Director's Meeting Agenda

State Human Resources
Office of Financial Management

Meeting Date:	Thursday, May 14, 2026
Meeting Time:	8:30 a.m.
Hosted By:	State Human Resources Office of Financial Management
Special Note:	This meeting is available via Zoom (web) with a call-in option. This event is open to the public and may be photographed, videotaped, webcasted, or otherwise recorded. By participating in this event, you agree to your image and anything you say or submit, may be posted indefinitely on one of OFM's publicly available sites.
Audio Conferencing Only:	To attend this public meeting, please click on the following link or use the call-in option below. We will have closed captioning available. · Zoom meeting Launch Link · Meeting ID: 816 3872 1176 · Passcode: 497654
Call-In Option:	One tap mobile: · +12532050468,,81638721176#,,,,*497654# US · ++12532158782,,81638721176#,,,,*497654# US (Tacoma) · Find your local number: https://ofm-wa-gov.zoom.us/u/kcl4tcRoxe
Exhibits:	The Exempt, Classification, Compensation, Rules items have been submitted to staff for study and presentation to the State Human Resources Director at a quarterly scheduled public meeting.

Section A: Previous Minutes Approval

March 4, 2026 (special meeting)
February 12, 2026

Section B: Exempt Compensation

Item 1 B0373 Deputy Assistant Director, Strategy, Technology and Innovation – L&I.....B1-B2
Item 2 B0391 Compliance Program Manager.....B3-B4
Item 3 B0413 Regional Administrator, L&I.....B5-B6
Item 4 B0417 Director, Food Systems Initiatives – AGR B7-B8
Item 5 B1555 Assistant Director for Tribal Affairs - HCA B9-B10
Item 6 B4141 Assist. Secretary, Fish Passage Barrier Correction Delivery Program – DOT B11-B12
Item 7 B7220 Director of Communications (LOTTERY).....B13-B14
Item 8 B7300 Legislative Liaison (LOTTERY) B15-B16
Item 9 B8239 Executive Director, Tribal Public Health & Relations - DOH.....B17-B18
Item 10 B8246 Executive Director of Community Relations & Equity – DOH B19-B20
Item 11 B9497 Workers Compensation System Modernization Program Dir. – WATECH B21-B23

Section C: Classification

Item 12 303A Dialysis/Pheresis Technician – UW Permanent Adoption.....C1-C2
Item 13 303B Dialysis/Pheresis Technician Lead - UW Permanent Adoption C3-C4
Item 14 312A First Aid Attendant C5-C6
Item 15 312B First Aid Attendant Lead C7-C8
Item 16 536H Environmental Engineer 4 – WPEA..... C9-C10
Item 17 596P Highway Maintenance Worker 1 – WPEA.....C11-C12
Item 18 621F Plumber/Pipefitter/Steamfitter – WPEA.....C13-C14
Item 19 Multiple WPEA Shadow Job Classes Abolishments
- Item A: A – AQ C15-C16
- Item B: AR - CH C17-C18
- Item C: CI - DY C19-C21
- Item D: DZ – FT C22-C24
- Item E: FU – HL C25-27
- Item F: HM – JA C28-C29

Section D: Compensation

Item 20 University of Washington Special Pay..... D1-D2
- 303A Dialysis/Pheresis Technician Permanent Adoption
- 303B Dialysis/Pheresis Technician Lead Permanent Adoption

Item 21 WPEA Salary Schedules July 1, **2025**
a) WPEA General Service Represented effective July 1, 2025 .....C3-C10
b) WPEA Information Tech. General Service Represented effective July 1, 2025 .....C11-C12
c) WPEA State Patrol Represented effective July 1, 2025 .....C13-C15

Item 22 WPEA Salary Schedules July 1, **2026**
a) WPEA General Service Represented effective July 1, 2026 .....C16-C23
b) WPEA Information Tech. General Service Represented effective July 1, 2026 .....C24-C25
c) WPEA State Patrol Represented effective July 1, 2026 .....C26-C28

Section E: Rule Amendments

There are no rule amendment items for this meeting.

Website Information

This publication and other State Human Resource Director's meeting related information is available at https://ofm.wa.gov/state-human-resources/hr-meetings/directors-meetings

Proposal Package Submittals

All proposal packages should be routed to your assigned classification analyst. The classification and compensation email address is classandcomp@ofm.wa.gov.

Meeting Coordinator

For questions and concerns, contact the Meeting Coordinator at classandcomp@ofm.wa.gov.

Individuals with Disabilities

If you are a person with a disability and require accommodation for attendance, contact the Meeting Coordinator no later than the first Thursday of the month.

Alternative Publication Formats

This publication will be made available in alternate formats upon request.

What is a "Revision"

When changes occur to an exhibit after the original Director's meeting agenda has been posted to the State Human Resources website, a revised exhibit is created which reflects the most up-to-date information proposed for adoption. The revised exhibit appears in a separate Revised Agenda which will be available on the day of the meeting.

