

Prepared by Washington State Office of Financial Management
Standard Progression General Service Salary Schedule for Represented Employees
Effective July 1, 2020
4% Increase

Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
27	Annual	31680	32340	33144	33888	34668	35484	36336	37140	38016	38904	39792	40764	41640
	Monthly	2640	2695	2762	2824	2889	2957	3028	3095	3168	3242	3316	3397	3470
	Hourly	15.17	15.49	15.87	16.23	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94
	Standby	1.06	1.08	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40
28	Annual	32340	33144	33888	34668	35484	36336	37140	38016	38904	39792	40764	41640	42708
	Monthly	2695	2762	2824	2889	2957	3028	3095	3168	3242	3316	3397	3470	3559
	Hourly	15.49	15.87	16.23	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45
	Standby	1.08	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43
29	Annual	33144	33888	34668	35484	36336	37140	38016	38904	39792	40764	41640	42708	43692
	Monthly	2762	2824	2889	2957	3028	3095	3168	3242	3316	3397	3470	3559	3641
	Hourly	15.87	16.23	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93
	Standby	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46
30	Annual	33888	34668	35484	36336	37140	38016	38904	39792	40764	41640	42708	43692	44700
	Monthly	2824	2889	2957	3028	3095	3168	3242	3316	3397	3470	3559	3641	3725
	Hourly	16.23	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41
	Standby	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50
31	Annual	34668	35484	36336	37140	38016	38904	39792	40764	41640	42708	43692	44700	45780
	Monthly	2889	2957	3028	3095	3168	3242	3316	3397	3470	3559	3641	3725	3815
	Hourly	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93
	Standby	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53
32	Annual	35484	36336	37140	38016	38904	39792	40764	41640	42708	43692	44700	45780	46812
	Monthly	2957	3028	3095	3168	3242	3316	3397	3470	3559	3641	3725	3815	3901
	Hourly	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42
	Standby	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57
33	Annual	36336	37140	38016	38904	39792	40764	41640	42708	43692	44700	45780	46812	48012
	Monthly	3028	3095	3168	3242	3316	3397	3470	3559	3641	3725	3815	3901	4001
	Hourly	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99
	Standby	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61
34	Annual	37140	38016	38904	39792	40764	41640	42708	43692	44700	45780	46812	48012	49116
	Monthly	3095	3168	3242	3316	3397	3470	3559	3641	3725	3815	3901	4001	4093
	Hourly	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52
	Standby	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65
35	Annual	38016	38904	39792	40764	41640	42708	43692	44700	45780	46812	48012	49116	50292
	Monthly	3168	3242	3316	3397	3470	3559	3641	3725	3815	3901	4001	4093	4191
	Hourly	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09
	Standby	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69

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.

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Teamsters

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36	Annual	38904	39792	40764	41640	42708	43692	44700	45780	46812	48012	49116	50292	51528
	Monthly	3242	3316	3397	3470	3559	3641	3725	3815	3901	4001	4093	4191	4294
	Hourly	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68
	Standby	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73
37	Annual	39792	40764	41640	42708	43692	44700	45780	46812	48012	49116	50292	51528	52776
	Monthly	3316	3397	3470	3559	3641	3725	3815	3901	4001	4093	4191	4294	4398
	Hourly	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28
	Standby	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77
38	Annual	40764	41640	42708	43692	44700	45780	46812	48012	49116	50292	51528	52776	54156
	Monthly	3397	3470	3559	3641	3725	3815	3901	4001	4093	4191	4294	4398	4513
	Hourly	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94
	Standby	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82
39	Annual	41640	42708	43692	44700	45780	46812	48012	49116	50292	51528	52776	54156	55464
	Monthly	3470	3559	3641	3725	3815	3901	4001	4093	4191	4294	4398	4513	4622
	Hourly	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56
	Standby	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86
40	Annual	42708	43692	44700	45780	46812	48012	49116	50292	51528	52776	54156	55464	56892
	Monthly	3559	3641	3725	3815	3901	4001	4093	4191	4294	4398	4513	4622	4741
	Hourly	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25
	Standby	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91
41	Annual	43692	44700	45780	46812	48012	49116	50292	51528	52776	54156	55464	56892	58236
	Monthly	3641	3725	3815	3901	4001	4093	4191	4294	4398	4513	4622	4741	4853
	Hourly	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89
	Standby	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95
42	Annual	44700	45780	46812	48012	49116	50292	51528	52776	54156	55464	56892	58236	59760
	Monthly	3725	3815	3901	4001	4093	4191	4294	4398	4513	4622	4741	4853	4980
	Hourly	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62
	Standby	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00
43	Annual	45780	46812	48012	49116	50292	51528	52776	54156	55464	56892	58236	59760	61284
	Monthly	3815	3901	4001	4093	4191	4294	4398	4513	4622	4741	4853	4980	5107
	Hourly	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05
44	Annual	46812	48012	49116	50292	51528	52776	54156	55464	56892	58236	59760	61284	62820
	Monthly	3901	4001	4093	4191	4294	4398	4513	4622	4741	4853	4980	5107	5235
	Hourly	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11

