
|              | Monthly | 3840      | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137       |
|              | Hourly  | 22.07     | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52      |
|              | Standby | 1.54      | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07       |
| 44           | Annual  | 47100     | 48324     | 49428     | 50592     | 51840     | 53136     | 54504     | 55836     | 57252     | 58584     | 60132     | 61644     | 63252      |
|              | Monthly | 3925      | 4027      | 4119      | 4216      | 4320      | 4428      | 4542      | 4653      | 4771      | 4882      | 5011      | 5137      | 5271       |
|              | Hourly  | 22.56     | 23.14     | 23.67     | 24.23     | 24.83     | 25.45     | 26.10     | 26.74     | 27.42     | 28.06     | 28.80     | 29.52     | 30.29      |
|              | Standby | 1.58      | 1.62      | 1.66      | 1.70      | 1.74      | 1.78      | 1.83      | 1.87      | 1.92      | 1.96      | 2.02      | 2.07      | 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 # 302

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% 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  | 48324  | 49428  | 50592  | 51840  | 53136  | 54504  | 55836  | 57252  | 58584  | 60132  | 61644  | 63252  | 64776   |
|              | Monthly | 4027   | 4119   | 4216   | 4320   | 4428   | 4542   | 4653   | 4771   | 4882   | 5011   | 5137   | 5271   | 5398    |
|              | Hourly  | 23.14  | 23.67  | 24.23  | 24.83  | 25.45  | 26.10  | 26.74  | 27.42  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02   |
|              | Standby | 1.62   | 1.66   | 1.70   | 1.74   | 1.78   | 1.83   | 1.87   | 1.92   | 1.96   | 2.02   | 2.07   | 2.12   | 2.17    |
| 46           | Annual  | 49428  | 50592  | 51840  | 53136  | 54504  | 55836  | 57252  | 58584  | 60132  | 61644  | 63252  | 64776  | 66372   |
|              | Monthly | 4119   | 4216   | 4320   | 4428   | 4542   | 4653   | 4771   | 4882   | 5011   | 5137   | 5271   | 5398   | 5531    |
|              | Hourly  | 23.67  | 24.23  | 24.83  | 25.45  | 26.10  | 26.74  | 27.42  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79   |
|              | Standby | 1.66   | 1.70   | 1.74   | 1.78   | 1.83   | 1.87   | 1.92   | 1.96   | 2.02   | 2.07   | 2.12   | 2.17   | 2.23    |
| 47           | Annual  | 50592  | 51840  | 53136  | 54504  | 55836  | 57252  | 58584  | 60132  | 61644  | 63252  | 64776  | 66372  | 67992   |
|              | Monthly | 4216   | 4320   | 4428   | 4542   | 4653   | 4771   | 4882   | 5011   | 5137   | 5271   | 5398   | 5531   | 5666    |
|              | Hourly  | 24.23  | 24.83  | 25.45  | 26.10  | 26.74  | 27.42  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56   |
|              | Standby | 1.70   | 1.74   | 1.78   | 1.83   | 1.87   | 1.92   | 1.96   | 2.02   | 2.07   | 2.12   | 2.17   | 2.23   | 2.28    |
| 48           | Annual  | 51840  | 53136  | 54504  | 55836  | 57252  | 58584  | 60132  | 61644  | 63252  | 64776  | 66372  | 67992  | 69744   |
|              | Monthly | 4320   | 4428   | 4542   | 4653   | 4771   | 4882   | 5011   | 5137   | 5271   | 5398   | 5531   | 5666   | 5812    |
|              | Hourly  | 24.83  | 25.45  | 26.10  | 26.74  | 27.42  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40   |
|              | Standby | 1.74   | 1.78   | 1.83   | 1.87   | 1.92   | 1.96   | 2.02   | 2.07   | 2.12   | 2.17   | 2.23   | 2.28   | 2.34    |
| 49           | Annual  | 53136  | 54504  | 55836  | 57252  | 58584  | 60132  | 61644  | 63252  | 64776  | 66372  | 67992  | 69744  | 71472   |
|              | Monthly | 4428   | 4542   | 4653   | 4771   | 4882   | 5011   | 5137   | 5271   | 5398   | 5531   | 5666   | 5812   | 5956    |
|              | Hourly  | 25.45  | 26.10  | 26.74  | 27.42  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23   |
|              | Standby | 1.78   | 1.83   | 1.87   | 1.92   | 1.96   | 2.02   | 2.07   | 2.12   | 2.17   | 2.23   | 2.28   | 2.34   | 2.40    |
| 50           | Annual  | 54504  | 55836  | 57252  | 58584  | 60132  | 61644  | 63252  | 64776  | 66372  | 67992  | 69744  | 71472  | 73284   |
|              | Monthly | 4542   | 4653   | 4771   | 4882   | 5011   | 5137   | 5271   | 5398   | 5531   | 5666   | 5812   | 5956   | 6107    |
|              | Hourly  | 26.10  | 26.74  | 27.42  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10   |
|              | Standby | 1.83   | 1.87   | 1.92   | 1.96   | 2.02   | 2.07   | 2.12   | 2.17   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46    |
| 51           | Annual  | 55836  | 57252  | 58584  | 60132  | 61644  | 63252  | 64776  | 66372  | 67992  | 69744  | 71472  | 73284  | 75108   |
|              | Monthly | 4653   | 4771   | 4882   | 5011   | 5137   | 5271   | 5398   | 5531   | 5666   | 5812   | 5956   | 6107   | 6259    |
|              | Hourly  | 26.74  | 27.42  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97   |
|              | Standby | 1.87   | 1.92   | 1.96   | 2.02   | 2.07   | 2.12   | 2.17   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52    |
| 52           | Annual  | 57252  | 58584  | 60132  | 61644  | 63252  | 64776  | 66372  | 67992  | 69744  | 71472  | 73284  | 75108  | 76968   |
|              | Monthly | 4771   | 4882   | 5011   | 5137   | 5271   | 5398   | 5531   | 5666   | 5812   | 5956   | 6107   | 6259   | 6414    |
|              | Hourly  | 27.42  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86   |
|              | Standby | 1.92   | 1.96   | 2.02   | 2.07   | 2.12   | 2.17   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.58    |
| 53           | Annual  | 58584  | 60132  | 61644  | 63252  | 64776  | 66372  | 67992  | 69744  | 71472  | 73284  | 75108  | 76968  | 78912   |
|              | Monthly | 4882   | 5011   | 5137   | 5271   | 5398   | 5531   | 5666   | 5812   | 5956   | 6107   | 6259   | 6414   | 6576    |
|              | Hourly  | 28.06  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79   |
|              | Standby | 1.96   | 2.02   | 2.07   | 2.12   | 2.17   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.58   | 2.65    |
| 54           | Annual  | 60132  | 61644  | 63252  | 64776  | 66372  | 67992  | 69744  | 71472  | 73284  | 75108  | 76968  | 78912  | 80820   |
|              | Monthly | 5011   | 5137   | 5271   | 5398   | 5531   | 5666   | 5812   | 5956   | 6107   | 6259   | 6414   | 6576   | 6735    |
|              | Hourly  | 28.80  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71   |
|              | 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   | 2.71    |
| 55           | Annual  | 61644  | 63252  | 64776  | 66372  | 67992  | 69744  | 71472  | 73284  | 75108  | 76968  | 78912  | 80820  | 82872   |
|              | Monthly | 5137   | 5271   | 5398   | 5531   | 5666   | 5812   | 5956   | 6107   | 6259   | 6414   | 6576   | 6735   | 6906    |
|              | Hourly  | 29.52  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69   |
|              | Standby | 2.07   | 2.12   | 2.17   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.58   | 2.65   | 2.71   | 2.78    |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item # 302

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% 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  | 63252  | 64776  | 66372  | 67992  | 69744  | 71472  | 73284  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984   |
|              | Monthly | 5271   | 5398   | 5531   | 5666   | 5812   | 5956   | 6107   | 6259   | 6414   | 6576   | 6735   | 6906   | 7082    |
|              | Hourly  | 30.29  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70   |
|              | Standby | 2.12   | 2.17   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85    |
| 57           | Annual  | 64776  | 66372  | 67992  | 69744  | 71472  | 73284  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048   |
|              | Monthly | 5398   | 5531   | 5666   | 5812   | 5956   | 6107   | 6259   | 6414   | 6576   | 6735   | 6906   | 7082   | 7254    |
|              | Hourly  | 31.02  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69   |
|              | Standby | 2.17   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92    |
| 58           | Annual  | 66372  | 67992  | 69744  | 71472  | 73284  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316   |
|              | Monthly | 5531   | 5666   | 5812   | 5956   | 6107   | 6259   | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443    |
|              | Hourly  | 31.79  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78   |
|              | Standby | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99    |
| 59           | Annual  | 67992  | 69744  | 71472  | 73284  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464   |
|              | Monthly | 5666   | 5812   | 5956   | 6107   | 6259   | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622    |
|              | Hourly  | 32.56  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80   |
|              | Standby | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07    |
| 60           | Annual  | 69744  | 71472  | 73284  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804   |
|              | Monthly | 5812   | 5956   | 6107   | 6259   | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817    |
|              | Hourly  | 33.40  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93   |
|              | Standby | 2.34   | 2.40   | 2.46   | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14    |
| 61           | Annual  | 71472  | 73284  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144   |
|              | Monthly | 5956   | 6107   | 6259   | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012    |
|              | Hourly  | 34.23  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05   |
|              | Standby | 2.40   | 2.46   | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22    |
| 62           | Annual  | 73284  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520   |
|              | Monthly | 6107   | 6259   | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210    |
|              | Hourly  | 35.10  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18   |
|              | Standby | 2.46   | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30    |
| 63           | Annual  | 75108  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980  |
|              | Monthly | 6259   | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415    |
|              | Hourly  | 35.97  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36   |
|              | Standby | 2.52   | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39    |
| 64           | Annual  | 76968  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536  |
|              | Monthly | 6414   | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628    |
|              | Hourly  | 36.86  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59   |
|              | Standby | 2.58   | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47    |
| 65           | Annual  | 78912  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104  |
|              | Monthly | 6576   | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842    |
|              | Hourly  | 37.79  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82   |
|              | Standby | 2.65   | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56    |
| 66           | Annual  | 80820  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780  |
|              | Monthly | 6735   | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065    |
|              | Hourly  | 38.71  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10   |
|              | Standby | 2.71   | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65    |

Standby rate is equal to 7% of the hourly rate

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

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General Service Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% 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  | 82872  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504  |
|              | Monthly | 6906   | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292    |
|              | Hourly  | 39.69  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40   |
|              | Standby | 2.78   | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74    |
| 68           | Annual  | 84984  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264  |
|              | Monthly | 7082   | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522    |
|              | Hourly  | 40.70  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72   |
|              | Standby | 2.85   | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83    |
| 69           | Annual  | 87048  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120  |
|              | Monthly | 7254   | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760    |
|              | Hourly  | 41.69  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09   |
|              | Standby | 2.92   | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93    |
| 70           | Annual  | 89316  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048  |
|              | Monthly | 7443   | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004   |
|              | Hourly  | 42.78  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49   |
|              | Standby | 2.99   | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02    |
| 71           | Annual  | 91464  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084  |
|              | Monthly | 7622   | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257   |
|              | Hourly  | 43.80  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95   |
|              | Standby | 3.07   | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13    |
| 72           | Annual  | 93804  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168  |
|              | Monthly | 7817   | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514   |
|              | Hourly  | 44.93  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43   |
|              | Standby | 3.14   | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23    |
| 73           | Annual  | 96144  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288  |
|              | Monthly | 8012   | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774   |
|              | Hourly  | 46.05  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92   |
|              | Standby | 3.22   | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33    |
| 74           | Annual  | 98520  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540  |
|              | Monthly | 8210   | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045   |
|              | Hourly  | 47.18  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48   |
|              | Standby | 3.30   | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44    |
| 75           | Annual  | 100980 | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840  |
|              | Monthly | 8415   | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320   |
|              | Hourly  | 48.36  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06   |
|              | Standby | 3.39   | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55    |
| 76           | Annual  | 103536 | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236  |
|              | Monthly | 8628   | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603   |
|              | Hourly  | 49.59  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68   |
|              | Standby | 3.47   | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67    |
| 77           | Annual  | 106104 | 108780 | 111504 | 114264 | 117120 | 120048 | 123084 | 126168 | 129288 | 132540 | 135840 | 139236 | 142692  |
|              | Monthly | 8842   | 9065   | 9292   | 9522   | 9760   | 10004  | 10257  | 10514  | 10774  | 11045  | 11320  | 11603  | 11891   |
|              | Hourly  | 50.82  | 52.10  | 53.40  | 54.72  | 56.09  | 57.49  | 58.95  | 60.43  | 61.92  | 63.48  | 65.06  | 66.68  | 68.34   |
|              | Standby | 3.56   | 3.65   | 3.74   | 3.83   | 3.93   | 4.02   | 4.13   | 4.23   | 4.33   | 4.44   | 4.55   | 4.67   | 4.78    |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item # 302

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

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

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 78           | Annual  | 108780    | 111504    | 114264    | 117120    | 120048    | 123084    | 126168    | 129288    | 132540    | 135840    | 139236    | 142692    | 146316     |
|              | Monthly | 9065      | 9292      | 9522      | 9760      | 10004     | 10257     | 10514     | 10774     | 11045     | 11320     | 11603     | 11891     | 12193      |
|              | Hourly  | 52.10     | 53.40     | 54.72     | 56.09     | 57.49     | 58.95     | 60.43     | 61.92     | 63.48     | 65.06     | 66.68     | 68.34     | 70.07      |
|              | Standby | 3.65      | 3.74      | 3.83      | 3.93      | 4.02      | 4.13      | 4.23      | 4.33      | 4.44      | 4.55      | 4.67      | 4.78      | 4.91       |
| 79           | Annual  | 111504    | 114264    | 117120    | 120048    | 123084    | 126168    | 129288    | 132540    | 135840    | 139236    | 142692    | 146316    | 149904     |
|              | Monthly | 9292      | 9522      | 9760      | 10004     | 10257     | 10514     | 10774     | 11045     | 11320     | 11603     | 11891     | 12193     | 12492      |
|              | Hourly  | 53.40     | 54.72     | 56.09     | 57.49     | 58.95     | 60.43     | 61.92     | 63.48     | 65.06     | 66.68     | 68.34     | 70.07     | 71.79      |
|              | Standby | 3.74      | 3.83      | 3.93      | 4.02      | 4.13      | 4.23      | 4.33      | 4.44      | 4.55      | 4.67      | 4.78      | 4.91      | 5.03       |
| 80           | Annual  | 114264    | 117120    | 120048    | 123084    | 126168    | 129288    | 132540    | 135840    | 139236    | 142692    | 146316    | 149904    | 153660     |
|              | Monthly | 9522      | 9760      | 10004     | 10257     | 10514     | 10774     | 11045     | 11320     | 11603     | 11891     | 12193     | 12492     | 12805      |
|              | Hourly  | 54.72     | 56.09     | 57.49     | 58.95     | 60.43     | 61.92     | 63.48     | 65.06     | 66.68     | 68.34     | 70.07     | 71.79     | 73.59      |
|              | Standby | 3.83      | 3.93      | 4.02      | 4.13      | 4.23      | 4.33      | 4.44      | 4.55      | 4.67      | 4.78      | 4.91      | 5.03      | 5.15       |
| 81           | Annual  | 117120    | 120048    | 123084    | 126168    | 129288    | 132540    | 135840    | 139236    | 142692    | 146316    | 149904    | 153660    | 157536     |
|              | Monthly | 9760      | 10004     | 10257     | 10514     | 10774     | 11045     | 11320     | 11603     | 11891     | 12193     | 12492     | 12805     | 13128      |
|              | Hourly  | 56.09     | 57.49     | 58.95     | 60.43     | 61.92     | 63.48     | 65.06     | 66.68     | 68.34     | 70.07     | 71.79     | 73.59     | 75.45      |
|              | Standby | 3.93      | 4.02      | 4.13      | 4.23      | 4.33      | 4.44      | 4.55      | 4.67      | 4.78      | 4.91      | 5.03      | 5.15      | 5.28       |
| 82           | Annual  | 120048    | 123084    | 126168    | 129288    | 132540    | 135840    | 139236    | 142692    | 146316    | 149904    | 153660    | 157536    | 161436     |
|              | Monthly | 10004     | 10257     | 10514     | 10774     | 11045     | 11320     | 11603     | 11891     | 12193     | 12492     | 12805     | 13128     | 13453      |
|              | Hourly  | 57.49     | 58.95     | 60.43     | 61.92     | 63.48     | 65.06     | 66.68     | 68.34     | 70.07     | 71.79     | 73.59     | 75.45     | 77.32      |
|              | Standby | 4.02      | 4.13      | 4.23      | 4.33      | 4.44      | 4.55      | 4.67      | 4.78      | 4.91      | 5.03      | 5.15      | 5.28      | 5.41       |
| 83           | Annual  | 123084    | 126168    | 129288    | 132540    | 135840    | 139236    | 142692    | 146316    | 149904    | 153660    | 157536    | 161436    | 165468     |
|              | Monthly | 10257     | 10514     | 10774     | 11045     | 11320     | 11603     | 11891     | 12193     | 12492     | 12805     | 13128     | 13453     | 13789      |
|              | Hourly  | 58.95     | 60.43     | 61.92     | 63.48     | 65.06     | 66.68     | 68.34     | 70.07     | 71.79     | 73.59     | 75.45     | 77.32     | 79.25      |
|              | Standby | 4.13      | 4.23      | 4.33      | 4.44      | 4.55      | 4.67      | 4.78      | 4.91      | 5.03      | 5.15      | 5.28      | 5.41      | 5.55       |
| 84           | Annual  | 126168    | 129288    | 132540    | 135840    | 139236    | 142692    | 146316    | 149904    | 153660    | 157536    | 161436    | 165468    | 169632     |
|              | Monthly | 10514     | 10774     | 11045     | 11320     | 11603     | 11891     | 12193     | 12492     | 12805     | 13128     | 13453     | 13789     | 14136      |
|              | Hourly  | 60.43     | 61.92     | 63.48     | 65.06     | 66.68     | 68.34     | 70.07     | 71.79     | 73.59     | 75.45     | 77.32     | 79.25     | 81.24      |
|              | Standby | 4.23      | 4.33      | 4.44      | 4.55      | 4.67      | 4.78      | 4.91      | 5.03      | 5.15      | 5.28      | 5.41      | 5.55      | 5.69       |
| 85           | Annual  | 129288    | 132540    | 135840    | 139236    | 142692    | 146316    | 149904    | 153660    | 157536    | 161436    | 165468    | 169632    | 173820     |
|              | Monthly | 10774     | 11045     | 11320     | 11603     | 11891     | 12193     | 12492     | 12805     | 13128     | 13453     | 13789     | 14136     | 14485      |
|              | Hourly  | 61.92     | 63.48     | 65.06     | 66.68     | 68.34     | 70.07     | 71.79     | 73.59     | 75.45     | 77.32     | 79.25     | 81.24     | 83.25      |
|              | Standby | 4.33      | 4.44      | 4.55      | 4.67      | 4.78      | 4.91      | 5.03      | 5.15      | 5.28      | 5.41      | 5.55      | 5.69      | 5.83       |
| 86           | Annual  | 132540    | 135840    | 139236    | 142692    | 146316    | 149904    | 153660    | 157536    | 161436    | 165468    | 169632    | 173820    | 178236     |
|              | Monthly | 11045     | 11320     | 11603     | 11891     | 12193     | 12492     | 12805     | 13128     | 13453     | 13789     | 14136     | 14485     | 14853      |
|              | Hourly  | 63.48     | 65.06     | 66.68     | 68.34     | 70.07     | 71.79     | 73.59     | 75.45     | 77.32     | 79.25     | 81.24     | 83.25     | 85.36      |
|              | Standby | 4.44      | 4.55      | 4.67      | 4.78      | 4.91      | 5.03      | 5.15      | 5.28      | 5.41      | 5.55      | 5.69      | 5.83      | 5.98       |
| 87           | Annual  | 135840    | 139236    | 142692    | 146316    | 149904    | 153660    | 157536    | 161436    | 165468    | 169632    | 173820    | 178236    | 182700     |
|              | Monthly | 11320     | 11603     | 11891     | 12193     | 12492     | 12805     | 13128     | 13453     | 13789     | 14136     | 14485     | 14853     | 15225      |
|              | Hourly  | 65.06     | 66.68     | 68.34     | 70.07     | 71.79     | 73.59     | 75.45     | 77.32     | 79.25     | 81.24     | 83.25     | 85.36     | 87.50      |
|              | Standby | 4.55      | 4.67      | 4.78      | 4.91      | 5.03      | 5.15      | 5.28      | 5.41      | 5.55      | 5.69      | 5.83      | 5.98      | 6.13       |
| 88           | Annual  | 139236    | 142692    | 146316    | 149904    | 153660    | 157536    | 161436    | 165468    | 169632    | 173820    | 178236    | 182700    | 187236     |
|              | Monthly | 11603     | 11891     | 12193     | 12492     | 12805     | 13128     | 13453     | 13789     | 14136     | 14485     | 14853     | 15225     | 15603      |
|              | Hourly  | 66.68     | 68.34     | 70.07     | 71.79     | 73.59     | 75.45     | 77.32     | 79.25     | 81.24     | 83.25     | 85.36     | 87.50     | 89.67      |
|              | Standby | 4.67      | 4.78      | 4.91      | 5.03      | 5.15      | 5.28      | 5.41      | 5.55      | 5.69      | 5.83      | 5.98      | 6.13      | 6.28       |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item # 302

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% 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* |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 89           | Annual  | 142692 | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964  |
|              | Monthly | 11891  | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997   |
|              | Hourly  | 68.34  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94   |
|              | Standby | 4.78   | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44    |
| 90           | Annual  | 146316 | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716  |
|              | Monthly | 12193  | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393   |
|              | Hourly  | 70.07  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21   |
|              | Standby | 4.91   | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59    |
| 91           | Annual  | 149904 | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648  |
|              | Monthly | 12492  | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804   |
|              | Hourly  | 71.79  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57   |
|              | Standby | 5.03   | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76    |
| 92           | Annual  | 153660 | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664  |
|              | Monthly | 12805  | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222   |
|              | Hourly  | 73.59  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98   |
|              | Standby | 5.15   | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93    |
| 93           | Annual  | 157536 | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872  |
|              | Monthly | 13128  | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656   |
|              | Hourly  | 75.45  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47  |
|              | Standby | 5.28   | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10    |
| 94           | Annual  | 161436 | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152  |
|              | Monthly | 13453  | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096   |
|              | Hourly  | 77.32  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00  |
|              | Standby | 5.41   | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28    |
| 95           | Annual  | 165468 | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588  |
|              | Monthly | 13789  | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549   |
|              | Hourly  | 79.25  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60  |
|              | Standby | 5.55   | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46    |
| 96           | Annual  | 169632 | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180  |
|              | Monthly | 14136  | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015   |
|              | Hourly  | 81.24  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28  |
|              | Standby | 5.69   | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65    |
| 97           | Annual  | 173820 | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904  |
|              | Monthly | 14485  | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492   |
|              | Hourly  | 83.25  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02  |
|              | Standby | 5.83   | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84    |
| 98           | Annual  | 178236 | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748  |
|              | Monthly | 14853  | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979   |
|              | Hourly  | 85.36  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82  |
|              | Standby | 5.98   | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04    |
| 99           | Annual  | 182700 | 187236 | 191964 | 196716 | 201648 | 206664 | 211872 | 217152 | 222588 | 228180 | 233904 | 239748 | 245712  |
|              | Monthly | 15225  | 15603  | 15997  | 16393  | 16804  | 17222  | 17656  | 18096  | 18549  | 19015  | 19492  | 19979  | 20476   |
|              | Hourly  | 87.50  | 89.67  | 91.94  | 94.21  | 96.57  | 98.98  | 101.47 | 104.00 | 106.60 | 109.28 | 112.02 | 114.82 | 117.68  |
|              | Standby | 6.13   | 6.28   | 6.44   | 6.59   | 6.76   | 6.93   | 7.10   | 7.28   | 7.46   | 7.65   | 7.84   | 8.04   | 8.24    |

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 # 302

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

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

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 100          | Annual  | 187236    | 191964    | 196716    | 201648    | 206664    | 211872    | 217152    | 222588    | 228180    | 233904    | 239748    | 245712    | 251880     |
|              | Monthly | 15603     | 15997     | 16393     | 16804     | 17222     | 17656     | 18096     | 18549     | 19015     | 19492     | 19979     | 20476     | 20990      |
|              | Hourly  | 89.67     | 91.94     | 94.21     | 96.57     | 98.98     | 101.47    | 104.00    | 106.60    | 109.28    | 112.02    | 114.82    | 117.68    | 120.63     |
|              | Standby | 6.28      | 6.44      | 6.59      | 6.76      | 6.93      | 7.10      | 7.28      | 7.46      | 7.65      | 7.84      | 8.04      | 8.24      | 8.44       |
| 101          | Annual  | 191964    | 196716    | 201648    | 206664    | 211872    | 217152    | 222588    | 228180    | 233904    | 239748    | 245712    | 251880    | 258180     |
|              | Monthly | 15997     | 16393     | 16804     | 17222     | 17656     | 18096     | 18549     | 19015     | 19492     | 19979     | 20476     | 20990     | 21515      |
|              | Hourly  | 91.94     | 94.21     | 96.57     | 98.98     | 101.47    | 104.00    | 106.60    | 109.28    | 112.02    | 114.82    | 117.68    | 120.63    | 123.65     |
|              | Standby | 6.44      | 6.59      | 6.76      | 6.93      | 7.10      | 7.28      | 7.46      | 7.65      | 7.84      | 8.04      | 8.24      | 8.44      | 8.66       |
| 102          | Annual  | 196716    | 201648    | 206664    | 211872    | 217152    | 222588    | 228180    | 233904    | 239748    | 245712    | 251880    | 258180    | 264624     |
|              | Monthly | 16393     | 16804     | 17222     | 17656     | 18096     | 18549     | 19015     | 19492     | 19979     | 20476     | 20990     | 21515     | 22052      |
|              | Hourly  | 94.21     | 96.57     | 98.98     | 101.47    | 104.00    | 106.60    | 109.28    | 112.02    | 114.82    | 117.68    | 120.63    | 123.65    | 126.74     |
|              | Standby | 6.59      | 6.76      | 6.93      | 7.10      | 7.28      | 7.46      | 7.65      | 7.84      | 8.04      | 8.24      | 8.44      | 8.66      | 8.87       |
| 103          | Annual  | 201648    | 206664    | 211872    | 217152    | 222588    | 228180    | 233904    | 239748    | 245712    | 251880    | 258180    | 264624    | 271236     |
|              | Monthly | 16804     | 17222     | 17656     | 18096     | 18549     | 19015     | 19492     | 19979     | 20476     | 20990     | 21515     | 22052     | 22603      |
|              | Hourly  | 96.57     | 98.98     | 101.47    | 104.00    | 106.60    | 109.28    | 112.02    | 114.82    | 117.68    | 120.63    | 123.65    | 126.74    | 129.90     |
|              | Standby | 6.76      | 6.93      | 7.10      | 7.28      | 7.46      | 7.65      | 7.84      | 8.04      | 8.24      | 8.44      | 8.66      | 8.87      | 9.09       |
| 104          | Annual  | 206664    | 211872    | 217152    | 222588    | 228180    | 233904    | 239748    | 245712    | 251880    | 258180    | 264624    | 271236    | 278016     |
|              | Monthly | 17222     | 17656     | 18096     | 18549     | 19015     | 19492     | 19979     | 20476     | 20990     | 21515     | 22052     | 22603     | 23168      |
|              | Hourly  | 98.98     | 101.47    | 104.00    | 106.60    | 109.28    | 112.02    | 114.82    | 117.68    | 120.63    | 123.65    | 126.74    | 129.90    | 133.15     |
|              | Standby | 6.93      | 7.10      | 7.28      | 7.46      | 7.65      | 7.84      | 8.04      | 8.24      | 8.44      | 8.66      | 8.87      | 9.09      | 9.32       |
| 105          | Annual  | 211872    | 217152    | 222588    | 228180    | 233904    | 239748    | 245712    | 251880    | 258180    | 264624    | 271236    | 278016    | 284952     |
|              | Monthly | 17656     | 18096     | 18549     | 19015     | 19492     | 19979     | 20476     | 20990     | 21515     | 22052     | 22603     | 23168     | 23746      |
|              | Hourly  | 101.47    | 104.00    | 106.60    | 109.28    | 112.02    | 114.82    | 117.68    | 120.63    | 123.65    | 126.74    | 129.90    | 133.15    | 136.47     |
|              | Standby | 7.10      | 7.28      | 7.46      | 7.65      | 7.84      | 8.04      | 8.24      | 8.44      | 8.66      | 8.87      | 9.09      | 9.32      | 9.55       |
| 106          | Annual  | 217152    | 222588    | 228180    | 233904    | 239748    | 245712    | 251880    | 258180    | 264624    | 271236    | 278016    | 284952    | 292080     |
|              | Monthly | 18096     | 18549     | 19015     | 19492     | 19979     | 20476     | 20990     | 21515     | 22052     | 22603     | 23168     | 23746     | 24340      |
|              | Hourly  | 104.00    | 106.60    | 109.28    | 112.02    | 114.82    | 117.68    | 120.63    | 123.65    | 126.74    | 129.90    | 133.15    | 136.47    | 139.89     |
|              | Standby | 7.28      | 7.46      | 7.65      | 7.84      | 8.04      | 8.24      | 8.44      | 8.66      | 8.87      | 9.09      | 9.32      | 9.55      | 9.79       |
| 107          | Annual  | 222588    | 228180    | 233904    | 239748    | 245712    | 251880    | 258180    | 264624    | 271236    | 278016    | 284952    | 292080    | 299424     |
|              | Monthly | 18549     | 19015     | 19492     | 19979     | 20476     | 20990     | 21515     | 22052     | 22603     | 23168     | 23746     | 24340     | 24952      |
|              | Hourly  | 106.60    | 109.28    | 112.02    | 114.82    | 117.68    | 120.63    | 123.65    | 126.74    | 129.90    | 133.15    | 136.47    | 139.89    | 143.40     |
|              | Standby | 7.46      | 7.65      | 7.84      | 8.04      | 8.24      | 8.44      | 8.66      | 8.87      | 9.09      | 9.32      | 9.55      | 9.79      | 10.04      |
| 108          | Annual  | 228180    | 233904    | 239748    | 245712    | 251880    | 258180    | 264624    | 271236    | 278016    | 284952    | 292080    | 299424    | 306912     |
|              | Monthly | 19015     | 19492     | 19979     | 20476     | 20990     | 21515     | 22052     | 22603     | 23168     | 23746     | 24340     | 24952     | 25576      |
|              | Hourly  | 109.28    | 112.02    | 114.82    | 117.68    | 120.63    | 123.65    | 126.74    | 129.90    | 133.15    | 136.47    | 139.89    | 143.40    | 146.99     |
|              | Standby | 7.65      | 7.84      | 8.04      | 8.24      | 8.44      | 8.66      | 8.87      | 9.09      | 9.32      | 9.55      | 9.79      | 10.04     | 10.29      |
| 109          | Annual  | 233904    | 239748    | 245712    | 251880    | 258180    | 264624    | 271236    | 278016    | 284952    | 292080    | 299424    | 306912    | 314544     |
|              | Monthly | 19492     | 19979     | 20476     | 20990     | 21515     | 22052     | 22603     | 23168     | 23746     | 24340     | 24952     | 25576     | 26212      |
|              | Hourly  | 112.02    | 114.82    | 117.68    | 120.63    | 123.65    | 126.74    | 129.90    | 133.15    | 136.47    | 139.89    | 143.40    | 146.99    | 150.64     |
|              | Standby | 7.84      | 8.04      | 8.24      | 8.44      | 8.66      | 8.87      | 9.09      | 9.32      | 9.55      | 9.79      | 10.04     | 10.29     | 10.55      |
| 110          | Annual  | 239748    | 245712    | 251880    | 258180    | 264624    | 271236    | 278016    | 284952    | 292080    | 299424    | 306912    | 314544    | 322428     |
|              | Monthly | 19979     | 20476     | 20990     | 21515     | 22052     | 22603     | 23168     | 23746     | 24340     | 24952     | 25576     | 26212     | 26869      |
|              | Hourly  | 114.82    | 117.68    | 120.63    | 123.65    | 126.74    | 129.90    | 133.15    | 136.47    | 139.89    | 143.40    | 146.99    | 150.64    | 154.42     |
|              | Standby | 8.04      | 8.24      | 8.44      | 8.66      | 8.87      | 9.09      | 9.32      | 9.55      | 9.79      | 10.04     | 10.29     | 10.55     | 10.81      |

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 # 302

Prepared by the Washington State Office of Financial Management  
General Service Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