Exempt Exhibit

Exempt Information

Item #: 1

Requester (Agency/Institution): Department of Labor and Industries

C&C Specialist: Chelsea Lee

Primary Action (check all that apply):

☐ Abolishment ☒ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: N/A

Current EMS Band/Rate: N/A

Proposed Class Code/Title: B0373 Deputy Assistant Director, Strategy, Technology and Innovation – L&I

Proposed EMS Band/Rate: EMS Band IV ($98,712 - $170,076)

Current RCW Exemption (indicate number and description): N/A

Proposed RCW Exemption (indicate number and description): RCW 41.06.070(1)(v): "*In each agency with fifty or more employees: …assistant directors or division directors…*"

Effective Date: 5/15/2026

Scope

Reporting to the Assistant Director, Insurance Services, L&I, the Deputy Assistant Director, Strategy, Technology and Innovation – L&I provides executive leadership for division strategy, technology, innovation, and business process management for the Insurance Services Division. The exempt class is accountable for divisional portfolio and project management of Insurance Services IT and business solutions, data governance and analytics strategy, technology-enabled innovation, division-wide business process optimization, and technology-related risk management, including internal audit coordination and corrective action planning.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

The Department of Labor and Industries is requesting to establish a Deputy Assistant Director, Strategy, Technology and Innovation – L&I to effectively lead strategy, technology, data, and innovation functions for the Insurance Services Division. Washington State operates the sole workers' compensation system in the state, and Insurance Services is responsible for administrating a complex, high-risk program that directly affects injured workers, employers, and providers statewide. This exempt class will provide executive leadership over a division-wide portfolio; be accountable for ensuring that strategy, technology, and innovation is aligned with statutory requirements, agency priorities, and statewide policy expectations; and serves as the senior business authority for division technology products and modernization initiatives.

This exempt class meets the following exemption criteria in accordance with RCW 41.06.070(1)(v): "*In each agency with fifty or more employees: …assistant directors or division directors…"* as the exempt class serves as a divisional Deputy Assistant Director.

State HR staff evaluated this exempt class with a JVAC score of D5Y – 1136, which meets the EMS Band IV level.

A Fiscal Impact Statement was submitted and approved March 3, 2026, by OFM Budget, confirming the agency can absorb the cost of this action.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148586 At-Will

Date of Exempt Position Description on File: 2/4/2026

Current Number of Approved Position(s): N/A

Total Number of Approved Position(s): 1

Exempt Exhibit

Exempt Information

Item #: 2

Requester (Agency/Institution): Department of Labor and Industries

C&C Specialist: Julie Moultine

Primary Action (check all that apply):

☒ Abolishment ☐ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: B0391 Compliance Program Manager

Current EMS Band/Rate: Range 62 ($73,284 - $98,520)

Proposed Class Code/Title: N/A

Proposed EMS Band/Rate: N/A

Current RCW Exemption (indicate number and description): 41.06.070(3) Governor's Pool: "…one involving directing and controlling program operations of … a major administrative division…"

Proposed RCW Exemption (indicate number and description): N/A

Effective Date: 5/15/2026

Scope

This position manages L&I's Washington Industrial Safety and Health Act (WISHA) Policy and Technical Services Unit in headquarters. This position manages and directs the development and implementation of all technical policy content related to WISHA. This position manages staff that provide assistance with policy and code interpretation which guides the delivery of our Safety and Health program statewide.

Explanation

The Department of Labor and Industries is requesting the abolishment of exempt class B0391 Compliance Program Manager, which is a range 62.

The agency states the incumbent in the position has recently retired and the Division of Safety and Health leadership team has determined a business need to change the duties and responsibilities of the exempt class. The new duties and responsibilities fall within the Washington Management Service classification.

A Fiscal Impact Statement was not required as there is no cost associated with this request.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148587 At-Will Governor's Pool

Date of Exempt Position Description on File: 3/11/1996

Current Number of Approved Position(s): 1

Total Number of Approved Position(s): N/A

Exempt Exhibit

Exempt Information

Item #: 3

Requester (Agency/Institution): Department of Labor and Industries

C&C Specialist: Meiklynn Flannery

Primary Action (check all that apply):

☒ Abolishment ☐ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: B0413 Regional Administrator, L&I

Current EMS Band/Rate: EMS III ($82,344 - $146,784)

Proposed Class Code/Title: N/A

Proposed EMS Band/Rate: N/A

Current RCW Exemption (indicate number and description): RCW 41.06.070 (3) Governor's Pool "…involving directing and controlling program operations of an agency or a major administrative division thereof…"

Proposed RCW Exemption (indicate number and description): N/A

Effective Date: 5/15/2026

Scope

Reporting to the Assistant Director for Field Services and Public Safety, the Regional Administrator has overall responsibility for the budget, development, management and implementation of policies and procedures in a specified geographic region. Positions in this exempt class have decision making authority for regional programs and services including: fraud prevention, early return to work, customer service, internal safety and health, field claims units, independent medical examination statewide scheduling, contractor compliance, employment standards, and electrical programs. Responsible for managing the overall regional administrative operations, ensuring programs meet or exceed their performance goals.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

Department of Labor and Industries recently completed a reorganization within their Customer Service, Compliance, and Public Safety Division (formerly Field Services & Public Safety) and the Division of Labor Standards (formerly Fraud Prevention and Labor Standards) to make more efficient use of limited resources and streamline decision-making. This meant eliminating the matrix management where staff were assigned to one division while their program's policies and procedures were managed in the other. Now staff and managers in the same program are part of the same reporting structure, within the same division.

Due to this restructuring, there was a need to reassign positions to enhance operational efficiency and to abolish the Regional Administrator positions, as the regions no longer exist.