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45	Annual	48012	49116	50292	51528	52776	54156	55464	56892	58236	59760	61284	62820	64356
	Monthly	4001	4093	4191	4294	4398	4513	4622	4741	4853	4980	5107	5235	5363
	Hourly	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16
46	Annual	49116	50292	51528	52776	54156	55464	56892	58236	59760	61284	62820	64356	65964
	Monthly	4093	4191	4294	4398	4513	4622	4741	4853	4980	5107	5235	5363	5497
	Hourly	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21
47	Annual	50292	51528	52776	54156	55464	56892	58236	59760	61284	62820	64356	65964	67584
	Monthly	4191	4294	4398	4513	4622	4741	4853	4980	5107	5235	5363	5497	5632
	Hourly	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27
48	Annual	51528	52776	54156	55464	56892	58236	59760	61284	62820	64356	65964	67584	69324
	Monthly	4294	4398	4513	4622	4741	4853	4980	5107	5235	5363	5497	5632	5777
	Hourly	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20
	Standby	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32
49	Annual	52776	54156	55464	56892	58236	59760	61284	62820	64356	65964	67584	69324	71016
	Monthly	4398	4513	4622	4741	4853	4980	5107	5235	5363	5497	5632	5777	5918
	Hourly	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01
	Standby	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38
50	Annual	54156	55464	56892	58236	59760	61284	62820	64356	65964	67584	69324	71016	72828
	Monthly	4513	4622	4741	4853	4980	5107	5235	5363	5497	5632	5777	5918	6069
	Hourly	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88
	Standby	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44
51	Annual	55464	56892	58236	59760	61284	62820	64356	65964	67584	69324	71016	72828	74604
	Monthly	4622	4741	4853	4980	5107	5235	5363	5497	5632	5777	5918	6069	6217
	Hourly	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73
	Standby	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50
52	Annual	56892	58236	59760	61284	62820	64356	65964	67584	69324	71016	72828	74604	76500
	Monthly	4741	4853	4980	5107	5235	5363	5497	5632	5777	5918	6069	6217	6375
	Hourly	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64
	Standby	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56
53	Annual	58236	59760	61284	62820	64356	65964	67584	69324	71016	72828	74604	76500	78384
	Monthly	4853	4980	5107	5235	5363	5497	5632	5777	5918	6069	6217	6375	6532
	Hourly	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54
	Standby	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63

