

Legislative Approved General Wage Adjustments

General Wage Increase Amount

Affected Employee Group	Effective July 1, 2020**	Effective Jan 1, 2021	Effective July 1, 2021**	Effective July 1, 2022	Effective July 1, 2023	Effective July 1, 2024	Effective July 1, 2025
Non-Represented Employees	See comment for Non-Rep**		See comment for Non-Rep**				
General Service and Higher Education	3.0%		3.0%	3.25%	4.0%	3.0%	3.0%
General Service 1 (GS1)	3.0%		3.0%	3.25%	4.0%	3.0%	3.0%
Nurses	3.0%		3.0%	3.25%	4.0%	3.0%	3.0%
General Service IT Professional Structure	3.0%		3.0%	3.25%	4.0%	3.0%	3.0%
Office of the Attorney General					4.0%	3.0%	3.0%
Represented by a Collective Bargaining Agreement							
SP Range	3.0%			3.25%	4.0%	3.0%	3.0%
General Service 1 (GS1), Coalition, WFSE	3.0%			3.25%	4.0%	3.0%	3.0%
Coalition	3.0%			3.25%	4.0%	3.0%	3.0%
Professional and Technical Employees (PTE) Local 17	3.0%			3.25%	4.0%	3.0%	3.0%
Service Employees International Union (SEIU) 1199 NW	3.0%			3.25%	4.0%	3.0%	3.0%
General Service 1 (GS1), Teamsters	4.0%			4.0%	6.0%	4.0%	5.89%
Teamsters Local 117	4.0%			4.0%	6.0%	4.0%	5.89%
Teamsters Local 117 DES Printers Only (no longer representing positions 5/30/2024)	3.0%			3.25%	4.0%	3.0%	N/A
Teamsters Nurses	4.0%			4.0%	6.0%	4.0%	5.89%
Washington Association of Fish and Wildlife Professionals (WAFWP)	3.0%			3.25%	4.0%	3.0%	3.0%
Washington Federation of State Employees (WFSE)	3.0%			3.25%	4.0%	3.0%	3.0%
Washington Federation of State Employees (WFSE) Association of Washington Assistant Attorneys General (AWAAG)				3.25%	4.0%	3.0%	3.0%
Washington Federation of State Employees (WFSE) DOC Only Effective July 1, 2023 CC ranges updated to DOC - WFSE. No longer identified by CC.	3.0%				4.0%	2.0%	4.62%
Washington Public Employees Association (WPEA)	3.0%			3.25%	4.0%	3.0%	0.0%
Washington State Patrol							
Washington State Patrol Troopers Association (WSPTA) Troopers Only	2.5%			3.25%	4.0%	3.0%	17.0%
Washington State Patrol Troopers Association (WSPTA) Sergeants Only	2.5%			10.00%	4.0%	3.0%	17.0%
Washington State Patrol Lieutenants Association (WSPLA)	2.5%			10.00%	4.0%	3.0%	17.0%
Washington State Ferries							
Office and Professional Employees International Union (OPEIU) Local 8	4.0%			3.25%	5.0%	6.0%	3.0%
Pacific Northwest Regional Council of Carpenters	4.0%			3.25%	5.0%	5.0%	Varies
Metal Trades Unions	4.0%			3.25%	8.0%	5.0%	6.0%
Master, Mates and Pilots (MM&P) - Mates	3.0%			3.25%	5.0%	6.0%	6.1%
Master, Mates and Pilots (MM&P) - Watch Center Supervisors	2.0%			3.25%	6.0%	5.0%	4.0%
Master, Mates and Pilots (MM&P) - Masters	3.0%			3.25%	5.0%	6.0%	6.1%
Service Employees International Union (SEIU) Local 6	3.0%			3.25%	5.0%	5.0%	2.0%
Marine Engineer Beneficial Association (MEBA) Licensed Engineer Officers	3.5%			3.25%	5.0%	4.0%	4.0%
Marine Engineer Beneficial Association (MEBA) Port Engineers	3.0%			3.25%	5.0%	3.0%	4.0%
Marine Engineer Beneficial Association (MEBA) Unlicensed Engine Room Employees	3.5%			3.25%	7.0%	5.0%	4.0%
Ferry Agents, Supervisors and Project Administrators Association (FASPAA)	3.0%			3.25%	5.0%	5.0%	4.0%
Inlandboatmen's Union of the Pacific (IBU)	3.0%	2.0%		3.25%	8.0%	6.0%	6.0%

****July, 2020 and July 2021:**The changes that occurred July 1, 2020 and July 1, 2021 were due to Governor's Directive 20-08, dated June 17, 2020. Employees receiving an increase July 1, 2020 did not also receive an increase July 1, 2021.