There are currently 6 positions approved under this exempt class. The staff in these 6 positions have either found other employment or have been reassigned to other positions within the agency.

State HR staff supports the agency's request to abolish this exempt class. There is no fiscal impact with this action. Furthermore, this action will be removing the exempt class from the Governor's Pool.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148587 At-Will Governor's Pool

Date of Exempt Position Description on File: 3/23/2022

Current Number of Approved Position(s): 6

Total Number of Approved Position(s): N/A

Exempt Exhibit

Exempt Information

Item #: 4

Requester (Agency/Institution): Department of Agriculture

C&C Specialist: Julie Moultine

Primary Action (check all that apply):

☐ Abolishment ☒ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: N/A

Current EMS Band/Rate: N/A

Proposed Class Code/Title: B0417 Director, Food Systems Initiatives – AGR

Proposed EMS Band/Rate: EMS Band IV ($98,712 - $170,076)

Current RCW Exemption (indicate number and description): N/A

Proposed RCW Exemption (indicate number and description): RCW 41.06.070(1)(v): **"**In each agency with fifty or more employees…division directors…"

Effective Date: 5/15/2026

Scope

Reporting to the agency Director and serving as part of the department's senior policy leadership team, the Director, Food Systems Initiatives provides statewide strategic leadership and policy direction for food systems initiatives that are central to agency's mission. The Director, Food Systems Initiatives designs, directs and oversees statewide programs and initiatives that translate legislative mandates, budget provisos and executive priorities into operational policy, funding strategies and measurable outcomes. This exempt class is responsible for advancing the strategic vision, policy framework and statewide coordination of food system programs that strengthen food security, agricultural viability and equitable access to nutritious, locally produced food.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

The initial request from the Department of Agriculture was a band, title change and minor scope update for B0600 Assistant to Director, Special Projects. However, the minor scope update was a substantial change from the existing scope for B0600. Therefore, the agency is requesting the establishment of a new exempt class, B0417 Director, Food Systems Initiatives at the EMS Band IV level.

The Director, Food Systems Initiatives serves in a senior executive leadership role and reports directly to the agency Director. This exempt class provides statewide strategic leadership and policy direction for food systems programs that are central to the agency's mission and legislative priorities and integrates multiple programs, funding streams and cross-agency initiatives into a cohesive statewide food systems portfolio. Through partnership development, policy and legislative analysis and program design, this exempt class advances strategies that support agricultural viability, food security and economic development while ensuring accountability, transparency and measurable outcomes in service of the state's food system goals.

This exempt class meets the following exemption criteria in accordance with RCW 41.06.070(1)(v): **"**In each agency with fifty or more employees…division directors…"

A Fiscal Impact Statement was submitted and approved on March 4, 2026, by OFM Budget confirming the agency can absorb all costs associated with this request.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148586 At-Will

Date of Exempt Position Description on File: 1/15/2026

Current Number of Approved Position(s): N/A

Total Number of Approved Position(s): 1

Exempt Exhibit

Exempt Information

Item #: 5

Requester (Agency/Institution): Washington State Health Care Authority

C&C Specialist: Mindy Portschy

Primary Action (check all that apply):

☐ Abolishment ☒ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: N/A

Current EMS Band/Rate: N/A

Proposed Class Code/Title: B1555 Assistant Director for Tribal Affairs - HCA

Proposed EMS Band/Rate: EMS Band III ($82,344 - $146,784)

Current RCW Exemption (indicate number and description): N/A

Proposed RCW Exemption (indicate number and description): State Health Care Authority enabling statute, 41.05.021(1): “The Washington state health care authority is created within the executive branch… The director may employ a deputy director, and such assistant directors and special assistants as may be needed to administer the authority,…”

Effective Date: 5/15/2026

Scope

Reporting to the agency Director, the Assistant Director for Tribal Affairs is a member of the agency’s executive team and serves as the executive leader and appointing authority for the Tribal Affairs division. This exempt class serves as the agency expert with Washington’s federally recognized tribes and tribal organizations, develops and implements state and agency policies that promote effective communication and collaboration between the Health Care Authority and tribal governments and Indian Health Care Providers, and ensures HCA meets the requirements of Chapter 43.376 RCW, section 1902(a)(73) of the Social Security Act, and related rules promulgated by the federal Centers for Medicare and Medicaid Services and Substance Abuse and Mental Health Services Administration.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

The Washington State Health Care Authority is requesting establishment of the exempt class titled Assistant Director for Tribal Affairs – HCA. The request is in support of Governor Ferguson's Executive Order 25-10, A new foundation for Washington State's governmental relations with sovereign tribal nations. This Executive Order reaffirms the state's commitment to implanting and strengthening meaningful government-to-government relationships with the 29 federally recognized tribes in Washington State. The AD for Tribal Affairs will serve as the agency expert with the federally recognized tribal organizations and meet the requirements specified in RCW 43.376 and section 1902(a)(73) of the Social Security Act.

This position provides expert guidance and recommendations on matters related to Indian health care policy to the agency director, executive leadership, and the governor's office, as well as to tribes and Indian Health Care Providers. In addition, this exempt class will provide oversight to all Tribal Agreements and policy expertise to tribes, Indian Health Care Providers, and other external parties as the agency expert on federal and state requirements applicable to the agency's business as it related to tribes, IHCPs, and AI/AN applicants and recipients of agency programs.

