

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

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*
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

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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

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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

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Item # 301

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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*
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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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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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

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Item # 301

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

DOC - WFSE

SALARY RANGE		STEP 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

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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

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