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

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 111          | Annual  | 245712    | 251880    | 258180    | 264624    | 271236    | 278016    | 284952    | 292080    | 299424    | 306912    | 314544    | 322428    | 330480     |
|              | Monthly | 20476     | 20990     | 21515     | 22052     | 22603     | 23168     | 23746     | 24340     | 24952     | 25576     | 26212     | 26869     | 27540      |
|              | Hourly  | 117.68    | 120.63    | 123.65    | 126.74    | 129.90    | 133.15    | 136.47    | 139.89    | 143.40    | 146.99    | 150.64    | 154.42    | 158.28     |
|              | Standby | 8.24      | 8.44      | 8.66      | 8.87      | 9.09      | 9.32      | 9.55      | 9.79      | 10.04     | 10.29     | 10.55     | 10.81     | 11.08      |
| 112          | Annual  | 251880    | 258180    | 264624    | 271236    | 278016    | 284952    | 292080    | 299424    | 306912    | 314544    | 322428    | 330480    | 338736     |
|              | Monthly | 20990     | 21515     | 22052     | 22603     | 23168     | 23746     | 24340     | 24952     | 25576     | 26212     | 26869     | 27540     | 28228      |
|              | Hourly  | 120.63    | 123.65    | 126.74    | 129.90    | 133.15    | 136.47    | 139.89    | 143.40    | 146.99    | 150.64    | 154.42    | 158.28    | 162.23     |
|              | Standby | 8.44      | 8.66      | 8.87      | 9.09      | 9.32      | 9.55      | 9.79      | 10.04     | 10.29     | 10.55     | 10.81     | 11.08     | 11.36      |
| 113          | Annual  | 258180    | 264624    | 271236    | 278016    | 284952    | 292080    | 299424    | 306912    | 314544    | 322428    | 330480    | 338736    | 347196     |
|              | Monthly | 21515     | 22052     | 22603     | 23168     | 23746     | 24340     | 24952     | 25576     | 26212     | 26869     | 27540     | 28228     | 28933      |
|              | Hourly  | 123.65    | 126.74    | 129.90    | 133.15    | 136.47    | 139.89    | 143.40    | 146.99    | 150.64    | 154.42    | 158.28    | 162.23    | 166.28     |
|              | Standby | 8.66      | 8.87      | 9.09      | 9.32      | 9.55      | 9.79      | 10.04     | 10.29     | 10.55     | 10.81     | 11.08     | 11.36     | 11.64      |
| 114          | Annual  | 264624    | 271236    | 278016    | 284952    | 292080    | 299424    | 306912    | 314544    | 322428    | 330480    | 338736    | 347196    | 355884     |
|              | Monthly | 22052     | 22603     | 23168     | 23746     | 24340     | 24952     | 25576     | 26212     | 26869     | 27540     | 28228     | 28933     | 29657      |
|              | Hourly  | 126.74    | 129.90    | 133.15    | 136.47    | 139.89    | 143.40    | 146.99    | 150.64    | 154.42    | 158.28    | 162.23    | 166.28    | 170.44     |
|              | Standby | 8.87      | 9.09      | 9.32      | 9.55      | 9.79      | 10.04     | 10.29     | 10.55     | 10.81     | 11.08     | 11.36     | 11.64     | 11.93      |
| 115          | Annual  | 271236    | 278016    | 284952    | 292080    | 299424    | 306912    | 314544    | 322428    | 330480    | 338736    | 347196    | 355884    | 364788     |
|              | Monthly | 22603     | 23168     | 23746     | 24340     | 24952     | 25576     | 26212     | 26869     | 27540     | 28228     | 28933     | 29657     | 30399      |
|              | Hourly  | 129.90    | 133.15    | 136.47    | 139.89    | 143.40    | 146.99    | 150.64    | 154.42    | 158.28    | 162.23    | 166.28    | 170.44    | 174.71     |
|              | Standby | 9.09      | 9.32      | 9.55      | 9.79      | 10.04     | 10.29     | 10.55     | 10.81     | 11.08     | 11.36     | 11.64     | 11.93     | 12.23      |
| 116          | Annual  | 278016    | 284952    | 292080    | 299424    | 306912    | 314544    | 322428    | 330480    | 338736    | 347196    | 355884    | 364788    | 373920     |
|              | Monthly | 23168     | 23746     | 24340     | 24952     | 25576     | 26212     | 26869     | 27540     | 28228     | 28933     | 29657     | 30399     | 31160      |
|              | Hourly  | 133.15    | 136.47    | 139.89    | 143.40    | 146.99    | 150.64    | 154.42    | 158.28    | 162.23    | 166.28    | 170.44    | 174.71    | 179.08     |
|              | Standby | 9.32      | 9.55      | 9.79      | 10.04     | 10.29     | 10.55     | 10.81     | 11.08     | 11.36     | 11.64     | 11.93     | 12.23     | 12.54      |
| 117          | Annual  | 284952    | 292080    | 299424    | 306912    | 314544    | 322428    | 330480    | 338736    | 347196    | 355884    | 364788    | 373920    | 383256     |
|              | Monthly | 23746     | 24340     | 24952     | 25576     | 26212     | 26869     | 27540     | 28228     | 28933     | 29657     | 30399     | 31160     | 31938      |
|              | Hourly  | 136.47    | 139.89    | 143.40    | 146.99    | 150.64    | 154.42    | 158.28    | 162.23    | 166.28    | 170.44    | 174.71    | 179.08    | 183.55     |
|              | Standby | 9.55      | 9.79      | 10.04     | 10.29     | 10.55     | 10.81     | 11.08     | 11.36     | 11.64     | 11.93     | 12.23     | 12.54     | 12.85      |
| 118          | Annual  | 292080    | 299424    | 306912    | 314544    | 322428    | 330480    | 338736    | 347196    | 355884    | 364788    | 373920    | 383256    | 392856     |
|              | Monthly | 24340     | 24952     | 25576     | 26212     | 26869     | 27540     | 28228     | 28933     | 29657     | 30399     | 31160     | 31938     | 32738      |
|              | Hourly  | 139.89    | 143.40    | 146.99    | 150.64    | 154.42    | 158.28    | 162.23    | 166.28    | 170.44    | 174.71    | 179.08    | 183.55    | 188.15     |
|              | Standby | 9.79      | 10.04     | 10.29     | 10.55     | 10.81     | 11.08     | 11.36     | 11.64     | 11.93     | 12.23     | 12.54     | 12.85     | 13.17      |
| 119          | Annual  | 299424    | 306912    | 314544    | 322428    | 330480    | 338736    | 347196    | 355884    | 364788    | 373920    | 383256    | 392856    | 402648     |
|              | Monthly | 24952     | 25576     | 26212     | 26869     | 27540     | 28228     | 28933     | 29657     | 30399     | 31160     | 31938     | 32738     | 33554      |
|              | Hourly  | 143.40    | 146.99    | 150.64    | 154.42    | 158.28    | 162.23    | 166.28    | 170.44    | 174.71    | 179.08    | 183.55    | 188.15    | 192.84     |
|              | Standby | 10.04     | 10.29     | 10.55     | 10.81     | 11.08     | 11.36     | 11.64     | 11.93     | 12.23     | 12.54     | 12.85     | 13.17     | 13.50      |
| 120          | Annual  | 306912    | 314544    | 322428    | 330480    | 338736    | 347196    | 355884    | 364788    | 373920    | 383256    | 392856    | 402648    | 412728     |
|              | Monthly | 25576     | 26212     | 26869     | 27540     | 28228     | 28933     | 29657     | 30399     | 31160     | 31938     | 32738     | 33554     | 34394      |
|              | Hourly  | 146.99    | 150.64    | 154.42    | 158.28    | 162.23    | 166.28    | 170.44    | 174.71    | 179.08    | 183.55    | 188.15    | 192.84    | 197.67     |
|              | Standby | 10.29     | 10.55     | 10.81     | 11.08     | 11.36     | 11.64     | 11.93     | 12.23     | 12.54     | 12.85     | 13.17     | 13.50     | 13.84      |

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 # 303

## D: Compensation

Prepared by the Washington State Office of Financial Management  
 General Service 1 (GS1) Salary Schedule for Represented Employees  
 Only applies to the following job classifications: Physician 2-4 & Psychiatrists  
 Effective July 1, 2025  
 3% Increase

**DRAFT**

WFSE  
 Coalition

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 34           | Annual  | 37584     | 37584     | 37584     | 37740     | 38652     | 39504     | 40476     | 41448     | 42420     | 43416     | 44424     | 45540     | 46584      |
|              | Monthly | 3132      | 3132      | 3132      | 3145      | 3221      | 3292      | 3373      | 3454      | 3535      | 3618      | 3702      | 3795      | 3882       |
|              | Hourly  | 18.00     | 18.00     | 18.00     | 18.07     | 18.51     | 18.92     | 19.39     | 19.85     | 20.32     | 20.79     | 21.28     | 21.81     | 22.31      |
|              | Standby | 1.26      | 1.26      | 1.26      | 1.27      | 1.30      | 1.32      | 1.36      | 1.39      | 1.42      | 1.46      | 1.49      | 1.53      | 1.56       |
| 35           | Annual  | 37584     | 37584     | 37740     | 38652     | 39504     | 40476     | 41448     | 42420     | 43416     | 44424     | 45540     | 46584     | 47676      |
|              | Monthly | 3132      | 3132      | 3145      | 3221      | 3292      | 3373      | 3454      | 3535      | 3618      | 3702      | 3795      | 3882      | 3973       |
|              | Hourly  | 18.00     | 18.00     | 18.07     | 18.51     | 18.92     | 19.39     | 19.85     | 20.32     | 20.79     | 21.28     | 21.81     | 22.31     | 22.83      |
|              | Standby | 1.26      | 1.26      | 1.27      | 1.30      | 1.32      | 1.36      | 1.39      | 1.42      | 1.46      | 1.49      | 1.53      | 1.56      | 1.60       |
| 36           | Annual  | 37584     | 37740     | 38652     | 39504     | 40476     | 41448     | 42420     | 43416     | 44424     | 45540     | 46584     | 47676     | 48864      |
|              | Monthly | 3132      | 3145      | 3221      | 3292      | 3373      | 3454      | 3535      | 3618      | 3702      | 3795      | 3882      | 3973      | 4072       |
|              | Hourly  | 18.00     | 18.07     | 18.51     | 18.92     | 19.39     | 19.85     | 20.32     | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40      |
|              | Standby | 1.26      | 1.27      | 1.30      | 1.32      | 1.36      | 1.39      | 1.42      | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64       |
| 37           | Annual  | 37740     | 38652     | 39504     | 40476     | 41448     | 42420     | 43416     | 44424     | 45540     | 46584     | 47676     | 48864     | 50088      |
|              | Monthly | 3145      | 3221      | 3292      | 3373      | 3454      | 3535      | 3618      | 3702      | 3795      | 3882      | 3973      | 4072      | 4174       |
|              | Hourly  | 18.07     | 18.51     | 18.92     | 19.39     | 19.85     | 20.32     | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99      |
|              | Standby | 1.27      | 1.30      | 1.32      | 1.36      | 1.39      | 1.42      | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68       |
| 38           | Annual  | 38652     | 39504     | 40476     | 41448     | 42420     | 43416     | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348      |
|              | Monthly | 3221      | 3292      | 3373      | 3454      | 3535      | 3618      | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279       |
|              | Hourly  | 18.51     | 18.92     | 19.39     | 19.85     | 20.32     | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59      |
|              | Standby | 1.30      | 1.32      | 1.36      | 1.39      | 1.42      | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72       |
| 39           | Annual  | 39504     | 40476     | 41448     | 42420     | 43416     | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608      |
|              | Monthly | 3292      | 3373      | 3454      | 3535      | 3618      | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384       |
|              | Hourly  | 18.92     | 19.39     | 19.85     | 20.32     | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20      |
|              | Standby | 1.32      | 1.36      | 1.39      | 1.42      | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76       |
| 40           | Annual  | 40476     | 41448     | 42420     | 43416     | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964      |
|              | Monthly | 3373      | 3454      | 3535      | 3618      | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497       |
|              | Hourly  | 19.39     | 19.85     | 20.32     | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84      |
|              | Standby | 1.36      | 1.39      | 1.42      | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81       |
| 41           | Annual  | 41448     | 42420     | 43416     | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212      |
|              | Monthly | 3454      | 3535      | 3618      | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601       |
|              | Hourly  | 19.85     | 20.32     | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44      |
|              | Standby | 1.39      | 1.42      | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85       |
| 42           | Annual  | 42420     | 43416     | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676      |
|              | Monthly | 3535      | 3618      | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723       |
|              | Hourly  | 20.32     | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14      |
|              | Standby | 1.42      | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90       |
| 43           | Annual  | 43416     | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080      |
|              | Monthly | 3618      | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840       |
|              | Hourly  | 20.79     | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82      |
|              | Standby | 1.46      | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95       |
| 44           | Annual  | 44424     | 45540     | 46584     | 47676     | 48864     | 50088     | 51348     | 52608     | 53964     | 55212     | 56676     | 58080     | 59592      |
|              | Monthly | 3702      | 3795      | 3882      | 3973      | 4072      | 4174      | 4279      | 4384      | 4497      | 4601      | 4723      | 4840      | 4966       |
|              | Hourly  | 21.28     | 21.81     | 22.31     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     | 25.84     | 26.44     | 27.14     | 27.82     | 28.54      |
|              | Standby | 1.49      | 1.53      | 1.56      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.81      | 1.85      | 1.90      | 1.95      | 2.00       |

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 # 303

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, 2025  
3% Increase

WFSE  
Coalition

|    |         |       |       |       |       |       |       |       |       |       |       |       |       |       |
|----|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 45 | Annual  | 45540 | 46584 | 47676 | 48864 | 50088 | 51348 | 52608 | 53964 | 55212 | 56676 | 58080 | 59592 | 61020 |
|    | Monthly | 3795  | 3882  | 3973  | 4072  | 4174  | 4279  | 4384  | 4497  | 4601  | 4723  | 4840  | 4966  | 5085  |
|    | Hourly  | 21.81 | 22.31 | 22.83 | 23.40 | 23.99 | 24.59 | 25.20 | 25.84 | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 |
|    | Standby | 1.53  | 1.56  | 1.60  | 1.64  | 1.68  | 1.72  | 1.76  | 1.81  | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  |
| 46 | Annual  | 46584 | 47676 | 48864 | 50088 | 51348 | 52608 | 53964 | 55212 | 56676 | 58080 | 59592 | 61020 | 62544 |
|    | Monthly | 3882  | 3973  | 4072  | 4174  | 4279  | 4384  | 4497  | 4601  | 4723  | 4840  | 4966  | 5085  | 5212  |
|    | Hourly  | 22.31 | 22.83 | 23.40 | 23.99 | 24.59 | 25.20 | 25.84 | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 |
|    | Standby | 1.56  | 1.60  | 1.64  | 1.68  | 1.72  | 1.76  | 1.81  | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  |
| 47 | Annual  | 47676 | 48864 | 50088 | 51348 | 52608 | 53964 | 55212 | 56676 | 58080 | 59592 | 61020 | 62544 | 64092 |
|    | Monthly | 3973  | 4072  | 4174  | 4279  | 4384  | 4497  | 4601  | 4723  | 4840  | 4966  | 5085  | 5212  | 5341  |
|    | Hourly  | 22.83 | 23.40 | 23.99 | 24.59 | 25.20 | 25.84 | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 |
|    | Standby | 1.60  | 1.64  | 1.68  | 1.72  | 1.76  | 1.81  | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  |
| 48 | Annual  | 48864 | 50088 | 51348 | 52608 | 53964 | 55212 | 56676 | 58080 | 59592 | 61020 | 62544 | 64092 | 65736 |
|    | Monthly | 4072  | 4174  | 4279  | 4384  | 4497  | 4601  | 4723  | 4840  | 4966  | 5085  | 5212  | 5341  | 5478  |
|    | Hourly  | 23.40 | 23.99 | 24.59 | 25.20 | 25.84 | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 |
|    | Standby | 1.64  | 1.68  | 1.72  | 1.76  | 1.81  | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  |
| 49 | Annual  | 50088 | 51348 | 52608 | 53964 | 55212 | 56676 | 58080 | 59592 | 61020 | 62544 | 64092 | 65736 | 67332 |
|    | Monthly | 4174  | 4279  | 4384  | 4497  | 4601  | 4723  | 4840  | 4966  | 5085  | 5212  | 5341  | 5478  | 5611  |
|    | Hourly  | 23.99 | 24.59 | 25.20 | 25.84 | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 |
|    | Standby | 1.68  | 1.72  | 1.76  | 1.81  | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  |
| 50 | Annual  | 51348 | 52608 | 53964 | 55212 | 56676 | 58080 | 59592 | 61020 | 62544 | 64092 | 65736 | 67332 | 69072 |
|    | Monthly | 4279  | 4384  | 4497  | 4601  | 4723  | 4840  | 4966  | 5085  | 5212  | 5341  | 5478  | 5611  | 5756  |
|    | Hourly  | 24.59 | 25.20 | 25.84 | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 |
|    | Standby | 1.72  | 1.76  | 1.81  | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  |
| 51 | Annual  | 52608 | 53964 | 55212 | 56676 | 58080 | 59592 | 61020 | 62544 | 64092 | 65736 | 67332 | 69072 | 70764 |
|    | Monthly | 4384  | 4497  | 4601  | 4723  | 4840  | 4966  | 5085  | 5212  | 5341  | 5478  | 5611  | 5756  | 5897  |
|    | Hourly  | 25.20 | 25.84 | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 |
|    | Standby | 1.76  | 1.81  | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  |
| 52 | Annual  | 53964 | 55212 | 56676 | 58080 | 59592 | 61020 | 62544 | 64092 | 65736 | 67332 | 69072 | 70764 | 72528 |
|    | Monthly | 4497  | 4601  | 4723  | 4840  | 4966  | 5085  | 5212  | 5341  | 5478  | 5611  | 5756  | 5897  | 6044  |
|    | Hourly  | 25.84 | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 |
|    | Standby | 1.81  | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  |
| 53 | Annual  | 55212 | 56676 | 58080 | 59592 | 61020 | 62544 | 64092 | 65736 | 67332 | 69072 | 70764 | 72528 | 74340 |
|    | Monthly | 4601  | 4723  | 4840  | 4966  | 5085  | 5212  | 5341  | 5478  | 5611  | 5756  | 5897  | 6044  | 6195  |
|    | Hourly  | 26.44 | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 |
|    | Standby | 1.85  | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  |
| 54 | Annual  | 56676 | 58080 | 59592 | 61020 | 62544 | 64092 | 65736 | 67332 | 69072 | 70764 | 72528 | 74340 | 76188 |
|    | Monthly | 4723  | 4840  | 4966  | 5085  | 5212  | 5341  | 5478  | 5611  | 5756  | 5897  | 6044  | 6195  | 6349  |
|    | Hourly  | 27.14 | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 |
|    | Standby | 1.90  | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  |
| 55 | Annual  | 58080 | 59592 | 61020 | 62544 | 64092 | 65736 | 67332 | 69072 | 70764 | 72528 | 74340 | 76188 | 78108 |
|    | Monthly | 4840  | 4966  | 5085  | 5212  | 5341  | 5478  | 5611  | 5756  | 5897  | 6044  | 6195  | 6349  | 6509  |
|    | Hourly  | 27.82 | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 |
|    | Standby | 1.95  | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  |

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 # 303

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, 2025  
3% Increase

WFSE  
Coalition

|    |         |       |       |       |       |       |       |       |       |       |       |       |       |        |
|----|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 56 | Annual  | 59592 | 61020 | 62544 | 64092 | 65736 | 67332 | 69072 | 70764 | 72528 | 74340 | 76188 | 78108 | 80088  |
|    | Monthly | 4966  | 5085  | 5212  | 5341  | 5478  | 5611  | 5756  | 5897  | 6044  | 6195  | 6349  | 6509  | 6674   |
|    | Hourly  | 28.54 | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 | 38.36  |
|    | Standby | 2.00  | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  | 2.68   |
| 57 | Annual  | 61020 | 62544 | 64092 | 65736 | 67332 | 69072 | 70764 | 72528 | 74340 | 76188 | 78108 | 80088 | 82044  |
|    | Monthly | 5085  | 5212  | 5341  | 5478  | 5611  | 5756  | 5897  | 6044  | 6195  | 6349  | 6509  | 6674  | 6837   |
|    | Hourly  | 29.22 | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 | 38.36 | 39.29  |
|    | Standby | 2.05  | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  | 2.68  | 2.75   |
| 58 | Annual  | 62544 | 64092 | 65736 | 67332 | 69072 | 70764 | 72528 | 74340 | 76188 | 78108 | 80088 | 82044 | 84156  |
|    | Monthly | 5212  | 5341  | 5478  | 5611  | 5756  | 5897  | 6044  | 6195  | 6349  | 6509  | 6674  | 6837  | 7013   |
|    | Hourly  | 29.95 | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 | 38.36 | 39.29 | 40.30  |
|    | Standby | 2.10  | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  | 2.68  | 2.75  | 2.82   |
| 59 | Annual  | 64092 | 65736 | 67332 | 69072 | 70764 | 72528 | 74340 | 76188 | 78108 | 80088 | 82044 | 84156 | 86184  |
|    | Monthly | 5341  | 5478  | 5611  | 5756  | 5897  | 6044  | 6195  | 6349  | 6509  | 6674  | 6837  | 7013  | 7182   |
|    | Hourly  | 30.70 | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 | 38.36 | 39.29 | 40.30 | 41.28  |
|    | Standby | 2.15  | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  | 2.68  | 2.75  | 2.82  | 2.89   |
| 60 | Annual  | 65736 | 67332 | 69072 | 70764 | 72528 | 74340 | 76188 | 78108 | 80088 | 82044 | 84156 | 86184 | 88392  |
|    | Monthly | 5478  | 5611  | 5756  | 5897  | 6044  | 6195  | 6349  | 6509  | 6674  | 6837  | 7013  | 7182  | 7366   |
|    | Hourly  | 31.48 | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 | 38.36 | 39.29 | 40.30 | 41.28 | 42.33  |
|    | Standby | 2.20  | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  | 2.68  | 2.75  | 2.82  | 2.89  | 2.96   |
| 61 | Annual  | 67332 | 69072 | 70764 | 72528 | 74340 | 76188 | 78108 | 80088 | 82044 | 84156 | 86184 | 88392 | 90588  |
|    | Monthly | 5611  | 5756  | 5897  | 6044  | 6195  | 6349  | 6509  | 6674  | 6837  | 7013  | 7182  | 7366  | 7549   |
|    | Hourly  | 32.25 | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 | 38.36 | 39.29 | 40.30 | 41.28 | 42.33 | 43.39  |
|    | Standby | 2.26  | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  | 2.68  | 2.75  | 2.82  | 2.89  | 2.96  | 3.04   |
| 62 | Annual  | 69072 | 70764 | 72528 | 74340 | 76188 | 78108 | 80088 | 82044 | 84156 | 86184 | 88392 | 90588 | 92832  |
|    | Monthly | 5756  | 5897  | 6044  | 6195  | 6349  | 6509  | 6674  | 6837  | 7013  | 7182  | 7366  | 7549  | 7736   |
|    | Hourly  | 33.08 | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 | 38.36 | 39.29 | 40.30 | 41.28 | 42.33 | 43.39 | 44.46  |
|    | Standby | 2.32  | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  | 2.68  | 2.75  | 2.82  | 2.89  | 2.96  | 3.04  | 3.11   |
| 63 | Annual  | 70764 | 72528 | 74340 | 76188 | 78108 | 80088 | 82044 | 84156 | 86184 | 88392 | 90588 | 92832 | 95148  |
|    | Monthly | 5897  | 6044  | 6195  | 6349  | 6509  | 6674  | 6837  | 7013  | 7182  | 7366  | 7549  | 7736  | 7929   |
|    | Hourly  | 33.89 | 34.74 | 35.60 | 36.49 | 37.41 | 38.36 | 39.29 | 40.30 | 41.28 | 42.33 | 43.39 | 44.46 | 45.57  |
|    | Standby | 2.37  | 2.43  | 2.49  | 2.55  | 2.62  | 2.68  | 2.75  | 2.82  | 2.89  | 2.96  | 3.04  | 3.11  | 3.19   |
| 64 | Annual  | 72528 | 74340 | 76188 | 78108 | 80088 | 82044 | 84156 | 86184 | 88392 | 90588 | 92832 | 95148 | 97572  |
|    | Monthly | 6044  | 6195  | 6349  | 6509  | 6674  | 6837  | 7013  | 7182  | 7366  | 7549  | 7736  | 7929  | 8131   |
|    | Hourly  | 34.74 | 35.60 | 36.49 | 37.41 | 38.36 | 39.29 | 40.30 | 41.28 | 42.33 | 43.39 | 44.46 | 45.57 | 46.73  |
|    | Standby | 2.43  | 2.49  | 2.55  | 2.62  | 2.68  | 2.75  | 2.82  | 2.89  | 2.96  | 3.04  | 3.11  | 3.19  | 3.27   |
| 65 | Annual  | 74340 | 76188 | 78108 | 80088 | 82044 | 84156 | 86184 | 88392 | 90588 | 92832 | 95148 | 97572 | 99996  |
|    | Monthly | 6195  | 6349  | 6509  | 6674  | 6837  | 7013  | 7182  | 7366  | 7549  | 7736  | 7929  | 8131  | 8333   |
|    | Hourly  | 35.60 | 36.49 | 37.41 | 38.36 | 39.29 | 40.30 | 41.28 | 42.33 | 43.39 | 44.46 | 45.57 | 46.73 | 47.89  |
|    | Standby | 2.49  | 2.55  | 2.62  | 2.68  | 2.75  | 2.82  | 2.89  | 2.96  | 3.04  | 3.11  | 3.19  | 3.27  | 3.35   |
| 66 | Annual  | 76188 | 78108 | 80088 | 82044 | 84156 | 86184 | 88392 | 90588 | 92832 | 95148 | 97572 | 99996 | 102516 |
|    | Monthly | 6349  | 6509  | 6674  | 6837  | 7013  | 7182  | 7366  | 7549  | 7736  | 7929  | 8131  | 8333  | 8543   |
|    | Hourly  | 36.49 | 37.41 | 38.36 | 39.29 | 40.30 | 41.28 | 42.33 | 43.39 | 44.46 | 45.57 | 46.73 | 47.89 | 49.10  |
|    | Standby | 2.55  | 2.62  | 2.68  | 2.75  | 2.82  | 2.89  | 2.96  | 3.04  | 3.11  | 3.19  | 3.27  | 3.35  | 3.44   |

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 # 303

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, 2025  
3% Increase

WFSE  
Coalition

|    |         |       |        |        |        |        |        |        |        |        |        |        |        |        |
|----|---------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 67 | Annual  | 78108 | 80088  | 82044  | 84156  | 86184  | 88392  | 90588  | 92832  | 95148  | 97572  | 99996  | 102516 | 105048 |
|    | Monthly | 6509  | 6674   | 6837   | 7013   | 7182   | 7366   | 7549   | 7736   | 7929   | 8131   | 8333   | 8543   | 8754   |
|    | Hourly  | 37.41 | 38.36  | 39.29  | 40.30  | 41.28  | 42.33  | 43.39  | 44.46  | 45.57  | 46.73  | 47.89  | 49.10  | 50.31  |
|    | Standby | 2.62  | 2.68   | 2.75   | 2.82   | 2.89   | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   |
| 68 | Annual  | 80088 | 82044  | 84156  | 86184  | 88392  | 90588  | 92832  | 95148  | 97572  | 99996  | 102516 | 105048 | 107676 |
|    | Monthly | 6674  | 6837   | 7013   | 7182   | 7366   | 7549   | 7736   | 7929   | 8131   | 8333   | 8543   | 8754   | 8973   |
|    | Hourly  | 38.36 | 39.29  | 40.30  | 41.28  | 42.33  | 43.39  | 44.46  | 45.57  | 46.73  | 47.89  | 49.10  | 50.31  | 51.57  |
|    | Standby | 2.68  | 2.75   | 2.82   | 2.89   | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   |
| 69 | Annual  | 82044 | 84156  | 86184  | 88392  | 90588  | 92832  | 95148  | 97572  | 99996  | 102516 | 105048 | 107676 | 110364 |
|    | Monthly | 6837  | 7013   | 7182   | 7366   | 7549   | 7736   | 7929   | 8131   | 8333   | 8543   | 8754   | 8973   | 9197   |
|    | Hourly  | 39.29 | 40.30  | 41.28  | 42.33  | 43.39  | 44.46  | 45.57  | 46.73  | 47.89  | 49.10  | 50.31  | 51.57  | 52.86  |
|    | Standby | 2.75  | 2.82   | 2.89   | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   |
| 70 | Annual  | 84156 | 86184  | 88392  | 90588  | 92832  | 95148  | 97572  | 99996  | 102516 | 105048 | 107676 | 110364 | 113148 |
|    | Monthly | 7013  | 7182   | 7366   | 7549   | 7736   | 7929   | 8131   | 8333   | 8543   | 8754   | 8973   | 9197   | 9429   |
|    | Hourly  | 40.30 | 41.28  | 42.33  | 43.39  | 44.46  | 45.57  | 46.73  | 47.89  | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  |
|    | Standby | 2.82  | 2.89   | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   |
| 71 | Annual  | 86184 | 88392  | 90588  | 92832  | 95148  | 97572  | 99996  | 102516 | 105048 | 107676 | 110364 | 113148 | 115968 |
|    | Monthly | 7182  | 7366   | 7549   | 7736   | 7929   | 8131   | 8333   | 8543   | 8754   | 8973   | 9197   | 9429   | 9664   |
|    | Hourly  | 41.28 | 42.33  | 43.39  | 44.46  | 45.57  | 46.73  | 47.89  | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  |
|    | Standby | 2.89  | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   |
| 72 | Annual  | 88392 | 90588  | 92832  | 95148  | 97572  | 99996  | 102516 | 105048 | 107676 | 110364 | 113148 | 115968 | 118896 |
|    | Monthly | 7366  | 7549   | 7736   | 7929   | 8131   | 8333   | 8543   | 8754   | 8973   | 9197   | 9429   | 9664   | 9908   |
|    | Hourly  | 42.33 | 43.39  | 44.46  | 45.57  | 46.73  | 47.89  | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  |
|    | Standby | 2.96  | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   |
| 73 | Annual  | 90588 | 92832  | 95148  | 97572  | 99996  | 102516 | 105048 | 107676 | 110364 | 113148 | 115968 | 118896 | 121848 |
|    | Monthly | 7549  | 7736   | 7929   | 8131   | 8333   | 8543   | 8754   | 8973   | 9197   | 9429   | 9664   | 9908   | 10154  |
|    | Hourly  | 43.39 | 44.46  | 45.57  | 46.73  | 47.89  | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  |
|    | Standby | 3.04  | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   |
| 74 | Annual  | 92832 | 95148  | 97572  | 99996  | 102516 | 105048 | 107676 | 110364 | 113148 | 115968 | 118896 | 121848 | 124896 |
|    | Monthly | 7736  | 7929   | 8131   | 8333   | 8543   | 8754   | 8973   | 9197   | 9429   | 9664   | 9908   | 10154  | 10408  |
|    | Hourly  | 44.46 | 45.57  | 46.73  | 47.89  | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  |
|    | Standby | 3.11  | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   |
| 75 | Annual  | 95148 | 97572  | 99996  | 102516 | 105048 | 107676 | 110364 | 113148 | 115968 | 118896 | 121848 | 124896 | 128016 |
|    | Monthly | 7929  | 8131   | 8333   | 8543   | 8754   | 8973   | 9197   | 9429   | 9664   | 9908   | 10154  | 10408  | 10668  |
|    | Hourly  | 45.57 | 46.73  | 47.89  | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  |
|    | Standby | 3.19  | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   |
| 76 | Annual  | 97572 | 99996  | 102516 | 105048 | 107676 | 110364 | 113148 | 115968 | 118896 | 121848 | 124896 | 128016 | 131184 |
|    | Monthly | 8131  | 8333   | 8543   | 8754   | 8973   | 9197   | 9429   | 9664   | 9908   | 10154  | 10408  | 10668  | 10932  |
|    | Hourly  | 46.73 | 47.89  | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  |
|    | Standby | 3.27  | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   |
| 77 | Annual  | 99996 | 102516 | 105048 | 107676 | 110364 | 113148 | 115968 | 118896 | 121848 | 124896 | 128016 | 131184 | 134484 |
|    | Monthly | 8333  | 8543   | 8754   | 8973   | 9197   | 9429   | 9664   | 9908   | 10154  | 10408  | 10668  | 10932  | 11207  |
|    | Hourly  | 47.89 | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  |
|    | Standby | 3.35  | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   |

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.

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General Service 1 (GS1) Salary Schedule for Represented Employees  
Only applies to the following job classifications: Physician 2-4 & Psychiatrists  
Effective July 1, 2025  
3% Increase

WFSE  
Coalition

|    |         |        |        |        |        |        |        |        |        |        |        |        |        |        |
|----|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 78 | Annual  | 102516 | 105048 | 107676 | 110364 | 113148 | 115968 | 118896 | 121848 | 124896 | 128016 | 131184 | 134484 | 137880 |
|    | Monthly | 8543   | 8754   | 8973   | 9197   | 9429   | 9664   | 9908   | 10154  | 10408  | 10668  | 10932  | 11207  | 11490  |
|    | Hourly  | 49.10  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  |
|    | Standby | 3.44   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   |
| 79 | Annual  | 105048 | 107676 | 110364 | 113148 | 115968 | 118896 | 121848 | 124896 | 128016 | 131184 | 134484 | 137880 | 141264 |
|    | Monthly | 8754   | 8973   | 9197   | 9429   | 9664   | 9908   | 10154  | 10408  | 10668  | 10932  | 11207  | 11490  | 11772  |
|    | Hourly  | 50.31  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  |
|    | Standby | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   |
| 80 | Annual  | 107676 | 110364 | 113148 | 115968 | 118896 | 121848 | 124896 | 128016 | 131184 | 134484 | 137880 | 141264 | 144792 |
|    | Monthly | 8973   | 9197   | 9429   | 9664   | 9908   | 10154  | 10408  | 10668  | 10932  | 11207  | 11490  | 11772  | 12066  |
|    | Hourly  | 51.57  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  |
|    | Standby | 3.61   | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   |
| 81 | Annual  | 110364 | 113148 | 115968 | 118896 | 121848 | 124896 | 128016 | 131184 | 134484 | 137880 | 141264 | 144792 | 148428 |
|    | Monthly | 9197   | 9429   | 9664   | 9908   | 10154  | 10408  | 10668  | 10932  | 11207  | 11490  | 11772  | 12066  | 12369  |
|    | Hourly  | 52.86  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  |
|    | Standby | 3.70   | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   |
| 82 | Annual  | 113148 | 115968 | 118896 | 121848 | 124896 | 128016 | 131184 | 134484 | 137880 | 141264 | 144792 | 148428 | 152136 |
|    | Monthly | 9429   | 9664   | 9908   | 10154  | 10408  | 10668  | 10932  | 11207  | 11490  | 11772  | 12066  | 12369  | 12678  |
|    | Hourly  | 54.19  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  |
|    | Standby | 3.79   | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   |
| 83 | Annual  | 115968 | 118896 | 121848 | 124896 | 128016 | 131184 | 134484 | 137880 | 141264 | 144792 | 148428 | 152136 | 155916 |
|    | Monthly | 9664   | 9908   | 10154  | 10408  | 10668  | 10932  | 11207  | 11490  | 11772  | 12066  | 12369  | 12678  | 12993  |
|    | Hourly  | 55.54  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  |
|    | Standby | 3.89   | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   |
| 84 | Annual  | 118896 | 121848 | 124896 | 128016 | 131184 | 134484 | 137880 | 141264 | 144792 | 148428 | 152136 | 155916 | 159876 |
|    | Monthly | 9908   | 10154  | 10408  | 10668  | 10932  | 11207  | 11490  | 11772  | 12066  | 12369  | 12678  | 12993  | 13323  |
|    | Hourly  | 56.94  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  |
|    | Standby | 3.99   | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   |
| 85 | Annual  | 121848 | 124896 | 128016 | 131184 | 134484 | 137880 | 141264 | 144792 | 148428 | 152136 | 155916 | 159876 | 163800 |
|    | Monthly | 10154  | 10408  | 10668  | 10932  | 11207  | 11490  | 11772  | 12066  | 12369  | 12678  | 12993  | 13323  | 13650  |
|    | Hourly  | 58.36  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  |
|    | Standby | 4.08   | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   |
| 86 | Annual  | 124896 | 128016 | 131184 | 134484 | 137880 | 141264 | 144792 | 148428 | 152136 | 155916 | 159876 | 163800 | 167940 |
|    | Monthly | 10408  | 10668  | 10932  | 11207  | 11490  | 11772  | 12066  | 12369  | 12678  | 12993  | 13323  | 13650  | 13995  |
|    | Hourly  | 59.82  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  |
|    | Standby | 4.19   | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   |
| 87 | Annual  | 128016 | 131184 | 134484 | 137880 | 141264 | 144792 | 148428 | 152136 | 155916 | 159876 | 163800 | 167940 | 172176 |
|    | Monthly | 10668  | 10932  | 11207  | 11490  | 11772  | 12066  | 12369  | 12678  | 12993  | 13323  | 13650  | 13995  | 14348  |
|    | Hourly  | 61.31  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  |
|    | Standby | 4.29   | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   |
| 88 | Annual  | 131184 | 134484 | 137880 | 141264 | 144792 | 148428 | 152136 | 155916 | 159876 | 163800 | 167940 | 172176 | 176460 |
|    | Monthly | 10932  | 11207  | 11490  | 11772  | 12066  | 12369  | 12678  | 12993  | 13323  | 13650  | 13995  | 14348  | 14705  |
|    | Hourly  | 62.83  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  |
|    | Standby | 4.40   | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   |

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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.