State HR staff reviewed the documents provided and evaluated this exempt class with a JVAC of C4X-800, which is within EMS Band III. Further, staff supports exemption under the agency enabling statute RCW 41.05.021(1): "The Washington state health care authority is created within the executive branch… The director may employ a deputy director, and such assistant directors and special assistants as may be needed to administer the authority,…" Currently, this work is being performed in a WMS Band III position, which will be abolished once this establishment is adopted.

OFM budget reviewed the fiscal impact statement provided by the agency and determined there is no fiscal impact for this action. The current WMS position will move to this EMS class once established and is within the same salary band.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148586 At-Will

Date of Exempt Position Description on File: 1/29/2026

Current Number of Approved Position(s): N/A

Total Number of Approved Position(s): 1

Exempt Exhibit

Exempt Information

Item #: 6

Requester (Agency/Institution): Department of Transportation

C&C Specialist: Chelsea Lee

Primary Action (check all that apply):

☐ Abolishment ☒ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: N/A

Current EMS Band/Rate: N/A

Proposed Class Code/Title: B4141 Assistant Secretary, Fish Passage Barrier Correction Delivery Program – DOT

Proposed EMS Band/Rate: EMS Band V ($119,856 - $194,772)

Current RCW Exemption (indicate number and description): N/A

Proposed RCW Exemption (indicate number and description): Agency enabling statute RCW 41.06.079: *"…provisions of this chapter shall not apply…to…one assistant secretary for each division…"*

Effective Date: 5/15/2026

Scope

Reporting to the Deputy Secretary of Transportation, the Assistant Secretary serves on WSDOT's executive management team and is accountable for governance, performance, and delivery of the Fish Passage Barrier Correction Program. This exempt class provides executive leadership across the department and works with the Secretary, Deputy Secretary, and other Assistant Secretaries to integrate fish passage delivery into WSDOT's broader capital program, engineering practices, operational priorities, and investment strategies.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

The Washington State Department of Transportation is requesting establishment of an Assistant Secretary, Fish Passage Barrier Correction Delivery Program – DOT as the agency is subject to a federal court injunction requiring the correction of culverts that impede salmon migration. This mandate drives one of the largest and most complex infrastructure programs in state history, and given the program's financial scale, technical complexity, legal exposure, fiscal risk, public visibility, and political sensitivity, an Assistant Secretary-level leader is necessary to ensure enterprise oversight, accountability, and strategic direction.

This exempt class meets the agency enabling statute under RCW 41.06.079: *"…provisions of this chapter shall not apply…to…one assistant secretary for each division designated pursuant to RCW 47.01.081…"*. Further, RCW 47.01.081(2) provides that: *"…Each division shall be headed by an assistant secretary to be appointed by the secretary…"*.

State HR staff evaluated this exempt class with a JVAC score of D5Z – 1256, which meets the EMS Band V level.

A Fiscal Impact Statement was submitted and approved March 3, 2026, by OFM Budget, confirming the agency can absorb the cost of this action.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148586 At-Will

Date of Exempt Position Description on File: 1/27/2026

Current Number of Approved Position(s): N/A

Total Number of Approved Position(s): 1

Exempt Exhibit

Exempt Information

Item #: 7

Requester (Agency/Institution): State Lottery Commission

C&C Specialist: Chelsea Lee

Primary Action (check all that apply):

☒ Abolishment ☐ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: B7220 Director of Communications (LOTTERY)

Current EMS Band/Rate: EMS Band II ($71,004 - $130,320)

Proposed Class Code/Title: N/A

Proposed EMS Band/Rate: N/A

Current RCW Exemption (indicate number and description): RCW 41.06.070(1)(v): "*In each agency with fifty or more employees: …division directors…*"

Proposed RCW Exemption (indicate number and description): N/A

Effective Date: 5/15/2026

Scope

Develop and direct the overall communications and public relations strategy of the agency to continually position the Lottery in a positive light. Provide strategic communications leadership to the organization, influencing the development of the agency's image and supports and recommends ideas to influence brand architecture and ensuring communication strategies are clearly translated into practice through actionable programs. Coordinate with other division directors all internal and external communications and public relations functions.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

The State Lottery Commission submitted a request to abolish B7220 Director of Communications (LOTTERY) as the exempt class has been vacant since November 2022. The agency states the working title for this exempt class was updated to Assistant Director of Marketing in 2019, and later updated B7140 to the Assistant Director of Marketing in November 2022, but did not abolish B7220 at the time. This request is to formally abolish B7220 as the work of the Assistant Director of Marketing is currently under B7140.

At the time this exempt class was established, it was exempted under RCW 41.06.070(1)(w): "*In each agency with fifty or more employees: …division directors…*". As RCW numbering have changed over the years, RCW 41.06.070(1)(w) is now for staff employed by the department of commerce to administer energy policy functions. The RCW exemption for division directors in agencies with fifty or more employees is currently RCW 41.06.070(1)(v).