[Link to Directive 20-08](#)

Legislative Approved State Salary Adjustments		
Implementation Date	Amount	Type
July 1, 2025	3%	General increase to Non-Represented Employees
July 1, 2025	5.89%	General increase to Teamsters Nurses, Teamsters local 117
July 1, 2025	4.62%	General increase to Washington Federation of State Employees, Dept. of Corrections Only
July 1, 2025	17%	WSPLCA, WSPTA, Coalition- DFW (Captains, Lieutenants); FWO; Teamsters 76
July 1, 2025	Varied	Marine Division
July 1, 2025	N/A	WPEA (higher ed and general gov't)
Teamsters 117 - DES Printers no longer represent positions. See Decision 139029-E-24, dated 5/30/2024.		
July 1, 2024	3%	General increase to Non-Represented employees
July 1, 2024	3%	General increase to employees represented by the following Unions: Coalition, Fish and Wildlife Officers Guild, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Department of Corrections, Service Employees International Union, State Patrol Troopers, Teamsters Local 117 DES Printers.
July 1, 2024	4%	General increase to Teamsters Nurses, Teamsters local 117
July 1, 2024	6%	General increase to employees represented by the following Unions: Marine OPEIU 8, Marine IBU, MMP - Mates, MMP - Masters, Inlandboatmen's Union of the Pacific (IBU)
July 1, 2024	5%	General increase to employees represented by the following Unions: Marine- Metal Trades, SEIU 6, Pacific NW Regional Council of Carpenters, MMP Watch Supervisors, Marine MEBA UL, Ferry Agents, Supervisors and Project Administrators Association (FASPAA)
July 1, 2024	4%	General increase to employees represented by the following Unions: MEBA Licensed Engineer Officers
July 1, 2024	3%	General increase to employees represented by the following Unions: MEBA - Port Engineers
July 1, 2023	4%	General increase to Non-Represented employees
July 1, 2023	4%	General increase to employees represented by the following Unions: Coalition, Fish and Wildlife Officers Guild, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Department of Corrections, Service Employees International Union, State Patrol Troopers, Teamsters Local 117 DES Printers.
July 1, 2023	5%	General increase to employees represented by the following Unions: Marine OPEIU 8, Marine MEBA Port Engineers, Marine MEBA L, Marine FASPAA
July 1, 2023	6%	General increase to Teamsters Nurses, Teamsters local 117
July 1, 2023	6%	General increase to employees represented by the following Unions: Marine MMP Watch Sups
July 1, 2023	7%	General increase to employees represented by the following Unions: Marine MEBA UL
July 1, 2023	8%	General increase to employees represented by the following Unions: Marine IBU, Marine- Metal Trades
July 1, 2022	3.25%	Washington State Ferries (multiple unions)
July 1, 2022	4%	General increase to Teamsters Nurses, Teamsters local 117
July 1, 2022	3.25%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Service Employees International Union, State Patrol Troopers,
July 1, 2022	10%	State Patrol Troopers Association - Sergeants, State Patrol Lieutenants Association
July 1, 2022	3.25%	General increase to Non-Represented employees
July 1, 2021	3%	General increase to Non-Rep employees, determined by Governor's Directive 20-08. Dependent upon annual salary, and other factors. Not all non-rep received. See note under July 1, 2020.
January 1, 2021	2%	Increase to Inland Boatmen's Union of the Pacific.
July 1, 2020	3%	Washington State Patrol Troopers Association (WSPTA) Troopers Only, Washington State Patrol Troopers Association (WSPTA) Sergeants Only, Washington State Patrol Lieutenants Association (WSPLA)