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54	Annual	59760	61284	62820	64356	65964	67584	69324	71016	72828	74604	76500	78384	80352
	Monthly	4980	5107	5235	5363	5497	5632	5777	5918	6069	6217	6375	6532	6696
	Hourly	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48
	Standby	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69
55	Annual	61284	62820	64356	65964	67584	69324	71016	72828	74604	76500	78384	80352	82356
	Monthly	5107	5235	5363	5497	5632	5777	5918	6069	6217	6375	6532	6696	6863
	Hourly	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44
	Standby	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76
56	Annual	62820	64356	65964	67584	69324	71016	72828	74604	76500	78384	80352	82356	84456
	Monthly	5235	5363	5497	5632	5777	5918	6069	6217	6375	6532	6696	6863	7038
	Hourly	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45
	Standby	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83
57	Annual	64356	65964	67584	69324	71016	72828	74604	76500	78384	80352	82356	84456	86484
	Monthly	5363	5497	5632	5777	5918	6069	6217	6375	6532	6696	6863	7038	7207
	Hourly	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42
	Standby	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90
58	Annual	65964	67584	69324	71016	72828	74604	76500	78384	80352	82356	84456	86484	88728
	Monthly	5497	5632	5777	5918	6069	6217	6375	6532	6696	6863	7038	7207	7394
	Hourly	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49
	Standby	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97
59	Annual	67584	69324	71016	72828	74604	76500	78384	80352	82356	84456	86484	88728	90900
	Monthly	5632	5777	5918	6069	6217	6375	6532	6696	6863	7038	7207	7394	7575
	Hourly	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53
	Standby	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05
60	Annual	69324	71016	72828	74604	76500	78384	80352	82356	84456	86484	88728	90900	93216
	Monthly	5777	5918	6069	6217	6375	6532	6696	6863	7038	7207	7394	7575	7768
	Hourly	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64
	Standby	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13
61	Annual	71016	72828	74604	76500	78384	80352	82356	84456	86484	88728	90900	93216	95532
	Monthly	5918	6069	6217	6375	6532	6696	6863	7038	7207	7394	7575	7768	7961
	Hourly	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75
	Standby	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20
62	Annual	72828	74604	76500	78384	80352	82356	84456	86484	88728	90900	93216	95532	97896
	Monthly	6069	6217	6375	6532	6696	6863	7038	7207	7394	7575	7768	7961	8158
	Hourly	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89
	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

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63	Annual	74604	76500	78384	80352	82356	84456	86484	88728	90900	93216	95532	97896	100344
	Monthly	6217	6375	6532	6696	6863	7038	7207	7394	7575	7768	7961	8158	8362
	Hourly	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06
	Standby	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36
64	Annual	76500	78384	80352	82356	84456	86484	88728	90900	93216	95532	97896	100344	102888
	Monthly	6375	6532	6696	6863	7038	7207	7394	7575	7768	7961	8158	8362	8574
	Hourly	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28
	Standby	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45
65	Annual	78384	80352	82356	84456	86484	88728	90900	93216	95532	97896	100344	102888	105444
	Monthly	6532	6696	6863	7038	7207	7394	7575	7768	7961	8158	8362	8574	8787
	Hourly	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50
	Standby	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54
66	Annual	80352	82356	84456	86484	88728	90900	93216	95532	97896	100344	102888	105444	108132
	Monthly	6696	6863	7038	7207	7394	7575	7768	7961	8158	8362	8574	8787	9011
	Hourly	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79
	Standby	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63
67	Annual	82356	84456	86484	88728	90900	93216	95532	97896	100344	102888	105444	108132	110772
	Monthly	6863	7038	7207	7394	7575	7768	7961	8158	8362	8574	8787	9011	9231
	Hourly	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05
	Standby	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71
68	Annual	84456	86484	88728	90900	93216	95532	97896	100344	102888	105444	108132	110772	113568
	Monthly	7038	7207	7394	7575	7768	7961	8158	8362	8574	8787	9011	9231	9464
	Hourly	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39
	Standby	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81
69	Annual	86484	88728	90900	93216	95532	97896	100344	102888	105444	108132	110772	113568	116376
	Monthly	7207	7394	7575	7768	7961	8158	8362	8574	8787	9011	9231	9464	9698
	Hourly	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74
	Standby	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90
70	Annual	88728	90900	93216	95532	97896	100344	102888	105444	108132	110772	113568	116376	119316
	Monthly	7394	7575	7768	7961	8158	8362	8574	8787	9011	9231	9464	9698	9943
	Hourly	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14
	Standby	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00
71	Annual	90900	93216	95532	97896	100344	102888	105444	108132	110772	113568	116376	119316	122280
	Monthly	7575	7768	7961	8158	8362	8574	8787	9011	9231	9464	9698	9943	10190
	Hourly	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56
	Standby	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10