A Fiscal Impact Statement was not required as there is no cost associated with this request.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148586 At-Will

Date of Exempt Position Description on File: 2/15/2022

Current Number of Approved Position(s): 1

Total Number of Approved Position(s): N/A

Exempt Exhibit

Exempt Information

Item #: 8

Requester (Agency/Institution): State Lottery Commission

C&C Specialist: Chelsea Lee

Primary Action (check all that apply):

☒ Abolishment ☐ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: B7300 Legislative Liaison (LOTTERY)

Current EMS Band/Rate: EMS Band II ($71,004 - $130,320)

Proposed Class Code/Title: N/A

Proposed EMS Band/Rate: N/A

Current RCW Exemption (indicate number and description): RCW 67.70.050 (2) "*Appoint such…assistant directors as may be required to carry out the functions and duties of his or her office…*"

Proposed RCW Exemption (indicate number and description): N/A

Effective Date: 5/15/2026

Scope

Responsible for establishing and maintaining relationships and communication between Washington's Lottery and legislators, elected officials, work groups, government agencies, citizen groups, and other stakeholders to promote effective policy development and partnerships. Track legislation impacting the Lottery. In coordination with the Director, meet with legislators and legislative staff and represent the Lottery before legislative committees. Appear as a representative of the Lottery before legislative work groups, government agencies, boards, commissions, associations, and citizen groups.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

State Lottery Commission submitted a request to abolish B7300 Legislative Liaison (LOTTERY) as the exempt class has been vacant since April 2019. The agency states the legislative work of this exempt class transitioned to the Director of Legal Services, B7190, with additional work, scope, and decision-making/authority.

A Fiscal Impact Statement was not required as there is no cost associated with this request.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148586 At-Will

Date of Exempt Position Description on File: None on file

Current Number of Approved Position(s): 1

Total Number of Approved Position(s): N/A

Exempt Exhibit

Exempt Information

Item #: 9

Requester (Agency/Institution): Department of Health

C&C Specialist: Julie Moultine

Primary Action (check all that apply):

☐ Abolishment ☒ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: N/A

Current EMS Band/Rate: N/A

Proposed Class Code/Title: B8239 Executive Director, Tribal Public Health and Relations - DOH

Proposed EMS Band/Rate: EMS Band III ($82,344 - $146,784)

Current RCW Exemption (indicate number and description): N/A

Proposed RCW Exemption (indicate number and description): Agency enabling statute RCW 41.06.074 "…the provisions of this chapter shall not apply in the department of health … and five additional positions involved in policy or program direction."

Effective Date: 5/15/2026

Scope

Reporting to the Secretary and as a member of the Department of Health's(DOH) executive leadership team, the Executive Director of Tribal Public Health and Relations leads the agency's Government-to-Government Relations for Tribal Health, fostering and strengthening the agency's relationships with all the sovereign tribal nations in Washington State, tribal organizations and Indian Health Programs. This exempt class serves as a policy advisor to the Secretary, Executive Team, agency leadership and staff ensuring that the agency's Tribal priorities and partnership principles are embedded in the agency's policies, planning, engagement and decision making.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

The Department of Health is requesting the establishment of a new exempt classification Executive Director, Tribal Public Health and Relations – DOH to reflect the Secretary's priorities and ensures DOH can meet its statutory obligations, strengthen trust and partnerships with tribal nations and advance a more just, coordinated and effective public health outcomes statewide.

Currently the position is in the Washington Management Service Band 3 level as the Tribal Relations Director. However, the agency states given the importance of strong and sustained government-to-government relationships, the complexity of public health challenges facing tribal communities and the need for consistent executive-level leadership across programs, DOH requires a dedicated EMS role with authority and accountability to guide this work.

This exempt class is exempt from civil service in accordance with agency enabling statute, RCW 41.06.074 "…the provisions of this chapter shall not apply in the department of health … and five additional positions involved in policy or program direction." SHR staff verified that the agency will not be over five additional positions involved in policy or program direction with the establishment of this position.

State HR reviewed the position description and evaluated the exempt class with a JVAC score of C4X-800, which is within EMS Band III.

OFM Budget reviewed the fiscal impact statement and verified the agency can absorb all costs associated with this request.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Policy

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148586 At-Will

Date of Exempt Position Description on File: 2/20/2026

Current Number of Approved Position(s): N/A

Total Number of Approved Position(s): 1

Exempt Exhibit

Exempt Information

Item #: 10

Requester (Agency/Institution): Department of Health (DOH)

C&C Specialist: Crystal Mungarro

Primary Action (check all that apply):

☐ Abolishment ☒ Establishment ☐ Exemption Change ☐ Substantial Scope Change
☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band
☐ Title Change ☐ Remove Position

Current Class Code/Title: N/A

Current EMS Band/Rate: N/A

Proposed Class Code/Title: B8246 Executive Director of Community Relations & Equity – DOH

Proposed EMS Band/Rate: EMS Band IV ($98,712-$170,076)

Current RCW Exemption (indicate number and description): N/A

Proposed RCW Exemption (indicate number and description): DOH's agency enabling statute, RCW 41.06.074 "In addition to the exemptions under RCW 41.06.070, the provisions of this chapter shall not apply in the department of health to any … assistant secretary…."