Legislative Approved State Salary Adjustments		
Implementation Date	Amount	Type
July 1, 2020	4%	Washington State Ferries: Office and Professional Employees International Union (OPEIU) Local 8, Pacific Northwest Regional Council of Carpenters, Metal Trades Unions,
July 1, 2020	4%	General increase to Teamsters Nurses, Teamsters local 117
July 1, 2020	3%	General increase to employees represented by the following unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Service Employees International Union, State Patrol, Teamsters Local 117 DES Printers. Washington State Ferries: Master, Mates and Pilots (MM&P) - Mates, Master, Mates and Pilots (MM&P) - Masters, Service Employees International Union (SEIU) Local 6, Marine Engineer Beneficial Association (MEBA) Port Engineers, Ferry Agents, Supervisors and Project Administrators Association (FASPAA),
July 1, 2020**	3%	General increase to Non-Rep employees, determined by Governor's Directive 20-08. Dependent upon annual salary, and other factors. Not all non-rep received.
**Regarding July 1, 2020 and July 1, 2021, see Directive 20-08. These employees did not receive an increase in both years.		Directive 20-08
July 1, 2020	2%	Washington State Ferries: Master, Mates and Pilots (MM&P) - Watch Center Supervisors
July 1, 2020	3.5%	Washington State Ferries: Marine Engineer Beneficial Association (MEBA) Licensed Engineer Officers, Marine Engineer Beneficial Association (MEBA) Unlicensed Engine Room Employees
July 1, 2019	9%	Washington State Ferries: Service Employees International Union (SEIU) Local 6,
July 1, 2019	1%	Washington State Ferries: Marine Engineer Beneficial Association (MEBA) Port Engineers,
July 1, 2019	3.5%	Washington State Ferries: Marine Engineer Beneficial Association (MEBA) Licensed Engineer Officers, Marine Engineer Beneficial Association (MEBA) Unlicensed Engine Room Employees
July 1, 2019	3%	Washington State Ferries: Master, Mates and Pilots (MM&P) - Mates, Ferry Agents, Supervisors and Project Administrators Association (FASPAA), Master, Mates and Pilots (MM&P) - Watch Center Supervisors, Master, Mates and Pilots (MM&P) - Masters, Inlandboatmen's Union of the Pacific (IBU)
July 1, 2019	4%	Washington State Ferries: Office and Professional Employees International Union (OPEIU) Local 8, Pacific Northwest Regional Council of Carpenters, Metal Trades Unions
July 1, 2019	2%	Washington State Patrol
July 1, 2019	4%	General increase to employees represented by Teamsters Local 117
July 1, 2019	3%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Service Employees International Union, State Patrol, Teamsters Local 117 DES Printers
July 1, 2019	3%	General increase to Non-Represented employees
January 1, 2019	2.0%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Service Employees International Union, State Patrol, Teamsters Local 117 DES Printers
January 1, 2019	2.0%	General increase to Non-Represented employees
January 1, 2019	0.0%	Represented and Non-Represented employees on the General Service 1 (GS1), N, N1, and N2 salary schedules were not eligible for general wage increases.
January 1, 2019	3.0%	General increase to employees represented by Teamsters Local 117
July 1, 2018	2.0%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, State Patrol, Teamsters Local 117 DES Printers
July 1, 2018	2.0%	General increase to Non-Represented employees

Legislative Approved State Salary Adjustments		
Implementation Date	Amount	Type
July 1, 2018	0.0%	Represented and Non-Represented employees on the General Service 1 (GS1), N, N1, and N2 salary schedules were not eligible for general wage increases.
July 1, 2018	3.0%	General increase to employees represented by Teamsters Local 117
July 1, 2017	2.0%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, State Patrol, Teamsters Local 117 DES Printers
July 1, 2017	2.0%	General increase to Non-Represented employees
July 1, 2017	0.0%	Represented and Non-Represented employees on the General Service 1 (GS1), N, N1, and N2 salary schedules were not eligible for general wage increases.
July 1, 2017	4.5%	General increase to employees represented by Teamsters Local 117
July 1, 2016	4.30%	General increase to employees represented by Teamsters Local 117
July 1, 2016	1.80%	General increase to employees represented by Service Employees International Union
July 1, 2016	1.80% or 1% plus \$20, whichever is greater	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association, Washington Federation of State Employees - Community Corrections, Teamsters Local 117 DES Printers
July 1, 2016	1.80% or 1% plus \$20, whichever is greater	General increase to Non-Represented employees
July 1, 2015	4.30%	General increase to employees represented by Teamsters Local 117 DES Printers
July 1, 2015	4.30%	Washington Federation of State Employees - Community Corrections salary schedule created for specific job classes in Community Corrections at the Department of Corrections.
July 1, 2015	5.50%	General increase to employees represented by the Teamers Local 117
July 1, 2015	3.00%	General increase to employees represented by the following Unions: Coalition, Professional and Technical Employees, Service Employees International Union, Washington Association of Fish and Wildlife Professionals, Washington Federation of State Employees, Washington Public Employees Association
July 1, 2015	3.00%	General increase to Non-Represented employees
July 1, 2013	0.00%	New Step M created for both Represented and Non-Represented employees
June 30, 2013	3.00%	New Step U created for both Represented and Non-Represented employee nurses
July 1, 2011	-3.00%	Restore Temporary salary reduction
July 1, 2010	0.00%	Temporary salary reduction for most state employees (ESSB 5860), July 1, 2011 - June 29, 2013.
July 1, 2009	0.00%	No General Increase
September 1, 2008	2.00%	No General Increase
July 1, 2008	2.00%	General increase to Non-Represented employees.
July 1, 2008	2.00%	General increase to employees represented by a CBA negotiated by the Governor's Office
September 1, 2007	3.20%	General increase to Non-Represented employees
July 1, 2007	3.20%	General increase to employees represented by a CBA negotiated by the Governor's Office
July 1, 2007	3.20%	New Step L created for both Represented and Non-Represented employees
July 1, 2007	1.60%	2006 Total Compensation Survey Partial Implementation to classes more than 10 ranges behind the prevailing rate (ESHB 1128)
September 1, 2006	1.60%	General increase to non-represented employees
July 1, 2006	2.90%	General increase to employees represented by the Teamsters negotiated by the Governor's Office
July 1, 2006	2.90%	Create new N2 range for nurses represented by the Teamsters
July 1, 2006	1.60%	General increase to employees represented by a CBA negotiated by the Governor's Office
September 1, 2005	3.20%	General increase to Non-Represented employees
July 1, 2005	3.20%	General increase to employees represented by a Collective Bargaining Agreement (CBA) negotiated by the Governor's Office