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Teamsters

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72	Annual	93216	95532	97896	100344	102888	105444	108132	110772	113568	116376	119316	122280	125352
	Monthly	7768	7961	8158	8362	8574	8787	9011	9231	9464	9698	9943	10190	10446
	Hourly	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03
	Standby	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20
73	Annual	95532	97896	100344	102888	105444	108132	110772	113568	116376	119316	122280	125352	128472
	Monthly	7961	8158	8362	8574	8787	9011	9231	9464	9698	9943	10190	10446	10706
	Hourly	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53
	Standby	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31
74	Annual	97896	100344	102888	105444	108132	110772	113568	116376	119316	122280	125352	128472	131736
	Monthly	8158	8362	8574	8787	9011	9231	9464	9698	9943	10190	10446	10706	10978
	Hourly	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09
	Standby	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42
75	Annual	100344	102888	105444	108132	110772	113568	116376	119316	122280	125352	128472	131736	134976
	Monthly	8362	8574	8787	9011	9231	9464	9698	9943	10190	10446	10706	10978	11248
	Hourly	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64
	Standby	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53
76	Annual	102888	105444	108132	110772	113568	116376	119316	122280	125352	128472	131736	134976	138336
	Monthly	8574	8787	9011	9231	9464	9698	9943	10190	10446	10706	10978	11248	11528
	Hourly	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25
	Standby	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64
77	Annual	105444	108132	110772	113568	116376	119316	122280	125352	128472	131736	134976	138336	141840
	Monthly	8787	9011	9231	9464	9698	9943	10190	10446	10706	10978	11248	11528	11820
	Hourly	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93
	Standby	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76
78	Annual	108132	110772	113568	116376	119316	122280	125352	128472	131736	134976	138336	141840	145368
	Monthly	9011	9231	9464	9698	9943	10190	10446	10706	10978	11248	11528	11820	12114
	Hourly	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62
	Standby	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87
79	Annual	110772	113568	116376	119316	122280	125352	128472	131736	134976	138336	141840	145368	148956
	Monthly	9231	9464	9698	9943	10190	10446	10706	10978	11248	11528	11820	12114	12413
	Hourly	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34
	Standby	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99
80	Annual	113568	116376	119316	122280	125352	128472	131736	134976	138336	141840	145368	148956	152676
	Monthly	9464	9698	9943	10190	10446	10706	10978	11248	11528	11820	12114	12413	12723
	Hourly	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12
	Standby	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12

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Teamsters

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81	Annual	116376	119316	122280	125352	128472	131736	134976	138336	141840	145368	148956	152676	156552
	Monthly	9698	9943	10190	10446	10706	10978	11248	11528	11820	12114	12413	12723	13046
	Hourly	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98
	Standby	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25
82	Annual	119316	122280	125352	128472	131736	134976	138336	141840	145368	148956	152676	156552	160428
	Monthly	9943	10190	10446	10706	10978	11248	11528	11820	12114	12413	12723	13046	13369
	Hourly	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83
	Standby	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38
83	Annual	122280	125352	128472	131736	134976	138336	141840	145368	148956	152676	156552	160428	164424
	Monthly	10190	10446	10706	10978	11248	11528	11820	12114	12413	12723	13046	13369	13702
	Hourly	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75
	Standby	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51
84	Annual	125352	128472	131736	134976	138336	141840	145368	148956	152676	156552	160428	164424	168588
	Monthly	10446	10706	10978	11248	11528	11820	12114	12413	12723	13046	13369	13702	14049
	Hourly	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74
	Standby	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65
85	Annual	128472	131736	134976	138336	141840	145368	148956	152676	156552	160428	164424	168588	172740
	Monthly	10706	10978	11248	11528	11820	12114	12413	12723	13046	13369	13702	14049	14395
	Hourly	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73
	Standby	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79
86	Annual	131736	134976	138336	141840	145368	148956	152676	156552	160428	164424	168588	172740	177084
	Monthly	10978	11248	11528	11820	12114	12413	12723	13046	13369	13702	14049	14395	14757
	Hourly	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81
	Standby	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94
87	Annual	134976	138336	141840	145368	148956	152676	156552	160428	164424	168588	172740	177084	181584
	Monthly	11248	11528	11820	12114	12413	12723	13046	13369	13702	14049	14395	14757	15132
	Hourly	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97
	Standby	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09
88	Annual	138336	141840	145368	148956	152676	156552	160428	164424	168588	172740	177084	181584	186048
	Monthly	11528	11820	12114	12413	12723	13046	13369	13702	14049	14395	14757	15132	15504
	Hourly	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10
	Standby	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24
89	Annual	141840	145368	148956	152676	156552	160428	164424	168588	172740	177084	181584	186048	190776
	Monthly	11820	12114	12413	12723	13046	13369	13702	14049	14395	14757	15132	15504	15898
	Hourly	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37
	Standby	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40