Effective Date: 5/15/2026

Scope

The Executive Director of Community Relations & Equity – DOH provides leadership for the agency's equity and community partnership work, having oversight and authority for the agency's development and implementation of health justice and health equity initiatives. As a member of the agency's executive leadership team, reporting to the Secretary, this exempt class ensures that community voice and equity principles are embedded in DOH's policies, planning, engagement, and decision-making. Oversees the development and implementation of health equity and health justice strategies, builds capacity across the agency, and supports staff managing key community partnerships.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

Explanation

The Department of Health is requesting establishment of an exempt class assistant secretary, with the title of Executive Director of Community Relations & Equity – DOH, at the EMS Band IV level. This exempt class will ensure DOH can meet its commitments to health equity, strengthen community trust, and advance more just and effective public health outcomes statewide. This position is currently allocated to a WMS Band IV level, and upon establishment of this exempt class, the agency will abolish the WMS position.

State HR reviewed the position description dated February 20, 2026, and evaluated this class with a JVAC of D4Y – 1012 which meets the EMS Band IV level. This position is exempt from civil service in accordance with DOH's enabling statute, RCW 41.06.074 "In addition to the exemptions under RCW 41.06.070, the provisions of this chapter shall not apply in the department of health to any … assistant secretary… ."

A fiscal impact statement was submitted and OFM Budget confirmed the agency can absorb the cost of this action.

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: 5/14/2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148586 At-Will

Date of Exempt Position Description on File: 2/20/2026

Current Number of Approved Position(s): N/A

Total Number of Approved Position(s): 1

Exempt Exhibit

Exempt Information

Item #: 11

Requester (Agency/Institution): Washington Technology Solutions

C&C Specialist: Mindy Portschy

Primary Action (check all that apply):

☐ Abolishment ☒ Establishment ☐ Exemption Change ☐ Substantial Scope Change

☐ Revision/Correction

Secondary Action - As a result of Primary Action (check all that apply):

☐ Add Position ☐ Band Change ☐ Minor Scope Change ☐ Pay Outside Band

☐ Title Change ☐ Remove Position

Current Class Code/Title: N/A

Current EMS Band/Rate: N/A

Proposed Class Code/Title: B9497 Workers Compensation System Modernization Program Director – WATECH

Proposed EMS Band/Rate: EMS Band IV ($98,712 - $170,076)

Current RCW Exemption (indicate number and description): N/A

Proposed RCW Exemption (indicate number and description): Governor's Pool, 41.06.070(3): "…one involving directing and controlling program operations of an agency or a major administrative division thereof…"

Effective Date: 5/15/2026

Scope

Reporting to the WaTech Director and State CIO, the Workers Compensation System Modernization Program Director is responsible for the oversight and strategic implementation of a highly complex and matrixed program including both WaTech and L&I staff. The position in this exempt class directs the operations and change management of a multi-year modernization effort that replaces L&I's existing workers compensation system which currently includes over 100 systems and impacts the entire enterprise. This exempt class requires specialized knowledge of state and federal workers compensation rules, policies and guidelines to properly lead this new program and assess impacts of new products and the integration of existing systems.

The WCSM Program Director holds full authority over critical decisions that will shape the success of the modernization effort and the agency's long-term mission through their day-to-day leadership. Decisions made by the director carry significant weight and directly affect WaTech and L&I; they also impact on working relationships with the business and labor communities, the legislature, OFM, and the citizens of our state. It's role of developing model framework and policy standards will influence policy directions of other agencies and local governments.

Explanation

Washington Technology Solutions is requesting establishment of an exempt class titled Workers Compensation System Modernization Program Director. The Governor's Office determined the responsibilities will transition from L&I to WATECH. This exempt class directs the operations and change management of a multi-year modernization effort that replaces L&I's existing workers compensation system which currently includes over 100 systems and impacts the entire enterprise. It's role of developing model framework and policy standards will influence policy directions of other agencies and local governments.

The WCSM Program will result in streamlined systems, applications, and processes resulting in better service, better resource usage - increasing the capacity of existing L&I staff to manage their injured worker caseloads – improve outcomes for Washington businesses and employees. In 2019, the Legislature funded the WCSM Program to address these issues, aiming to replace legacy systems with modern solutions.

State HR staff reviewed the documents provided and evaluated this exempt class with a JVAC of D5Y - 1136, which is within EMS Band IV. This exempt class meets exemption under RCW 41.06.070(3), Governor's pool, as it is "…one involving directing and controlling program operations of an agency or a major administrative division thereof…"

While this exempt class was being reviewed and awaiting establishment, the agency utilized B9532, Deputy Director for Integrated Eligibility and Enrollment (EMS Band IV) due to the critical nature of the work to be performed. The agency will move the incumbent to B9497, WCSM Program Director, once it is established.

Washington Technology Services and Labor and Industries have completed an interagency agreement regarding the WCSM program. Although the position within this exempt class is a WATECH employee, it is funded by the L&I WCSM allotment. Currently, this exempt class is funded by specific project funds available through June 30, 2027, at which time it will be reviewed to determine if it has future funding or will be abolished effective July 1, 2027.

B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits but are otherwise exempt from civil service

HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

Director's Meeting Date: May 14, 2026

Management Type: Management

EEOC Code: 41 Officials & Administrators

Workforce Indicator: 80148587 At-Will Governor's Pool

Date of Exempt Position Description on File: 1/21/2026

Current Number of Approved Position(s): N/A

Classified Exhibit

Permanent Adoption

Exhibit Information

Item #: 12

Agency/HE Institution: University of Washington

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☐**Abolishment** ☒**Establishment** ☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Current Class Code/Title: N/A

Current Salary Range/Rate: N/A

Proposed Class Code/Title: 303A Dialysis/Pheresis Technician

Proposed Salary Range/Rate: 56

Definition: Prepare, assemble, operate and monitor equipment used for dialysis/pheresis treatments; compound dialysis solutions and concentrates; repair patient catheters.