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|    |         |        |        |        |        |        |        |        |        |        |        |        |        |        |
|----|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 89 | Annual  | 134484 | 137880 | 141264 | 144792 | 148428 | 152136 | 155916 | 159876 | 163800 | 167940 | 172176 | 176460 | 180900 |
|    | Monthly | 11207  | 11490  | 11772  | 12066  | 12369  | 12678  | 12993  | 13323  | 13650  | 13995  | 14348  | 14705  | 15075  |
|    | Hourly  | 64.41  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  |
|    | Standby | 4.51   | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   |
| 90 | Annual  | 137880 | 141264 | 144792 | 148428 | 152136 | 155916 | 159876 | 163800 | 167940 | 172176 | 176460 | 180900 | 185364 |
|    | Monthly | 11490  | 11772  | 12066  | 12369  | 12678  | 12993  | 13323  | 13650  | 13995  | 14348  | 14705  | 15075  | 15447  |
|    | Hourly  | 66.03  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  |
|    | Standby | 4.62   | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   |
| 91 | Annual  | 141264 | 144792 | 148428 | 152136 | 155916 | 159876 | 163800 | 167940 | 172176 | 176460 | 180900 | 185364 | 190032 |
|    | Monthly | 11772  | 12066  | 12369  | 12678  | 12993  | 13323  | 13650  | 13995  | 14348  | 14705  | 15075  | 15447  | 15836  |
|    | Hourly  | 67.66  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  |
|    | Standby | 4.74   | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   |
| 92 | Annual  | 144792 | 148428 | 152136 | 155916 | 159876 | 163800 | 167940 | 172176 | 176460 | 180900 | 185364 | 190032 | 194748 |
|    | Monthly | 12066  | 12369  | 12678  | 12993  | 13323  | 13650  | 13995  | 14348  | 14705  | 15075  | 15447  | 15836  | 16229  |
|    | Hourly  | 69.34  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  |
|    | Standby | 4.85   | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   |
| 93 | Annual  | 148428 | 152136 | 155916 | 159876 | 163800 | 167940 | 172176 | 176460 | 180900 | 185364 | 190032 | 194748 | 199680 |
|    | Monthly | 12369  | 12678  | 12993  | 13323  | 13650  | 13995  | 14348  | 14705  | 15075  | 15447  | 15836  | 16229  | 16640  |
|    | Hourly  | 71.09  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  |
|    | Standby | 4.98   | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   |
| 94 | Annual  | 152136 | 155916 | 159876 | 163800 | 167940 | 172176 | 176460 | 180900 | 185364 | 190032 | 194748 | 199680 | 204612 |
|    | Monthly | 12678  | 12993  | 13323  | 13650  | 13995  | 14348  | 14705  | 15075  | 15447  | 15836  | 16229  | 16640  | 17051  |
|    | Hourly  | 72.86  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  |
|    | Standby | 5.10   | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   |
| 95 | Annual  | 155916 | 159876 | 163800 | 167940 | 172176 | 176460 | 180900 | 185364 | 190032 | 194748 | 199680 | 204612 | 209772 |
|    | Monthly | 12993  | 13323  | 13650  | 13995  | 14348  | 14705  | 15075  | 15447  | 15836  | 16229  | 16640  | 17051  | 17481  |
|    | Hourly  | 74.67  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 |
|    | Standby | 5.23   | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   |
| 96 | Annual  | 159876 | 163800 | 167940 | 172176 | 176460 | 180900 | 185364 | 190032 | 194748 | 199680 | 204612 | 209772 | 215028 |
|    | Monthly | 13323  | 13650  | 13995  | 14348  | 14705  | 15075  | 15447  | 15836  | 16229  | 16640  | 17051  | 17481  | 17919  |
|    | Hourly  | 76.57  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 |
|    | Standby | 5.36   | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   |
| 97 | Annual  | 163800 | 167940 | 172176 | 176460 | 180900 | 185364 | 190032 | 194748 | 199680 | 204612 | 209772 | 215028 | 220416 |
|    | Monthly | 13650  | 13995  | 14348  | 14705  | 15075  | 15447  | 15836  | 16229  | 16640  | 17051  | 17481  | 17919  | 18368  |
|    | Hourly  | 78.45  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 |
|    | Standby | 5.49   | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   |
| 98 | Annual  | 167940 | 172176 | 176460 | 180900 | 185364 | 190032 | 194748 | 199680 | 204612 | 209772 | 215028 | 220416 | 225888 |
|    | Monthly | 13995  | 14348  | 14705  | 15075  | 15447  | 15836  | 16229  | 16640  | 17051  | 17481  | 17919  | 18368  | 18824  |
|    | Hourly  | 80.43  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 |
|    | Standby | 5.63   | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   |
| 99 | Annual  | 172176 | 176460 | 180900 | 185364 | 190032 | 194748 | 199680 | 204612 | 209772 | 215028 | 220416 | 225888 | 231552 |
|    | Monthly | 14348  | 14705  | 15075  | 15447  | 15836  | 16229  | 16640  | 17051  | 17481  | 17919  | 18368  | 18824  | 19296  |
|    | Hourly  | 82.46  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 |
|    | Standby | 5.77   | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   |

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 # 303

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, 2025  
 3% Increase

WFSE  
 Coalition

|     |         |        |        |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 100 | Annual  | 176460 | 180900 | 185364 | 190032 | 194748 | 199680 | 204612 | 209772 | 215028 | 220416 | 225888 | 231552 | 237336 |
|     | Monthly | 14705  | 15075  | 15447  | 15836  | 16229  | 16640  | 17051  | 17481  | 17919  | 18368  | 18824  | 19296  | 19778  |
|     | Hourly  | 84.51  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 |
|     | Standby | 5.92   | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   |
| 101 | Annual  | 180900 | 185364 | 190032 | 194748 | 199680 | 204612 | 209772 | 215028 | 220416 | 225888 | 231552 | 237336 | 243264 |
|     | Monthly | 15075  | 15447  | 15836  | 16229  | 16640  | 17051  | 17481  | 17919  | 18368  | 18824  | 19296  | 19778  | 20272  |
|     | Hourly  | 86.64  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 |
|     | Standby | 6.06   | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   |
| 102 | Annual  | 185364 | 190032 | 194748 | 199680 | 204612 | 209772 | 215028 | 220416 | 225888 | 231552 | 237336 | 243264 | 249360 |
|     | Monthly | 15447  | 15836  | 16229  | 16640  | 17051  | 17481  | 17919  | 18368  | 18824  | 19296  | 19778  | 20272  | 20780  |
|     | Hourly  | 88.78  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 |
|     | Standby | 6.21   | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   |
| 103 | Annual  | 190032 | 194748 | 199680 | 204612 | 209772 | 215028 | 220416 | 225888 | 231552 | 237336 | 243264 | 249360 | 255600 |
|     | Monthly | 15836  | 16229  | 16640  | 17051  | 17481  | 17919  | 18368  | 18824  | 19296  | 19778  | 20272  | 20780  | 21300  |
|     | Hourly  | 91.01  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 |
|     | Standby | 6.37   | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   |
| 104 | Annual  | 194748 | 199680 | 204612 | 209772 | 215028 | 220416 | 225888 | 231552 | 237336 | 243264 | 249360 | 255600 | 261972 |
|     | Monthly | 16229  | 16640  | 17051  | 17481  | 17919  | 18368  | 18824  | 19296  | 19778  | 20272  | 20780  | 21300  | 21831  |
|     | Hourly  | 93.27  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 |
|     | Standby | 6.53   | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   |
| 105 | Annual  | 199680 | 204612 | 209772 | 215028 | 220416 | 225888 | 231552 | 237336 | 243264 | 249360 | 255600 | 261972 | 268524 |
|     | Monthly | 16640  | 17051  | 17481  | 17919  | 18368  | 18824  | 19296  | 19778  | 20272  | 20780  | 21300  | 21831  | 22377  |
|     | Hourly  | 95.63  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 |
|     | Standby | 6.69   | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   |
| 106 | Annual  | 204612 | 209772 | 215028 | 220416 | 225888 | 231552 | 237336 | 243264 | 249360 | 255600 | 261972 | 268524 | 275244 |
|     | Monthly | 17051  | 17481  | 17919  | 18368  | 18824  | 19296  | 19778  | 20272  | 20780  | 21300  | 21831  | 22377  | 22937  |
|     | Hourly  | 97.99  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 |
|     | Standby | 6.86   | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   |
| 107 | Annual  | 209772 | 215028 | 220416 | 225888 | 231552 | 237336 | 243264 | 249360 | 255600 | 261972 | 268524 | 275244 | 282144 |
|     | Monthly | 17481  | 17919  | 18368  | 18824  | 19296  | 19778  | 20272  | 20780  | 21300  | 21831  | 22377  | 22937  | 23512  |
|     | Hourly  | 100.47 | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 |
|     | Standby | 7.03   | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   |
| 108 | Annual  | 215028 | 220416 | 225888 | 231552 | 237336 | 243264 | 249360 | 255600 | 261972 | 268524 | 275244 | 282144 | 289212 |
|     | Monthly | 17919  | 18368  | 18824  | 19296  | 19778  | 20272  | 20780  | 21300  | 21831  | 22377  | 22937  | 23512  | 24101  |
|     | Hourly  | 102.98 | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 |
|     | Standby | 7.21   | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   |
| 109 | Annual  | 220416 | 225888 | 231552 | 237336 | 243264 | 249360 | 255600 | 261972 | 268524 | 275244 | 282144 | 289212 | 296424 |
|     | Monthly | 18368  | 18824  | 19296  | 19778  | 20272  | 20780  | 21300  | 21831  | 22377  | 22937  | 23512  | 24101  | 24702  |
|     | Hourly  | 105.56 | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 |
|     | Standby | 7.39   | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   |
| 110 | Annual  | 225888 | 231552 | 237336 | 243264 | 249360 | 255600 | 261972 | 268524 | 275244 | 282144 | 289212 | 296424 | 303804 |
|     | Monthly | 18824  | 19296  | 19778  | 20272  | 20780  | 21300  | 21831  | 22377  | 22937  | 23512  | 24101  | 24702  | 25317  |
|     | Hourly  | 108.18 | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 |
|     | Standby | 7.57   | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item # 303

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, 2025  
3% Increase

WFSE  
Coalition

|     |         |        |        |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 111 | Annual  | 231552 | 237336 | 243264 | 249360 | 255600 | 261972 | 268524 | 275244 | 282144 | 289212 | 296424 | 303804 | 311424 |
|     | Monthly | 19296  | 19778  | 20272  | 20780  | 21300  | 21831  | 22377  | 22937  | 23512  | 24101  | 24702  | 25317  | 25952  |
|     | Hourly  | 110.90 | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 |
|     | Standby | 7.76   | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  |
| 112 | Annual  | 237336 | 243264 | 249360 | 255600 | 261972 | 268524 | 275244 | 282144 | 289212 | 296424 | 303804 | 311424 | 319200 |
|     | Monthly | 19778  | 20272  | 20780  | 21300  | 21831  | 22377  | 22937  | 23512  | 24101  | 24702  | 25317  | 25952  | 26600  |
|     | Hourly  | 113.67 | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 |
|     | Standby | 7.96   | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  |
| 113 | Annual  | 243264 | 249360 | 255600 | 261972 | 268524 | 275244 | 282144 | 289212 | 296424 | 303804 | 311424 | 319200 | 327180 |
|     | Monthly | 20272  | 20780  | 21300  | 21831  | 22377  | 22937  | 23512  | 24101  | 24702  | 25317  | 25952  | 26600  | 27265  |
|     | Hourly  | 116.51 | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 | 156.70 |
|     | Standby | 8.16   | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  | 10.97  |
| 114 | Annual  | 249360 | 255600 | 261972 | 268524 | 275244 | 282144 | 289212 | 296424 | 303804 | 311424 | 319200 | 327180 | 335364 |
|     | Monthly | 20780  | 21300  | 21831  | 22377  | 22937  | 23512  | 24101  | 24702  | 25317  | 25952  | 26600  | 27265  | 27947  |
|     | Hourly  | 119.43 | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 | 156.70 | 160.61 |
|     | Standby | 8.36   | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  | 10.97  | 11.24  |
| 115 | Annual  | 255600 | 261972 | 268524 | 275244 | 282144 | 289212 | 296424 | 303804 | 311424 | 319200 | 327180 | 335364 | 343728 |
|     | Monthly | 21300  | 21831  | 22377  | 22937  | 23512  | 24101  | 24702  | 25317  | 25952  | 26600  | 27265  | 27947  | 28644  |
|     | Hourly  | 122.41 | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 | 156.70 | 160.61 | 164.62 |
|     | Standby | 8.57   | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  | 10.97  | 11.24  | 11.52  |
| 116 | Annual  | 261972 | 268524 | 275244 | 282144 | 289212 | 296424 | 303804 | 311424 | 319200 | 327180 | 335364 | 343728 | 352356 |
|     | Monthly | 21831  | 22377  | 22937  | 23512  | 24101  | 24702  | 25317  | 25952  | 26600  | 27265  | 27947  | 28644  | 29363  |
|     | Hourly  | 125.47 | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 | 156.70 | 160.61 | 164.62 | 168.75 |
|     | Standby | 8.78   | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  | 10.97  | 11.24  | 11.52  | 11.81  |
| 117 | Annual  | 268524 | 275244 | 282144 | 289212 | 296424 | 303804 | 311424 | 319200 | 327180 | 335364 | 343728 | 352356 | 361152 |
|     | Monthly | 22377  | 22937  | 23512  | 24101  | 24702  | 25317  | 25952  | 26600  | 27265  | 27947  | 28644  | 29363  | 30096  |
|     | Hourly  | 128.60 | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 | 156.70 | 160.61 | 164.62 | 168.75 | 172.97 |
|     | Standby | 9.00   | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  | 10.97  | 11.24  | 11.52  | 11.81  | 12.11  |
| 118 | Annual  | 275244 | 282144 | 289212 | 296424 | 303804 | 311424 | 319200 | 327180 | 335364 | 343728 | 352356 | 361152 | 370188 |
|     | Monthly | 22937  | 23512  | 24101  | 24702  | 25317  | 25952  | 26600  | 27265  | 27947  | 28644  | 29363  | 30096  | 30849  |
|     | Hourly  | 131.82 | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 | 156.70 | 160.61 | 164.62 | 168.75 | 172.97 | 177.29 |
|     | Standby | 9.23   | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  | 10.97  | 11.24  | 11.52  | 11.81  | 12.11  | 12.41  |
| 119 | Annual  | 282144 | 289212 | 296424 | 303804 | 311424 | 319200 | 327180 | 335364 | 343728 | 352356 | 361152 | 370188 | 379428 |
|     | Monthly | 23512  | 24101  | 24702  | 25317  | 25952  | 26600  | 27265  | 27947  | 28644  | 29363  | 30096  | 30849  | 31619  |
|     | Hourly  | 135.13 | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 | 156.70 | 160.61 | 164.62 | 168.75 | 172.97 | 177.29 | 181.72 |
|     | Standby | 9.46   | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  | 10.97  | 11.24  | 11.52  | 11.81  | 12.11  | 12.41  | 12.72  |
| 120 | Annual  | 289212 | 296424 | 303804 | 311424 | 319200 | 327180 | 335364 | 343728 | 352356 | 361152 | 370188 | 379428 | 388944 |
|     | Monthly | 24101  | 24702  | 25317  | 25952  | 26600  | 27265  | 27947  | 28644  | 29363  | 30096  | 30849  | 31619  | 32412  |
|     | Hourly  | 138.51 | 141.97 | 145.50 | 149.15 | 152.87 | 156.70 | 160.61 | 164.62 | 168.75 | 172.97 | 177.29 | 181.72 | 186.28 |
|     | Standby | 9.70   | 9.94   | 10.19  | 10.44  | 10.70  | 10.97  | 11.24  | 11.52  | 11.81  | 12.11  | 12.41  | 12.72  | 13.04  |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item # 304

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, 2025  
 3% 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  | 62988  | 64596  | 66192  | 67848  | 69540  | 71268  | 73068  | 74892  | 76776  | 78684  | 80664  | 82680  | 84744   |
|              | Monthly | 5249   | 5383   | 5516   | 5654   | 5795   | 5939   | 6089   | 6241   | 6398   | 6557   | 6722   | 6890   | 7062    |
|              | Hourly  | 30.17  | 30.94  | 31.70  | 32.49  | 33.30  | 34.13  | 34.99  | 35.87  | 36.77  | 37.68  | 38.63  | 39.60  | 40.59   |
|              | Standby | 2.11   | 2.17   | 2.22   | 2.27   | 2.33   | 2.39   | 2.45   | 2.51   | 2.57   | 2.64   | 2.70   | 2.77   | 2.84    |
| 02IT         | Annual  | 67716  | 69432  | 71160  | 72924  | 74760  | 76644  | 78540  | 80508  | 82512  | 84576  | 86688  | 88848  | 91080   |
|              | Monthly | 5643   | 5786   | 5930   | 6077   | 6230   | 6387   | 6545   | 6709   | 6876   | 7048   | 7224   | 7404   | 7590    |
|              | Hourly  | 32.43  | 33.25  | 34.08  | 34.93  | 35.80  | 36.71  | 37.61  | 38.56  | 39.52  | 40.51  | 41.52  | 42.55  | 43.62   |
|              | Standby | 2.27   | 2.33   | 2.39   | 2.44   | 2.51   | 2.57   | 2.63   | 2.70   | 2.77   | 2.84   | 2.91   | 2.98   | 3.05    |
| 03IT         | Annual  | 72816  | 74616  | 76500  | 78408  | 80364  | 82392  | 84456  | 86568  | 88728  | 90948  | 93240  | 95568  | 97968   |
|              | Monthly | 6068   | 6218   | 6375   | 6534   | 6697   | 6866   | 7038   | 7214   | 7394   | 7579   | 7770   | 7964   | 8164    |
|              | Hourly  | 34.87  | 35.74  | 36.64  | 37.55  | 38.49  | 39.46  | 40.45  | 41.46  | 42.49  | 43.56  | 44.66  | 45.77  | 46.92   |
|              | Standby | 2.44   | 2.50   | 2.56   | 2.63   | 2.69   | 2.76   | 2.83   | 2.90   | 2.97   | 3.05   | 3.13   | 3.20   | 3.28    |
| 04IT         | Annual  | 78252  | 80220  | 82212  | 84288  | 86388  | 88560  | 90756  | 93012  | 95340  | 97704  | 100152 | 102660 | 105228  |
|              | Monthly | 6521   | 6685   | 6851   | 7024   | 7199   | 7380   | 7563   | 7751   | 7945   | 8142   | 8346   | 8555   | 8769    |
|              | Hourly  | 37.48  | 38.42  | 39.37  | 40.37  | 41.37  | 42.41  | 43.47  | 44.55  | 45.66  | 46.79  | 47.97  | 49.17  | 50.40   |
|              | Standby | 2.62   | 2.69   | 2.76   | 2.83   | 2.90   | 2.97   | 3.04   | 3.12   | 3.20   | 3.28   | 3.36   | 3.44   | 3.53    |
| 05IT         | Annual  | 84120  | 86232  | 88392  | 90588  | 92868  | 95184  | 97572  | 100008 | 102504 | 105060 | 107676 | 110364 | 113148  |
|              | Monthly | 7010   | 7186   | 7366   | 7549   | 7739   | 7932   | 8131   | 8334   | 8542   | 8755   | 8973   | 9197   | 9429    |
|              | Hourly  | 40.29  | 41.30  | 42.33  | 43.39  | 44.48  | 45.59  | 46.73  | 47.90  | 49.09  | 50.32  | 51.57  | 52.86  | 54.19   |
|              | Standby | 2.82   | 2.89   | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.44   | 3.52   | 3.61   | 3.70   | 3.79    |
| 06IT         | Annual  | 88332  | 90540  | 92808  | 95124  | 97524  | 99960  | 102432 | 105000 | 107628 | 110316 | 113076 | 115908 | 118800  |
|              | Monthly | 7361   | 7545   | 7734   | 7927   | 8127   | 8330   | 8536   | 8750   | 8969   | 9193   | 9423   | 9659   | 9900    |
|              | Hourly  | 42.30  | 43.36  | 44.45  | 45.56  | 46.71  | 47.87  | 49.06  | 50.29  | 51.55  | 52.83  | 54.16  | 55.51  | 56.90   |
|              | Standby | 2.96   | 3.04   | 3.11   | 3.19   | 3.27   | 3.35   | 3.43   | 3.52   | 3.61   | 3.70   | 3.79   | 3.89   | 3.98    |
| 07IT         | Annual  | 92760  | 95076  | 97464  | 99876  | 102360 | 104928 | 107544 | 110244 | 112992 | 115824 | 118728 | 121692 | 124752  |
|              | Monthly | 7730   | 7923   | 8122   | 8323   | 8530   | 8744   | 8962   | 9187   | 9416   | 9652   | 9894   | 10141  | 10396   |
|              | Hourly  | 44.43  | 45.53  | 46.68  | 47.83  | 49.02  | 50.25  | 51.51  | 52.80  | 54.11  | 55.47  | 56.86  | 58.28  | 59.75   |
|              | Standby | 3.11   | 3.19   | 3.27   | 3.35   | 3.43   | 3.52   | 3.61   | 3.70   | 3.79   | 3.88   | 3.98   | 4.08   | 4.18    |
| 08IT         | Annual  | 97356  | 99816  | 102312 | 104868 | 107496 | 110184 | 112944 | 115764 | 118656 | 121632 | 124692 | 127788 | 130992  |
|              | Monthly | 8113   | 8318   | 8526   | 8739   | 8958   | 9182   | 9412   | 9647   | 9888   | 10136  | 10391  | 10649  | 10916   |
|              | Hourly  | 46.63  | 47.80  | 49.00  | 50.22  | 51.48  | 52.77  | 54.09  | 55.44  | 56.83  | 58.25  | 59.72  | 61.20  | 62.74   |
|              | Standby | 3.26   | 3.35   | 3.43   | 3.52   | 3.60   | 3.69   | 3.79   | 3.88   | 3.98   | 4.08   | 4.18   | 4.28   | 4.39    |
| 09IT         | Annual  | 102264 | 104808 | 107436 | 110136 | 112860 | 115716 | 118584 | 121536 | 124584 | 127716 | 130896 | 134184 | 137520  |
|              | Monthly | 8522   | 8734   | 8953   | 9178   | 9405   | 9643   | 9882   | 10128  | 10382  | 10643  | 10908  | 11182  | 11460   |
|              | Hourly  | 48.98  | 50.20  | 51.45  | 52.75  | 54.05  | 55.42  | 56.79  | 58.21  | 59.67  | 61.17  | 62.69  | 64.26  | 65.86   |
|              | Standby | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   | 3.88   | 3.98   | 4.07   | 4.18   | 4.28   | 4.39   | 4.50   | 4.61    |

Standby rate is equal to 7% of the hourly rate

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

## D: Compensation

### Item # 304

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, 2025  
 3% Increase

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

| Salary Range |         | Step<br>A | Step<br>B | Step<br>C | Step<br>D | Step<br>E | Step<br>F | Step<br>G | Step<br>H | Step<br>I | Step<br>J | Step<br>K | Step<br>L | Step<br>M* |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 10IT         | Annual  | 107364    | 110040    | 112800    | 115608    | 118500    | 121464    | 124488    | 127620    | 130800    | 134064    | 137424    | 140856    | 144372     |
|              | Monthly | 8947      | 9170      | 9400      | 9634      | 9875      | 10122     | 10374     | 10635     | 10900     | 11172     | 11452     | 11738     | 12031      |
|              | Hourly  | 51.42     | 52.70     | 54.02     | 55.37     | 56.75     | 58.17     | 59.62     | 61.12     | 62.64     | 64.21     | 65.82     | 67.46     | 69.14      |
|              | Standby | 3.60      | 3.69      | 3.78      | 3.88      | 3.97      | 4.07      | 4.17      | 4.28      | 4.39      | 4.49      | 4.61      | 4.72      | 4.84       |
| 11IT         | Annual  | 112752    | 115548    | 118440    | 121416    | 124428    | 127560    | 130740    | 134016    | 137364    | 140796    | 144324    | 147936    | 151620     |
|              | Monthly | 9396      | 9629      | 9870      | 10118     | 10369     | 10630     | 10895     | 11168     | 11447     | 11733     | 12027     | 12328     | 12635      |
|              | Hourly  | 54.00     | 55.34     | 56.72     | 58.15     | 59.59     | 61.09     | 62.61     | 64.18     | 65.79     | 67.43     | 69.12     | 70.85     | 72.61      |
|              | Standby | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.28      | 4.38      | 4.49      | 4.61      | 4.72      | 4.84      | 4.96      | 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

| SALARY RANGE |         | Years of Experience |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |   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|              |         | 0                   |       | 1     |       | 2     |       | 3     |       | 4     |       | 5     |       | 6     |       | 7     |       | 8     |       | 12    |       | 14    |       | 15    |       | 17    |       | 18    |       | 20    |       | 23    |       | 26    |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |   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|              |         | 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  | STEP  | STEP  | STEP  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |   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|              |         | A                   | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     | N     | O     | P     | Q     | R     | S     | T     | U     | V     | W     | X     |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |   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| 39E1         | Annual  | 42204               | 43224 | 44268 | 45312 | 46368 | 47448 | 48624 | 49740 | 50964 | 52176 | 53520 | 54840 | 56208 | 57648 | 59004 | 60516 | 62016 | 62796 | 63600 | 64416 | 65220 | 66792 | 67632 | 68472 | 69312 | 70152 | 71076 | 71988 | 72888 | 73788 | 74688 | 75588 | 76488 | 77388 | 78288 | 79188 | 80088 | 80988 | 81888 | 82788 | 83688 | 84588 | 85488 | 86388 | 87288 | 88188 | 89088 | 89988 | 90888 | 91788 | 92688 | 93588 | 94488 | 95388 | 96288 | 97188 | 98088 | 98988 | 99888 | 100788 | 101688 | 102588 | 103488 | 104388 | 105288 | 106188 | 107088 | 107988 | 108888 | 109788 | 110688 | 111588 | 112488 | 113388 | 114288 | 115188 | 116088 | 116988 | 117888 | 118788 | 119688 | 120588 | 121488 | 122388 | 123288 | 124188 | 125088 | 125988 | 126888 | 127788 | 128688 | 129588 | 130488 | 131388 | 132288 | 133188 | 134088 | 134988 | 135888 | 136788 | 137688 | 138588 | 139488 | 140388 | 141288 | 142188 | 143088 | 143988 | 144888 | 145788 | 146688 | 147588 | 148488 | 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648888 | 649788 | 650688 | 651588 | 652488 | 653388 | 654288 | 655188 | 656088 | 656988 | 657888 | 658788 | 659688 | 660588 | 661488 | 662388 | 663288 | 664188 | 665088 | 665988 | 666888 | 667788 | 668688 | 669588 | 670488 | 671388 | 672288 | 673188 | 674088 | 674988 | 675888 | 676788 | 677688 | 678588 | 679488 | 680388 | 681288 | 682188 | 683088 | 683988 | 684888 | 685788 | 686688 | 687588 | 688488 | 689388 | 690288 | 691188 | 692088 | 692988 | 693888 | 694788 | 695688 | 696588 | 697488 | 698388 | 699288 | 700188 | 701088 | 701988 | 702888 | 703788 | 704688 | 705588 | 706488 | 707388 | 708288 | 709188 | 710088 | 710988 | 711888 | 712788 | 713688 | 714588 | 715488 | 716388 | 717288 | 718188 | 719088 | 719988 | 720888 | 721788 | 722688 | 723588 | 724488 | 725388 | 726288 | 727188 | 728088 | 728988 | 729888 | 730788 | 731688 | 732588 | 733488 | 734388 | 735288 | 736188 | 737088 | 737988 | 738888 | 739788 | 740688 | 741588 | 742488 | 743388 | 744288 | 745188 | 746088 | 746988 | 747888 | 748788 | 749688 | 750588 | 751488 | 752388 | 753288 | 754188 | 755088 | 755988 | 756888 | 757788 | 758688 | 759588 | 760488 | 761388 | 762288 | 763188 | 764088 | 764988 | 765888 | 766788 | 767688 | 768588 | 769488 | 770388 | 771288 | 772188 | 773088 | 773988 | 774888 | 775788 | 776688 | 777588 | 778488 | 779388 | 780288 | 781188 | 782088 | 782988 | 783888 | 784788 | 785688 | 786588 | 787488 | 788388 | 789288 | 790188 | 791088 | 791988 | 792888 | 793788 | 794688 | 795588 | 796488 | 797388 | 798288 | 799188 | 800088 | 800988 | 801888 | 802788 | 803688 | 804588 | 805488 | 806388 | 807288 | 808188 | 809088 | 809988 | 810888 | 811788 | 812688 | 813588 | 814488 | 815388 | 816288 | 817188 | 818088 | 818988 | 819888 | 820788 | 821688 | 822588 | 823488 | 824388 | 825288 | 826188 | 827088 | 827988 | 828888 | 829788 | 830688 | 831588 | 832488 | 833388 | 834288 | 835188 | 836088 | 836988 | 837888 | 838788 | 839688 | 840588 | 841488 | 842388 | 843288 | 844188 | 845088 | 845988 | 846888 | 847788 | 848688 | 849588 | 850488 | 851388 | 852288 | 853188 | 854088 | 854988 | 855888 | 856788 | 857688 | 858588 | 859488 | 860388 | 861288 | 862188 | 863088 | 863988 | 864888 | 865788 | 866688 | 867588 | 868488 | 869388 | 870288 | 871188 | 872088 | 872988 | 873888 | 874788 | 875688 | 876588 | 877488 | 878388 | 879288 | 880188 | 881088 | 881988 | 882888 | 883788 | 884688 | 885588 | 886488 | 887388 | 888288 | 889188 | 890088 | 890988 | 891888 | 892788 | 893688 | 894588 | 895488 | 896388 | 897288 | 898188 | 899088 | 900000 |
|              | Monthly | 3517                | 3602  | 3689  | 3776  | 3864  | 3954  | 4052  | 4145  | 4247  | 4348  | 4460  | 4570  | 4684  | 4804  | 4917  | 5043  | 5168  | 5233  | 5300  | 5368  | 5435  | 5566  | 5636  | 5706  | 5846  | 5923  | 5999  | 6076  | 6153  | 6230  | 6307  | 6384  | 6461  | 6538  | 6615  | 6692  | 6769  | 6846  | 6923  | 7000  | 7077  | 7154  | 7231  | 7308  | 7385  | 7462  | 7539  | 7616  | 7693  | 7770  | 7847  | 7924  | 8001  | 8078  | 8155  | 8232  | 8309  | 8386  | 8463  | 8540   | 8617   | 8694   | 8771   | 8848   | 8925   | 9002   | 9079   | 9156   | 9233   | 9310   | 9387   | 9464   | 9541   | 9618   | 9695   | 9772   | 9849   | 9926   | 10003  | 10080  | 10157  | 10234  | 10311  | 10388  | 10465  | 10542  | 10619  | 10696  | 10773  | 10850  | 10927  | 11004  | 11081  | 11158  | 11235  | 11312  | 11389  | 11466  | 11543  | 11620  | 11697  | 11774  | 11851  | 11928  | 12005  | 12082  | 12159  | 12236  | 12313  | 12390  | 12467  | 12544  | 12621  | 12698  | 12775  | 12852  | 12929  | 13006  | 13083  | 13160  | 13237  | 13314  | 13391  | 13468  | 13545  | 13622  | 13699  | 13776  | 13853  | 13930  | 14007  | 14084  | 14161  | 14238  | 14315  | 14392  | 14469  | 14546  | 14623  | 14700  | 14777  | 14854  | 14931  | 15008  | 15085  | 15162  | 15239  | 15316  | 15393  | 15470  | 15547  | 15624  |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |   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   |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |       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|        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |

|              |         | 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  | 48624               | 49740  | 50964  | 52176  | 53520  | 54840  | 56208  | 57648  | 59004  | 60516  | 62016  | 63600  | 65220  | 66792  | 68472  | 70152  | 71988  | 72864  | 73740  | 74664  | 75576  | 77484  | 78432  | 79404  |  |    |  |    |  |    |  |    |  |    |  |    |  |
|              | Monthly | 4052                | 4145   | 4247   | 4348   | 4460   | 4570   | 4684   | 4804   | 4917   | 5043   | 5168   | 5300   | 5435   | 5566   | 5706   | 5846   | 5999   | 6072   | 6145   | 6222   | 6298   | 6457   | 6536   | 6617   |  |    |  |    |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 23.29               | 23.82  | 24.41  | 24.99  | 25.63  | 26.26  | 26.92  | 27.61  | 28.26  | 28.98  | 29.70  | 30.46  | 31.24  | 31.99  | 32.79  | 33.60  | 34.48  | 34.90  | 35.32  | 35.76  | 36.20  | 37.11  | 37.56  | 38.03  |  |    |  |    |  |    |  |    |  |    |  |    |  |
|              | Standby | 1.63                | 1.67   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.98   | 2.03   | 2.08   | 2.13   | 2.19   | 2.24   | 2.30   | 2.35   | 2.41   | 2.44   | 2.47   | 2.50   | 2.53   | 2.60   | 2.63   | 2.66   |  |    |  |    |  |    |  |    |  |    |  |    |  |

