

D: Compensation

APPRENTICE SALARY SCHEDULE
Effective 7/1/2025

Item # 289

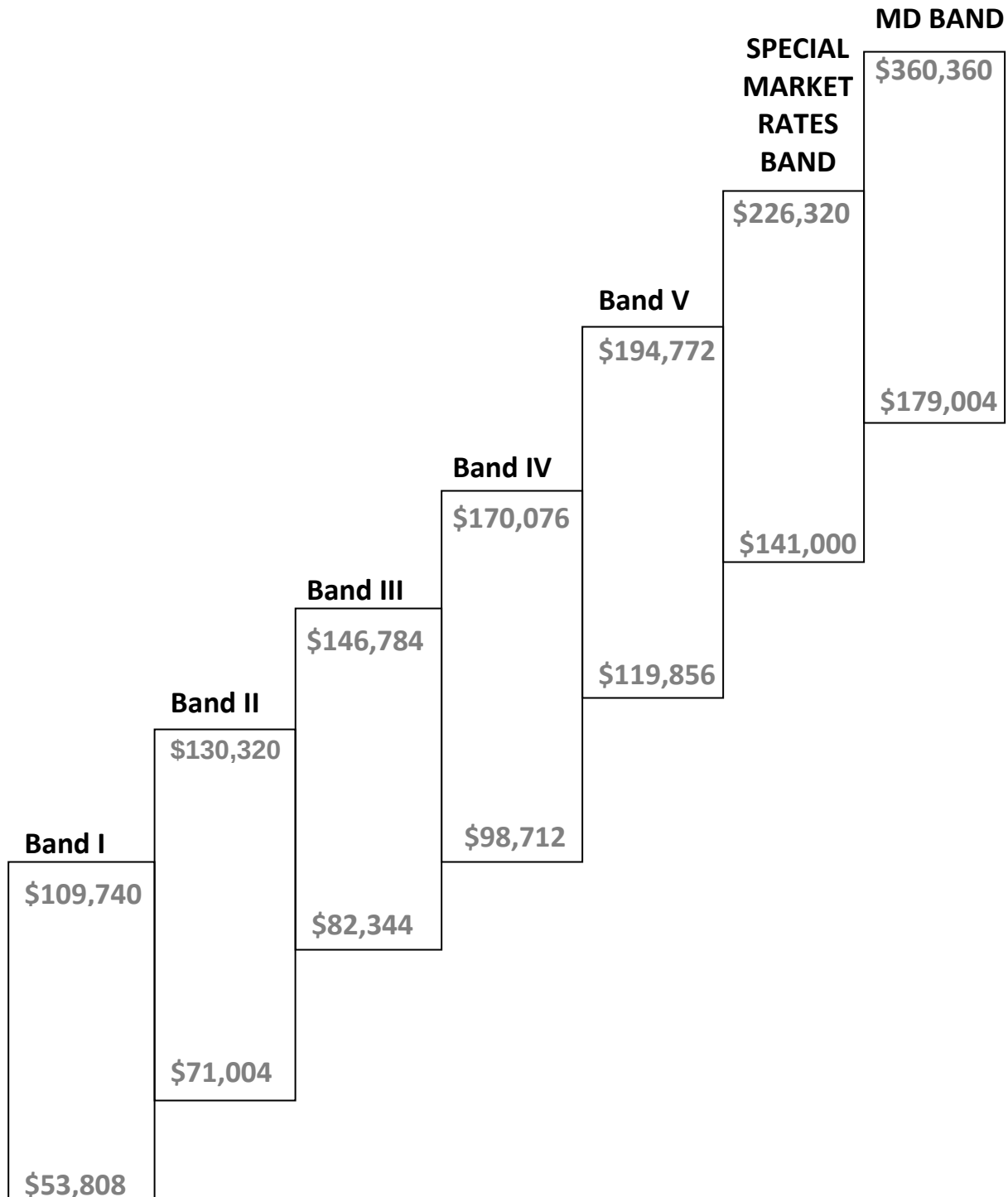
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APPRENTICE LEVEL JOB CLASSES										
Class Code	Class Title	Percentage of Journey Level Jobs (Monthly Salary Amount)								
154A	APP Auditor 1 (Range 52C)	Entry 80% \$4,009	6 months 85% \$4,259	12 months 90% \$4,510	18 months. 95% \$4,760	24 months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