Distinguishing Characteristics: Under general direction, prepare, assemble and preset dialysis equipment, materials and pheresis apparatus at the patient's bedside to perform various pheresis procedures/treatments; compound, manufacture, label and dispense dialysis solutions and concentrates for use in treatments; repair catheters for patients undergoing dialysis, apheresis, intravenous feeding, or chemotherapy treatments.

Explanation: State HR staff is supportive of the request from the University of Washington to establish the job classification titled Dialysis/Pheresis Technician. This request is due to a new dialysis program being implement at Harborview Medical Center. Creating this job classification is critical to expanding the service within UW medicine and providing essential patient care.

This classified item was presented and adopted as an emergency establishment on March 4, 2026, and is coming back for permanent adoption on May 14, 2026, with the original effective date of March 5, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 3/5/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 43 Technicians

Number of Position(s) Affected: N/A

Classified Exhibit

Permanent Adoption

Exhibit Information

Item #: 13

Agency/HE Institution: University of Washington

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☐**Abolishment** ☒**Establishment** ☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Current Class Code/Title: N/A

Current Salary Range/Rate: N/A

Proposed Class Code/Title: 303B Dialysis/Pheresis Technician Lead

Proposed Salary Range/Rate: 59

Definition: Lead assigned staff; prepare, assemble, operate and monitor equipment used for dialysis/pheresis treatments; compound dialysis solutions and concentrates; repair patient catheters.

Distinguishing Characteristics: Regularly assign, instruct, and check the work of others; assist in coordinating the operation of the laboratory. Under general direction, prepare, assemble and preset dialysis equipment, materials and pheresis apparatus at the patient's bedside to perform various pheresis procedures/treatments; compound, manufacture, label and dispense dialysis solutions and concentrates for use in treatments; repair catheters for patients undergoing dialysis, apheresis, intravenous feeding, or chemotherapy treatments.

Explanation: State HR staff is supportive of the request from the University of Washington to establish the job classification titled Dialysis/Pheresis Technician Lead. This request is due to a new dialysis program being implement at Harborview Medical Center. Creating this job classification is critical to expanding the service within UW medicine and providing essential patient care.

This classified item was presented and adopted as an emergency establishment on March 4, 2026, and is coming back for permanent adoption on May 14, 2026, with the original effective date of March 5, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 3/5/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 43 Technicians

Number of Position(s) Affected: N/A

Classified Exhibit

Exhibit Information

Item #: 14

Agency/HE Institution: University of Washington

C&C Specialist: Barb Ursini

Director's Meeting Action(s) – select all that apply:

☐**Abolishment** ☐**Establishment** ☒**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☒**Class Series Concept** ☒**Definition** ☒**Distinguishing Characteristics**

Current Class Code/Title: 312A First Aid Attendant

Current Salary Range/Rate: Range 34 ($37, 584 – $49,428)

Proposed Class Code/Title: N/A

Proposed Salary Range/Rate: N/A

Class Series Concept: Renders first aid and subsequent treatment to injured or ill individuals in a variety of settings, such as sports programs/events, social activities, performing arts, or graduation/commencement activities and events.

Definition: ~~Under close supervision of staff, renders first aid and subsequent treatment to injured or ill individuals in a variety of settings, such as sports programs/events, social activities, performing arts, or graduation/commencement activities and events.~~

This is the entry level of the series. Under close supervision, positions assist and perform routine first aid and subsequent treatment at sports programs and events, social activities, performing arts, and graduation/commencement activities and events.

Explanation: State HR staff **supports** the University of Washington's request to revise 312A First Aid Attendant to reflect on the work currently being performed with the UW Intercollegiate Athletics Customer Service Team in the Event Management department; within Intercollegiate Athletics (ICA) and the UW Botanic Gardens department in the School of Environmental and Forest Sciences within the College of the Environment (ENV).

The Intercollegiate Athletics (ICA) is a self-sustaining department, and UW has confirmed the funding for these positions will not include tuition dollars.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 5/15/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 45 Paraprofessionals

Number of Position(s) Affected: 19

Classified Exhibit

Exhibit Information

Item #: 15

Agency/HE Institution: University of Washington

C&C Specialist: Barb Ursini

Director's Meeting Action(s) – select all that apply:

☐**Abolishment** ☒**Establishment** ☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Current Class Code/Title: N/A

Current Salary Range/Rate: N/A

Proposed Class Code/Title: 312B First Aid Attendant Lead

Proposed Salary Range/Rate: Range 37 ($40,032 - $51,840)

Class Series Concept

See First Aid Attendant.

Definition

Regularly assigns, instructs, and checks the work of first aid attendants. As an experienced first aid attendant, performs first aid and subsequent treatment at sports programs and events, social activities, performing arts, and graduation/commencement activities and events. Positions require a solid understanding of policies and procedures to handle these tasks independently, occasionally seeking guidance for complex or unusual situations.