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

D: Compensation

|              |         | 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                | 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     | V     | W     | X     |
| 47N1         | Annual  | 50964               | 52176 | 53520 | 54840 | 56208 | 57648 | 59004 | 60516 | 62016 | 63600 | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 76536 | 77484 | 78432 | 79404 | 81384 | 82416 | 83460 |
|              | Monthly | 4247                | 4348  | 4460  | 4570  | 4684  | 4804  | 4917  | 5043  | 5168  | 5300  | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6378  | 6457  | 6536  | 6617  | 6782  | 6868  | 6955  |
|              | Hourly  | 24.41               | 24.99 | 25.63 | 26.26 | 26.92 | 27.61 | 28.26 | 28.98 | 29.70 | 30.46 | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 36.66 | 37.11 | 37.56 | 38.03 | 38.98 | 39.47 | 39.97 |
|              | Standby | 1.71                | 1.75  | 1.79  | 1.84  | 1.88  | 1.93  | 1.98  | 2.03  | 2.08  | 2.13  | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.57  | 2.60  | 2.63  | 2.66  | 2.73  | 2.76  | 2.80  |
| 49N1         | Annual  | 53520               | 54840 | 56208 | 57648 | 59004 | 60516 | 62016 | 63600 | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 80388 | 81384 | 82416 | 83460 | 85536 | 86592 | 87648 |
|              | Monthly | 4460                | 4570  | 4684  | 4804  | 4917  | 5043  | 5168  | 5300  | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6699  | 6782  | 6868  | 6955  | 7128  | 7216  | 7304  |
|              | Hourly  | 25.63               | 26.26 | 26.92 | 27.61 | 28.26 | 28.98 | 29.70 | 30.46 | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.50 | 38.98 | 39.47 | 39.97 | 40.97 | 41.47 | 41.98 |
|              | Standby | 1.79                | 1.84  | 1.88  | 1.93  | 1.98  | 2.03  | 2.08  | 2.13  | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.70  | 2.73  | 2.76  | 2.80  | 2.87  | 2.90  | 2.94  |
| 50N1         | Annual  | 54840               | 56208 | 57648 | 59004 | 60516 | 62016 | 63600 | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 82416 | 83460 | 84492 | 85536 | 87648 | 88776 | 89904 |
|              | Monthly | 4570                | 4684  | 4804  | 4917  | 5043  | 5168  | 5300  | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6868  | 6955  | 7041  | 7128  | 7304  | 7398  | 7492  |
|              | Hourly  | 26.26               | 26.92 | 27.61 | 28.26 | 28.98 | 29.70 | 30.46 | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.47 | 39.97 | 40.47 | 40.97 | 41.98 | 42.52 | 43.06 |
|              | Standby | 1.84                | 1.88  | 1.93  | 1.98  | 2.03  | 2.08  | 2.13  | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.76  | 2.80  | 2.83  | 2.87  | 2.94  | 2.98  | 3.01  |
| 51N1         | Annual  | 56208               | 57648 | 59004 | 60516 | 62016 | 63600 | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 84492 | 85536 | 86592 | 87648 | 89904 | 91008 | 92112 |
|              | Monthly | 4684                | 4804  | 4917  | 5043  | 5168  | 5300  | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7041  | 7128  | 7216  | 7304  | 7492  | 7584  | 7676  |
|              | Hourly  | 26.92               | 27.61 | 28.26 | 28.98 | 29.70 | 30.46 | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.47 | 40.97 | 41.47 | 41.98 | 43.06 | 43.59 | 44.11 |
|              | Standby | 1.88                | 1.93  | 1.98  | 2.03  | 2.08  | 2.13  | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.83  | 2.87  | 2.90  | 2.94  | 3.01  | 3.05  | 3.09  |
| 52N1         | Annual  | 57648               | 59004 | 60516 | 62016 | 63600 | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 86592 | 87648 | 88776 | 89904 | 92112 | 93240 | 94380 |
|              | Monthly | 4804                | 4917  | 5043  | 5168  | 5300  | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7216  | 7304  | 7398  | 7492  | 7676  | 7770  | 7865  |
|              | Hourly  | 27.61               | 28.26 | 28.98 | 29.70 | 30.46 | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.47 | 41.98 | 42.52 | 43.06 | 44.11 | 44.66 | 45.20 |
|              | Standby | 1.93                | 1.98  | 2.03  | 2.08  | 2.13  | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.90  | 2.94  | 2.98  | 3.01  | 3.09  | 3.13  | 3.16  |
| 53N1         | Annual  | 59004               | 60516 | 62016 | 63600 | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 88776 | 89904 | 91008 | 92112 | 94380 | 95580 | 96792 |
|              | Monthly | 4917                | 5043  | 5168  | 5300  | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7398  | 7492  | 7584  | 7676  | 7865  | 7965  | 8066  |
|              | Hourly  | 28.26               | 28.98 | 29.70 | 30.46 | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 42.52 | 43.06 | 43.59 | 44.11 | 45.20 | 45.78 | 46.36 |
|              | Standby | 1.98                | 2.03  | 2.08  | 2.13  | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 2.98  | 3.01  | 3.05  | 3.09  | 3.16  | 3.20  | 3.24  |

D: Compensation

|              |         | 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                | 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      | V      | W      | X      |
| 54N1         | Annual  | 60516               | 62016 | 63600 | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904  | 91008  | 92112  | 93240  | 94380  | 96792  | 97980  | 99180  |
|              | Monthly | 5043                | 5168  | 5300  | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492   | 7584   | 7676   | 7770   | 7865   | 8066   | 8165   | 8265   |
|              | Hourly  | 28.98               | 29.70 | 30.46 | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06  | 43.59  | 44.11  | 44.66  | 45.20  | 46.36  | 46.93  | 47.50  |
|              | Standby | 2.03                | 2.08  | 2.13  | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01   | 3.05   | 3.09   | 3.13   | 3.16   | 3.24   | 3.28   | 3.33   |
| 55N1         | Annual  | 62016               | 63600 | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112  | 93240  | 94380  | 95580  | 96792  | 99180  | 100416 | 101664 |
|              | Monthly | 5168                | 5300  | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676   | 7770   | 7865   | 7965   | 8066   | 8265   | 8368   | 8472   |
|              | Hourly  | 29.70               | 30.46 | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11  | 44.66  | 45.20  | 45.78  | 46.36  | 47.50  | 48.09  | 48.69  |
|              | Standby | 2.08                | 2.13  | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09   | 3.13   | 3.16   | 3.20   | 3.24   | 3.33   | 3.37   | 3.41   |
| 56N1         | Annual  | 63600               | 65220 | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380  | 95580  | 96792  | 97980  | 99180  | 101664 | 102924 | 104172 |
|              | Monthly | 5300                | 5435  | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865   | 7965   | 8066   | 8165   | 8265   | 8472   | 8577   | 8681   |
|              | Hourly  | 30.46               | 31.24 | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20  | 45.78  | 46.36  | 46.93  | 47.50  | 48.69  | 49.29  | 49.89  |
|              | Standby | 2.13                | 2.19  | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16   | 3.20   | 3.24   | 3.28   | 3.33   | 3.41   | 3.45   | 3.49   |
| 57N1         | Annual  | 65220               | 66792 | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792  | 97980  | 99180  | 100416 | 101664 | 104172 | 105480 | 106800 |
|              | Monthly | 5435                | 5566  | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066   | 8165   | 8265   | 8368   | 8472   | 8681   | 8790   | 8900   |
|              | Hourly  | 31.24               | 31.99 | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36  | 46.93  | 47.50  | 48.09  | 48.69  | 49.89  | 50.52  | 51.15  |
|              | Standby | 2.19                | 2.24  | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24   | 3.28   | 3.33   | 3.37   | 3.41   | 3.49   | 3.54   | 3.58   |
| 58N1         | Annual  | 66792               | 68472 | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792 | 99180  | 100416 | 101664 | 102924 | 104172 | 106800 | 108132 | 109476 |
|              | Monthly | 5566                | 5706  | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066  | 8265   | 8368   | 8472   | 8577   | 8681   | 8900   | 9011   | 9123   |
|              | Hourly  | 31.99               | 32.79 | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36 | 47.50  | 48.09  | 48.69  | 49.29  | 49.89  | 51.15  | 51.79  | 52.43  |
|              | Standby | 2.24                | 2.30  | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24  | 3.33   | 3.37   | 3.41   | 3.45   | 3.49   | 3.58   | 3.63   | 3.67   |
| 59N1         | Annual  | 68472               | 70152 | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792 | 99180 | 101664 | 102924 | 104172 | 105480 | 106800 | 109476 | 110844 | 112212 |
|              | Monthly | 5706                | 5846  | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066  | 8265  | 8472   | 8577   | 8681   | 8790   | 8900   | 9123   | 9237   | 9351   |
|              | Hourly  | 32.79               | 33.60 | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36 | 47.50 | 48.69  | 49.29  | 49.89  | 50.52  | 51.15  | 52.43  | 53.09  | 53.74  |
|              | Standby | 2.30                | 2.35  | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24  | 3.33  | 3.41   | 3.45   | 3.49   | 3.54   | 3.58   | 3.67   | 3.72   | 3.76   |

D: Compensation

Prepared by the Washington State Office of Financial Management  
N1 Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

Coalition  
SEIU - 1199  
WFSE - GG

|              |         | 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                | 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      | V      | W      | X      |
| 60N1         | Annual  | 70152               | 71988 | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 105480 | 106800 | 108132 | 109476 | 112212 | 113628 | 115032 |
|              | Monthly | 5846                | 5999  | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8790   | 8900   | 9011   | 9123   | 9351   | 9469   | 9586   |
|              | Hourly  | 33.60               | 34.48 | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 50.52  | 51.15  | 51.79  | 52.43  | 53.74  | 54.42  | 55.09  |
|              | Standby | 2.35                | 2.41  | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.54   | 3.58   | 3.63   | 3.67   | 3.76   | 3.81   | 3.86   |
| 61N1         | Annual  | 71988               | 73740 | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 108132 | 109476 | 110844 | 112212 | 115032 | 116484 | 117924 |
|              | Monthly | 5999                | 6145  | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9011   | 9123   | 9237   | 9351   | 9586   | 9707   | 9827   |
|              | Hourly  | 34.48               | 35.32 | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 51.79  | 52.43  | 53.09  | 53.74  | 55.09  | 55.79  | 56.48  |
|              | Standby | 2.41                | 2.47  | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.63   | 3.67   | 3.72   | 3.76   | 3.86   | 3.91   | 3.95   |
| 62N1         | Annual  | 73740               | 75576 | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 110844 | 112212 | 113628 | 115032 | 117924 | 119400 | 120864 |
|              | Monthly | 6145                | 6298  | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9237   | 9351   | 9469   | 9586   | 9827   | 9950   | 10072  |
|              | Hourly  | 35.32               | 36.20 | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.09  | 53.74  | 54.42  | 55.09  | 56.48  | 57.18  | 57.89  |
|              | Standby | 2.47                | 2.53  | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.72   | 3.76   | 3.81   | 3.86   | 3.95   | 4.00   | 4.05   |
| 63N1         | Annual  | 75576               | 77484 | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 113628 | 115032 | 116484 | 117924 | 120864 | 122376 | 123900 |
|              | Monthly | 6298                | 6457  | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9469   | 9586   | 9707   | 9827   | 10072  | 10198  | 10325  |
|              | Hourly  | 36.20               | 37.11 | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 54.42  | 55.09  | 55.79  | 56.48  | 57.89  | 58.61  | 59.34  |
|              | Standby | 2.53                | 2.60  | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.81   | 3.86   | 3.91   | 3.95   | 4.05   | 4.10   | 4.15   |
| 64N1         | Annual  | 77484               | 79404 | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792 | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 116484 | 117924 | 119400 | 120864 | 123900 | 125460 | 127020 |
|              | Monthly | 6457                | 6617  | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066  | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9707   | 9827   | 9950   | 10072  | 10325  | 10455  | 10585  |
|              | Hourly  | 37.11               | 38.03 | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36 | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 55.79  | 56.48  | 57.18  | 57.89  | 59.34  | 60.09  | 60.83  |
|              | Standby | 2.60                | 2.66  | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24  | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.91   | 3.95   | 4.00   | 4.05   | 4.15   | 4.21   | 4.26   |
| 65N1         | Annual  | 79404               | 81384 | 83460 | 85536 | 87648 | 89904 | 92112 | 94380 | 96792 | 99180 | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 119400 | 120864 | 122376 | 123900 | 127020 | 128592 | 130176 |
|              | Monthly | 6617                | 6782  | 6955  | 7128  | 7304  | 7492  | 7676  | 7865  | 8066  | 8265  | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 9950   | 10072  | 10198  | 10325  | 10585  | 10716  | 10848  |
|              | Hourly  | 38.03               | 38.98 | 39.97 | 40.97 | 41.98 | 43.06 | 44.11 | 45.20 | 46.36 | 47.50 | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.18  | 57.89  | 58.61  | 59.34  | 60.83  | 61.59  | 62.34  |
|              | Standby | 2.66                | 2.73  | 2.80  | 2.87  | 2.94  | 3.01  | 3.09  | 3.16  | 3.24  | 3.33  | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.00   | 4.05   | 4.10   | 4.15   | 4.26   | 4.31   | 4.36   |

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

D: Compensation

|              |         | 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                | 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      | V      | W      | X      |
| 66N1         | Annual  | 81384               | 83460 | 85536 | 87648 | 89904  | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 122376 | 123900 | 125460 | 127020 | 130176 | 131796 | 133428 |
|              | Monthly | 6782                | 6955  | 7128  | 7304  | 7492   | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10198  | 10325  | 10455  | 10585  | 10848  | 10983  | 11119  |
|              | Hourly  | 38.98               | 39.97 | 40.97 | 41.98 | 43.06  | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 58.61  | 59.34  | 60.09  | 60.83  | 62.34  | 63.12  | 63.90  |
|              | Standby | 2.73                | 2.80  | 2.87  | 2.94  | 3.01   | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.10   | 4.15   | 4.21   | 4.26   | 4.36   | 4.42   | 4.47   |
| 67N1         | Annual  | 83460               | 85536 | 87648 | 89904 | 92112  | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 125460 | 127020 | 128592 | 130176 | 133428 | 135096 | 136764 |
|              | Monthly | 6955                | 7128  | 7304  | 7492  | 7676   | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10455  | 10585  | 10716  | 10848  | 11119  | 11258  | 11397  |
|              | Hourly  | 39.97               | 40.97 | 41.98 | 43.06 | 44.11  | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.09  | 60.83  | 61.59  | 62.34  | 63.90  | 64.70  | 65.50  |
|              | Standby | 2.80                | 2.87  | 2.94  | 3.01  | 3.09   | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.21   | 4.26   | 4.31   | 4.36   | 4.47   | 4.53   | 4.59   |
| 68N1         | Annual  | 85536               | 87648 | 89904 | 92112 | 94380  | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 128592 | 130176 | 131796 | 133428 | 136764 | 138480 | 140196 |
|              | Monthly | 7128                | 7304  | 7492  | 7676  | 7865   | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10716  | 10848  | 10983  | 11119  | 11397  | 11540  | 11683  |
|              | Hourly  | 40.97               | 41.98 | 43.06 | 44.11 | 45.20  | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 61.59  | 62.34  | 63.12  | 63.90  | 65.50  | 66.32  | 67.14  |
|              | Standby | 2.87                | 2.94  | 3.01  | 3.09  | 3.16   | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.31   | 4.36   | 4.42   | 4.47   | 4.59   | 4.64   | 4.70   |
| 69N1         | Annual  | 87648               | 89904 | 92112 | 94380 | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 131796 | 133428 | 135096 | 136764 | 140196 | 141960 | 143712 |
|              | Monthly | 7304                | 7492  | 7676  | 7865  | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 10983  | 11119  | 11258  | 11397  | 11683  | 11830  | 11976  |
|              | Hourly  | 41.98               | 43.06 | 44.11 | 45.20 | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.12  | 63.90  | 64.70  | 65.50  | 67.14  | 67.99  | 68.83  |
|              | Standby | 2.94                | 3.01  | 3.09  | 3.16  | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.42   | 4.47   | 4.53   | 4.59   | 4.70   | 4.76   | 4.82   |
| 70N1         | Annual  | 89904               | 92112 | 94380 | 96792 | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 135096 | 136764 | 138480 | 140196 | 143712 | 145512 | 147312 |
|              | Monthly | 7492                | 7676  | 7865  | 8066  | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11258  | 11397  | 11540  | 11683  | 11976  | 12126  | 12276  |
|              | Hourly  | 43.06               | 44.11 | 45.20 | 46.36 | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 64.70  | 65.50  | 66.32  | 67.14  | 68.83  | 69.69  | 70.55  |
|              | Standby | 3.01                | 3.09  | 3.16  | 3.24  | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.53   | 4.59   | 4.64   | 4.70   | 4.82   | 4.88   | 4.94   |
| 71N1         | Annual  | 92112               | 94380 | 96792 | 99180 | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 138480 | 140196 | 141960 | 143712 | 147312 | 149148 | 150984 |
|              | Monthly | 7676                | 7865  | 8066  | 8265  | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11540  | 11683  | 11830  | 11976  | 12276  | 12429  | 12582  |
|              | Hourly  | 44.11               | 45.20 | 46.36 | 47.50 | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 66.32  | 67.14  | 67.99  | 68.83  | 70.55  | 71.43  | 72.31  |
|              | Standby | 3.09                | 3.16  | 3.24  | 3.33  | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.64   | 4.70   | 4.76   | 4.82   | 4.94   | 5.00   | 5.06   |

D: Compensation

|              |         | 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 |
| 72N1         | Annual  | 94380               | 96792  | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 141960 | 143712 | 145512 | 147312 | 150984 | 152880 | 154776 |
|              | Monthly | 7865                | 8066   | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11830  | 11976  | 12126  | 12276  | 12582  | 12740  | 12898  |
|              | Hourly  | 45.20               | 46.36  | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 67.99  | 68.83  | 69.69  | 70.55  | 72.31  | 73.22  | 74.13  |
|              | Standby | 3.16                | 3.24   | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.76   | 4.82   | 4.88   | 4.94   | 5.06   | 5.13   | 5.19   |
| 73N1         | Annual  | 96792               | 99180  | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 145512 | 147312 | 149148 | 150984 | 154776 | 156696 | 158628 |
|              | Monthly | 8066                | 8265   | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12126  | 12276  | 12429  | 12582  | 12898  | 13058  | 13219  |
|              | Hourly  | 46.36               | 47.50  | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 69.69  | 70.55  | 71.43  | 72.31  | 74.13  | 75.05  | 75.97  |
|              | Standby | 3.24                | 3.33   | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.88   | 4.94   | 5.00   | 5.06   | 5.19   | 5.25   | 5.32   |
| 74N1         | Annual  | 99180               | 101664 | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 149148 | 150984 | 152880 | 154776 | 158628 | 160608 | 162588 |
|              | Monthly | 8265                | 8472   | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12429  | 12582  | 12740  | 12898  | 13219  | 13384  | 13549  |
|              | Hourly  | 47.50               | 48.69  | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 71.43  | 72.31  | 73.22  | 74.13  | 75.97  | 76.92  | 77.87  |
|              | Standby | 3.33                | 3.41   | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.00   | 5.06   | 5.13   | 5.19   | 5.32   | 5.38   | 5.45   |
| 75N1         | Annual  | 101664              | 104172 | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 152880 | 154776 | 156696 | 158628 | 162588 | 164616 | 166644 |
|              | Monthly | 8472                | 8681   | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12740  | 12898  | 13058  | 13219  | 13549  | 13718  | 13887  |
|              | Hourly  | 48.69               | 49.89  | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 73.22  | 74.13  | 75.05  | 75.97  | 77.87  | 78.84  | 79.81  |
|              | Standby | 3.41                | 3.49   | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.13   | 5.19   | 5.25   | 5.32   | 5.45   | 5.52   | 5.59   |
| 76N1         | Annual  | 104172              | 106800 | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 156696 | 158628 | 160608 | 162588 | 166644 | 168744 | 170820 |
|              | Monthly | 8681                | 8900   | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13058  | 13219  | 13384  | 13549  | 13887  | 14062  | 14235  |
|              | Hourly  | 49.89               | 51.15  | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.05  | 75.97  | 76.92  | 77.87  | 79.81  | 80.82  | 81.81  |
|              | Standby | 3.49                | 3.58   | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.25   | 5.32   | 5.38   | 5.45   | 5.59   | 5.66   | 5.73   |
| 77N1         | Annual  | 106800              | 109476 | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 160608 | 162588 | 164616 | 166644 | 170820 | 172944 | 175080 |
|              | Monthly | 8900                | 9123   | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13384  | 13549  | 13718  | 13887  | 14235  | 14412  | 14590  |
|              | Hourly  | 51.15               | 52.43  | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 76.92  | 77.87  | 78.84  | 79.81  | 81.81  | 82.83  | 83.85  |
|              | Standby | 3.58                | 3.67   | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.38   | 5.45   | 5.52   | 5.59   | 5.73   | 5.80   | 5.87   |

Item # 305

D: Compensation

Prepared by the Washington State Office of Financial Management  
N1 Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

Coalition  
SEIU - 1199  
WFSE - GG

|              |         | 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 |
| 78N1         | Annual  | 109476              | 112212 | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 164616 | 166644 | 168744 | 170820 | 175080 | 177264 | 179460 |
|              | Monthly | 9123                | 9351   | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13718  | 13887  | 14062  | 14235  | 14590  | 14772  | 14955  |
|              | Hourly  | 52.43               | 53.74  | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 78.84  | 79.81  | 80.82  | 81.81  | 83.85  | 84.90  | 85.95  |
|              | Standby | 3.67                | 3.76   | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.52   | 5.59   | 5.66   | 5.73   | 5.87   | 5.94   | 6.02   |
| 79N1         | Annual  | 112212              | 115032 | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 168744 | 170820 | 172944 | 175080 | 179460 | 181692 | 183924 |
|              | Monthly | 9351                | 9586   | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14062  | 14235  | 14412  | 14590  | 14955  | 15141  | 15327  |
|              | Hourly  | 53.74               | 55.09  | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 80.82  | 81.81  | 82.83  | 83.85  | 85.95  | 87.02  | 88.09  |
|              | Standby | 3.76                | 3.86   | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.66   | 5.73   | 5.80   | 5.87   | 6.02   | 6.09   | 6.17   |
| 80N1         | Annual  | 115032              | 117924 | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 172944 | 175080 | 177264 | 179460 | 183924 | 186240 | 188544 |
|              | Monthly | 9586                | 9827   | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14412  | 14590  | 14772  | 14955  | 15327  | 15520  | 15712  |
|              | Hourly  | 55.09               | 56.48  | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 82.83  | 83.85  | 84.90  | 85.95  | 88.09  | 89.20  | 90.30  |
|              | Standby | 3.86                | 3.95   | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.80   | 5.87   | 5.94   | 6.02   | 6.17   | 6.24   | 6.32   |
| 81N1         | Annual  | 117924              | 120864 | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 177264 | 179460 | 181692 | 183924 | 188544 | 190896 | 193248 |
|              | Monthly | 9827                | 10072  | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14772  | 14955  | 15141  | 15327  | 15712  | 15908  | 16104  |
|              | Hourly  | 56.48               | 57.89  | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 84.90  | 85.95  | 87.02  | 88.09  | 90.30  | 91.43  | 92.55  |
|              | Standby | 3.95                | 4.05   | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 5.94   | 6.02   | 6.09   | 6.17   | 6.32   | 6.40   | 6.48   |
| 82N1         | Annual  | 120864              | 123900 | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 181692 | 183924 | 186240 | 188544 | 193248 | 195660 | 198084 |
|              | Monthly | 10072               | 10325  | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15141  | 15327  | 15520  | 15712  | 16104  | 16305  | 16507  |
|              | Hourly  | 57.89               | 59.34  | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 87.02  | 88.09  | 89.20  | 90.30  | 92.55  | 93.71  | 94.87  |
|              | Standby | 4.05                | 4.15   | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.09   | 6.17   | 6.24   | 6.32   | 6.48   | 6.56   | 6.64   |
| 83N1         | Annual  | 123900              | 127020 | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 183924 | 186240 | 188544 | 190896 | 193248 | 198084 | 200556 | 203028 |
|              | Monthly | 10325               | 10585  | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15327  | 15520  | 15712  | 15908  | 16104  | 16507  | 16713  | 16919  |
|              | Hourly  | 59.34               | 60.83  | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 88.09  | 89.20  | 90.30  | 91.43  | 92.55  | 94.87  | 96.05  | 97.24  |
|              | Standby | 4.15                | 4.26   | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.17   | 6.24   | 6.32   | 6.40   | 6.48   | 6.64   | 6.72   | 6.81   |

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

D: Compensation

Item # 305

Prepared by the Washington State Office of Financial Management  
N1 Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

Coalition  
SEIU - 1199  
WFSE - GG

|              |         | 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                | 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      | V      | W      | X      |
| 84N1         | Annual  | 127020              | 130176 | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 183924 | 188544 | 190896 | 193248 | 195660 | 198084 | 203028 | 205560 | 208092 |
|              | Monthly | 10585               | 10848  | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15327  | 15712  | 15908  | 16104  | 16305  | 16507  | 16919  | 17130  | 17341  |
|              | Hourly  | 60.83               | 62.34  | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 88.09  | 90.30  | 91.43  | 92.55  | 93.71  | 94.87  | 97.24  | 98.45  | 99.66  |
|              | Standby | 4.26                | 4.36   | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.17   | 6.32   | 6.40   | 6.48   | 6.56   | 6.64   | 6.81   | 6.89   | 6.98   |
| 85N1         | Annual  | 130176              | 133428 | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 183924 | 188544 | 193248 | 195660 | 198084 | 200556 | 203028 | 208092 | 210696 | 213300 |
|              | Monthly | 10848               | 11119  | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15327  | 15712  | 16104  | 16305  | 16507  | 16713  | 16919  | 17341  | 17558  | 17775  |
|              | Hourly  | 62.34               | 63.90  | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 88.09  | 90.30  | 92.55  | 93.71  | 94.87  | 96.05  | 97.24  | 99.66  | 100.91 | 102.16 |
|              | Standby | 4.36                | 4.47   | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.17   | 6.32   | 6.48   | 6.56   | 6.64   | 6.72   | 6.81   | 6.98   | 7.06   | 7.15   |
| 86N1         | Annual  | 133428              | 136764 | 140196 | 143712 | 147312 | 150984 | 154776 | 158628 | 162588 | 166644 | 170820 | 175080 | 179460 | 183924 | 188544 | 193248 | 198084 | 200556 | 203028 | 205560 | 208092 | 213300 | 215976 | 218652 |
|              | Monthly | 11119               | 11397  | 11683  | 11976  | 12276  | 12582  | 12898  | 13219  | 13549  | 13887  | 14235  | 14590  | 14955  | 15327  | 15712  | 16104  | 16507  | 16713  | 16919  | 17130  | 17341  | 17775  | 17998  | 18221  |
|              | Hourly  | 63.90               | 65.50  | 67.14  | 68.83  | 70.55  | 72.31  | 74.13  | 75.97  | 77.87  | 79.81  | 81.81  | 83.85  | 85.95  | 88.09  | 90.30  | 92.55  | 94.87  | 96.05  | 97.24  | 98.45  | 99.66  | 102.16 | 103.44 | 104.72 |
|              | Standby | 4.47                | 4.59   | 4.70   | 4.82   | 4.94   | 5.06   | 5.19   | 5.32   | 5.45   | 5.59   | 5.73   | 5.87   | 6.02   | 6.17   | 6.32   | 6.48   | 6.64   | 6.72   | 6.81   | 6.89   | 6.98   | 7.15   | 7.24   | 7.33   |

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

Item # 306

D: Compensation

Prepared by the Washington State Office of Financial Management  
N2 Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
5.89% Increase

**DRAFT**

Teamsters

|              |         | Years of Experience |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|--------------|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|              |         | 1                   | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 12     | 15     | 18     | 20     | 26     |        |        |        |        |        |        |        |        |
| SALARY RANGE | STEP    | STEP A              | 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 |
| 39E2         | Annual  | 48792               | 49896  | 51132  | 52308  | 53532  | 54792  | 56100  | 57456  | 58848  | 60240  | 61788  | 63348  | 64908  | 66588  | 68136  | 69852  | 71640  | 73428  | 75312  | 77136  | 79092  |
|              | Monthly | 4066                | 4158   | 4261   | 4359   | 4461   | 4566   | 4675   | 4788   | 4904   | 5020   | 5149   | 5279   | 5409   | 5549   | 5678   | 5821   | 5970   | 6119   | 6276   | 6428   | 6591   |
|              | Hourly  | 23.37               | 23.90  | 24.49  | 25.05  | 25.64  | 26.24  | 26.87  | 27.52  | 28.18  | 28.85  | 29.59  | 30.34  | 31.09  | 31.89  | 32.63  | 33.45  | 34.31  | 35.17  | 36.07  | 36.94  | 37.88  |
|              | Standby | 1.64                | 1.67   | 1.71   | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.97   | 2.02   | 2.07   | 2.12   | 2.18   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.59   | 2.65   |
| 41E2         | Annual  | 51132               | 52308  | 53532  | 54792  | 56100  | 57456  | 58848  | 60240  | 61788  | 63348  | 64908  | 66588  | 68136  | 69852  | 71640  | 73428  | 75312  | 77136  | 79092  | 81048  | 83112  |
|              | Monthly | 4261                | 4359   | 4461   | 4566   | 4675   | 4788   | 4904   | 5020   | 5149   | 5279   | 5409   | 5549   | 5678   | 5821   | 5970   | 6119   | 6276   | 6428   | 6591   | 6754   | 6926   |
|              | Hourly  | 24.49               | 25.05  | 25.64  | 26.24  | 26.87  | 27.52  | 28.18  | 28.85  | 29.59  | 30.34  | 31.09  | 31.89  | 32.63  | 33.45  | 34.31  | 35.17  | 36.07  | 36.94  | 37.88  | 38.82  | 39.80  |
|              | Standby | 1.71                | 1.75   | 1.79   | 1.84   | 1.88   | 1.93   | 1.97   | 2.02   | 2.07   | 2.12   | 2.18   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.59   | 2.65   | 2.72   | 2.79   |
| 48E2         | Annual  | 60240               | 61788  | 63348  | 64908  | 66588  | 68136  | 69852  | 71640  | 73428  | 75312  | 77136  | 79092  | 81048  | 83112  | 85152  | 87324  | 89484  | 91716  | 93984  | 96372  | 98784  |
|              | Monthly | 5020                | 5149   | 5279   | 5409   | 5549   | 5678   | 5821   | 5970   | 6119   | 6276   | 6428   | 6591   | 6754   | 6926   | 7096   | 7277   | 7457   | 7643   | 7832   | 8031   | 8232   |
|              | Hourly  | 28.85               | 29.59  | 30.34  | 31.09  | 31.89  | 32.63  | 33.45  | 34.31  | 35.17  | 36.07  | 36.94  | 37.88  | 38.82  | 39.80  | 40.78  | 41.82  | 42.86  | 43.93  | 45.01  | 46.16  | 47.31  |
|              | Standby | 2.02                | 2.07   | 2.12   | 2.18   | 2.23   | 2.28   | 2.34   | 2.40   | 2.46   | 2.52   | 2.59   | 2.65   | 2.72   | 2.79   | 2.85   | 2.93   | 3.00   | 3.07   | 3.15   | 3.23   | 3.31   |

|              |         | 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  | 56100               | 57456 | 58848 | 60240 | 61788 | 63348 | 64908 | 66588 | 68136 | 69852 | 71640 | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324  | 89484  | 91716  |
|              | Monthly | 4675                | 4788  | 4904  | 5020  | 5149  | 5279  | 5409  | 5549  | 5678  | 5821  | 5970  | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277   | 7457   | 7643   |
|              | Hourly  | 26.87               | 27.52 | 28.18 | 28.85 | 29.59 | 30.34 | 31.09 | 31.89 | 32.63 | 33.45 | 34.31 | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82  | 42.86  | 43.93  |
|              | Standby | 1.88                | 1.93  | 1.97  | 2.02  | 2.07  | 2.12  | 2.18  | 2.23  | 2.28  | 2.34  | 2.40  | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93   | 3.00   | 3.07   |
| 47N2         | Annual  | 58848               | 60240 | 61788 | 63348 | 64908 | 66588 | 68136 | 69852 | 71640 | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324 | 89484 | 91716  | 93984  | 96372  |
|              | Monthly | 4904                | 5020  | 5149  | 5279  | 5409  | 5549  | 5678  | 5821  | 5970  | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277  | 7457  | 7643   | 7832   | 8031   |
|              | Hourly  | 28.18               | 28.85 | 29.59 | 30.34 | 31.09 | 31.89 | 32.63 | 33.45 | 34.31 | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93  | 45.01  | 46.16  |
|              | Standby | 1.97                | 2.02  | 2.07  | 2.12  | 2.18  | 2.23  | 2.28  | 2.34  | 2.40  | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07   | 3.15   | 3.23   |
| 49N2         | Annual  | 61788               | 63348 | 64908 | 66588 | 68136 | 69852 | 71640 | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324 | 89484 | 91716 | 93984 | 96372  | 98784  | 101184 |
|              | Monthly | 5149                | 5279  | 5409  | 5549  | 5678  | 5821  | 5970  | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277  | 7457  | 7643  | 7832  | 8031   | 8232   | 8432   |
|              | Hourly  | 29.59               | 30.34 | 31.09 | 31.89 | 32.63 | 33.45 | 34.31 | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93 | 45.01 | 46.16  | 47.31  | 48.46  |
|              | Standby | 2.07                | 2.12  | 2.18  | 2.23  | 2.28  | 2.34  | 2.40  | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07  | 3.15  | 3.23   | 3.31   | 3.39   |
| 50N2         | Annual  | 63348               | 64908 | 66588 | 68136 | 69852 | 71640 | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324 | 89484 | 91716 | 93984 | 96372 | 98784  | 101184 | 103788 |
|              | Monthly | 5279                | 5409  | 5549  | 5678  | 5821  | 5970  | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277  | 7457  | 7643  | 7832  | 8031  | 8232   | 8432   | 8649   |
|              | Hourly  | 30.34               | 31.09 | 31.89 | 32.63 | 33.45 | 34.31 | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93 | 45.01 | 46.16 | 47.31  | 48.46  | 49.71  |
|              | Standby | 2.12                | 2.18  | 2.23  | 2.28  | 2.34  | 2.40  | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07  | 3.15  | 3.23  | 3.31   | 3.39   | 3.48   |
| 51N2         | Annual  | 64908               | 66588 | 68136 | 69852 | 71640 | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324 | 89484 | 91716 | 93984 | 96372 | 98784 | 101184 | 103788 | 106332 |
|              | Monthly | 5409                | 5549  | 5678  | 5821  | 5970  | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277  | 7457  | 7643  | 7832  | 8031  | 8232  | 8432   | 8649   | 8861   |
|              | Hourly  | 31.09               | 31.89 | 32.63 | 33.45 | 34.31 | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93 | 45.01 | 46.16 | 47.31 | 48.46  | 49.71  | 50.93  |
|              | Standby | 2.18                | 2.23  | 2.28  | 2.34  | 2.40  | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07  | 3.15  | 3.23  | 3.31  | 3.39   | 3.48   | 3.56   |