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90	Annual	145368	148956	152676	156552	160428	164424	168588	172740	177084	181584	186048	190776	195456
	Monthly	12114	12413	12723	13046	13369	13702	14049	14395	14757	15132	15504	15898	16288
	Hourly	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61
	Standby	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55
91	Annual	148956	152676	156552	160428	164424	168588	172740	177084	181584	186048	190776	195456	200400
	Monthly	12413	12723	13046	13369	13702	14049	14395	14757	15132	15504	15898	16288	16700
	Hourly	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98
	Standby	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72
92	Annual	152676	156552	160428	164424	168588	172740	177084	181584	186048	190776	195456	200400	205344
	Monthly	12723	13046	13369	13702	14049	14395	14757	15132	15504	15898	16288	16700	17112
	Hourly	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34
	Standby	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88
93	Annual	156552	160428	164424	168588	172740	177084	181584	186048	190776	195456	200400	205344	210600
	Monthly	13046	13369	13702	14049	14395	14757	15132	15504	15898	16288	16700	17112	17550
	Hourly	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86
	Standby	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06
94	Annual	160428	164424	168588	172740	177084	181584	186048	190776	195456	200400	205344	210600	215784
	Monthly	13369	13702	14049	14395	14757	15132	15504	15898	16288	16700	17112	17550	17982
	Hourly	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34
	Standby	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23
95	Annual	164424	168588	172740	177084	181584	186048	190776	195456	200400	205344	210600	215784	221220
	Monthly	13702	14049	14395	14757	15132	15504	15898	16288	16700	17112	17550	17982	18435
	Hourly	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95
	Standby	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42
96	Annual	168588	172740	177084	181584	186048	190776	195456	200400	205344	210600	215784	221220	226752
	Monthly	14049	14395	14757	15132	15504	15898	16288	16700	17112	17550	17982	18435	18896
	Hourly	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60
	Standby	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60
97	Annual	172740	177084	181584	186048	190776	195456	200400	205344	210600	215784	221220	226752	232416
	Monthly	14395	14757	15132	15504	15898	16288	16700	17112	17550	17982	18435	18896	19368
	Hourly	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31
	Standby	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79
98	Annual	177084	181584	186048	190776	195456	200400	205344	210600	215784	221220	226752	232416	238248
	Monthly	14757	15132	15504	15898	16288	16700	17112	17550	17982	18435	18896	19368	19854
	Hourly	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10
	Standby	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99

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99	Annual	181584	186048	190776	195456	200400	205344	210600	215784	221220	226752	232416	238248	244200
	Monthly	15132	15504	15898	16288	16700	17112	17550	17982	18435	18896	19368	19854	20350
	Hourly	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95
	Standby	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19
100	Annual	186048	190776	195456	200400	205344	210600	215784	221220	226752	232416	238248	244200	250284
	Monthly	15504	15898	16288	16700	17112	17550	17982	18435	18896	19368	19854	20350	20857
	Hourly	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87
	Standby	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39
101	Annual	190776	195456	200400	205344	210600	215784	221220	226752	232416	238248	244200	250284	256548
	Monthly	15898	16288	16700	17112	17550	17982	18435	18896	19368	19854	20350	20857	21379
	Hourly	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87
	Standby	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60
102	Annual	195456	200400	205344	210600	215784	221220	226752	232416	238248	244200	250284	256548	262944
	Monthly	16288	16700	17112	17550	17982	18435	18896	19368	19854	20350	20857	21379	21912
	Hourly	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93
	Standby	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82
103	Annual	200400	205344	210600	215784	221220	226752	232416	238248	244200	250284	256548	262944	269532
	Monthly	16700	17112	17550	17982	18435	18896	19368	19854	20350	20857	21379	21912	22461
	Hourly	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09
	Standby	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04
104	Annual	205344	210600	215784	221220	226752	232416	238248	244200	250284	256548	262944	269532	276288
	Monthly	17112	17550	17982	18435	18896	19368	19854	20350	20857	21379	21912	22461	23024
	Hourly	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32
	Standby	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26
105	Annual	210600	215784	221220	226752	232416	238248	244200	250284	256548	262944	269532	276288	283188
	Monthly	17550	17982	18435	18896	19368	19854	20350	20857	21379	21912	22461	23024	23599
	Hourly	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63
	Standby	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49
106	Annual	215784	221220	226752	232416	238248	244200	250284	256548	262944	269532	276288	283188	290256
	Monthly	17982	18435	18896	19368	19854	20350	20857	21379	21912	22461	23024	23599	24188
	Hourly	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01
	Standby	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73
107	Annual	221220	226752	232416	238248	244200	250284	256548	262944	269532	276288	283188	290256	297528
	Monthly	18435	18896	19368	19854	20350	20857	21379	21912	22461	23024	23599	24188	24794
	Hourly	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49
	Standby	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97

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.