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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Item # 291

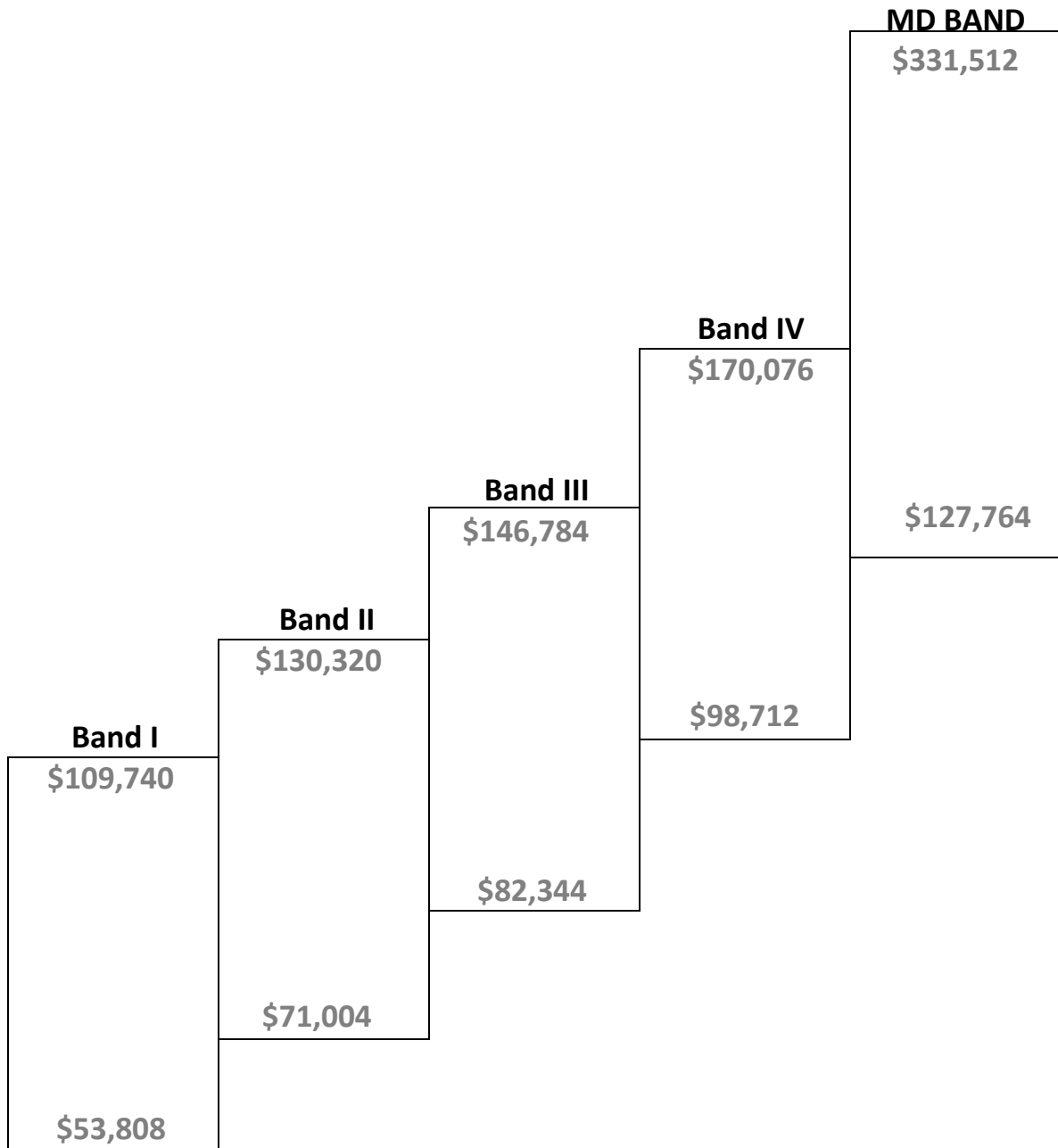
State of Washington, Office of Financial Management