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

## Item # 306

## D: Compensation

Prepared by the Washington State Office of Financial Management  
 N2 Range Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

|              |         | Years of Experience |       |       |       |       |       |       |       |       |       |        |        |        |        |        |        |        |        |        |        |        |
|--------------|---------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|              |         |                     |       |       |       | 1     | 2     |       | 3     | 4     | 5     | 6      | 7      | 8      | 12     | 15     | 18     | 20     | 26     |        |        |        |
| SALARY RANGE | STEP    | STEP                | STEP  | STEP  | STEP  | STEP  | STEP  | STEP  | STEP  | STEP  | STEP  | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   |        |
|              |         | A                   | B     | C     | D     | E     | F     | G     | H     | I     | J     | K      | L      | M      | N      | O      | P      | Q      | R      | S      | T      | U      |
| 52N2         | Annual  | 66588               | 68136 | 69852 | 71640 | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152  | 87324  | 89484  | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 |
|              | Monthly | 5549                | 5678  | 5821  | 5970  | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096   | 7277   | 7457   | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   |
|              | Hourly  | 31.89               | 32.63 | 33.45 | 34.31 | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78  | 41.82  | 42.86  | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  |
|              | Standby | 2.23                | 2.28  | 2.34  | 2.40  | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85   | 2.93   | 3.00   | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   |
| 53N2         | Annual  | 68136               | 69852 | 71640 | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324  | 89484  | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 |
|              | Monthly | 5678                | 5821  | 5970  | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277   | 7457   | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   |
|              | Hourly  | 32.63               | 33.45 | 34.31 | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82  | 42.86  | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  |
|              | Standby | 2.28                | 2.34  | 2.40  | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93   | 3.00   | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   |
| 54N2         | Annual  | 69852               | 71640 | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324 | 89484  | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 |
|              | Monthly | 5821                | 5970  | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277  | 7457   | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   |
|              | Hourly  | 33.45               | 34.31 | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86  | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  |
|              | Standby | 2.34                | 2.40  | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00   | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   |
| 55N2         | Annual  | 71640               | 73428 | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324 | 89484 | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 |
|              | Monthly | 5970                | 6119  | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277  | 7457  | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   |
|              | Hourly  | 34.31               | 35.17 | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  |
|              | Standby | 2.40                | 2.46  | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   |
| 56N2         | Annual  | 73428               | 75312 | 77136 | 79092 | 81048 | 83112 | 85152 | 87324 | 89484 | 91716 | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 |
|              | Monthly | 6119                | 6276  | 6428  | 6591  | 6754  | 6926  | 7096  | 7277  | 7457  | 7643  | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  |
|              | Hourly  | 35.17               | 36.07 | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93 | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  |
|              | Standby | 2.46                | 2.52  | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07  | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   |
| 57N2         | Annual  | 75312               | 77136 | 79092 | 81048 | 83112 | 85152 | 87324 | 89484 | 91716 | 93984 | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 |
|              | Monthly | 6276                | 6428  | 6591  | 6754  | 6926  | 7096  | 7277  | 7457  | 7643  | 7832  | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  |
|              | Hourly  | 36.07               | 36.94 | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93 | 45.01 | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  |
|              | Standby | 2.52                | 2.59  | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07  | 3.15  | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   |
| 58N2         | Annual  | 77136               | 79092 | 81048 | 83112 | 85152 | 87324 | 89484 | 91716 | 93984 | 96372 | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 |
|              | Monthly | 6428                | 6591  | 6754  | 6926  | 7096  | 7277  | 7457  | 7643  | 7832  | 8031  | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  |
|              | Hourly  | 36.94               | 37.88 | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93 | 45.01 | 46.16 | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  |
|              | Standby | 2.59                | 2.65  | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07  | 3.15  | 3.23  | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   |
| 59N2         | Annual  | 79092               | 81048 | 83112 | 85152 | 87324 | 89484 | 91716 | 93984 | 96372 | 98784 | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 |
|              | Monthly | 6591                | 6754  | 6926  | 7096  | 7277  | 7457  | 7643  | 7832  | 8031  | 8232  | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  |
|              | Hourly  | 37.88               | 38.82 | 39.80 | 40.78 | 41.82 | 42.86 | 43.93 | 45.01 | 46.16 | 47.31 | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  |
|              | Standby | 2.65                | 2.72  | 2.79  | 2.85  | 2.93  | 3.00  | 3.07  | 3.15  | 3.23  | 3.31  | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   |

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

## Item # 306

## D: Compensation

Prepared by the Washington State Office of Financial Management  
N2 Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
5.89% Increase

Teamsters

|              |         | Years of Experience |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |  |    |  |    |  |    |  |    |  |
|--------------|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|----|--|----|--|----|--|----|--|
|              |         |                     |        |        |        | 1      |        | 2      |        | 3      |        | 4      |        | 5      |        | 6      |        | 7      |        | 8      |        | 12     |  | 15 |  | 18 |  | 20 |  | 26 |  |
| SALARY RANGE | STEP    | STEP A              | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M | STEP N | STEP O | STEP P | STEP Q | STEP R | STEP S | STEP T | STEP U |  |    |  |    |  |    |  |    |  |
| 60N2         | Annual  | 81048               | 83112  | 85152  | 87324  | 89484  | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 |  |    |  |    |  |    |  |    |  |
|              | Monthly | 6754                | 6926   | 7096   | 7277   | 7457   | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 38.82               | 39.80  | 40.78  | 41.82  | 42.86  | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  |  |    |  |    |  |    |  |    |  |
|              | Standby | 2.72                | 2.79   | 2.85   | 2.93   | 3.00   | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   |  |    |  |    |  |    |  |    |  |
| 61N2         | Annual  | 83112               | 85152  | 87324  | 89484  | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 |  |    |  |    |  |    |  |    |  |
|              | Monthly | 6926                | 7096   | 7277   | 7457   | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 39.80               | 40.78  | 41.82  | 42.86  | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  |  |    |  |    |  |    |  |    |  |
|              | Standby | 2.79                | 2.85   | 2.93   | 3.00   | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   |  |    |  |    |  |    |  |    |  |
| 62N2         | Annual  | 85152               | 87324  | 89484  | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 |  |    |  |    |  |    |  |    |  |
|              | Monthly | 7096                | 7277   | 7457   | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 40.78               | 41.82  | 42.86  | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  |  |    |  |    |  |    |  |    |  |
|              | Standby | 2.85                | 2.93   | 3.00   | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   |  |    |  |    |  |    |  |    |  |
| 63N2         | Annual  | 87324               | 89484  | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 |  |    |  |    |  |    |  |    |  |
|              | Monthly | 7277                | 7457   | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 41.82               | 42.86  | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  |  |    |  |    |  |    |  |    |  |
|              | Standby | 2.93                | 3.00   | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   |  |    |  |    |  |    |  |    |  |
| 64N2         | Annual  | 89484               | 91716  | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 |  |    |  |    |  |    |  |    |  |
|              | Monthly | 7457                | 7643   | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 42.86               | 43.93  | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  |  |    |  |    |  |    |  |    |  |
|              | Standby | 3.00                | 3.07   | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   |  |    |  |    |  |    |  |    |  |
| 65N2         | Annual  | 91716               | 93984  | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 |  |    |  |    |  |    |  |    |  |
|              | Monthly | 7643                | 7832   | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 43.93               | 45.01  | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  |  |    |  |    |  |    |  |    |  |
|              | Standby | 3.07                | 3.15   | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   |  |    |  |    |  |    |  |    |  |
| 66N2         | Annual  | 93984               | 96372  | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 |  |    |  |    |  |    |  |    |  |
|              | Monthly | 7832                | 8031   | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 45.01               | 46.16  | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  |  |    |  |    |  |    |  |    |  |
|              | Standby | 3.15                | 3.23   | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   |  |    |  |    |  |    |  |    |  |
| 67N2         | Annual  | 96372               | 98784  | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 |  |    |  |    |  |    |  |    |  |
|              | Monthly | 8031                | 8232   | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  |  |    |  |    |  |    |  |    |  |
|              | Hourly  | 46.16               | 47.31  | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  |  |    |  |    |  |    |  |    |  |
|              | Standby | 3.23                | 3.31   | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   |  |    |  |    |  |    |  |    |  |

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

Item # 306

D: Compensation

Prepared by the Washington State Office of Financial Management  
N2 Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
5.89% 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  | 98784               | 101184 | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 |  |    |  |    |  |
|              | Monthly | 8232                | 8432   | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  |  |    |  |    |  |
|              | Hourly  | 47.31               | 48.46  | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  |  |    |  |    |  |
|              | Standby | 3.31                | 3.39   | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   |  |    |  |    |  |
| 69N2         | Annual  | 101184              | 103788 | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 |  |    |  |    |  |
|              | Monthly | 8432                | 8649   | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  |  |    |  |    |  |
|              | Hourly  | 48.46               | 49.71  | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  |  |    |  |    |  |
|              | Standby | 3.39                | 3.48   | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   |  |    |  |    |  |
| 70N2         | Annual  | 103788              | 106332 | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 |  |    |  |    |  |
|              | Monthly | 8649                | 8861   | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  |  |    |  |    |  |
|              | Hourly  | 49.71               | 50.93  | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  |  |    |  |    |  |
|              | Standby | 3.48                | 3.56   | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   |  |    |  |    |  |
| 71N2         | Annual  | 106332              | 108996 | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 |  |    |  |    |  |
|              | Monthly | 8861                | 9083   | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  |  |    |  |    |  |
|              | Hourly  | 50.93               | 52.20  | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  |  |    |  |    |  |
|              | Standby | 3.56                | 3.65   | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   |  |    |  |    |  |
| 72N2         | Annual  | 108996              | 111780 | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 |  |    |  |    |  |
|              | Monthly | 9083                | 9315   | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  |  |    |  |    |  |
|              | Hourly  | 52.20               | 53.53  | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  |  |    |  |    |  |
|              | Standby | 3.65                | 3.75   | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   |  |    |  |    |  |
| 73N2         | Annual  | 111780              | 114528 | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 |  |    |  |    |  |
|              | Monthly | 9315                | 9544   | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  |  |    |  |    |  |
|              | Hourly  | 53.53               | 54.85  | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  |  |    |  |    |  |
|              | Standby | 3.75                | 3.84   | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   |  |    |  |    |  |
| 74N2         | Annual  | 114528              | 117372 | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 |  |    |  |    |  |
|              | Monthly | 9544                | 9781   | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  |  |    |  |    |  |
|              | Hourly  | 54.85               | 56.21  | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  |  |    |  |    |  |
|              | Standby | 3.84                | 3.93   | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   |  |    |  |    |  |
| 75N2         | Annual  | 117372              | 120312 | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 |  |    |  |    |  |
|              | Monthly | 9781                | 10026  | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  |  |    |  |    |  |
|              | Hourly  | 56.21               | 57.62  | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  |  |    |  |    |  |
|              | Standby | 3.93                | 4.03   | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   |  |    |  |    |  |

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

Item # 306

D: Compensation

Prepared by the Washington State Office of Financial Management  
N2 Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
5.89% 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 |  |
|              |         | A                   | B      | C      | D      | E      | F      | G      | H      | I      | J      | K      | L      | M      | N      | O      | P      | Q      | R      | S      | T      | U      |      |      |      |      |      |      |      |      |  |
| 76N2         | Annual  | 120312              | 123312 | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 |      |      |      |      |      |      |      |      |  |
|              | Monthly | 10026               | 10276  | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  |      |      |      |      |      |      |      |      |  |
|              | Hourly  | 57.62               | 59.06  | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  |      |      |      |      |      |      |      |      |  |
|              | Standby | 4.03                | 4.13   | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   |      |      |      |      |      |      |      |      |  |
| 77N2         | Annual  | 123312              | 126444 | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 |      |      |      |      |      |      |      |      |  |
|              | Monthly | 10276               | 10537  | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  |      |      |      |      |      |      |      |      |  |
|              | Hourly  | 59.06               | 60.56  | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  |      |      |      |      |      |      |      |      |  |
|              | Standby | 4.13                | 4.24   | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   |      |      |      |      |      |      |      |      |  |
| 78N2         | Annual  | 126444              | 129600 | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 |      |      |      |      |      |      |      |      |  |
|              | Monthly | 10537               | 10800  | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  |      |      |      |      |      |      |      |      |  |
|              | Hourly  | 60.56               | 62.07  | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  |      |      |      |      |      |      |      |      |  |
|              | Standby | 4.24                | 4.34   | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   |      |      |      |      |      |      |      |      |  |
| 79N2         | Annual  | 129600              | 132852 | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 | 212424 |      |      |      |      |      |      |      |      |  |
|              | Monthly | 10800               | 11071  | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  | 17702  |      |      |      |      |      |      |      |      |  |
|              | Hourly  | 62.07               | 63.63  | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  | 101.74 |      |      |      |      |      |      |      |      |  |
|              | Standby | 4.34                | 4.45   | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   | 7.12   |      |      |      |      |      |      |      |      |  |
| 80N2         | Annual  | 132852              | 136176 | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 | 212424 | 217740 |      |      |      |      |      |      |      |      |  |
|              | Monthly | 11071               | 11348  | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  | 17702  | 18145  |      |      |      |      |      |      |      |      |  |
|              | Hourly  | 63.63               | 65.22  | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  | 101.74 | 104.28 |      |      |      |      |      |      |      |      |  |
|              | Standby | 4.45                | 4.57   | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   | 7.12   | 7.30   |      |      |      |      |      |      |      |      |  |
| 81N2         | Annual  | 136176              | 139596 | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 | 212424 | 217740 | 223188 |      |      |      |      |      |      |      |      |  |
|              | Monthly | 11348               | 11633  | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  | 17702  | 18145  | 18599  |      |      |      |      |      |      |      |      |  |
|              | Hourly  | 65.22               | 66.86  | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  | 101.74 | 104.28 | 106.89 |      |      |      |      |      |      |      |      |  |
|              | Standby | 4.57                | 4.68   | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   | 7.12   | 7.30   | 7.48   |      |      |      |      |      |      |      |      |  |
| 82N2         | Annual  | 139596              | 143076 | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 | 212424 | 217740 | 223188 | 228744 |      |      |      |      |      |      |      |      |  |
|              | Monthly | 11633               | 11923  | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  | 17702  | 18145  | 18599  | 19062  |      |      |      |      |      |      |      |      |  |
|              | Hourly  | 66.86               | 68.52  | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  | 101.74 | 104.28 | 106.89 | 109.55 |      |      |      |      |      |      |      |      |  |
|              | Standby | 4.68                | 4.80   | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   | 7.12   | 7.30   | 7.48   | 7.67   |      |      |      |      |      |      |      |      |  |
| 83N2         | Annual  | 143076              | 146652 | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 | 212424 | 217740 | 223188 | 228744 | 234468 |      |      |      |      |      |      |      |      |  |
|              | Monthly | 11923               | 12221  | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  | 17702  | 18145  | 18599  | 19062  | 19539  |      |      |      |      |      |      |      |      |  |
|              | Hourly  | 68.52               | 70.24  | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  | 101.74 | 104.28 | 106.89 | 109.55 | 112.29 |      |      |      |      |      |      |      |      |  |
|              | Standby | 4.80                | 4.92   | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   | 7.12   | 7.30   | 7.48   | 7.67   | 7.86   |      |      |      |      |      |      |      |      |  |

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

Item # 306

D: Compensation

Prepared by the Washington State Office of Financial Management  
 N2 Range Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% 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 | 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  | 146652              | 150324 | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 | 212424 | 217740 | 223188 | 228744 | 234468 | 240312 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Monthly | 12221               | 12527  | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  | 17702  | 18145  | 18599  | 19062  | 19539  | 20026  |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Hourly  | 70.24               | 71.99  | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  | 101.74 | 104.28 | 106.89 | 109.55 | 112.29 | 115.09 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Standby | 4.92                | 5.04   | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   | 7.12   | 7.30   | 7.48   | 7.67   | 7.86   | 8.06   |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
| 85N2         | Annual  | 150324              | 154068 | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 | 212424 | 217740 | 223188 | 228744 | 234468 | 240312 | 246324 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Monthly | 12527               | 12839  | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  | 17702  | 18145  | 18599  | 19062  | 19539  | 20026  | 20527  |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Hourly  | 71.99               | 73.79  | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  | 101.74 | 104.28 | 106.89 | 109.55 | 112.29 | 115.09 | 117.97 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Standby | 5.04                | 5.17   | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   | 7.12   | 7.30   | 7.48   | 7.67   | 7.86   | 8.06   | 8.26   |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
| 86N2         | Annual  | 154068              | 157920 | 161856 | 165924 | 170064 | 174336 | 178692 | 183168 | 187752 | 192432 | 197256 | 202176 | 207240 | 212424 | 217740 | 223188 | 228744 | 234468 | 240312 | 246324 | 252492 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Monthly | 12839               | 13160  | 13488  | 13827  | 14172  | 14528  | 14891  | 15264  | 15646  | 16036  | 16438  | 16848  | 17270  | 17702  | 18145  | 18599  | 19062  | 19539  | 20026  | 20527  | 21041  |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Hourly  | 73.79               | 75.63  | 77.52  | 79.47  | 81.45  | 83.49  | 85.58  | 87.72  | 89.92  | 92.16  | 94.47  | 96.83  | 99.25  | 101.74 | 104.28 | 106.89 | 109.55 | 112.29 | 115.09 | 117.97 | 120.93 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |
|              | Standby | 5.17                | 5.29   | 5.43   | 5.56   | 5.70   | 5.84   | 5.99   | 6.14   | 6.29   | 6.45   | 6.61   | 6.78   | 6.95   | 7.12   | 7.30   | 7.48   | 7.67   | 7.86   | 8.06   | 8.26   | 8.46   |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |  |  |    |  |  |  |    |  |  |  |    |  |  |  |

## D: Compensation

### Item # 307

Prepared by the Washington State Office of Financial Management  
SP Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

Coalition  
PTE Local 17  
Higher Ed (See CBA)

**DRAFT**

| SALARY RANGE |         | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J | STEP K | STEP L | STEP M |
|--------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 35SP         | Annual  | 43800  | 44820  | 45888  | 46992  | 48036  | 49248  | 50364  | 51540  | 52740  | 53976  | 55320  | 56628  | 57996  |
|              | Monthly | 3650   | 3735   | 3824   | 3916   | 4003   | 4104   | 4197   | 4295   | 4395   | 4498   | 4610   | 4719   | 4833   |
|              | Hourly  | 20.98  | 21.47  | 21.98  | 22.51  | 23.01  | 23.59  | 24.12  | 24.68  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  |
|              | Standby | 1.47   | 1.50   | 1.54   | 1.58   | 1.61   | 1.65   | 1.69   | 1.73   | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   |
| 36SP         | Annual  | 44820  | 45888  | 46992  | 48036  | 49248  | 50364  | 51540  | 52740  | 53976  | 55320  | 56628  | 57996  | 59400  |
|              | Monthly | 3735   | 3824   | 3916   | 4003   | 4104   | 4197   | 4295   | 4395   | 4498   | 4610   | 4719   | 4833   | 4950   |
|              | Hourly  | 21.47  | 21.98  | 22.51  | 23.01  | 23.59  | 24.12  | 24.68  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  |
|              | Standby | 1.50   | 1.54   | 1.58   | 1.61   | 1.65   | 1.69   | 1.73   | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   |
| 37SP         | Annual  | 45888  | 46992  | 48036  | 49248  | 50364  | 51540  | 52740  | 53976  | 55320  | 56628  | 57996  | 59400  | 60888  |
|              | Monthly | 3824   | 3916   | 4003   | 4104   | 4197   | 4295   | 4395   | 4498   | 4610   | 4719   | 4833   | 4950   | 5074   |
|              | Hourly  | 21.98  | 22.51  | 23.01  | 23.59  | 24.12  | 24.68  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  |
|              | Standby | 1.54   | 1.58   | 1.61   | 1.65   | 1.69   | 1.73   | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   |
| 38SP         | Annual  | 46992  | 48036  | 49248  | 50364  | 51540  | 52740  | 53976  | 55320  | 56628  | 57996  | 59400  | 60888  | 62424  |
|              | Monthly | 3916   | 4003   | 4104   | 4197   | 4295   | 4395   | 4498   | 4610   | 4719   | 4833   | 4950   | 5074   | 5202   |
|              | Hourly  | 22.51  | 23.01  | 23.59  | 24.12  | 24.68  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  |
|              | Standby | 1.58   | 1.61   | 1.65   | 1.69   | 1.73   | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   |
| 39SP         | Annual  | 48036  | 49248  | 50364  | 51540  | 52740  | 53976  | 55320  | 56628  | 57996  | 59400  | 60888  | 62424  | 63936  |
|              | Monthly | 4003   | 4104   | 4197   | 4295   | 4395   | 4498   | 4610   | 4719   | 4833   | 4950   | 5074   | 5202   | 5328   |
|              | Hourly  | 23.01  | 23.59  | 24.12  | 24.68  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  |
|              | Standby | 1.61   | 1.65   | 1.69   | 1.73   | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   |
| 40SP         | Annual  | 49248  | 50364  | 51540  | 52740  | 53976  | 55320  | 56628  | 57996  | 59400  | 60888  | 62424  | 63936  | 65592  |
|              | Monthly | 4104   | 4197   | 4295   | 4395   | 4498   | 4610   | 4719   | 4833   | 4950   | 5074   | 5202   | 5328   | 5466   |
|              | Hourly  | 23.59  | 24.12  | 24.68  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  | 31.41  |
|              | Standby | 1.65   | 1.69   | 1.73   | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   | 2.20   |
| 41SP         | Annual  | 50364  | 51540  | 52740  | 53976  | 55320  | 56628  | 57996  | 59400  | 60888  | 62424  | 63936  | 65592  | 67176  |
|              | Monthly | 4197   | 4295   | 4395   | 4498   | 4610   | 4719   | 4833   | 4950   | 5074   | 5202   | 5328   | 5466   | 5598   |
|              | Hourly  | 24.12  | 24.68  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  | 31.41  | 32.17  |
|              | Standby | 1.69   | 1.73   | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   | 2.20   | 2.25   |
| 42SP         | Annual  | 51540  | 52740  | 53976  | 55320  | 56628  | 57996  | 59400  | 60888  | 62424  | 63936  | 65592  | 67176  | 68892  |
|              | Monthly | 4295   | 4395   | 4498   | 4610   | 4719   | 4833   | 4950   | 5074   | 5202   | 5328   | 5466   | 5598   | 5741   |
|              | Hourly  | 24.68  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  | 31.41  | 32.17  | 32.99  |
|              | Standby | 1.73   | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   | 2.20   | 2.25   | 2.31   |
| 43SP         | Annual  | 52740  | 53976  | 55320  | 56628  | 57996  | 59400  | 60888  | 62424  | 63936  | 65592  | 67176  | 68892  | 70572  |
|              | Monthly | 4395   | 4498   | 4610   | 4719   | 4833   | 4950   | 5074   | 5202   | 5328   | 5466   | 5598   | 5741   | 5881   |
|              | Hourly  | 25.26  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  | 31.41  | 32.17  | 32.99  | 33.80  |
|              | Standby | 1.77   | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   | 2.20   | 2.25   | 2.31   | 2.37   |
| 44SP         | Annual  | 53976  | 55320  | 56628  | 57996  | 59400  | 60888  | 62424  | 63936  | 65592  | 67176  | 68892  | 70572  | 72396  |
|              | Monthly | 4498   | 4610   | 4719   | 4833   | 4950   | 5074   | 5202   | 5328   | 5466   | 5598   | 5741   | 5881   | 6033   |
|              | Hourly  | 25.85  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  | 31.41  | 32.17  | 32.99  | 33.80  | 34.67  |
|              | Standby | 1.81   | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   | 2.20   | 2.25   | 2.31   | 2.37   | 2.43   |
| 45SP         | Annual  | 55320  | 56628  | 57996  | 59400  | 60888  | 62424  | 63936  | 65592  | 67176  | 68892  | 70572  | 72396  | 74184  |
|              | Monthly | 4610   | 4719   | 4833   | 4950   | 5074   | 5202   | 5328   | 5466   | 5598   | 5741   | 5881   | 6033   | 6182   |
|              | Hourly  | 26.49  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  | 31.41  | 32.17  | 32.99  | 33.80  | 34.67  | 35.53  |
|              | Standby | 1.85   | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   | 2.20   | 2.25   | 2.31   | 2.37   | 2.43   | 2.49   |
| 46SP         | Annual  | 56628  | 57996  | 59400  | 60888  | 62424  | 63936  | 65592  | 67176  | 68892  | 70572  | 72396  | 74184  | 76020  |
|              | Monthly | 4719   | 4833   | 4950   | 5074   | 5202   | 5328   | 5466   | 5598   | 5741   | 5881   | 6033   | 6182   | 6335   |
|              | Hourly  | 27.12  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  | 31.41  | 32.17  | 32.99  | 33.80  | 34.67  | 35.53  | 36.41  |
|              | Standby | 1.90   | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   | 2.20   | 2.25   | 2.31   | 2.37   | 2.43   | 2.49   | 2.55   |
| 47SP         | Annual  | 57996  | 59400  | 60888  | 62424  | 63936  | 65592  | 67176  | 68892  | 70572  | 72396  | 74184  | 76020  | 77880  |
|              | Monthly | 4833   | 4950   | 5074   | 5202   | 5328   | 5466   | 5598   | 5741   | 5881   | 6033   | 6182   | 6335   | 6490   |
|              | Hourly  | 27.78  | 28.45  | 29.16  | 29.90  | 30.62  | 31.41  | 32.17  | 32.99  | 33.80  | 34.67  | 35.53  | 36.41  | 37.30  |
|              | Standby | 1.94   | 1.99   | 2.04   | 2.09   | 2.14   | 2.20   | 2.25   | 2.31   | 2.37   | 2.43   | 2.49   | 2.55   | 2.61   |

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 # 307

Prepared by the Washington State Office of Financial Management  
SP Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

Coalition  
PTE Local 17  
Higher Ed (See CBA)

|      |         |       |       |       |       |       |       |       |       |       |       |        |        |        |
|------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|
| 48SP | Annual  | 59400 | 60888 | 62424 | 63936 | 65592 | 67176 | 68892 | 70572 | 72396 | 74184 | 76020  | 77880  | 79884  |
|      | Monthly | 4950  | 5074  | 5202  | 5328  | 5466  | 5598  | 5741  | 5881  | 6033  | 6182  | 6335   | 6490   | 6657   |
|      | Hourly  | 28.45 | 29.16 | 29.90 | 30.62 | 31.41 | 32.17 | 32.99 | 33.80 | 34.67 | 35.53 | 36.41  | 37.30  | 38.26  |
|      | Standby | 1.99  | 2.04  | 2.09  | 2.14  | 2.20  | 2.25  | 2.31  | 2.37  | 2.43  | 2.49  | 2.55   | 2.61   | 2.68   |
| 49SP | Annual  | 60888 | 62424 | 63936 | 65592 | 67176 | 68892 | 70572 | 72396 | 74184 | 76020 | 77880  | 79884  | 81864  |
|      | Monthly | 5074  | 5202  | 5328  | 5466  | 5598  | 5741  | 5881  | 6033  | 6182  | 6335  | 6490   | 6657   | 6822   |
|      | Hourly  | 29.16 | 29.90 | 30.62 | 31.41 | 32.17 | 32.99 | 33.80 | 34.67 | 35.53 | 36.41 | 37.30  | 38.26  | 39.21  |
|      | Standby | 2.04  | 2.09  | 2.14  | 2.20  | 2.25  | 2.31  | 2.37  | 2.43  | 2.49  | 2.55  | 2.61   | 2.68   | 2.74   |
| 50SP | Annual  | 62424 | 63936 | 65592 | 67176 | 68892 | 70572 | 72396 | 74184 | 76020 | 77880 | 79884  | 81864  | 83976  |
|      | Monthly | 5202  | 5328  | 5466  | 5598  | 5741  | 5881  | 6033  | 6182  | 6335  | 6490  | 6657   | 6822   | 6998   |
|      | Hourly  | 29.90 | 30.62 | 31.41 | 32.17 | 32.99 | 33.80 | 34.67 | 35.53 | 36.41 | 37.30 | 38.26  | 39.21  | 40.22  |
|      | Standby | 2.09  | 2.14  | 2.20  | 2.25  | 2.31  | 2.37  | 2.43  | 2.49  | 2.55  | 2.61  | 2.68   | 2.74   | 2.82   |
| 51SP | Annual  | 63936 | 65592 | 67176 | 68892 | 70572 | 72396 | 74184 | 76020 | 77880 | 79884 | 81864  | 83976  | 86040  |
|      | Monthly | 5328  | 5466  | 5598  | 5741  | 5881  | 6033  | 6182  | 6335  | 6490  | 6657  | 6822   | 6998   | 7170   |
|      | Hourly  | 30.62 | 31.41 | 32.17 | 32.99 | 33.80 | 34.67 | 35.53 | 36.41 | 37.30 | 38.26 | 39.21  | 40.22  | 41.21  |
|      | Standby | 2.14  | 2.20  | 2.25  | 2.31  | 2.37  | 2.43  | 2.49  | 2.55  | 2.61  | 2.68  | 2.74   | 2.82   | 2.88   |
| 52SP | Annual  | 65592 | 67176 | 68892 | 70572 | 72396 | 74184 | 76020 | 77880 | 79884 | 81864 | 83976  | 86040  | 88176  |
|      | Monthly | 5466  | 5598  | 5741  | 5881  | 6033  | 6182  | 6335  | 6490  | 6657  | 6822  | 6998   | 7170   | 7348   |
|      | Hourly  | 31.41 | 32.17 | 32.99 | 33.80 | 34.67 | 35.53 | 36.41 | 37.30 | 38.26 | 39.21 | 40.22  | 41.21  | 42.23  |
|      | Standby | 2.20  | 2.25  | 2.31  | 2.37  | 2.43  | 2.49  | 2.55  | 2.61  | 2.68  | 2.74  | 2.82   | 2.88   | 2.96   |
| 53SP | Annual  | 67176 | 68892 | 70572 | 72396 | 74184 | 76020 | 77880 | 79884 | 81864 | 83976 | 86040  | 88176  | 90336  |
|      | Monthly | 5598  | 5741  | 5881  | 6033  | 6182  | 6335  | 6490  | 6657  | 6822  | 6998  | 7170   | 7348   | 7528   |
|      | Hourly  | 32.17 | 32.99 | 33.80 | 34.67 | 35.53 | 36.41 | 37.30 | 38.26 | 39.21 | 40.22 | 41.21  | 42.23  | 43.26  |
|      | Standby | 2.25  | 2.31  | 2.37  | 2.43  | 2.49  | 2.55  | 2.61  | 2.68  | 2.74  | 2.82  | 2.88   | 2.96   | 3.03   |
| 54SP | Annual  | 68892 | 70572 | 72396 | 74184 | 76020 | 77880 | 79884 | 81864 | 83976 | 86040 | 88176  | 90336  | 92616  |
|      | Monthly | 5741  | 5881  | 6033  | 6182  | 6335  | 6490  | 6657  | 6822  | 6998  | 7170  | 7348   | 7528   | 7718   |
|      | Hourly  | 32.99 | 33.80 | 34.67 | 35.53 | 36.41 | 37.30 | 38.26 | 39.21 | 40.22 | 41.21 | 42.23  | 43.26  | 44.36  |
|      | Standby | 2.31  | 2.37  | 2.43  | 2.49  | 2.55  | 2.61  | 2.68  | 2.74  | 2.82  | 2.88  | 2.96   | 3.03   | 3.10   |
| 55SP | Annual  | 70572 | 72396 | 74184 | 76020 | 77880 | 79884 | 81864 | 83976 | 86040 | 88176 | 90336  | 92616  | 94908  |
|      | Monthly | 5881  | 6033  | 6182  | 6335  | 6490  | 6657  | 6822  | 6998  | 7170  | 7348  | 7528   | 7718   | 7909   |
|      | Hourly  | 33.80 | 34.67 | 35.53 | 36.41 | 37.30 | 38.26 | 39.21 | 40.22 | 41.21 | 42.23 | 43.26  | 44.36  | 45.45  |
|      | Standby | 2.37  | 2.43  | 2.49  | 2.55  | 2.61  | 2.68  | 2.74  | 2.82  | 2.88  | 2.96  | 3.03   | 3.10   | 3.18   |
| 56SP | Annual  | 72396 | 74184 | 76020 | 77880 | 79884 | 81864 | 83976 | 86040 | 88176 | 90336 | 92616  | 94908  | 97284  |
|      | Monthly | 6033  | 6182  | 6335  | 6490  | 6657  | 6822  | 6998  | 7170  | 7348  | 7528  | 7718   | 7909   | 8107   |
|      | Hourly  | 34.67 | 35.53 | 36.41 | 37.30 | 38.26 | 39.21 | 40.22 | 41.21 | 42.23 | 43.26 | 44.36  | 45.45  | 46.59  |
|      | Standby | 2.43  | 2.49  | 2.55  | 2.61  | 2.68  | 2.74  | 2.82  | 2.88  | 2.96  | 3.03  | 3.10   | 3.18   | 3.26   |
| 57SP | Annual  | 74184 | 76020 | 77880 | 79884 | 81864 | 83976 | 86040 | 88176 | 90336 | 92616 | 94908  | 97284  | 99720  |
|      | Monthly | 6182  | 6335  | 6490  | 6657  | 6822  | 6998  | 7170  | 7348  | 7528  | 7718  | 7909   | 8107   | 8310   |
|      | Hourly  | 35.53 | 36.41 | 37.30 | 38.26 | 39.21 | 40.22 | 41.21 | 42.23 | 43.26 | 44.36 | 45.45  | 46.59  | 47.76  |
|      | Standby | 2.49  | 2.55  | 2.61  | 2.68  | 2.74  | 2.82  | 2.88  | 2.96  | 3.03  | 3.10  | 3.18   | 3.26   | 3.34   |
| 58SP | Annual  | 76020 | 77880 | 79884 | 81864 | 83976 | 86040 | 88176 | 90336 | 92616 | 94908 | 97284  | 99720  | 102228 |
|      | Monthly | 6335  | 6490  | 6657  | 6822  | 6998  | 7170  | 7348  | 7528  | 7718  | 7909  | 8107   | 8310   | 8519   |
|      | Hourly  | 36.41 | 37.30 | 38.26 | 39.21 | 40.22 | 41.21 | 42.23 | 43.26 | 44.36 | 45.45 | 46.59  | 47.76  | 48.96  |
|      | Standby | 2.55  | 2.61  | 2.68  | 2.74  | 2.82  | 2.88  | 2.96  | 3.03  | 3.10  | 3.18  | 3.26   | 3.34   | 3.43   |
| 59SP | Annual  | 77880 | 79884 | 81864 | 83976 | 86040 | 88176 | 90336 | 92616 | 94908 | 97284 | 99720  | 102228 | 104784 |
|      | Monthly | 6490  | 6657  | 6822  | 6998  | 7170  | 7348  | 7528  | 7718  | 7909  | 8107  | 8310   | 8519   | 8732   |
|      | Hourly  | 37.30 | 38.26 | 39.21 | 40.22 | 41.21 | 42.23 | 43.26 | 44.36 | 45.45 | 46.59 | 47.76  | 48.96  | 50.18  |
|      | Standby | 2.61  | 2.68  | 2.74  | 2.82  | 2.88  | 2.96  | 3.03  | 3.10  | 3.18  | 3.26  | 3.34   | 3.43   | 3.51   |
| 60SP | Annual  | 79884 | 81864 | 83976 | 86040 | 88176 | 90336 | 92616 | 94908 | 97284 | 99720 | 102228 | 104784 | 107388 |
|      | Monthly | 6657  | 6822  | 6998  | 7170  | 7348  | 7528  | 7718  | 7909  | 8107  | 8310  | 8519   | 8732   | 8949   |
|      | Hourly  | 38.26 | 39.21 | 40.22 | 41.21 | 42.23 | 43.26 | 44.36 | 45.45 | 46.59 | 47.76 | 48.96  | 50.18  | 51.43  |
|      | Standby | 2.68  | 2.74  | 2.82  | 2.88  | 2.96  | 3.03  | 3.10  | 3.18  | 3.26  | 3.34  | 3.43   | 3.51   | 3.60   |

