

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, 2023  
 4% 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*
30	Annual	32340	32340	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984
	Monthly	2695	2695	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332
	Hourly	15.49	15.49	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15
	Standby	1.08	1.08	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34
31	Annual	32340	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932
	Monthly	2695	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411
	Hourly	15.49	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60
	Standby	1.08	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37
32	Annual	32340	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868
	Monthly	2695	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489
	Hourly	15.49	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05
	Standby	1.08	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40
33	Annual	32484	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924
	Monthly	2707	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577
	Hourly	15.56	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56
	Standby	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44
34	Annual	33240	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908
	Monthly	2770	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659
	Hourly	15.92	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03
	Standby	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47
35	Annual	33984	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940
	Monthly	2832	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745
	Hourly	16.28	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52
	Standby	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51
36	Annual	34776	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056
	Monthly	2898	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838
	Hourly	16.66	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54
37	Annual	35568	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208
	Monthly	2964	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934
	Hourly	17.03	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58
38	Annual	36432	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396
	Monthly	3036	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033
	Hourly	17.45	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62

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.

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39	Annual	37236	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584
	Monthly	3103	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132
	Hourly	17.83	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75
	Standby	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66
40	Annual	38160	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868
	Monthly	3180	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239
	Hourly	18.28	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36
	Standby	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71
41	Annual	39060	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044
	Monthly	3255	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337
	Hourly	18.71	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93
	Standby	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74
42	Annual	39984	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412
	Monthly	3332	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451
	Hourly	19.15	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58
	Standby	1.34	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79
43	Annual	40932	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744
	Monthly	3411	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562
	Hourly	19.60	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22
	Standby	1.37	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84
44	Annual	41868	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172
	Monthly	3489	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681
	Hourly	20.05	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90
	Standby	1.40	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88
45	Annual	42924	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516
	Monthly	3577	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793
	Hourly	20.56	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55
	Standby	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93
46	Annual	43908	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956
	Monthly	3659	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913
	Hourly	21.03	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24
	Standby	1.47	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98
47	Annual	44940	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408
	Monthly	3745	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034
	Hourly	21.52	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93
	Standby	1.51	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03

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48	Annual	46056	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956
	Monthly	3838	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163
	Hourly	22.06	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67
	Standby	1.54	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08
49	Annual	47208	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468
	Monthly	3934	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289
	Hourly	22.61	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40
	Standby	1.58	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13
50	Annual	48396	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100
	Monthly	4033	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425
	Hourly	23.18	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18
	Standby	1.62	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18
51	Annual	49584	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696
	Monthly	4132	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558
	Hourly	23.75	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94
	Standby	1.66	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24
52	Annual	50868	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364
	Monthly	4239	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697
	Hourly	24.36	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74
	Standby	1.71	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
53	Annual	52044	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080
	Monthly	4337	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840
	Hourly	24.93	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56
	Standby	1.74	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
54	Annual	53412	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808
	Monthly	4451	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984
	Hourly	25.58	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
55	Annual	54744	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620
	Monthly	4562	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135
	Hourly	26.22	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
56	Annual	56172	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492
	Monthly	4681	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291
	Hourly	26.90	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53

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57	Annual	57516	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340
	Monthly	4793	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445
	Hourly	27.55	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59
58	Annual	58956	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332
	Monthly	4913	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611
	Hourly	28.24	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66
59	Annual	60408	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240
	Monthly	5034	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770
	Hourly	28.93	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72
60	Annual	61956	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316
	Monthly	5163	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943
	Hourly	29.67	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79
61	Annual	63468	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392
	Monthly	5289	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116
	Hourly	30.40	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86
62	Annual	65100	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504
	Monthly	5425	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292
	Hourly	31.18	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93
63	Annual	66696	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688
	Monthly	5558	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474
	Hourly	31.94	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01
64	Annual	68364	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968
	Monthly	5697	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664
	Hourly	32.74	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05
	Standby	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08
65	Annual	70080	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248
	Monthly	5840	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854
	Hourly	33.56	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14
	Standby	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16

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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*
66	Annual	71808	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624
	Monthly	5984	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052
	Hourly	34.39	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28
	Standby	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24
67	Annual	73620	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012
	Monthly	6135	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251
	Hourly	35.26	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42
	Standby	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32
68	Annual	75492	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496
	Monthly	6291	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458
	Hourly	36.16	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61
	Standby	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40
69	Annual	77340	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028
	Monthly	6445	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669
	Hourly	37.04	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82
	Standby	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49
70	Annual	79332	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644
	Monthly	6611	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887
	Hourly	37.99	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07
	Standby	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58
71	Annual	81240	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320
	Monthly	6770	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110
	Hourly	38.91	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36
	Standby	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66
72	Annual	83316	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068
	Monthly	6943	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339
	Hourly	39.90	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67
	Standby	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76
73	Annual	85392	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852
	Monthly	7116	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571
	Hourly	40.90	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01
	Standby	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85
74	Annual	87504	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732
	Monthly	7292	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811
	Hourly	41.91	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39
	Standby	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95