Legislative Approved State Salary Adjustments		
Implementation Date	Amount	Type
		No General Increase
July 1, 2004	0.00%	2002 Total Compensation Salary Survey Partial Implementation to classes more than 10 ranges behind the prevailing rate (ESSB 6090)
July 1, 2003	0.00%	No General Increase
July 1, 2002	0.00%	No General Increase
January 1, 2002	\$40.7 M	2001-03 6767 List partially funded (items #1-8b)
July 1, 2001	3.70%	Across the Board (part of budget bill)
July 1, 2000	3.00%	Across the Board (part of budget bill)
July 1, 1999	\$10.7 M	1998 Comp. Salary Survey Partial Implementation to classes more than 10 ranges behind prevailing rate
July 1, 1999	\$39.4 M	6767 Implementation for 99/01 biennium
July 1, 1999	3.00%	Across the Board (part of budget bill)
July 1, 1998	\$6.2 M	6767 Partial Implementation of 1997-99 Priority List (items 11-23)
July 1, 1997	3.00%	Across the Board (part of budget bill). SP1 and SP2 combined and received an additional 3% for a total of 6%
July 1, 1997	\$9.3 M	6767 Partial Implementation of the 1997-99 List (items 1-10)
July 1, 1996	4.00%	Increase to SP ranges part of Transportation Budget
July 1, 1996	\$11.2 M	911 Legislation – General Fund dollars
July 1, 1995	5.00%	Create new SP Rgs for WSP's CVEO & Communication Officers. Classes received 5%
July 1, 1995	4.00%	Across the Board (part of budget bill)
January 1, 1993	3.60%	Increase to "N" Range for classes requiring licensure as a RN in addition to the 3% ATB
January 1, 1993	3.00%	Across the Board (part of budget bill)
January 1, 1992	3.10%	Increase to "N" Range for classes requiring licensure as a RN in addition to the 3.6% ATB
January 1, 1992	0.10%	Net (5% increase to 600 engineering/tech positions)
January 1, 1992	3.60%	Across the Board
July 1, 1991	10%	Increase to 2,400 Transp. Engrs. and related classes
January 1, 1991	1.20%	Selected increases to 20% salary gap (10,543 employees averaged 5.3%)
January 1, 1991	6.00%	Across the Board
October 1, 1990	"N" Range	For classes requiring licensure as an RN
January 1, 1990	2.50%	Across the Board
January 1, 1989	3.00%	Across the Board
January 1, 1988	2.65%	or \$50 (the Greater)
September 1, 1986	2.50%	Or \$50 (the Greater – 3.0% Average)
January 1, 1985	8.40%	Average (1/2 + of Survey Catch-up)
June 30, 1983	7.00%	Across the Board
October 1, 1981	7.20%	Average (Survey Catch-up)
October 1, 1980	6.00%	Across the Board
October 1, 1979	6.40%	Average (Survey Catch-up)
July 1, 1979	5.00%	Across the Board
July 1, 1978	5.00%	Across the Board
July 1, 1977	10.00%	Average (50% of Survey Rec.)
July 1, 1976	5.80%	Average (50% of Survey Rec.)
March 1, 1975	12.50%	Average (Include \$15 for Lower Ranges)
July 1, 1974	1.50%	(Est.) 6 th Step Added for Lower
January 1, 1974	4.50%	(Est.) ½ of 1972 Remainder
February 1, 1973	5.50%	(Est.) \$40 Across the Board
September 1, 1972	3.00%	Across the Board
July 1, 1970	4.00%	Across the Board
July 1, 1969	12.50%	Average
January 1, 1968	4.00%	Average
February 1, 1967	13.00%	Average