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

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

## D: Compensation

### Item # 307

Prepared by the Washington State Office of Financial Management  
SP Range Salary Schedule for Represented Employees  
Effective July 1, 2025  
3% Increase

Coalition  
PTE Local 17  
Higher Ed (See CBA)

|      |         |       |       |        |        |        |        |        |        |        |        |        |        |        |
|------|---------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 61SP | Annual  | 81864 | 83976 | 86040  | 88176  | 90336  | 92616  | 94908  | 97284  | 99720  | 102228 | 104784 | 107388 | 110100 |
|      | Monthly | 6822  | 6998  | 7170   | 7348   | 7528   | 7718   | 7909   | 8107   | 8310   | 8519   | 8732   | 8949   | 9175   |
|      | Hourly  | 39.21 | 40.22 | 41.21  | 42.23  | 43.26  | 44.36  | 45.45  | 46.59  | 47.76  | 48.96  | 50.18  | 51.43  | 52.73  |
|      | Standby | 2.74  | 2.82  | 2.88   | 2.96   | 3.03   | 3.10   | 3.18   | 3.26   | 3.34   | 3.43   | 3.51   | 3.60   | 3.69   |
| 62SP | Annual  | 83976 | 86040 | 88176  | 90336  | 92616  | 94908  | 97284  | 99720  | 102228 | 104784 | 107388 | 110100 | 112836 |
|      | Monthly | 6998  | 7170  | 7348   | 7528   | 7718   | 7909   | 8107   | 8310   | 8519   | 8732   | 8949   | 9175   | 9403   |
|      | Hourly  | 40.22 | 41.21 | 42.23  | 43.26  | 44.36  | 45.45  | 46.59  | 47.76  | 48.96  | 50.18  | 51.43  | 52.73  | 54.04  |
|      | Standby | 2.82  | 2.88  | 2.96   | 3.03   | 3.10   | 3.18   | 3.26   | 3.34   | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   |
| 63SP | Annual  | 86040 | 88176 | 90336  | 92616  | 94908  | 97284  | 99720  | 102228 | 104784 | 107388 | 110100 | 112836 | 115632 |
|      | Monthly | 7170  | 7348  | 7528   | 7718   | 7909   | 8107   | 8310   | 8519   | 8732   | 8949   | 9175   | 9403   | 9636   |
|      | Hourly  | 41.21 | 42.23 | 43.26  | 44.36  | 45.45  | 46.59  | 47.76  | 48.96  | 50.18  | 51.43  | 52.73  | 54.04  | 55.38  |
|      | Standby | 2.88  | 2.96  | 3.03   | 3.10   | 3.18   | 3.26   | 3.34   | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   | 3.88   |
| 64SP | Annual  | 88176 | 90336 | 92616  | 94908  | 97284  | 99720  | 102228 | 104784 | 107388 | 110100 | 112836 | 115632 | 118548 |
|      | Monthly | 7348  | 7528  | 7718   | 7909   | 8107   | 8310   | 8519   | 8732   | 8949   | 9175   | 9403   | 9636   | 9879   |
|      | Hourly  | 42.23 | 43.26 | 44.36  | 45.45  | 46.59  | 47.76  | 48.96  | 50.18  | 51.43  | 52.73  | 54.04  | 55.38  | 56.78  |
|      | Standby | 2.96  | 3.03  | 3.10   | 3.18   | 3.26   | 3.34   | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   | 3.88   | 3.97   |
| 65SP | Annual  | 90336 | 92616 | 94908  | 97284  | 99720  | 102228 | 104784 | 107388 | 110100 | 112836 | 115632 | 118548 | 121500 |
|      | Monthly | 7528  | 7718  | 7909   | 8107   | 8310   | 8519   | 8732   | 8949   | 9175   | 9403   | 9636   | 9879   | 10125  |
|      | Hourly  | 43.26 | 44.36 | 45.45  | 46.59  | 47.76  | 48.96  | 50.18  | 51.43  | 52.73  | 54.04  | 55.38  | 56.78  | 58.19  |
|      | Standby | 3.03  | 3.10  | 3.18   | 3.26   | 3.34   | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   | 3.88   | 3.97   | 4.07   |
| 66SP | Annual  | 92616 | 94908 | 97284  | 99720  | 102228 | 104784 | 107388 | 110100 | 112836 | 115632 | 118548 | 121500 | 124524 |
|      | Monthly | 7718  | 7909  | 8107   | 8310   | 8519   | 8732   | 8949   | 9175   | 9403   | 9636   | 9879   | 10125  | 10377  |
|      | Hourly  | 44.36 | 45.45 | 46.59  | 47.76  | 48.96  | 50.18  | 51.43  | 52.73  | 54.04  | 55.38  | 56.78  | 58.19  | 59.64  |
|      | Standby | 3.10  | 3.18  | 3.26   | 3.34   | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   | 3.88   | 3.97   | 4.07   | 4.17   |
| 67SP | Annual  | 94908 | 97284 | 99720  | 102228 | 104784 | 107388 | 110100 | 112836 | 115632 | 118548 | 121500 | 124524 | 127656 |
|      | Monthly | 7909  | 8107  | 8310   | 8519   | 8732   | 8949   | 9175   | 9403   | 9636   | 9879   | 10125  | 10377  | 10638  |
|      | Hourly  | 45.45 | 46.59 | 47.76  | 48.96  | 50.18  | 51.43  | 52.73  | 54.04  | 55.38  | 56.78  | 58.19  | 59.64  | 61.14  |
|      | Standby | 3.18  | 3.26  | 3.34   | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   | 3.88   | 3.97   | 4.07   | 4.17   | 4.28   |
| 68SP | Annual  | 97284 | 99720 | 102228 | 104784 | 107388 | 110100 | 112836 | 115632 | 118548 | 121500 | 124524 | 127656 | 130848 |
|      | Monthly | 8107  | 8310  | 8519   | 8732   | 8949   | 9175   | 9403   | 9636   | 9879   | 10125  | 10377  | 10638  | 10904  |
|      | Hourly  | 46.59 | 47.76 | 48.96  | 50.18  | 51.43  | 52.73  | 54.04  | 55.38  | 56.78  | 58.19  | 59.64  | 61.14  | 62.67  |
|      | Standby | 3.26  | 3.34  | 3.43   | 3.51   | 3.60   | 3.69   | 3.78   | 3.88   | 3.97   | 4.07   | 4.17   | 4.28   | 4.39   |

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 # 308

Prepared by the Washington State Office of Financial Management  
 General Service 1 (GS1) Salary Schedule for Represented Employees  
 Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-2  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

**DRAFT**

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 27           | Annual  | 34692     | 35400     | 36312     | 37104     | 37956     | 38880     | 39768     | 40680     | 41628     | 42576     | 43584     | 44640     | 45600     |
|              | Monthly | 2891      | 2950      | 3026      | 3092      | 3163      | 3240      | 3314      | 3390      | 3469      | 3548      | 3632      | 3720      | 3800      |
|              | Hourly  | 16.61     | 16.95     | 17.39     | 17.77     | 18.18     | 18.62     | 19.05     | 19.48     | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     |
|              | Standby | 1.16      | 1.19      | 1.22      | 1.24      | 1.27      | 1.30      | 1.33      | 1.36      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      |
| 28           | Annual  | 35400     | 36312     | 37104     | 37956     | 38880     | 39768     | 40680     | 41628     | 42576     | 43584     | 44640     | 45600     | 46740     |
|              | Monthly | 2950      | 3026      | 3092      | 3163      | 3240      | 3314      | 3390      | 3469      | 3548      | 3632      | 3720      | 3800      | 3895      |
|              | Hourly  | 16.95     | 17.39     | 17.77     | 18.18     | 18.62     | 19.05     | 19.48     | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     |
|              | Standby | 1.19      | 1.22      | 1.24      | 1.27      | 1.30      | 1.33      | 1.36      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      |
| 29           | Annual  | 36312     | 37104     | 37956     | 38880     | 39768     | 40680     | 41628     | 42576     | 43584     | 44640     | 45600     | 46740     | 47832     |
|              | Monthly | 3026      | 3092      | 3163      | 3240      | 3314      | 3390      | 3469      | 3548      | 3632      | 3720      | 3800      | 3895      | 3986      |
|              | Hourly  | 17.39     | 17.77     | 18.18     | 18.62     | 19.05     | 19.48     | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     |
|              | Standby | 1.22      | 1.24      | 1.27      | 1.30      | 1.33      | 1.36      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      |
| 30           | Annual  | 37104     | 37956     | 38880     | 39768     | 40680     | 41628     | 42576     | 43584     | 44640     | 45600     | 46740     | 47832     | 48948     |
|              | Monthly | 3092      | 3163      | 3240      | 3314      | 3390      | 3469      | 3548      | 3632      | 3720      | 3800      | 3895      | 3986      | 4079      |
|              | Hourly  | 17.77     | 18.18     | 18.62     | 19.05     | 19.48     | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     |
|              | Standby | 1.24      | 1.27      | 1.30      | 1.33      | 1.36      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      |
| 31           | Annual  | 37956     | 38880     | 39768     | 40680     | 41628     | 42576     | 43584     | 44640     | 45600     | 46740     | 47832     | 48948     | 50124     |
|              | Monthly | 3163      | 3240      | 3314      | 3390      | 3469      | 3548      | 3632      | 3720      | 3800      | 3895      | 3986      | 4079      | 4177      |
|              | Hourly  | 18.18     | 18.62     | 19.05     | 19.48     | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     |
|              | Standby | 1.27      | 1.30      | 1.33      | 1.36      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      |
| 32           | Annual  | 38880     | 39768     | 40680     | 41628     | 42576     | 43584     | 44640     | 45600     | 46740     | 47832     | 48948     | 50124     | 51276     |
|              | Monthly | 3240      | 3314      | 3390      | 3469      | 3548      | 3632      | 3720      | 3800      | 3895      | 3986      | 4079      | 4177      | 4273      |
|              | Hourly  | 18.62     | 19.05     | 19.48     | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     |
|              | Standby | 1.30      | 1.33      | 1.36      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      |
| 33           | Annual  | 39768     | 40680     | 41628     | 42576     | 43584     | 44640     | 45600     | 46740     | 47832     | 48948     | 50124     | 51276     | 52560     |
|              | Monthly | 3314      | 3390      | 3469      | 3548      | 3632      | 3720      | 3800      | 3895      | 3986      | 4079      | 4177      | 4273      | 4380      |
|              | Hourly  | 19.05     | 19.48     | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     |
|              | Standby | 1.33      | 1.36      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      |
| 34           | Annual  | 40680     | 41628     | 42576     | 43584     | 44640     | 45600     | 46740     | 47832     | 48948     | 50124     | 51276     | 52560     | 53796     |
|              | Monthly | 3390      | 3469      | 3548      | 3632      | 3720      | 3800      | 3895      | 3986      | 4079      | 4177      | 4273      | 4380      | 4483      |
|              | Hourly  | 19.48     | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     |
|              | Standby | 1.36      | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      |
| 35           | Annual  | 41628     | 42576     | 43584     | 44640     | 45600     | 46740     | 47832     | 48948     | 50124     | 51276     | 52560     | 53796     | 55068     |
|              | Monthly | 3469      | 3548      | 3632      | 3720      | 3800      | 3895      | 3986      | 4079      | 4177      | 4273      | 4380      | 4483      | 4589      |
|              | Hourly  | 19.94     | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     |
|              | Standby | 1.40      | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      |

## D: Compensation

### Item # 308

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, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 36           | Annual  | 42576     | 43584     | 44640     | 45600     | 46740     | 47832     | 48948     | 50124     | 51276     | 52560     | 53796     | 55068     | 56436     |
|              | Monthly | 3548      | 3632      | 3720      | 3800      | 3895      | 3986      | 4079      | 4177      | 4273      | 4380      | 4483      | 4589      | 4703      |
|              | Hourly  | 20.39     | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     |
|              | Standby | 1.43      | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      |
| 37           | Annual  | 43584     | 44640     | 45600     | 46740     | 47832     | 48948     | 50124     | 51276     | 52560     | 53796     | 55068     | 56436     | 57816     |
|              | Monthly | 3632      | 3720      | 3800      | 3895      | 3986      | 4079      | 4177      | 4273      | 4380      | 4483      | 4589      | 4703      | 4818      |
|              | Hourly  | 20.87     | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     |
|              | Standby | 1.46      | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      |
| 38           | Annual  | 44640     | 45600     | 46740     | 47832     | 48948     | 50124     | 51276     | 52560     | 53796     | 55068     | 56436     | 57816     | 59316     |
|              | Monthly | 3720      | 3800      | 3895      | 3986      | 4079      | 4177      | 4273      | 4380      | 4483      | 4589      | 4703      | 4818      | 4943      |
|              | Hourly  | 21.38     | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     |
|              | Standby | 1.50      | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      |
| 39           | Annual  | 45600     | 46740     | 47832     | 48948     | 50124     | 51276     | 52560     | 53796     | 55068     | 56436     | 57816     | 59316     | 60744     |
|              | Monthly | 3800      | 3895      | 3986      | 4079      | 4177      | 4273      | 4380      | 4483      | 4589      | 4703      | 4818      | 4943      | 5062      |
|              | Hourly  | 21.84     | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     |
|              | Standby | 1.53      | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      |
| 40           | Annual  | 46740     | 47832     | 48948     | 50124     | 51276     | 52560     | 53796     | 55068     | 56436     | 57816     | 59316     | 60744     | 62304     |
|              | Monthly | 3895      | 3986      | 4079      | 4177      | 4273      | 4380      | 4483      | 4589      | 4703      | 4818      | 4943      | 5062      | 5192      |
|              | Hourly  | 22.39     | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     |
|              | Standby | 1.57      | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      |
| 41           | Annual  | 47832     | 48948     | 50124     | 51276     | 52560     | 53796     | 55068     | 56436     | 57816     | 59316     | 60744     | 62304     | 63768     |
|              | Monthly | 3986      | 4079      | 4177      | 4273      | 4380      | 4483      | 4589      | 4703      | 4818      | 4943      | 5062      | 5192      | 5314      |
|              | Hourly  | 22.91     | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     |
|              | Standby | 1.60      | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      |
| 42           | Annual  | 48948     | 50124     | 51276     | 52560     | 53796     | 55068     | 56436     | 57816     | 59316     | 60744     | 62304     | 63768     | 65436     |
|              | Monthly | 4079      | 4177      | 4273      | 4380      | 4483      | 4589      | 4703      | 4818      | 4943      | 5062      | 5192      | 5314      | 5453      |
|              | Hourly  | 23.44     | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     |
|              | Standby | 1.64      | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      |
| 43           | Annual  | 50124     | 51276     | 52560     | 53796     | 55068     | 56436     | 57816     | 59316     | 60744     | 62304     | 63768     | 65436     | 67080     |
|              | Monthly | 4177      | 4273      | 4380      | 4483      | 4589      | 4703      | 4818      | 4943      | 5062      | 5192      | 5314      | 5453      | 5590      |
|              | Hourly  | 24.01     | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     |
|              | Standby | 1.68      | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      |
| 44           | Annual  | 51276     | 52560     | 53796     | 55068     | 56436     | 57816     | 59316     | 60744     | 62304     | 63768     | 65436     | 67080     | 68808     |
|              | Monthly | 4273      | 4380      | 4483      | 4589      | 4703      | 4818      | 4943      | 5062      | 5192      | 5314      | 5453      | 5590      | 5734      |
|              | Hourly  | 24.56     | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     |
|              | Standby | 1.72      | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      |

## D: Compensation

### Item # 308

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, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 45           | Annual  | 52560     | 53796     | 55068     | 56436     | 57816     | 59316     | 60744     | 62304     | 63768     | 65436     | 67080     | 68808     | 70500     |
|              | Monthly | 4380      | 4483      | 4589      | 4703      | 4818      | 4943      | 5062      | 5192      | 5314      | 5453      | 5590      | 5734      | 5875      |
|              | Hourly  | 25.17     | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     |
|              | Standby | 1.76      | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      |
| 46           | Annual  | 53796     | 55068     | 56436     | 57816     | 59316     | 60744     | 62304     | 63768     | 65436     | 67080     | 68808     | 70500     | 72240     |
|              | Monthly | 4483      | 4589      | 4703      | 4818      | 4943      | 5062      | 5192      | 5314      | 5453      | 5590      | 5734      | 5875      | 6020      |
|              | Hourly  | 25.76     | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     |
|              | Standby | 1.80      | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      |
| 47           | Annual  | 55068     | 56436     | 57816     | 59316     | 60744     | 62304     | 63768     | 65436     | 67080     | 68808     | 70500     | 72240     | 74004     |
|              | Monthly | 4589      | 4703      | 4818      | 4943      | 5062      | 5192      | 5314      | 5453      | 5590      | 5734      | 5875      | 6020      | 6167      |
|              | Hourly  | 26.37     | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     |
|              | Standby | 1.85      | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      |
| 48           | Annual  | 56436     | 57816     | 59316     | 60744     | 62304     | 63768     | 65436     | 67080     | 68808     | 70500     | 72240     | 74004     | 75900     |
|              | Monthly | 4703      | 4818      | 4943      | 5062      | 5192      | 5314      | 5453      | 5590      | 5734      | 5875      | 6020      | 6167      | 6325      |
|              | Hourly  | 27.03     | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     |
|              | Standby | 1.89      | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      |
| 49           | Annual  | 57816     | 59316     | 60744     | 62304     | 63768     | 65436     | 67080     | 68808     | 70500     | 72240     | 74004     | 75900     | 77736     |
|              | Monthly | 4818      | 4943      | 5062      | 5192      | 5314      | 5453      | 5590      | 5734      | 5875      | 6020      | 6167      | 6325      | 6478      |
|              | Hourly  | 27.69     | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     |
|              | Standby | 1.94      | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      |
| 50           | Annual  | 59316     | 60744     | 62304     | 63768     | 65436     | 67080     | 68808     | 70500     | 72240     | 74004     | 75900     | 77736     | 79764     |
|              | Monthly | 4943      | 5062      | 5192      | 5314      | 5453      | 5590      | 5734      | 5875      | 6020      | 6167      | 6325      | 6478      | 6647      |
|              | Hourly  | 28.41     | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     |
|              | Standby | 1.99      | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      |
| 51           | Annual  | 60744     | 62304     | 63768     | 65436     | 67080     | 68808     | 70500     | 72240     | 74004     | 75900     | 77736     | 79764     | 81696     |
|              | Monthly | 5062      | 5192      | 5314      | 5453      | 5590      | 5734      | 5875      | 6020      | 6167      | 6325      | 6478      | 6647      | 6808      |
|              | Hourly  | 29.09     | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     |
|              | Standby | 2.04      | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      |
| 52           | Annual  | 62304     | 63768     | 65436     | 67080     | 68808     | 70500     | 72240     | 74004     | 75900     | 77736     | 79764     | 81696     | 83772     |
|              | Monthly | 5192      | 5314      | 5453      | 5590      | 5734      | 5875      | 6020      | 6167      | 6325      | 6478      | 6647      | 6808      | 6981      |
|              | Hourly  | 29.84     | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     |
|              | Standby | 2.09      | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      |
| 53           | Annual  | 63768     | 65436     | 67080     | 68808     | 70500     | 72240     | 74004     | 75900     | 77736     | 79764     | 81696     | 83772     | 85848     |
|              | Monthly | 5314      | 5453      | 5590      | 5734      | 5875      | 6020      | 6167      | 6325      | 6478      | 6647      | 6808      | 6981      | 7154      |
|              | Hourly  | 30.54     | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     |
|              | Standby | 2.14      | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      |

## D: Compensation

### Item # 308

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, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 54           | Annual  | 65436     | 67080     | 68808     | 70500     | 72240     | 74004     | 75900     | 77736     | 79764     | 81696     | 83772     | 85848     | 87984     |
|              | Monthly | 5453      | 5590      | 5734      | 5875      | 6020      | 6167      | 6325      | 6478      | 6647      | 6808      | 6981      | 7154      | 7332      |
|              | Hourly  | 31.34     | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     |
|              | Standby | 2.19      | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      |
| 55           | Annual  | 67080     | 68808     | 70500     | 72240     | 74004     | 75900     | 77736     | 79764     | 81696     | 83772     | 85848     | 87984     | 90180     |
|              | Monthly | 5590      | 5734      | 5875      | 6020      | 6167      | 6325      | 6478      | 6647      | 6808      | 6981      | 7154      | 7332      | 7515      |
|              | Hourly  | 32.13     | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     |
|              | Standby | 2.25      | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      |
| 56           | Annual  | 68808     | 70500     | 72240     | 74004     | 75900     | 77736     | 79764     | 81696     | 83772     | 85848     | 87984     | 90180     | 92484     |
|              | Monthly | 5734      | 5875      | 6020      | 6167      | 6325      | 6478      | 6647      | 6808      | 6981      | 7154      | 7332      | 7515      | 7707      |
|              | Hourly  | 32.95     | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     |
|              | Standby | 2.31      | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      |
| 57           | Annual  | 70500     | 72240     | 74004     | 75900     | 77736     | 79764     | 81696     | 83772     | 85848     | 87984     | 90180     | 92484     | 94716     |
|              | Monthly | 5875      | 6020      | 6167      | 6325      | 6478      | 6647      | 6808      | 6981      | 7154      | 7332      | 7515      | 7707      | 7893      |
|              | Hourly  | 33.76     | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     |
|              | Standby | 2.36      | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      |
| 58           | Annual  | 72240     | 74004     | 75900     | 77736     | 79764     | 81696     | 83772     | 85848     | 87984     | 90180     | 92484     | 94716     | 97176     |
|              | Monthly | 6020      | 6167      | 6325      | 6478      | 6647      | 6808      | 6981      | 7154      | 7332      | 7515      | 7707      | 7893      | 8098      |
|              | Hourly  | 34.60     | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     |
|              | Standby | 2.42      | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      |
| 59           | Annual  | 74004     | 75900     | 77736     | 79764     | 81696     | 83772     | 85848     | 87984     | 90180     | 92484     | 94716     | 97176     | 99540     |
|              | Monthly | 6167      | 6325      | 6478      | 6647      | 6808      | 6981      | 7154      | 7332      | 7515      | 7707      | 7893      | 8098      | 8295      |
|              | Hourly  | 35.44     | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     |
|              | Standby | 2.48      | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      |
| 60           | Annual  | 75900     | 77736     | 79764     | 81696     | 83772     | 85848     | 87984     | 90180     | 92484     | 94716     | 97176     | 99540     | 102060    |
|              | Monthly | 6325      | 6478      | 6647      | 6808      | 6981      | 7154      | 7332      | 7515      | 7707      | 7893      | 8098      | 8295      | 8505      |
|              | Hourly  | 36.35     | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     |
|              | Standby | 2.54      | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      |
| 61           | Annual  | 77736     | 79764     | 81696     | 83772     | 85848     | 87984     | 90180     | 92484     | 94716     | 97176     | 99540     | 102060    | 104628    |
|              | Monthly | 6478      | 6647      | 6808      | 6981      | 7154      | 7332      | 7515      | 7707      | 7893      | 8098      | 8295      | 8505      | 8719      |
|              | Hourly  | 37.23     | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     |
|              | Standby | 2.61      | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      |
| 62           | Annual  | 79764     | 81696     | 83772     | 85848     | 87984     | 90180     | 92484     | 94716     | 97176     | 99540     | 102060    | 104628    | 107184    |
|              | Monthly | 6647      | 6808      | 6981      | 7154      | 7332      | 7515      | 7707      | 7893      | 8098      | 8295      | 8505      | 8719      | 8932      |
|              | Hourly  | 38.20     | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     |
|              | Standby | 2.67      | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      |

## D: Compensation

### Item # 308

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, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 63           | Annual  | 81696     | 83772     | 85848     | 87984     | 90180     | 92484     | 94716     | 97176     | 99540     | 102060    | 104628    | 107184    | 109884    |
|              | Monthly | 6808      | 6981      | 7154      | 7332      | 7515      | 7707      | 7893      | 8098      | 8295      | 8505      | 8719      | 8932      | 9157      |
|              | Hourly  | 39.13     | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     |
|              | Standby | 2.74      | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      |
| 64           | Annual  | 83772     | 85848     | 87984     | 90180     | 92484     | 94716     | 97176     | 99540     | 102060    | 104628    | 107184    | 109884    | 112656    |
|              | Monthly | 6981      | 7154      | 7332      | 7515      | 7707      | 7893      | 8098      | 8295      | 8505      | 8719      | 8932      | 9157      | 9388      |
|              | Hourly  | 40.12     | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     |
|              | Standby | 2.81      | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      |
| 65           | Annual  | 85848     | 87984     | 90180     | 92484     | 94716     | 97176     | 99540     | 102060    | 104628    | 107184    | 109884    | 112656    | 115452    |
|              | Monthly | 7154      | 7332      | 7515      | 7707      | 7893      | 8098      | 8295      | 8505      | 8719      | 8932      | 9157      | 9388      | 9621      |
|              | Hourly  | 41.11     | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     |
|              | Standby | 2.88      | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      |
| 66           | Annual  | 87984     | 90180     | 92484     | 94716     | 97176     | 99540     | 102060    | 104628    | 107184    | 109884    | 112656    | 115452    | 118404    |
|              | Monthly | 7332      | 7515      | 7707      | 7893      | 8098      | 8295      | 8505      | 8719      | 8932      | 9157      | 9388      | 9621      | 9867      |
|              | Hourly  | 42.14     | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     |
|              | Standby | 2.95      | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      |
| 67           | Annual  | 90180     | 92484     | 94716     | 97176     | 99540     | 102060    | 104628    | 107184    | 109884    | 112656    | 115452    | 118404    | 121308    |
|              | Monthly | 7515      | 7707      | 7893      | 8098      | 8295      | 8505      | 8719      | 8932      | 9157      | 9388      | 9621      | 9867      | 10109     |
|              | Hourly  | 43.19     | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     |
|              | Standby | 3.02      | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      |
| 68           | Annual  | 92484     | 94716     | 97176     | 99540     | 102060    | 104628    | 107184    | 109884    | 112656    | 115452    | 118404    | 121308    | 124356    |
|              | Monthly | 7707      | 7893      | 8098      | 8295      | 8505      | 8719      | 8932      | 9157      | 9388      | 9621      | 9867      | 10109     | 10363     |
|              | Hourly  | 44.29     | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     |
|              | Standby | 3.10      | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      |
| 69           | Annual  | 94716     | 97176     | 99540     | 102060    | 104628    | 107184    | 109884    | 112656    | 115452    | 118404    | 121308    | 124356    | 127428    |
|              | Monthly | 7893      | 8098      | 8295      | 8505      | 8719      | 8932      | 9157      | 9388      | 9621      | 9867      | 10109     | 10363     | 10619     |
|              | Hourly  | 45.36     | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     |
|              | Standby | 3.18      | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      |
| 70           | Annual  | 97176     | 99540     | 102060    | 104628    | 107184    | 109884    | 112656    | 115452    | 118404    | 121308    | 124356    | 127428    | 130680    |
|              | Monthly | 8098      | 8295      | 8505      | 8719      | 8932      | 9157      | 9388      | 9621      | 9867      | 10109     | 10363     | 10619     | 10890     |
|              | Hourly  | 46.54     | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     |
|              | Standby | 3.26      | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      |
| 71           | Annual  | 99540     | 102060    | 104628    | 107184    | 109884    | 112656    | 115452    | 118404    | 121308    | 124356    | 127428    | 130680    | 133932    |
|              | Monthly | 8295      | 8505      | 8719      | 8932      | 9157      | 9388      | 9621      | 9867      | 10109     | 10363     | 10619     | 10890     | 11161     |
|              | Hourly  | 47.67     | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     |
|              | Standby | 3.34      | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      |

## D: Compensation

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Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

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Effective July 1, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 72           | Annual  | 102060    | 104628    | 107184    | 109884    | 112656    | 115452    | 118404    | 121308    | 124356    | 127428    | 130680    | 133932    | 137256    |
|              | Monthly | 8505      | 8719      | 8932      | 9157      | 9388      | 9621      | 9867      | 10109     | 10363     | 10619     | 10890     | 11161     | 11438     |
|              | Hourly  | 48.88     | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     |
|              | Standby | 3.42      | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      |
| 73           | Annual  | 104628    | 107184    | 109884    | 112656    | 115452    | 118404    | 121308    | 124356    | 127428    | 130680    | 133932    | 137256    | 140676    |
|              | Monthly | 8719      | 8932      | 9157      | 9388      | 9621      | 9867      | 10109     | 10363     | 10619     | 10890     | 11161     | 11438     | 11723     |
|              | Hourly  | 50.11     | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     |
|              | Standby | 3.51      | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      |
| 74           | Annual  | 107184    | 109884    | 112656    | 115452    | 118404    | 121308    | 124356    | 127428    | 130680    | 133932    | 137256    | 140676    | 144264    |
|              | Monthly | 8932      | 9157      | 9388      | 9621      | 9867      | 10109     | 10363     | 10619     | 10890     | 11161     | 11438     | 11723     | 12022     |
|              | Hourly  | 51.33     | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     |
|              | Standby | 3.59      | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      |
| 75           | Annual  | 109884    | 112656    | 115452    | 118404    | 121308    | 124356    | 127428    | 130680    | 133932    | 137256    | 140676    | 144264    | 147792    |
|              | Monthly | 9157      | 9388      | 9621      | 9867      | 10109     | 10363     | 10619     | 10890     | 11161     | 11438     | 11723     | 12022     | 12316     |
|              | Hourly  | 52.63     | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     |
|              | Standby | 3.68      | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      |
| 76           | Annual  | 112656    | 115452    | 118404    | 121308    | 124356    | 127428    | 130680    | 133932    | 137256    | 140676    | 144264    | 147792    | 151512    |
|              | Monthly | 9388      | 9621      | 9867      | 10109     | 10363     | 10619     | 10890     | 11161     | 11438     | 11723     | 12022     | 12316     | 12626     |
|              | Hourly  | 53.95     | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     |
|              | Standby | 3.78      | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      |
| 77           | Annual  | 115452    | 118404    | 121308    | 124356    | 127428    | 130680    | 133932    | 137256    | 140676    | 144264    | 147792    | 151512    | 155304    |
|              | Monthly | 9621      | 9867      | 10109     | 10363     | 10619     | 10890     | 11161     | 11438     | 11723     | 12022     | 12316     | 12626     | 12942     |
|              | Hourly  | 55.29     | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     |
|              | Standby | 3.87      | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      |
| 78           | Annual  | 118404    | 121308    | 124356    | 127428    | 130680    | 133932    | 137256    | 140676    | 144264    | 147792    | 151512    | 155304    | 159180    |
|              | Monthly | 9867      | 10109     | 10363     | 10619     | 10890     | 11161     | 11438     | 11723     | 12022     | 12316     | 12626     | 12942     | 13265     |
|              | Hourly  | 56.71     | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     |
|              | Standby | 3.97      | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      |
| 79           | Annual  | 121308    | 124356    | 127428    | 130680    | 133932    | 137256    | 140676    | 144264    | 147792    | 151512    | 155304    | 159180    | 163128    |
|              | Monthly | 10109     | 10363     | 10619     | 10890     | 11161     | 11438     | 11723     | 12022     | 12316     | 12626     | 12942     | 13265     | 13594     |
|              | Hourly  | 58.10     | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     |
|              | Standby | 4.07      | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      |
| 80           | Annual  | 124356    | 127428    | 130680    | 133932    | 137256    | 140676    | 144264    | 147792    | 151512    | 155304    | 159180    | 163128    | 167172    |
|              | Monthly | 10363     | 10619     | 10890     | 11161     | 11438     | 11723     | 12022     | 12316     | 12626     | 12942     | 13265     | 13594     | 13931     |
|              | Hourly  | 59.56     | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     |
|              | Standby | 4.17      | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      |