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

Revised

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)

Reference #81: Bindery Specialists within the Department of Enterprise Services, will be compensated at basic salary plus \$10.00 (ten dollars) per hour for every hour performing the specialized skilled repair work of state-owned bindery equipment to include off-set presses and envelope RAs, and will be credited with a minimum of 4 (four) hours. This specialized work include removing large cylinders from the frames of machines, which are typically driven by a gear train; setting these gears with the proper lash which includes replacing precision roller bearings that require a specific installation process to perform properly and meet the longevity requirements; light fabrication which includes brackets, mounting plates, security cages, etc.;

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and rebuilding folders, stream feeders, compressor lines, vacuum pumps, rotary veins, etc.; and other activities that would generally be performed by a vendor in the specialized maintenance and repair of state-owned bindery equipment. (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

Revised

Item 294

Step 1 removed 7/1/2025

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

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
43	Annual	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

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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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
62	Annual	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

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D: Compensation

item296

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 General Service 1 (GS1) Salary Schedule for Non-Represented Employees
 Only applies to the following job classifications: Physician 2-4 & Psychiatrists
 Effective July 1, 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*
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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
82	Annual	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
92	Annual	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

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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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	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

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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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	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 A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
10IT	Annual	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 A	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
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 A	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
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		STEP																							STEP											
		STEP																							STEP											
		0	1		2		3		4		5		6		7		8		9		10		12		14		15		17		18		20		23	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	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

		General Government																																			
		Higher Education																																			
		0	1		2		3		4		5		6		7		8		9		10		12		14		15		17		18		20		23		26
SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T	STEP U	STEP V	STEP W	STEP X												
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.

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**Step 1 removed effective 7/1/2025**

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

D: Compensation

Item 300

Prepared by the Washington State Office of Financial Management **Revised**

Represented Employees

Effective July 1, 2025

17% Increase

DRAFT

Coalition

FWOG

Teamsters 760

(reference applicable CBA)

RECRUIT (FWOG)		
SALARY RANGE		STEP A
800	Annual	84,012
	Monthly	7,001
	Hourly	40.24
	Standby	2.82

OFFICER (FWOG)						
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 (Teamsters 760)		
SALARY RANGE		STEP A
802	Annual	141,528
	Monthly	11,794
	Hourly	67.78
	Standby	4.74

LIEUTENANT (Coalition)		
SALARY RANGE		STEP A
803	Annual	186,300
	Monthly	15,525
	Hourly	89.22
	Standby	6.25

CAPTAIN (Coalition)		
SALARY RANGE		STEP A
804	Annual	195,624
	Monthly	16,302
	Hourly	93.69
	Standby	6.56

D: Compensation

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2025

4.62% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
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

D: Compensation

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2025

4.62% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
41	Annual	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

D: Compensation

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2025

4.62% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
52	Annual	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

D: Compensation

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2025

4.62% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
63	Annual	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

D: Compensation

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2025

4.62% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
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

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Item # 301

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DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2025

4.62% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
85	Annual	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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4.62% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
95	Annual	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

D: Compensation

Prepared by the Washington State Office of Financial Management

DOC - WFSE

Washington Federation of State Employees Salary Schedule for Represented Employees

Effective July 1, 2025

4.62% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
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

D: Compensation

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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
117	Annual	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 A	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	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

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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

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
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

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
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

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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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
100	Annual	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	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 A	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
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

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D: Compensation

Item # 303

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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

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.