Standby rate is equal to 7% of the hourly rate

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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, 2023  
 4% 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*
75	Annual	89688	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660
	Monthly	7474	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055
	Hourly	42.95	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79
	Standby	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05
76	Annual	91968	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660
	Monthly	7664	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305
	Hourly	44.05	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22
	Standby	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15
77	Annual	94248	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768
	Monthly	7854	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564
	Hourly	45.14	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71
	Standby	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25
78	Annual	96624	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960
	Monthly	8052	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830
	Hourly	46.28	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24
	Standby	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36
79	Annual	99012	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152
	Monthly	8251	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096
	Hourly	47.42	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77
	Standby	3.32	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46
80	Annual	101496	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488
	Monthly	8458	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374
	Hourly	48.61	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37
	Standby	3.40	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58
81	Annual	104028	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908
	Monthly	8669	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659
	Hourly	49.82	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01
	Standby	3.49	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69
82	Annual	106644	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400
	Monthly	8887	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950
	Hourly	51.07	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68
	Standby	3.58	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81
83	Annual	109320	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976
	Monthly	9110	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248
	Hourly	52.36	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39
	Standby	3.66	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93

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 4% 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*
84	Annual	112068	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696
	Monthly	9339	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558
	Hourly	53.67	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17
	Standby	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05
85	Annual	114852	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392
	Monthly	9571	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866
	Hourly	55.01	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94
	Standby	3.85	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18
86	Annual	117732	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292
	Monthly	9811	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191
	Hourly	56.39	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81
	Standby	3.95	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31
87	Annual	120660	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288
	Monthly	10055	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524
	Hourly	57.79	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72
	Standby	4.05	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44
88	Annual	123660	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332
	Monthly	10305	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861
	Hourly	59.22	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66
	Standby	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58
89	Annual	126768	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520
	Monthly	10564	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210
	Hourly	60.71	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67
	Standby	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72
90	Annual	129960	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720
	Monthly	10830	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560
	Hourly	62.24	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68
	Standby	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86
91	Annual	133152	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124
	Monthly	11096	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927
	Hourly	63.77	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79
	Standby	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01
92	Annual	136488	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564
	Monthly	11374	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297
	Hourly	65.37	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91
	Standby	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15

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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	139908	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208
	Monthly	11659	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684
	Hourly	67.01	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14
	Standby	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31
94	Annual	143400	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864
	Monthly	11950	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072
	Hourly	68.68	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37
	Standby	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47
95	Annual	146976	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736
	Monthly	12248	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478
	Hourly	70.39	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70
	Standby	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63
96	Annual	150696	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680
	Monthly	12558	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890
	Hourly	72.17	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07
	Standby	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79
97	Annual	154392	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768
	Monthly	12866	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314
	Hourly	73.94	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51
	Standby	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97
98	Annual	158292	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928
	Monthly	13191	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744
	Hourly	75.81	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98
	Standby	5.31	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14
99	Annual	162288	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256
	Monthly	13524	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188
	Hourly	77.72	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53
	Standby	5.44	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32
100	Annual	166332	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716
	Monthly	13861	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643
	Hourly	79.66	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14
	Standby	5.58	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50
101	Annual	170520	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308
	Monthly	14210	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109
	Hourly	81.67	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82
	Standby	5.72	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69

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, 2023  
 4% 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	174720	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044
	Monthly	14560	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587
	Hourly	83.68	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57
	Standby	5.86	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88
103	Annual	179124	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936
	Monthly	14927	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078
	Hourly	85.79	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39
	Standby	6.01	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08
104	Annual	183564	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936
	Monthly	15297	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578
	Hourly	87.91	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26
	Standby	6.15	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28
105	Annual	188208	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104
	Monthly	15684	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092
	Hourly	90.14	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22
	Standby	6.31	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49
106	Annual	192864	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440
	Monthly	16072	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620
	Hourly	92.37	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25
	Standby	6.47	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70
107	Annual	197736	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944
	Monthly	16478	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162
	Hourly	94.70	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37
	Standby	6.63	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92
108	Annual	202680	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604
	Monthly	16890	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717
	Hourly	97.07	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56
	Standby	6.79	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14
109	Annual	207768	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408
	Monthly	17314	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284
	Hourly	99.51	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82
	Standby	6.97	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37
110	Annual	212928	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368
	Monthly	17744	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864
	Hourly	101.98	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15
	Standby	7.14	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60

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 4% 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	218256	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544
	Monthly	18188	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462
	Hourly	104.53	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59
	Standby	7.32	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84
112	Annual	223716	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876
	Monthly	18643	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073
	Hourly	107.14	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10
	Standby	7.50	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09
113	Annual	229308	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400
	Monthly	19109	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700
	Hourly	109.82	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70
	Standby	7.69	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34
114	Annual	235044	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116
	Monthly	19587	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343
	Hourly	112.57	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40
	Standby	7.88	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60
115	Annual	240936	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000
	Monthly	20078	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000
	Hourly	115.39	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17
	Standby	8.08	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86
116	Annual	246936	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136
	Monthly	20578	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678
	Hourly	118.26	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07
	Standby	8.28	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13
117	Annual	253104	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416
	Monthly	21092	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368
	Hourly	121.22	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03
	Standby	8.49	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41
118	Annual	259440	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936
	Monthly	21620	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078
	Hourly	124.25	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11
	Standby	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70
119	Annual	265944	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936	357648
	Monthly	22162	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078	29804
	Hourly	127.37	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11	171.29
	Standby	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99
120	Annual	272604	279408	286368	293544	300876	308400	316116	324000	332136	340416	348936	357648	366612
	Monthly	22717	23284	23864	24462	25073	25700	26343	27000	27678	28368	29078	29804	30551
	Hourly	130.56	133.82	137.15	140.59	144.10	147.70	151.40	155.17	159.07	163.03	167.11	171.29	175.58
	Standby	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29

Standby rate is equal to 7% of the hourly rate

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