## D: Compensation

### Item # 308

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, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 81           | Annual  | 127428    | 130680    | 133932    | 137256    | 140676    | 144264    | 147792    | 151512    | 155304    | 159180    | 163128    | 167172    | 171444    |
|              | Monthly | 10619     | 10890     | 11161     | 11438     | 11723     | 12022     | 12316     | 12626     | 12942     | 13265     | 13594     | 13931     | 14287     |
|              | Hourly  | 61.03     | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     |
|              | Standby | 4.27      | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      |
| 82           | Annual  | 130680    | 133932    | 137256    | 140676    | 144264    | 147792    | 151512    | 155304    | 159180    | 163128    | 167172    | 171444    | 175668    |
|              | Monthly | 10890     | 11161     | 11438     | 11723     | 12022     | 12316     | 12626     | 12942     | 13265     | 13594     | 13931     | 14287     | 14639     |
|              | Hourly  | 62.59     | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     |
|              | Standby | 4.38      | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      |
| 83           | Annual  | 133932    | 137256    | 140676    | 144264    | 147792    | 151512    | 155304    | 159180    | 163128    | 167172    | 171444    | 175668    | 180048    |
|              | Monthly | 11161     | 11438     | 11723     | 12022     | 12316     | 12626     | 12942     | 13265     | 13594     | 13931     | 14287     | 14639     | 15004     |
|              | Hourly  | 64.14     | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     |
|              | Standby | 4.49      | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      |
| 84           | Annual  | 137256    | 140676    | 144264    | 147792    | 151512    | 155304    | 159180    | 163128    | 167172    | 171444    | 175668    | 180048    | 184632    |
|              | Monthly | 11438     | 11723     | 12022     | 12316     | 12626     | 12942     | 13265     | 13594     | 13931     | 14287     | 14639     | 15004     | 15386     |
|              | Hourly  | 65.74     | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     |
|              | Standby | 4.60      | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      |
| 85           | Annual  | 140676    | 144264    | 147792    | 151512    | 155304    | 159180    | 163128    | 167172    | 171444    | 175668    | 180048    | 184632    | 189156    |
|              | Monthly | 11723     | 12022     | 12316     | 12626     | 12942     | 13265     | 13594     | 13931     | 14287     | 14639     | 15004     | 15386     | 15763     |
|              | Hourly  | 67.37     | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     |
|              | Standby | 4.72      | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      |
| 86           | Annual  | 144264    | 147792    | 151512    | 155304    | 159180    | 163128    | 167172    | 171444    | 175668    | 180048    | 184632    | 189156    | 193908    |
|              | Monthly | 12022     | 12316     | 12626     | 12942     | 13265     | 13594     | 13931     | 14287     | 14639     | 15004     | 15386     | 15763     | 16159     |
|              | Hourly  | 69.09     | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     |
|              | Standby | 4.84      | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      |
| 87           | Annual  | 147792    | 151512    | 155304    | 159180    | 163128    | 167172    | 171444    | 175668    | 180048    | 184632    | 189156    | 193908    | 198852    |
|              | Monthly | 12316     | 12626     | 12942     | 13265     | 13594     | 13931     | 14287     | 14639     | 15004     | 15386     | 15763     | 16159     | 16571     |
|              | Hourly  | 70.78     | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     |
|              | Standby | 4.95      | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      |
| 88           | Annual  | 151512    | 155304    | 159180    | 163128    | 167172    | 171444    | 175668    | 180048    | 184632    | 189156    | 193908    | 198852    | 203736    |
|              | Monthly | 12626     | 12942     | 13265     | 13594     | 13931     | 14287     | 14639     | 15004     | 15386     | 15763     | 16159     | 16571     | 16978     |
|              | Hourly  | 72.56     | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     |
|              | Standby | 5.08      | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      |
| 89           | Annual  | 155304    | 159180    | 163128    | 167172    | 171444    | 175668    | 180048    | 184632    | 189156    | 193908    | 198852    | 203736    | 208908    |
|              | Monthly | 12942     | 13265     | 13594     | 13931     | 14287     | 14639     | 15004     | 15386     | 15763     | 16159     | 16571     | 16978     | 17409     |
|              | Hourly  | 74.38     | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    |
|              | Standby | 5.21      | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      |

## D: Compensation

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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, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 90           | Annual  | 159180    | 163128    | 167172    | 171444    | 175668    | 180048    | 184632    | 189156    | 193908    | 198852    | 203736    | 208908    | 214044    |
|              | Monthly | 13265     | 13594     | 13931     | 14287     | 14639     | 15004     | 15386     | 15763     | 16159     | 16571     | 16978     | 17409     | 17837     |
|              | Hourly  | 76.24     | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    |
|              | Standby | 5.34      | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      |
| 91           | Annual  | 163128    | 167172    | 171444    | 175668    | 180048    | 184632    | 189156    | 193908    | 198852    | 203736    | 208908    | 214044    | 219420    |
|              | Monthly | 13594     | 13931     | 14287     | 14639     | 15004     | 15386     | 15763     | 16159     | 16571     | 16978     | 17409     | 17837     | 18285     |
|              | Hourly  | 78.13     | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    |
|              | Standby | 5.47      | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      |
| 92           | Annual  | 167172    | 171444    | 175668    | 180048    | 184632    | 189156    | 193908    | 198852    | 203736    | 208908    | 214044    | 219420    | 224868    |
|              | Monthly | 13931     | 14287     | 14639     | 15004     | 15386     | 15763     | 16159     | 16571     | 16978     | 17409     | 17837     | 18285     | 18739     |
|              | Hourly  | 80.06     | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    |
|              | Standby | 5.60      | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      |
| 93           | Annual  | 171444    | 175668    | 180048    | 184632    | 189156    | 193908    | 198852    | 203736    | 208908    | 214044    | 219420    | 224868    | 230604    |
|              | Monthly | 14287     | 14639     | 15004     | 15386     | 15763     | 16159     | 16571     | 16978     | 17409     | 17837     | 18285     | 18739     | 19217     |
|              | Hourly  | 82.11     | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    |
|              | Standby | 5.75      | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      |
| 94           | Annual  | 175668    | 180048    | 184632    | 189156    | 193908    | 198852    | 203736    | 208908    | 214044    | 219420    | 224868    | 230604    | 236292    |
|              | Monthly | 14639     | 15004     | 15386     | 15763     | 16159     | 16571     | 16978     | 17409     | 17837     | 18285     | 18739     | 19217     | 19691     |
|              | Hourly  | 84.13     | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    |
|              | Standby | 5.89      | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      |
| 95           | Annual  | 180048    | 184632    | 189156    | 193908    | 198852    | 203736    | 208908    | 214044    | 219420    | 224868    | 230604    | 236292    | 242256    |
|              | Monthly | 15004     | 15386     | 15763     | 16159     | 16571     | 16978     | 17409     | 17837     | 18285     | 18739     | 19217     | 19691     | 20188     |
|              | Hourly  | 86.23     | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    |
|              | Standby | 6.04      | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      |
| 96           | Annual  | 184632    | 189156    | 193908    | 198852    | 203736    | 208908    | 214044    | 219420    | 224868    | 230604    | 236292    | 242256    | 248316    |
|              | Monthly | 15386     | 15763     | 16159     | 16571     | 16978     | 17409     | 17837     | 18285     | 18739     | 19217     | 19691     | 20188     | 20693     |
|              | Hourly  | 88.43     | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    |
|              | Standby | 6.19      | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      |
| 97           | Annual  | 189156    | 193908    | 198852    | 203736    | 208908    | 214044    | 219420    | 224868    | 230604    | 236292    | 242256    | 248316    | 254508    |
|              | Monthly | 15763     | 16159     | 16571     | 16978     | 17409     | 17837     | 18285     | 18739     | 19217     | 19691     | 20188     | 20693     | 21209     |
|              | Hourly  | 90.59     | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    |
|              | Standby | 6.34      | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      |
| 98           | Annual  | 193908    | 198852    | 203736    | 208908    | 214044    | 219420    | 224868    | 230604    | 236292    | 242256    | 248316    | 254508    | 260880    |
|              | Monthly | 16159     | 16571     | 16978     | 17409     | 17837     | 18285     | 18739     | 19217     | 19691     | 20188     | 20693     | 21209     | 21740     |
|              | Hourly  | 92.87     | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    |
|              | Standby | 6.50      | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      |

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| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 99           | Annual  | 198852    | 203736    | 208908    | 214044    | 219420    | 224868    | 230604    | 236292    | 242256    | 248316    | 254508    | 260880    | 267384    |
|              | Monthly | 16571     | 16978     | 17409     | 17837     | 18285     | 18739     | 19217     | 19691     | 20188     | 20693     | 21209     | 21740     | 22282     |
|              | Hourly  | 95.24     | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    |
|              | Standby | 6.67      | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      |
| 100          | Annual  | 203736    | 208908    | 214044    | 219420    | 224868    | 230604    | 236292    | 242256    | 248316    | 254508    | 260880    | 267384    | 274104    |
|              | Monthly | 16978     | 17409     | 17837     | 18285     | 18739     | 19217     | 19691     | 20188     | 20693     | 21209     | 21740     | 22282     | 22842     |
|              | Hourly  | 97.57     | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    |
|              | Standby | 6.83      | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      |
| 101          | Annual  | 208908    | 214044    | 219420    | 224868    | 230604    | 236292    | 242256    | 248316    | 254508    | 260880    | 267384    | 274104    | 280920    |
|              | Monthly | 17409     | 17837     | 18285     | 18739     | 19217     | 19691     | 20188     | 20693     | 21209     | 21740     | 22282     | 22842     | 23410     |
|              | Hourly  | 100.05    | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    |
|              | Standby | 7.00      | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      |
| 102          | Annual  | 214044    | 219420    | 224868    | 230604    | 236292    | 242256    | 248316    | 254508    | 260880    | 267384    | 274104    | 280920    | 287952    |
|              | Monthly | 17837     | 18285     | 18739     | 19217     | 19691     | 20188     | 20693     | 21209     | 21740     | 22282     | 22842     | 23410     | 23996     |
|              | Hourly  | 102.51    | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    |
|              | Standby | 7.18      | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      |
| 103          | Annual  | 219420    | 224868    | 230604    | 236292    | 242256    | 248316    | 254508    | 260880    | 267384    | 274104    | 280920    | 287952    | 295128    |
|              | Monthly | 18285     | 18739     | 19217     | 19691     | 20188     | 20693     | 21209     | 21740     | 22282     | 22842     | 23410     | 23996     | 24594     |
|              | Hourly  | 105.09    | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    |
|              | Standby | 7.36      | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      |
| 104          | Annual  | 224868    | 230604    | 236292    | 242256    | 248316    | 254508    | 260880    | 267384    | 274104    | 280920    | 287952    | 295128    | 302556    |
|              | Monthly | 18739     | 19217     | 19691     | 20188     | 20693     | 21209     | 21740     | 22282     | 22842     | 23410     | 23996     | 24594     | 25213     |
|              | Hourly  | 107.70    | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    |
|              | Standby | 7.54      | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     |
| 105          | Annual  | 230604    | 236292    | 242256    | 248316    | 254508    | 260880    | 267384    | 274104    | 280920    | 287952    | 295128    | 302556    | 310092    |
|              | Monthly | 19217     | 19691     | 20188     | 20693     | 21209     | 21740     | 22282     | 22842     | 23410     | 23996     | 24594     | 25213     | 25841     |
|              | Hourly  | 110.44    | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    |
|              | Standby | 7.73      | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     |
| 106          | Annual  | 236292    | 242256    | 248316    | 254508    | 260880    | 267384    | 274104    | 280920    | 287952    | 295128    | 302556    | 310092    | 317844    |
|              | Monthly | 19691     | 20188     | 20693     | 21209     | 21740     | 22282     | 22842     | 23410     | 23996     | 24594     | 25213     | 25841     | 26487     |
|              | Hourly  | 113.17    | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    |
|              | Standby | 7.92      | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     |
| 107          | Annual  | 242256    | 248316    | 254508    | 260880    | 267384    | 274104    | 280920    | 287952    | 295128    | 302556    | 310092    | 317844    | 325812    |
|              | Monthly | 20188     | 20693     | 21209     | 21740     | 22282     | 22842     | 23410     | 23996     | 24594     | 25213     | 25841     | 26487     | 27151     |
|              | Hourly  | 116.02    | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    |
|              | Standby | 8.12      | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     |

## D: Compensation

### Item # 308

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, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 108          | Annual  | 248316    | 254508    | 260880    | 267384    | 274104    | 280920    | 287952    | 295128    | 302556    | 310092    | 317844    | 325812    | 333960    |
|              | Monthly | 20693     | 21209     | 21740     | 22282     | 22842     | 23410     | 23996     | 24594     | 25213     | 25841     | 26487     | 27151     | 27830     |
|              | Hourly  | 118.93    | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    |
|              | Standby | 8.32      | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     |
| 109          | Annual  | 254508    | 260880    | 267384    | 274104    | 280920    | 287952    | 295128    | 302556    | 310092    | 317844    | 325812    | 333960    | 342312    |
|              | Monthly | 21209     | 21740     | 22282     | 22842     | 23410     | 23996     | 24594     | 25213     | 25841     | 26487     | 27151     | 27830     | 28526     |
|              | Hourly  | 121.89    | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    |
|              | Standby | 8.53      | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     |
| 110          | Annual  | 260880    | 267384    | 274104    | 280920    | 287952    | 295128    | 302556    | 310092    | 317844    | 325812    | 333960    | 342312    | 350856    |
|              | Monthly | 21740     | 22282     | 22842     | 23410     | 23996     | 24594     | 25213     | 25841     | 26487     | 27151     | 27830     | 28526     | 29238     |
|              | Hourly  | 124.94    | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    |
|              | Standby | 8.75      | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     |
| 111          | Annual  | 267384    | 274104    | 280920    | 287952    | 295128    | 302556    | 310092    | 317844    | 325812    | 333960    | 342312    | 350856    | 359628    |
|              | Monthly | 22282     | 22842     | 23410     | 23996     | 24594     | 25213     | 25841     | 26487     | 27151     | 27830     | 28526     | 29238     | 29969     |
|              | Hourly  | 128.06    | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    |
|              | Standby | 8.96      | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     |
| 112          | Annual  | 274104    | 280920    | 287952    | 295128    | 302556    | 310092    | 317844    | 325812    | 333960    | 342312    | 350856    | 359628    | 368640    |
|              | Monthly | 22842     | 23410     | 23996     | 24594     | 25213     | 25841     | 26487     | 27151     | 27830     | 28526     | 29238     | 29969     | 30720     |
|              | Hourly  | 131.28    | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    |
|              | Standby | 9.19      | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     |
| 113          | Annual  | 280920    | 287952    | 295128    | 302556    | 310092    | 317844    | 325812    | 333960    | 342312    | 350856    | 359628    | 368640    | 377844    |
|              | Monthly | 23410     | 23996     | 24594     | 25213     | 25841     | 26487     | 27151     | 27830     | 28526     | 29238     | 29969     | 30720     | 31487     |
|              | Hourly  | 134.54    | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    | 180.96    |
|              | Standby | 9.42      | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     | 12.67     |
| 114          | Annual  | 287952    | 295128    | 302556    | 310092    | 317844    | 325812    | 333960    | 342312    | 350856    | 359628    | 368640    | 377844    | 387300    |
|              | Monthly | 23996     | 24594     | 25213     | 25841     | 26487     | 27151     | 27830     | 28526     | 29238     | 29969     | 30720     | 31487     | 32275     |
|              | Hourly  | 137.91    | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    | 180.96    | 185.49    |
|              | Standby | 9.65      | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     | 12.67     | 12.98     |
| 115          | Annual  | 295128    | 302556    | 310092    | 317844    | 325812    | 333960    | 342312    | 350856    | 359628    | 368640    | 377844    | 387300    | 396996    |
|              | Monthly | 24594     | 25213     | 25841     | 26487     | 27151     | 27830     | 28526     | 29238     | 29969     | 30720     | 31487     | 32275     | 33083     |
|              | Hourly  | 141.34    | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    | 180.96    | 185.49    | 190.13    |
|              | Standby | 9.89      | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     | 12.67     | 12.98     | 13.31     |
| 116          | Annual  | 302556    | 310092    | 317844    | 325812    | 333960    | 342312    | 350856    | 359628    | 368640    | 377844    | 387300    | 396996    | 406920    |
|              | Monthly | 25213     | 25841     | 26487     | 27151     | 27830     | 28526     | 29238     | 29969     | 30720     | 31487     | 32275     | 33083     | 33910     |
|              | Hourly  | 144.90    | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    | 180.96    | 185.49    | 190.13    | 194.89    |
|              | Standby | 10.14     | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     | 12.67     | 12.98     | 13.31     | 13.64     |