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

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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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
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3% Increase

WFSE
Coalition

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

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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

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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 A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
10IT	Annual	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																									
						0	1		2		3		4	5	6	7	8	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		
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X		
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		
	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		
41E1	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		
48E1	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		
SALARY RANGE		Years of Experience																									
						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	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	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		

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	
		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	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

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	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
68N2	Annual	98784	101184	103788	106332	108996	111780	114528	117372	120312	123312	126444	129600	132852	136176	139596	143076	146652	150324	154068	157920
	Monthly	8232	8432	8649	8861	9083	9315	9544	9781	10026	10276	10537	10800	11071	11348	11633	11923	12221	12527	12839	13160
	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
	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
69N2	Annual	101184	103788	106332	108996	111780	114528	117372	120312	123312	126444	129600	132852	136176	139596	143076	146652	150324	154068	157920	161856
	Monthly	8432	8649	8861	9083	9315	9544	9781	10026	10276	10537	10800	11071	11348	11633	11923	12221	12527	12839	13160	13488
	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
	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
70N2	Annual	103788	106332	108996	111780	114528	117372	120312	123312	126444	129600	132852	136176	139596	143076	146652	150324	154068	157920	161856	165924
	Monthly	8649	8861	9083	9315	9544	9781	10026	10276	10537	10800	11071	11348	11633	11923	12221	12527	12839	13160	13488	13827
	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
	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
71N2	Annual	106332	108996	111780	114528	117372	120312	123312	126444	129600	132852	136176	139596	143076	146652	150324	154068	157920	161856	165924	170064
	Monthly	8861	9083	9315	9544	9781	10026	10276	10537	10800	11071	11348	11633	11923	12221	12527	12839	13160	13488	13827	14172
	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
	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
72N2	Annual	108996	111780	114528	117372	120312	123312	126444	129600	132852	136176	139596	143076	146652	150324	154068	157920	161856	165924	170064	174336
	Monthly	9083	9315	9544	9781	10026	10276	10537	10800	11071	11348	11633	11923	12221	12527	12839	13160	13488	13827	14172	14528
	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
	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
73N2	Annual	111780	114528	117372	120312	123312	126444	129600	132852	136176	139596	143076	146652	150324	154068	157920	161856	165924	170064	174336	178692
	Monthly	9315	9544	9781	10026	10276	10537	10800	11071	11348	11633	11923	12221	12527	12839	13160	13488	13827	14172	14528	14891
	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
	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
74N2	Annual	114528	117372	120312	123312	126444	129600	132852	136176	139596	143076	146652	150324	154068	157920	161856	165924	170064	174336	178692	183168
	Monthly	9544	9781	10026	10276	10537	10800	11071	11348	11633	11923	12221	12527	12839	13160	13488	13827	14172	14528	14891	15264
	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
	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
75N2	Annual	117372	120312	123312	126444	129600	132852	136176	139596	143076	146652	150324	154068	157920	161856	165924	170064	174336	178692	183168	187752
	Monthly	9781	10026	10276	10537	10800	11071	11348	11633	11923	12221	12527	12839	13160	13488	13827	14172	14528	14891	15264	15646
	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
	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

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					
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	
	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 A	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	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
36	Annual	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 A	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	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
54	Annual	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 A	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	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

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Effective July 1, 2025

5.89% Increase

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
72	Annual	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
81	Annual	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

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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
90	Annual	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

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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
99	Annual	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 A	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	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
117	Annual	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
36	Annual	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 A	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	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
54	Annual	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 A	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	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

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 Effective July 1, 2025
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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
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

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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
81	Annual	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
90	Annual	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
99	Annual	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 A	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	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 A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
117	Annual	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

State of Washington, Office of Financial Management**DOC – Teamsters, 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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	Band II
	\$136,836
Band I	
\$115,236	
	\$74,556
\$56,496	