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 Standard Progression General Service Salary Schedule for Represented Employees
 Effective July 1, 2020
 4% 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	226752	232416	238248	244200	250284	256548	262944	269532	276288	283188	290256	297528	304956
	Monthly	18896	19368	19854	20350	20857	21379	21912	22461	23024	23599	24188	24794	25413
	Hourly	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05
	Standby	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22
109	Annual	232416	238248	244200	250284	256548	262944	269532	276288	283188	290256	297528	304956	312588
	Monthly	19368	19854	20350	20857	21379	21912	22461	23024	23599	24188	24794	25413	26049
	Hourly	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71
	Standby	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48
110	Annual	238248	244200	250284	256548	262944	269532	276288	283188	290256	297528	304956	312588	320400
	Monthly	19854	20350	20857	21379	21912	22461	23024	23599	24188	24794	25413	26049	26700
	Hourly	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45
	Standby	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74
111	Annual	244200	250284	256548	262944	269532	276288	283188	290256	297528	304956	312588	320400	328428
	Monthly	20350	20857	21379	21912	22461	23024	23599	24188	24794	25413	26049	26700	27369
	Hourly	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29
	Standby	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01
112	Annual	250284	256548	262944	269532	276288	283188	290256	297528	304956	312588	320400	328428	336612
	Monthly	20857	21379	21912	22461	23024	23599	24188	24794	25413	26049	26700	27369	28051
	Hourly	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21
	Standby	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28
113	Annual	256548	262944	269532	276288	283188	290256	297528	304956	312588	320400	328428	336612	345036
	Monthly	21379	21912	22461	23024	23599	24188	24794	25413	26049	26700	27369	28051	28753
	Hourly	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25
	Standby	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57
114	Annual	262944	269532	276288	283188	290256	297528	304956	312588	320400	328428	336612	345036	353676
	Monthly	21912	22461	23024	23599	24188	24794	25413	26049	26700	27369	28051	28753	29473
	Hourly	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39
	Standby	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86
115	Annual	269532	276288	283188	290256	297528	304956	312588	320400	328428	336612	345036	353676	362496
	Monthly	22461	23024	23599	24188	24794	25413	26049	26700	27369	28051	28753	29473	30208
	Hourly	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61
	Standby	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15
116	Annual	276288	283188	290256	297528	304956	312588	320400	328428	336612	345036	353676	362496	371568
	Monthly	23024	23599	24188	24794	25413	26049	26700	27369	28051	28753	29473	30208	30964
	Hourly	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95
	Standby	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46

Standby rate is equal to 7% of the hourly rate

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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*
117	Annual	283188	290256	297528	304956	312588	320400	328428	336612	345036	353676	362496	371568	380868
	Monthly	23599	24188	24794	25413	26049	26700	27369	28051	28753	29473	30208	30964	31739
	Hourly	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95	182.41
	Standby	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46	12.77
118	Annual	290256	297528	304956	312588	320400	328428	336612	345036	353676	362496	371568	380868	390372
	Monthly	24188	24794	25413	26049	26700	27369	28051	28753	29473	30208	30964	31739	32531
	Hourly	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95	182.41	186.96
	Standby	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46	12.77	13.09
119	Annual	297528	304956	312588	320400	328428	336612	345036	353676	362496	371568	380868	390372	400128
	Monthly	24794	25413	26049	26700	27369	28051	28753	29473	30208	30964	31739	32531	33344
	Hourly	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95	182.41	186.96	191.63
	Standby	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46	12.77	13.09	13.41
120	Annual	304956	312588	320400	328428	336612	345036	353676	362496	371568	380868	390372	400128	410136
	Monthly	25413	26049	26700	27369	28051	28753	29473	30208	30964	31739	32531	33344	34178
	Hourly	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95	182.41	186.96	191.63	196.43
	Standby	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46	12.77	13.09	13.41	13.75

Standby rate is equal to 7% of the hourly rate

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