## D: Compensation

### Item # 308

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, 2025

5.89% Increase

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 117          | Annual  | 310092    | 317844    | 325812    | 333960    | 342312    | 350856    | 359628    | 368640    | 377844    | 387300    | 396996    | 406920    | 417108    |
|              | Monthly | 25841     | 26487     | 27151     | 27830     | 28526     | 29238     | 29969     | 30720     | 31487     | 32275     | 33083     | 33910     | 34759     |
|              | Hourly  | 148.51    | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    | 180.96    | 185.49    | 190.13    | 194.89    | 199.76    |
|              | Standby | 10.40     | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     | 12.67     | 12.98     | 13.31     | 13.64     | 13.98     |
| 118          | Annual  | 317844    | 325812    | 333960    | 342312    | 350856    | 359628    | 368640    | 377844    | 387300    | 396996    | 406920    | 417108    | 427536    |
|              | Monthly | 26487     | 27151     | 27830     | 28526     | 29238     | 29969     | 30720     | 31487     | 32275     | 33083     | 33910     | 34759     | 35628     |
|              | Hourly  | 152.22    | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    | 180.96    | 185.49    | 190.13    | 194.89    | 199.76    | 204.76    |
|              | Standby | 10.66     | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     | 12.67     | 12.98     | 13.31     | 13.64     | 13.98     | 14.33     |
| 119          | Annual  | 325812    | 333960    | 342312    | 350856    | 359628    | 368640    | 377844    | 387300    | 396996    | 406920    | 417108    | 427536    | 438204    |
|              | Monthly | 27151     | 27830     | 28526     | 29238     | 29969     | 30720     | 31487     | 32275     | 33083     | 33910     | 34759     | 35628     | 36517     |
|              | Hourly  | 156.04    | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    | 180.96    | 185.49    | 190.13    | 194.89    | 199.76    | 204.76    | 209.87    |
|              | Standby | 10.92     | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     | 12.67     | 12.98     | 13.31     | 13.64     | 13.98     | 14.33     | 14.69     |
| 120          | Annual  | 333960    | 342312    | 350856    | 359628    | 368640    | 377844    | 387300    | 396996    | 406920    | 417108    | 427536    | 438204    | 449172    |
|              | Monthly | 27830     | 28526     | 29238     | 29969     | 30720     | 31487     | 32275     | 33083     | 33910     | 34759     | 35628     | 36517     | 37431     |
|              | Hourly  | 159.94    | 163.94    | 168.03    | 172.24    | 176.55    | 180.96    | 185.49    | 190.13    | 194.89    | 199.76    | 204.76    | 209.87    | 215.12    |
|              | Standby | 11.20     | 11.48     | 11.76     | 12.06     | 12.36     | 12.67     | 12.98     | 13.31     | 13.64     | 13.98     | 14.33     | 14.69     | 15.06     |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% 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  | 38460  | 39264  | 40224  | 41148  | 42084  | 43080  | 44124  | 45084  | 46164  | 47232  | 48312  | 49488  | 50556  |
|              | Monthly | 3205   | 3272   | 3352   | 3429   | 3507   | 3590   | 3677   | 3757   | 3847   | 3936   | 4026   | 4124   | 4213   |
|              | Hourly  | 18.42  | 18.80  | 19.26  | 19.71  | 20.16  | 20.63  | 21.13  | 21.59  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  |
|              | Standby | 1.29   | 1.32   | 1.35   | 1.38   | 1.41   | 1.44   | 1.48   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   |
| 28           | Annual  | 39264  | 40224  | 41148  | 42084  | 43080  | 44124  | 45084  | 46164  | 47232  | 48312  | 49488  | 50556  | 51840  |
|              | Monthly | 3272   | 3352   | 3429   | 3507   | 3590   | 3677   | 3757   | 3847   | 3936   | 4026   | 4124   | 4213   | 4320   |
|              | Hourly  | 18.80  | 19.26  | 19.71  | 20.16  | 20.63  | 21.13  | 21.59  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  | 24.83  |
|              | Standby | 1.32   | 1.35   | 1.38   | 1.41   | 1.44   | 1.48   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   | 1.74   |
| 29           | Annual  | 40224  | 41148  | 42084  | 43080  | 44124  | 45084  | 46164  | 47232  | 48312  | 49488  | 50556  | 51840  | 53052  |
|              | Monthly | 3352   | 3429   | 3507   | 3590   | 3677   | 3757   | 3847   | 3936   | 4026   | 4124   | 4213   | 4320   | 4421   |
|              | Hourly  | 19.26  | 19.71  | 20.16  | 20.63  | 21.13  | 21.59  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  | 24.83  | 25.41  |
|              | Standby | 1.35   | 1.38   | 1.41   | 1.44   | 1.48   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   | 1.74   | 1.78   |
| 30           | Annual  | 41148  | 42084  | 43080  | 44124  | 45084  | 46164  | 47232  | 48312  | 49488  | 50556  | 51840  | 53052  | 54264  |
|              | Monthly | 3429   | 3507   | 3590   | 3677   | 3757   | 3847   | 3936   | 4026   | 4124   | 4213   | 4320   | 4421   | 4522   |
|              | Hourly  | 19.71  | 20.16  | 20.63  | 21.13  | 21.59  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  | 24.83  | 25.41  | 25.99  |
|              | Standby | 1.38   | 1.41   | 1.44   | 1.48   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   | 1.74   | 1.78   | 1.82   |
| 31           | Annual  | 42084  | 43080  | 44124  | 45084  | 46164  | 47232  | 48312  | 49488  | 50556  | 51840  | 53052  | 54264  | 55584  |
|              | Monthly | 3507   | 3590   | 3677   | 3757   | 3847   | 3936   | 4026   | 4124   | 4213   | 4320   | 4421   | 4522   | 4632   |
|              | Hourly  | 20.16  | 20.63  | 21.13  | 21.59  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  | 24.83  | 25.41  | 25.99  | 26.62  |
|              | Standby | 1.41   | 1.44   | 1.48   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   | 1.74   | 1.78   | 1.82   | 1.86   |
| 32           | Annual  | 43080  | 44124  | 45084  | 46164  | 47232  | 48312  | 49488  | 50556  | 51840  | 53052  | 54264  | 55584  | 56820  |
|              | Monthly | 3590   | 3677   | 3757   | 3847   | 3936   | 4026   | 4124   | 4213   | 4320   | 4421   | 4522   | 4632   | 4735   |
|              | Hourly  | 20.63  | 21.13  | 21.59  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  | 24.83  | 25.41  | 25.99  | 26.62  | 27.21  |
|              | Standby | 1.44   | 1.48   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   | 1.74   | 1.78   | 1.82   | 1.86   | 1.90   |
| 33           | Annual  | 44124  | 45084  | 46164  | 47232  | 48312  | 49488  | 50556  | 51840  | 53052  | 54264  | 55584  | 56820  | 58284  |
|              | Monthly | 3677   | 3757   | 3847   | 3936   | 4026   | 4124   | 4213   | 4320   | 4421   | 4522   | 4632   | 4735   | 4857   |
|              | Hourly  | 21.13  | 21.59  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  | 24.83  | 25.41  | 25.99  | 26.62  | 27.21  | 27.91  |
|              | Standby | 1.48   | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   | 1.74   | 1.78   | 1.82   | 1.86   | 1.90   | 1.95   |
| 34           | Annual  | 45084  | 46164  | 47232  | 48312  | 49488  | 50556  | 51840  | 53052  | 54264  | 55584  | 56820  | 58284  | 59616  |
|              | Monthly | 3757   | 3847   | 3936   | 4026   | 4124   | 4213   | 4320   | 4421   | 4522   | 4632   | 4735   | 4857   | 4968   |
|              | Hourly  | 21.59  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  | 24.83  | 25.41  | 25.99  | 26.62  | 27.21  | 27.91  | 28.55  |
|              | Standby | 1.51   | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   | 1.74   | 1.78   | 1.82   | 1.86   | 1.90   | 1.95   | 2.00   |
| 35           | Annual  | 46164  | 47232  | 48312  | 49488  | 50556  | 51840  | 53052  | 54264  | 55584  | 56820  | 58284  | 59616  | 61068  |
|              | Monthly | 3847   | 3936   | 4026   | 4124   | 4213   | 4320   | 4421   | 4522   | 4632   | 4735   | 4857   | 4968   | 5089   |
|              | Hourly  | 22.11  | 22.62  | 23.14  | 23.70  | 24.21  | 24.83  | 25.41  | 25.99  | 26.62  | 27.21  | 27.91  | 28.55  | 29.25  |
|              | Standby | 1.55   | 1.58   | 1.62   | 1.66   | 1.69   | 1.74   | 1.78   | 1.82   | 1.86   | 1.90   | 1.95   | 2.00   | 2.05   |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 36           | Annual  | 47232     | 48312     | 49488     | 50556     | 51840     | 53052     | 54264     | 55584     | 56820     | 58284     | 59616     | 61068     | 62556     |
|              | Monthly | 3936      | 4026      | 4124      | 4213      | 4320      | 4421      | 4522      | 4632      | 4735      | 4857      | 4968      | 5089      | 5213      |
|              | Hourly  | 22.62     | 23.14     | 23.70     | 24.21     | 24.83     | 25.41     | 25.99     | 26.62     | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     |
|              | Standby | 1.58      | 1.62      | 1.66      | 1.69      | 1.74      | 1.78      | 1.82      | 1.86      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      |
| 37           | Annual  | 48312     | 49488     | 50556     | 51840     | 53052     | 54264     | 55584     | 56820     | 58284     | 59616     | 61068     | 62556     | 64068     |
|              | Monthly | 4026      | 4124      | 4213      | 4320      | 4421      | 4522      | 4632      | 4735      | 4857      | 4968      | 5089      | 5213      | 5339      |
|              | Hourly  | 23.14     | 23.70     | 24.21     | 24.83     | 25.41     | 25.99     | 26.62     | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     |
|              | Standby | 1.62      | 1.66      | 1.69      | 1.74      | 1.78      | 1.82      | 1.86      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      |
| 38           | Annual  | 49488     | 50556     | 51840     | 53052     | 54264     | 55584     | 56820     | 58284     | 59616     | 61068     | 62556     | 64068     | 65760     |
|              | Monthly | 4124      | 4213      | 4320      | 4421      | 4522      | 4632      | 4735      | 4857      | 4968      | 5089      | 5213      | 5339      | 5480      |
|              | Hourly  | 23.70     | 24.21     | 24.83     | 25.41     | 25.99     | 26.62     | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     |
|              | Standby | 1.66      | 1.69      | 1.74      | 1.78      | 1.82      | 1.86      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      |
| 39           | Annual  | 50556     | 51840     | 53052     | 54264     | 55584     | 56820     | 58284     | 59616     | 61068     | 62556     | 64068     | 65760     | 67332     |
|              | Monthly | 4213      | 4320      | 4421      | 4522      | 4632      | 4735      | 4857      | 4968      | 5089      | 5213      | 5339      | 5480      | 5611      |
|              | Hourly  | 24.21     | 24.83     | 25.41     | 25.99     | 26.62     | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     |
|              | Standby | 1.69      | 1.74      | 1.78      | 1.82      | 1.86      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      |
| 40           | Annual  | 51840     | 53052     | 54264     | 55584     | 56820     | 58284     | 59616     | 61068     | 62556     | 64068     | 65760     | 67332     | 69072     |
|              | Monthly | 4320      | 4421      | 4522      | 4632      | 4735      | 4857      | 4968      | 5089      | 5213      | 5339      | 5480      | 5611      | 5756      |
|              | Hourly  | 24.83     | 25.41     | 25.99     | 26.62     | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     |
|              | Standby | 1.74      | 1.78      | 1.82      | 1.86      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      |
| 41           | Annual  | 53052     | 54264     | 55584     | 56820     | 58284     | 59616     | 61068     | 62556     | 64068     | 65760     | 67332     | 69072     | 70704     |
|              | Monthly | 4421      | 4522      | 4632      | 4735      | 4857      | 4968      | 5089      | 5213      | 5339      | 5480      | 5611      | 5756      | 5892      |
|              | Hourly  | 25.41     | 25.99     | 26.62     | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     |
|              | Standby | 1.78      | 1.82      | 1.86      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      |
| 42           | Annual  | 54264     | 55584     | 56820     | 58284     | 59616     | 61068     | 62556     | 64068     | 65760     | 67332     | 69072     | 70704     | 72552     |
|              | Monthly | 4522      | 4632      | 4735      | 4857      | 4968      | 5089      | 5213      | 5339      | 5480      | 5611      | 5756      | 5892      | 6046      |
|              | Hourly  | 25.99     | 26.62     | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     |
|              | Standby | 1.82      | 1.86      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      |
| 43           | Annual  | 55584     | 56820     | 58284     | 59616     | 61068     | 62556     | 64068     | 65760     | 67332     | 69072     | 70704     | 72552     | 74400     |
|              | Monthly | 4632      | 4735      | 4857      | 4968      | 5089      | 5213      | 5339      | 5480      | 5611      | 5756      | 5892      | 6046      | 6200      |
|              | Hourly  | 26.62     | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     |
|              | Standby | 1.86      | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      |
| 44           | Annual  | 56820     | 58284     | 59616     | 61068     | 62556     | 64068     | 65760     | 67332     | 69072     | 70704     | 72552     | 74400     | 76272     |
|              | Monthly | 4735      | 4857      | 4968      | 5089      | 5213      | 5339      | 5480      | 5611      | 5756      | 5892      | 6046      | 6200      | 6356      |
|              | Hourly  | 27.21     | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     |
|              | Standby | 1.90      | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 45           | Annual  | 58284     | 59616     | 61068     | 62556     | 64068     | 65760     | 67332     | 69072     | 70704     | 72552     | 74400     | 76272     | 78144     |
|              | Monthly | 4857      | 4968      | 5089      | 5213      | 5339      | 5480      | 5611      | 5756      | 5892      | 6046      | 6200      | 6356      | 6512      |
|              | Hourly  | 27.91     | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     |
|              | Standby | 1.95      | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      |
| 46           | Annual  | 59616     | 61068     | 62556     | 64068     | 65760     | 67332     | 69072     | 70704     | 72552     | 74400     | 76272     | 78144     | 80076     |
|              | Monthly | 4968      | 5089      | 5213      | 5339      | 5480      | 5611      | 5756      | 5892      | 6046      | 6200      | 6356      | 6512      | 6673      |
|              | Hourly  | 28.55     | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     |
|              | Standby | 2.00      | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      |
| 47           | Annual  | 61068     | 62556     | 64068     | 65760     | 67332     | 69072     | 70704     | 72552     | 74400     | 76272     | 78144     | 80076     | 82032     |
|              | Monthly | 5089      | 5213      | 5339      | 5480      | 5611      | 5756      | 5892      | 6046      | 6200      | 6356      | 6512      | 6673      | 6836      |
|              | Hourly  | 29.25     | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     |
|              | Standby | 2.05      | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      |
| 48           | Annual  | 62556     | 64068     | 65760     | 67332     | 69072     | 70704     | 72552     | 74400     | 76272     | 78144     | 80076     | 82032     | 84156     |
|              | Monthly | 5213      | 5339      | 5480      | 5611      | 5756      | 5892      | 6046      | 6200      | 6356      | 6512      | 6673      | 6836      | 7013      |
|              | Hourly  | 29.96     | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     |
|              | Standby | 2.10      | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      |
| 49           | Annual  | 64068     | 65760     | 67332     | 69072     | 70704     | 72552     | 74400     | 76272     | 78144     | 80076     | 82032     | 84156     | 86220     |
|              | Monthly | 5339      | 5480      | 5611      | 5756      | 5892      | 6046      | 6200      | 6356      | 6512      | 6673      | 6836      | 7013      | 7185      |
|              | Hourly  | 30.68     | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     |
|              | Standby | 2.15      | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      |
| 50           | Annual  | 65760     | 67332     | 69072     | 70704     | 72552     | 74400     | 76272     | 78144     | 80076     | 82032     | 84156     | 86220     | 88428     |
|              | Monthly | 5480      | 5611      | 5756      | 5892      | 6046      | 6200      | 6356      | 6512      | 6673      | 6836      | 7013      | 7185      | 7369      |
|              | Hourly  | 31.49     | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     |
|              | Standby | 2.20      | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      |
| 51           | Annual  | 67332     | 69072     | 70704     | 72552     | 74400     | 76272     | 78144     | 80076     | 82032     | 84156     | 86220     | 88428     | 90576     |
|              | Monthly | 5611      | 5756      | 5892      | 6046      | 6200      | 6356      | 6512      | 6673      | 6836      | 7013      | 7185      | 7369      | 7548      |
|              | Hourly  | 32.25     | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     |
|              | Standby | 2.26      | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      |
| 52           | Annual  | 69072     | 70704     | 72552     | 74400     | 76272     | 78144     | 80076     | 82032     | 84156     | 86220     | 88428     | 90576     | 92880     |
|              | Monthly | 5756      | 5892      | 6046      | 6200      | 6356      | 6512      | 6673      | 6836      | 7013      | 7185      | 7369      | 7548      | 7740      |
|              | Hourly  | 33.08     | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     |
|              | Standby | 2.32      | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      |
| 53           | Annual  | 70704     | 72552     | 74400     | 76272     | 78144     | 80076     | 82032     | 84156     | 86220     | 88428     | 90576     | 92880     | 95160     |
|              | Monthly | 5892      | 6046      | 6200      | 6356      | 6512      | 6673      | 6836      | 7013      | 7185      | 7369      | 7548      | 7740      | 7930      |
|              | Hourly  | 33.86     | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     |
|              | Standby | 2.37      | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 54           | Annual  | 72552     | 74400     | 76272     | 78144     | 80076     | 82032     | 84156     | 86220     | 88428     | 90576     | 92880     | 95160     | 97548     |
|              | Monthly | 6046      | 6200      | 6356      | 6512      | 6673      | 6836      | 7013      | 7185      | 7369      | 7548      | 7740      | 7930      | 8129      |
|              | Hourly  | 34.75     | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     |
|              | Standby | 2.43      | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      |
| 55           | Annual  | 74400     | 76272     | 78144     | 80076     | 82032     | 84156     | 86220     | 88428     | 90576     | 92880     | 95160     | 97548     | 99984     |
|              | Monthly | 6200      | 6356      | 6512      | 6673      | 6836      | 7013      | 7185      | 7369      | 7548      | 7740      | 7930      | 8129      | 8332      |
|              | Hourly  | 35.63     | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     |
|              | Standby | 2.49      | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      |
| 56           | Annual  | 76272     | 78144     | 80076     | 82032     | 84156     | 86220     | 88428     | 90576     | 92880     | 95160     | 97548     | 99984     | 102528    |
|              | Monthly | 6356      | 6512      | 6673      | 6836      | 7013      | 7185      | 7369      | 7548      | 7740      | 7930      | 8129      | 8332      | 8544      |
|              | Hourly  | 36.53     | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     |
|              | Standby | 2.56      | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      |
| 57           | Annual  | 78144     | 80076     | 82032     | 84156     | 86220     | 88428     | 90576     | 92880     | 95160     | 97548     | 99984     | 102528    | 105000    |
|              | Monthly | 6512      | 6673      | 6836      | 7013      | 7185      | 7369      | 7548      | 7740      | 7930      | 8129      | 8332      | 8544      | 8750      |
|              | Hourly  | 37.43     | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     |
|              | Standby | 2.62      | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      |
| 58           | Annual  | 80076     | 82032     | 84156     | 86220     | 88428     | 90576     | 92880     | 95160     | 97548     | 99984     | 102528    | 105000    | 107712    |
|              | Monthly | 6673      | 6836      | 7013      | 7185      | 7369      | 7548      | 7740      | 7930      | 8129      | 8332      | 8544      | 8750      | 8976      |
|              | Hourly  | 38.35     | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     |
|              | Standby | 2.68      | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      |
| 59           | Annual  | 82032     | 84156     | 86220     | 88428     | 90576     | 92880     | 95160     | 97548     | 99984     | 102528    | 105000    | 107712    | 110364    |
|              | Monthly | 6836      | 7013      | 7185      | 7369      | 7548      | 7740      | 7930      | 8129      | 8332      | 8544      | 8750      | 8976      | 9197      |
|              | Hourly  | 39.29     | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     |
|              | Standby | 2.75      | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      |
| 60           | Annual  | 84156     | 86220     | 88428     | 90576     | 92880     | 95160     | 97548     | 99984     | 102528    | 105000    | 107712    | 110364    | 113184    |
|              | Monthly | 7013      | 7185      | 7369      | 7548      | 7740      | 7930      | 8129      | 8332      | 8544      | 8750      | 8976      | 9197      | 9432      |
|              | Hourly  | 40.30     | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     |
|              | Standby | 2.82      | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      |
| 61           | Annual  | 86220     | 88428     | 90576     | 92880     | 95160     | 97548     | 99984     | 102528    | 105000    | 107712    | 110364    | 113184    | 115980    |
|              | Monthly | 7185      | 7369      | 7548      | 7740      | 7930      | 8129      | 8332      | 8544      | 8750      | 8976      | 9197      | 9432      | 9665      |
|              | Hourly  | 41.29     | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     |
|              | Standby | 2.89      | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      |
| 62           | Annual  | 88428     | 90576     | 92880     | 95160     | 97548     | 99984     | 102528    | 105000    | 107712    | 110364    | 113184    | 115980    | 118848    |
|              | Monthly | 7369      | 7548      | 7740      | 7930      | 8129      | 8332      | 8544      | 8750      | 8976      | 9197      | 9432      | 9665      | 9904      |
|              | Hourly  | 42.35     | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     |
|              | Standby | 2.96      | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 63           | Annual  | 90576     | 92880     | 95160     | 97548     | 99984     | 102528    | 105000    | 107712    | 110364    | 113184    | 115980    | 118848    | 121824    |
|              | Monthly | 7548      | 7740      | 7930      | 8129      | 8332      | 8544      | 8750      | 8976      | 9197      | 9432      | 9665      | 9904      | 10152     |
|              | Hourly  | 43.38     | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     |
|              | Standby | 3.04      | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      |
| 64           | Annual  | 92880     | 95160     | 97548     | 99984     | 102528    | 105000    | 107712    | 110364    | 113184    | 115980    | 118848    | 121824    | 124908    |
|              | Monthly | 7740      | 7930      | 8129      | 8332      | 8544      | 8750      | 8976      | 9197      | 9432      | 9665      | 9904      | 10152     | 10409     |
|              | Hourly  | 44.48     | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     |
|              | Standby | 3.11      | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      |
| 65           | Annual  | 95160     | 97548     | 99984     | 102528    | 105000    | 107712    | 110364    | 113184    | 115980    | 118848    | 121824    | 124908    | 127992    |
|              | Monthly | 7930      | 8129      | 8332      | 8544      | 8750      | 8976      | 9197      | 9432      | 9665      | 9904      | 10152     | 10409     | 10666     |
|              | Hourly  | 45.57     | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     |
|              | Standby | 3.19      | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      |
| 66           | Annual  | 97548     | 99984     | 102528    | 105000    | 107712    | 110364    | 113184    | 115980    | 118848    | 121824    | 124908    | 127992    | 131256    |
|              | Monthly | 8129      | 8332      | 8544      | 8750      | 8976      | 9197      | 9432      | 9665      | 9904      | 10152     | 10409     | 10666     | 10938     |
|              | Hourly  | 46.72     | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     |
|              | Standby | 3.27      | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      |
| 67           | Annual  | 99984     | 102528    | 105000    | 107712    | 110364    | 113184    | 115980    | 118848    | 121824    | 124908    | 127992    | 131256    | 134472    |
|              | Monthly | 8332      | 8544      | 8750      | 8976      | 9197      | 9432      | 9665      | 9904      | 10152     | 10409     | 10666     | 10938     | 11206     |
|              | Hourly  | 47.89     | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     |
|              | Standby | 3.35      | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      |
| 68           | Annual  | 102528    | 105000    | 107712    | 110364    | 113184    | 115980    | 118848    | 121824    | 124908    | 127992    | 131256    | 134472    | 137880    |
|              | Monthly | 8544      | 8750      | 8976      | 9197      | 9432      | 9665      | 9904      | 10152     | 10409     | 10666     | 10938     | 11206     | 11490     |
|              | Hourly  | 49.10     | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     |
|              | Standby | 3.44      | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      |
| 69           | Annual  | 105000    | 107712    | 110364    | 113184    | 115980    | 118848    | 121824    | 124908    | 127992    | 131256    | 134472    | 137880    | 141288    |
|              | Monthly | 8750      | 8976      | 9197      | 9432      | 9665      | 9904      | 10152     | 10409     | 10666     | 10938     | 11206     | 11490     | 11774     |
|              | Hourly  | 50.29     | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     |
|              | Standby | 3.52      | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      |
| 70           | Annual  | 107712    | 110364    | 113184    | 115980    | 118848    | 121824    | 124908    | 127992    | 131256    | 134472    | 137880    | 141288    | 144840    |
|              | Monthly | 8976      | 9197      | 9432      | 9665      | 9904      | 10152     | 10409     | 10666     | 10938     | 11206     | 11490     | 11774     | 12070     |
|              | Hourly  | 51.59     | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     |
|              | Standby | 3.61      | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      |
| 71           | Annual  | 110364    | 113184    | 115980    | 118848    | 121824    | 124908    | 127992    | 131256    | 134472    | 137880    | 141288    | 144840    | 148452    |
|              | Monthly | 9197      | 9432      | 9665      | 9904      | 10152     | 10409     | 10666     | 10938     | 11206     | 11490     | 11774     | 12070     | 12371     |
|              | Hourly  | 52.86     | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     |
|              | Standby | 3.70      | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 72           | Annual  | 113184    | 115980    | 118848    | 121824    | 124908    | 127992    | 131256    | 134472    | 137880    | 141288    | 144840    | 148452    | 152184    |
|              | Monthly | 9432      | 9665      | 9904      | 10152     | 10409     | 10666     | 10938     | 11206     | 11490     | 11774     | 12070     | 12371     | 12682     |
|              | Hourly  | 54.21     | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     |
|              | Standby | 3.79      | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      |
| 73           | Annual  | 115980    | 118848    | 121824    | 124908    | 127992    | 131256    | 134472    | 137880    | 141288    | 144840    | 148452    | 152184    | 155964    |
|              | Monthly | 9665      | 9904      | 10152     | 10409     | 10666     | 10938     | 11206     | 11490     | 11774     | 12070     | 12371     | 12682     | 12997     |
|              | Hourly  | 55.55     | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     |
|              | Standby | 3.89      | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      |
| 74           | Annual  | 118848    | 121824    | 124908    | 127992    | 131256    | 134472    | 137880    | 141288    | 144840    | 148452    | 152184    | 155964    | 159924    |
|              | Monthly | 9904      | 10152     | 10409     | 10666     | 10938     | 11206     | 11490     | 11774     | 12070     | 12371     | 12682     | 12997     | 13327     |
|              | Hourly  | 56.92     | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     |
|              | Standby | 3.98      | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      |
| 75           | Annual  | 121824    | 124908    | 127992    | 131256    | 134472    | 137880    | 141288    | 144840    | 148452    | 152184    | 155964    | 159924    | 163872    |
|              | Monthly | 10152     | 10409     | 10666     | 10938     | 11206     | 11490     | 11774     | 12070     | 12371     | 12682     | 12997     | 13327     | 13656     |
|              | Hourly  | 58.34     | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     |
|              | Standby | 4.08      | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      |
| 76           | Annual  | 124908    | 127992    | 131256    | 134472    | 137880    | 141288    | 144840    | 148452    | 152184    | 155964    | 159924    | 163872    | 167928    |
|              | Monthly | 10409     | 10666     | 10938     | 11206     | 11490     | 11774     | 12070     | 12371     | 12682     | 12997     | 13327     | 13656     | 13994     |
|              | Hourly  | 59.82     | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     |
|              | Standby | 4.19      | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      |
| 77           | Annual  | 127992    | 131256    | 134472    | 137880    | 141288    | 144840    | 148452    | 152184    | 155964    | 159924    | 163872    | 167928    | 172200    |
|              | Monthly | 10666     | 10938     | 11206     | 11490     | 11774     | 12070     | 12371     | 12682     | 12997     | 13327     | 13656     | 13994     | 14350     |
|              | Hourly  | 61.30     | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     |
|              | Standby | 4.29      | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      |
| 78           | Annual  | 131256    | 134472    | 137880    | 141288    | 144840    | 148452    | 152184    | 155964    | 159924    | 163872    | 167928    | 172200    | 176484    |
|              | Monthly | 10938     | 11206     | 11490     | 11774     | 12070     | 12371     | 12682     | 12997     | 13327     | 13656     | 13994     | 14350     | 14707     |
|              | Hourly  | 62.86     | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     |
|              | Standby | 4.40      | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      |
| 79           | Annual  | 134472    | 137880    | 141288    | 144840    | 148452    | 152184    | 155964    | 159924    | 163872    | 167928    | 172200    | 176484    | 180840    |
|              | Monthly | 11206     | 11490     | 11774     | 12070     | 12371     | 12682     | 12997     | 13327     | 13656     | 13994     | 14350     | 14707     | 15070     |
|              | Hourly  | 64.40     | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     |
|              | Standby | 4.51      | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      |
| 80           | Annual  | 137880    | 141288    | 144840    | 148452    | 152184    | 155964    | 159924    | 163872    | 167928    | 172200    | 176484    | 180840    | 185352    |
|              | Monthly | 11490     | 11774     | 12070     | 12371     | 12682     | 12997     | 13327     | 13656     | 13994     | 14350     | 14707     | 15070     | 15446     |
|              | Hourly  | 66.03     | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     |
|              | Standby | 4.62      | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 81           | Annual  | 141288    | 144840    | 148452    | 152184    | 155964    | 159924    | 163872    | 167928    | 172200    | 176484    | 180840    | 185352    | 190056    |
|              | Monthly | 11774     | 12070     | 12371     | 12682     | 12997     | 13327     | 13656     | 13994     | 14350     | 14707     | 15070     | 15446     | 15838     |
|              | Hourly  | 67.67     | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     |
|              | Standby | 4.74      | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      |
| 82           | Annual  | 144840    | 148452    | 152184    | 155964    | 159924    | 163872    | 167928    | 172200    | 176484    | 180840    | 185352    | 190056    | 194772    |
|              | Monthly | 12070     | 12371     | 12682     | 12997     | 13327     | 13656     | 13994     | 14350     | 14707     | 15070     | 15446     | 15838     | 16231     |
|              | Hourly  | 69.37     | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     |
|              | Standby | 4.86      | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      |
| 83           | Annual  | 148452    | 152184    | 155964    | 159924    | 163872    | 167928    | 172200    | 176484    | 180840    | 185352    | 190056    | 194772    | 199608    |
|              | Monthly | 12371     | 12682     | 12997     | 13327     | 13656     | 13994     | 14350     | 14707     | 15070     | 15446     | 15838     | 16231     | 16634     |
|              | Hourly  | 71.10     | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     |
|              | Standby | 4.98      | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      |
| 84           | Annual  | 152184    | 155964    | 159924    | 163872    | 167928    | 172200    | 176484    | 180840    | 185352    | 190056    | 194772    | 199608    | 204684    |
|              | Monthly | 12682     | 12997     | 13327     | 13656     | 13994     | 14350     | 14707     | 15070     | 15446     | 15838     | 16231     | 16634     | 17057     |
|              | Hourly  | 72.89     | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     |
|              | Standby | 5.10      | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      |
| 85           | Annual  | 155964    | 159924    | 163872    | 167928    | 172200    | 176484    | 180840    | 185352    | 190056    | 194772    | 199608    | 204684    | 209712    |
|              | Monthly | 12997     | 13327     | 13656     | 13994     | 14350     | 14707     | 15070     | 15446     | 15838     | 16231     | 16634     | 17057     | 17476     |
|              | Hourly  | 74.70     | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    |
|              | Standby | 5.23      | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      |
| 86           | Annual  | 159924    | 163872    | 167928    | 172200    | 176484    | 180840    | 185352    | 190056    | 194772    | 199608    | 204684    | 209712    | 214992    |
|              | Monthly | 13327     | 13656     | 13994     | 14350     | 14707     | 15070     | 15446     | 15838     | 16231     | 16634     | 17057     | 17476     | 17916     |
|              | Hourly  | 76.59     | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    |
|              | Standby | 5.36      | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      |
| 87           | Annual  | 163872    | 167928    | 172200    | 176484    | 180840    | 185352    | 190056    | 194772    | 199608    | 204684    | 209712    | 214992    | 220440    |
|              | Monthly | 13656     | 13994     | 14350     | 14707     | 15070     | 15446     | 15838     | 16231     | 16634     | 17057     | 17476     | 17916     | 18370     |
|              | Hourly  | 78.48     | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    |
|              | Standby | 5.49      | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      |
| 88           | Annual  | 167928    | 172200    | 176484    | 180840    | 185352    | 190056    | 194772    | 199608    | 204684    | 209712    | 214992    | 220440    | 225864    |
|              | Monthly | 13994     | 14350     | 14707     | 15070     | 15446     | 15838     | 16231     | 16634     | 17057     | 17476     | 17916     | 18370     | 18822     |
|              | Hourly  | 80.43     | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    |
|              | Standby | 5.63      | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      |
| 89           | Annual  | 172200    | 176484    | 180840    | 185352    | 190056    | 194772    | 199608    | 204684    | 209712    | 214992    | 220440    | 225864    | 231612    |
|              | Monthly | 14350     | 14707     | 15070     | 15446     | 15838     | 16231     | 16634     | 17057     | 17476     | 17916     | 18370     | 18822     | 19301     |
|              | Hourly  | 82.47     | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    |
|              | Standby | 5.77      | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 90           | Annual  | 176484    | 180840    | 185352    | 190056    | 194772    | 199608    | 204684    | 209712    | 214992    | 220440    | 225864    | 231612    | 237288    |
|              | Monthly | 14707     | 15070     | 15446     | 15838     | 16231     | 16634     | 17057     | 17476     | 17916     | 18370     | 18822     | 19301     | 19774     |
|              | Hourly  | 84.52     | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    |
|              | Standby | 5.92      | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      |
| 91           | Annual  | 180840    | 185352    | 190056    | 194772    | 199608    | 204684    | 209712    | 214992    | 220440    | 225864    | 231612    | 237288    | 243288    |
|              | Monthly | 15070     | 15446     | 15838     | 16231     | 16634     | 17057     | 17476     | 17916     | 18370     | 18822     | 19301     | 19774     | 20274     |
|              | Hourly  | 86.61     | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    |
|              | Standby | 6.06      | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      |
| 92           | Annual  | 185352    | 190056    | 194772    | 199608    | 204684    | 209712    | 214992    | 220440    | 225864    | 231612    | 237288    | 243288    | 249300    |
|              | Monthly | 15446     | 15838     | 16231     | 16634     | 17057     | 17476     | 17916     | 18370     | 18822     | 19301     | 19774     | 20274     | 20775     |
|              | Hourly  | 88.77     | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    |
|              | Standby | 6.21      | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      |
| 93           | Annual  | 190056    | 194772    | 199608    | 204684    | 209712    | 214992    | 220440    | 225864    | 231612    | 237288    | 243288    | 249300    | 255672    |
|              | Monthly | 15838     | 16231     | 16634     | 17057     | 17476     | 17916     | 18370     | 18822     | 19301     | 19774     | 20274     | 20775     | 21306     |
|              | Hourly  | 91.02     | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    |
|              | Standby | 6.37      | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      |
| 94           | Annual  | 194772    | 199608    | 204684    | 209712    | 214992    | 220440    | 225864    | 231612    | 237288    | 243288    | 249300    | 255672    | 261960    |
|              | Monthly | 16231     | 16634     | 17057     | 17476     | 17916     | 18370     | 18822     | 19301     | 19774     | 20274     | 20775     | 21306     | 21830     |
|              | Hourly  | 93.28     | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    |
|              | Standby | 6.53      | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      |
| 95           | Annual  | 199608    | 204684    | 209712    | 214992    | 220440    | 225864    | 231612    | 237288    | 243288    | 249300    | 255672    | 261960    | 268560    |
|              | Monthly | 16634     | 17057     | 17476     | 17916     | 18370     | 18822     | 19301     | 19774     | 20274     | 20775     | 21306     | 21830     | 22380     |
|              | Hourly  | 95.60     | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    |
|              | Standby | 6.69      | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      |
| 96           | Annual  | 204684    | 209712    | 214992    | 220440    | 225864    | 231612    | 237288    | 243288    | 249300    | 255672    | 261960    | 268560    | 275280    |
|              | Monthly | 17057     | 17476     | 17916     | 18370     | 18822     | 19301     | 19774     | 20274     | 20775     | 21306     | 21830     | 22380     | 22940     |
|              | Hourly  | 98.03     | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    |
|              | Standby | 6.86      | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      |
| 97           | Annual  | 209712    | 214992    | 220440    | 225864    | 231612    | 237288    | 243288    | 249300    | 255672    | 261960    | 268560    | 275280    | 282168    |
|              | Monthly | 17476     | 17916     | 18370     | 18822     | 19301     | 19774     | 20274     | 20775     | 21306     | 21830     | 22380     | 22940     | 23514     |
|              | Hourly  | 100.44    | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    |
|              | Standby | 7.03      | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      |
| 98           | Annual  | 214992    | 220440    | 225864    | 231612    | 237288    | 243288    | 249300    | 255672    | 261960    | 268560    | 275280    | 282168    | 289236    |
|              | Monthly | 17916     | 18370     | 18822     | 19301     | 19774     | 20274     | 20775     | 21306     | 21830     | 22380     | 22940     | 23514     | 24103     |
|              | Hourly  | 102.97    | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    |
|              | Standby | 7.21      | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 99           | Annual  | 220440    | 225864    | 231612    | 237288    | 243288    | 249300    | 255672    | 261960    | 268560    | 275280    | 282168    | 289236    | 296460    |
|              | Monthly | 18370     | 18822     | 19301     | 19774     | 20274     | 20775     | 21306     | 21830     | 22380     | 22940     | 23514     | 24103     | 24705     |
|              | Hourly  | 105.57    | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    |
|              | Standby | 7.39      | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      |
| 100          | Annual  | 225864    | 231612    | 237288    | 243288    | 249300    | 255672    | 261960    | 268560    | 275280    | 282168    | 289236    | 296460    | 303840    |
|              | Monthly | 18822     | 19301     | 19774     | 20274     | 20775     | 21306     | 21830     | 22380     | 22940     | 23514     | 24103     | 24705     | 25320     |
|              | Hourly  | 108.17    | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    |
|              | Standby | 7.57      | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     |
| 101          | Annual  | 231612    | 237288    | 243288    | 249300    | 255672    | 261960    | 268560    | 275280    | 282168    | 289236    | 296460    | 303840    | 311460    |
|              | Monthly | 19301     | 19774     | 20274     | 20775     | 21306     | 21830     | 22380     | 22940     | 23514     | 24103     | 24705     | 25320     | 25955     |
|              | Hourly  | 110.93    | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    |
|              | Standby | 7.76      | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     |
| 102          | Annual  | 237288    | 243288    | 249300    | 255672    | 261960    | 268560    | 275280    | 282168    | 289236    | 296460    | 303840    | 311460    | 319212    |
|              | Monthly | 19774     | 20274     | 20775     | 21306     | 21830     | 22380     | 22940     | 23514     | 24103     | 24705     | 25320     | 25955     | 26601     |
|              | Hourly  | 113.64    | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    |
|              | Standby | 7.96      | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     |
| 103          | Annual  | 243288    | 249300    | 255672    | 261960    | 268560    | 275280    | 282168    | 289236    | 296460    | 303840    | 311460    | 319212    | 327216    |
|              | Monthly | 20274     | 20775     | 21306     | 21830     | 22380     | 22940     | 23514     | 24103     | 24705     | 25320     | 25955     | 26601     | 27268     |
|              | Hourly  | 116.52    | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    |
|              | Standby | 8.16      | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     |
| 104          | Annual  | 249300    | 255672    | 261960    | 268560    | 275280    | 282168    | 289236    | 296460    | 303840    | 311460    | 319212    | 327216    | 335424    |
|              | Monthly | 20775     | 21306     | 21830     | 22380     | 22940     | 23514     | 24103     | 24705     | 25320     | 25955     | 26601     | 27268     | 27952     |
|              | Hourly  | 119.40    | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    |
|              | Standby | 8.36      | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     |
| 105          | Annual  | 255672    | 261960    | 268560    | 275280    | 282168    | 289236    | 296460    | 303840    | 311460    | 319212    | 327216    | 335424    | 343812    |
|              | Monthly | 21306     | 21830     | 22380     | 22940     | 23514     | 24103     | 24705     | 25320     | 25955     | 26601     | 27268     | 27952     | 28651     |
|              | Hourly  | 122.45    | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    |
|              | Standby | 8.57      | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     |
| 106          | Annual  | 261960    | 268560    | 275280    | 282168    | 289236    | 296460    | 303840    | 311460    | 319212    | 327216    | 335424    | 343812    | 352380    |
|              | Monthly | 21830     | 22380     | 22940     | 23514     | 24103     | 24705     | 25320     | 25955     | 26601     | 27268     | 27952     | 28651     | 29365     |
|              | Hourly  | 125.46    | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    |
|              | Standby | 8.78      | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     |
| 107          | Annual  | 268560    | 275280    | 282168    | 289236    | 296460    | 303840    | 311460    | 319212    | 327216    | 335424    | 343812    | 352380    | 361200    |
|              | Monthly | 22380     | 22940     | 23514     | 24103     | 24705     | 25320     | 25955     | 26601     | 27268     | 27952     | 28651     | 29365     | 30100     |
|              | Hourly  | 128.62    | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    |
|              | Standby | 9.00      | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 108          | Annual  | 275280    | 282168    | 289236    | 296460    | 303840    | 311460    | 319212    | 327216    | 335424    | 343812    | 352380    | 361200    | 370236    |
|              | Monthly | 22940     | 23514     | 24103     | 24705     | 25320     | 25955     | 26601     | 27268     | 27952     | 28651     | 29365     | 30100     | 30853     |
|              | Hourly  | 131.84    | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    |
|              | Standby | 9.23      | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     |
| 109          | Annual  | 282168    | 289236    | 296460    | 303840    | 311460    | 319212    | 327216    | 335424    | 343812    | 352380    | 361200    | 370236    | 379488    |
|              | Monthly | 23514     | 24103     | 24705     | 25320     | 25955     | 26601     | 27268     | 27952     | 28651     | 29365     | 30100     | 30853     | 31624     |
|              | Hourly  | 135.14    | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    |
|              | Standby | 9.46      | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     |
| 110          | Annual  | 289236    | 296460    | 303840    | 311460    | 319212    | 327216    | 335424    | 343812    | 352380    | 361200    | 370236    | 379488    | 388968    |
|              | Monthly | 24103     | 24705     | 25320     | 25955     | 26601     | 27268     | 27952     | 28651     | 29365     | 30100     | 30853     | 31624     | 32414     |
|              | Hourly  | 138.52    | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    |
|              | Standby | 9.70      | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     |
| 111          | Annual  | 296460    | 303840    | 311460    | 319212    | 327216    | 335424    | 343812    | 352380    | 361200    | 370236    | 379488    | 388968    | 398724    |
|              | Monthly | 24705     | 25320     | 25955     | 26601     | 27268     | 27952     | 28651     | 29365     | 30100     | 30853     | 31624     | 32414     | 33227     |
|              | Hourly  | 141.98    | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    |
|              | Standby | 9.94      | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     |
| 112          | Annual  | 303840    | 311460    | 319212    | 327216    | 335424    | 343812    | 352380    | 361200    | 370236    | 379488    | 388968    | 398724    | 408648    |
|              | Monthly | 25320     | 25955     | 26601     | 27268     | 27952     | 28651     | 29365     | 30100     | 30853     | 31624     | 32414     | 33227     | 34054     |
|              | Hourly  | 145.52    | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    |
|              | Standby | 10.19     | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     |
| 113          | Annual  | 311460    | 319212    | 327216    | 335424    | 343812    | 352380    | 361200    | 370236    | 379488    | 388968    | 398724    | 408648    | 418884    |
|              | Monthly | 25955     | 26601     | 27268     | 27952     | 28651     | 29365     | 30100     | 30853     | 31624     | 32414     | 33227     | 34054     | 34907     |
|              | Hourly  | 149.17    | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    | 200.61    |
|              | Standby | 10.44     | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     | 14.04     |
| 114          | Annual  | 319212    | 327216    | 335424    | 343812    | 352380    | 361200    | 370236    | 379488    | 388968    | 398724    | 408648    | 418884    | 429372    |
|              | Monthly | 26601     | 27268     | 27952     | 28651     | 29365     | 30100     | 30853     | 31624     | 32414     | 33227     | 34054     | 34907     | 35781     |
|              | Hourly  | 152.88    | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    | 200.61    | 205.64    |
|              | Standby | 10.70     | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     | 14.04     | 14.39     |
| 115          | Annual  | 327216    | 335424    | 343812    | 352380    | 361200    | 370236    | 379488    | 388968    | 398724    | 408648    | 418884    | 429372    | 440076    |
|              | Monthly | 27268     | 27952     | 28651     | 29365     | 30100     | 30853     | 31624     | 32414     | 33227     | 34054     | 34907     | 35781     | 36673     |
|              | Hourly  | 156.71    | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    | 200.61    | 205.64    | 210.76    |
|              | Standby | 10.97     | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     | 14.04     | 14.39     | 14.75     |
| 116          | Annual  | 335424    | 343812    | 352380    | 361200    | 370236    | 379488    | 388968    | 398724    | 408648    | 418884    | 429372    | 440076    | 451092    |
|              | Monthly | 27952     | 28651     | 29365     | 30100     | 30853     | 31624     | 32414     | 33227     | 34054     | 34907     | 35781     | 36673     | 37591     |
|              | Hourly  | 160.64    | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    | 200.61    | 205.64    | 210.76    | 216.04    |
|              | Standby | 11.25     | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     | 14.04     | 14.39     | 14.75     | 15.12     |

## D: Compensation

### Item # 309

Prepared by Washington State Office of Financial Management  
 Standard Progression General Service Salary Schedule for Represented Employees  
 Effective July 1, 2025  
 5.89% Increase

Teamsters

| SALARY RANGE |         | STEP<br>A | STEP<br>B | STEP<br>C | STEP<br>D | STEP<br>E | STEP<br>F | STEP<br>G | STEP<br>H | STEP<br>I | STEP<br>J | STEP<br>K | STEP<br>L | STEP<br>M |
|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 117          | Annual  | 343812    | 352380    | 361200    | 370236    | 379488    | 388968    | 398724    | 408648    | 418884    | 429372    | 440076    | 451092    | 462396    |
|              | Monthly | 28651     | 29365     | 30100     | 30853     | 31624     | 32414     | 33227     | 34054     | 34907     | 35781     | 36673     | 37591     | 38533     |
|              | Hourly  | 164.66    | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    | 200.61    | 205.64    | 210.76    | 216.04    | 221.45    |
|              | Standby | 11.53     | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     | 14.04     | 14.39     | 14.75     | 15.12     | 15.50     |
| 118          | Annual  | 352380    | 361200    | 370236    | 379488    | 388968    | 398724    | 408648    | 418884    | 429372    | 440076    | 451092    | 462396    | 473916    |
|              | Monthly | 29365     | 30100     | 30853     | 31624     | 32414     | 33227     | 34054     | 34907     | 35781     | 36673     | 37591     | 38533     | 39493     |
|              | Hourly  | 168.76    | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    | 200.61    | 205.64    | 210.76    | 216.04    | 221.45    | 226.97    |
|              | Standby | 11.81     | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     | 14.04     | 14.39     | 14.75     | 15.12     | 15.50     | 15.89     |
| 119          | Annual  | 361200    | 370236    | 379488    | 388968    | 398724    | 408648    | 418884    | 429372    | 440076    | 451092    | 462396    | 473916    | 485772    |
|              | Monthly | 30100     | 30853     | 31624     | 32414     | 33227     | 34054     | 34907     | 35781     | 36673     | 37591     | 38533     | 39493     | 40481     |
|              | Hourly  | 172.99    | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    | 200.61    | 205.64    | 210.76    | 216.04    | 221.45    | 226.97    | 232.65    |
|              | Standby | 12.11     | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     | 14.04     | 14.39     | 14.75     | 15.12     | 15.50     | 15.89     | 16.29     |
| 120          | Annual  | 370236    | 379488    | 388968    | 398724    | 408648    | 418884    | 429372    | 440076    | 451092    | 462396    | 473916    | 485772    | 497916    |
|              | Monthly | 30853     | 31624     | 32414     | 33227     | 34054     | 34907     | 35781     | 36673     | 37591     | 38533     | 39493     | 40481     | 41493     |
|              | Hourly  | 177.32    | 181.75    | 186.29    | 190.96    | 195.71    | 200.61    | 205.64    | 210.76    | 216.04    | 221.45    | 226.97    | 232.65    | 238.47    |
|              | Standby | 12.41     | 12.72     | 13.04     | 13.37     | 13.70     | 14.04     | 14.39     | 14.75     | 15.12     | 15.50     | 15.89     | 16.29     | 16.69     |

## D: Compensation

### Item # 310

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, 2025  
 3% 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  | 98,520  | 100,980 | 103,536 | 106,104 | 108,780 | 111,504 | 114,264 | 117,120 | 120,048 | 123,060 |
|              | Monthly | 8210    | 8415    | 8628    | 8842    | 9065    | 9292    | 9522    | 9760    | 10004   | 10255   |
|              | Hourly  | 47.18   | 48.36   | 49.59   | 50.82   | 52.10   | 53.40   | 54.72   | 56.09   | 57.49   | 58.94   |
|              | Standby | 3.30    | 3.39    | 3.47    | 3.56    | 3.65    | 3.74    | 3.83    | 3.93    | 4.02    | 4.13    |
| 71           | Annual  | 106,104 | 108,780 | 111,504 | 114,264 | 117,120 | 120,048 | 123,060 | 126,132 | 129,288 | 132,540 |
|              | Monthly | 8842    | 9065    | 9292    | 9522    | 9760    | 10004   | 10255   | 10511   | 10774   | 11045   |
|              | Hourly  | 50.82   | 52.10   | 53.40   | 54.72   | 56.09   | 57.49   | 58.94   | 60.41   | 61.92   | 63.48   |
|              | Standby | 3.56    | 3.65    | 3.74    | 3.83    | 3.93    | 4.02    | 4.13    | 4.23    | 4.33    | 4.44    |
| 73           | Annual  | 111,504 | 114,264 | 117,120 | 120,048 | 123,084 | 126,168 | 129,288 | 132,540 | 135,840 | 139,236 |
|              | Monthly | 9292    | 9522    | 9760    | 10004   | 10257   | 10514   | 10774   | 11045   | 11320   | 11603   |
|              | Hourly  | 53.40   | 54.72   | 56.09   | 57.49   | 58.95   | 60.43   | 61.92   | 63.48   | 65.06   | 66.68   |
|              | Standby | 3.74    | 3.83    | 3.93    | 4.02    | 4.13    | 4.23    | 4.33    | 4.44    | 4.55    | 4.67    |
| 76           | Annual  | 120,048 | 123,084 | 126,168 | 129,288 | 132,540 | 135,840 | 139,236 | 142,716 | 146,292 | 149,952 |
|              | Monthly | 10004   | 10257   | 10514   | 10774   | 11045   | 11320   | 11603   | 11893   | 12191   | 12496   |
|              | Hourly  | 57.49   | 58.95   | 60.43   | 61.92   | 63.48   | 65.06   | 66.68   | 68.35   | 70.06   | 71.82   |
|              | Standby | 4.02    | 4.13    | 4.23    | 4.33    | 4.44    | 4.55    | 4.67    | 4.78    | 4.90    | 5.03    |

Effective July 1, 2025

**DRAFT**

| Band I |           | Band II |           |
|--------|-----------|---------|-----------|
|        | \$115,236 |         | \$136,836 |
|        |           |         | \$74,556  |
|        | \$56,496  |         |           |