Explanation: State HR staff **supports** the University of Washington's request to establish a First Aid Attendant Lead to reflect on the work currently being performed while aligning with the proposed salary, with the UW Intercollegiate Athletics Customer Service Team in the Event Management department; within Intercollegiate Athletics (ICA) and the UW Botanic Gardens department in the School of Environmental and Forest Sciences within the College of the Environment (ENV).

The purpose of this action is to solidify the class series with the establishment of a First Aid Attendant Lead. The department proposes this lead position to oversee the day-to-day tasks and serve as first escalation point.

The Intercollegiate Athletics (ICA) is a self-sustaining department, and UW has confirmed that the funding for these positions will not include tuition dollars.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 5/15/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 45 Paraprofessionals

Number of Position(s) Affected: N/A

Classified Exhibit

Exhibit Information

Item #: 16

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☐**Abolishment** ☒**Establishment** ☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Current Class Code/Title: N/A

Current Salary Range/Rate: N/A

Proposed Class Code/Title: 536H Environmental Engineer 4 - WPEA

Proposed Salary Range/Rate: 70

Definition: In the Department of Ecology, directs a medium-sized environmental unit and supervises five or more staff which includes at least two environmental engineers performing environmental engineering duties. Position represents the department as a registered Professional Engineer.

OR

In the Department of Health, directs a medium-sized environmental or public health unit and supervises five or more technical staff performing environmental engineering or public health duties. Represents the department as a registered Professional Engineer.

Explanation: This request is from the Office of Financial Management for the establishment of the shadow job classification titled Environmental Engineer 4 - WPEA. This is a result of the Washington Public Employee Association bargaining agreement effective July 1, 2026-June 30, 2027.

The effective date of this action is July 1, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 7/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 42 Professionals

Number of Position(s) Affected: N/A

Classified Exhibit

Exhibit Information

Item #: 17

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

❐**Abolishment** ☒**Establishment** ❐**Revision** ❐**Salary Adjustment**

If Revision(s) – select all that apply:

❐**Title Change** ❐**Class Series Concept** ❐**Definition** ❐**Distinguishing Characteristics**

Current Class Code/Title: N/A

Current Salary Range/Rate: N/A

Proposed Class Code/Title: 596P Highway Maintenance Worker 1 - WPEA

Proposed Salary Range/Rate: 43E

Class Series Concept: Positions in this series are responsible for maintaining highways and highway structures to ensure the safe and efficient movement of goods, services, and people throughout the state. Positions perform a variety of highway maintenance, repair, and/or incident response activities in one or more of the following areas:

- General maintenance of highway structures and rest areas;
- Maintenance of ditches and culverts for proper water flow;
- Landscaping of highway rights-of-way, such as assisting in planting trees hand/chemical weeding and tree and brush removal;
- Maintenance of highway safety features such as signage and guardrails;
- Directing traffic;
- Clearing highways of debris due to traffic incidents;

Some positions operate heavy equipment as a regular part of their duties.

Definition: Under close supervision, performs a variety of entry-level highway maintenance tasks such as making minor repair to highways and signage, assisting in the landscaping of highway rights-of-way, or maintaining rest rooms and other facilities at rest areas.

Explanation: This request is from the Office of Financial Management for the establishment of the shadow job classification titled Highway Maintenance Worker 1 - WPEA. This is a result of the Washington Public Employee Association bargaining agreement effective July 1, 2026-June 30, 2027.

The effective date of this action is July 1, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 7/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 47 Skilled Craft Workers

Number of Position(s) Affected: N/A

Classified Exhibit

Exhibit Information

Item #: 18

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

❐**Abolishment** ☒**Establishment** ❐**Revision** ❐**Salary Adjustment**

If Revision(s) – select all that apply:

❐**Title Change** ❐**Class Series Concept** ❐**Definition** ❐**Distinguishing Characteristics**

Current Class Code/Title: N/A

Current Salary Range/Rate: N/A

Proposed Class Code/Title: 621F Plumber/Pipefitter/Steamfitter - WPEA

Proposed Salary Range/Rate: 50G

Definition:

This is the journey-level of the series. Positions at this level perform skilled plumbing, pipe fitting and/or steam fitting work.

Distinguishing Characteristics:

Plumbing
Independently performs installation, maintenance, and repair work on water mains and laterals, storm drain systems, sewage mains and laterals, pumps/lift stations, valves/gates/backflow, drains, vent piping, basins, tubs, faucets, lavatories, sinks, hydrants, water coolers, dishwashers, and/or other plumbing fixtures and appurtenances. Unusual problems may be brought to lead or supervisor plumbers for resolution.

Pipe fitting and Steamfitting
Independently installs, services and repairs power boiler installations and hot water heating systems, including fire-tube and water-tube steel power boilers and hot water heating low pressure boilers, steamfitting and piping, fittings, valves, gauges, pumps, radiators, convectors, hydraulics, and/or fuel oil tanks and fuel oil lines. May also include refractories, burners, thermal insulation, and accessories, fuel and non-potable water lines from source of supply to boilers; process and specialty piping and related equipment, pneumatic and electrical control, sheet insulation and all other equipment, including solar heating equipment associated with these systems.

Positions performing the above work as defined under WAC 296-400A-005 (to include potable water systems, liquid waste systems, and medical gas piping systems within the footprint of a building) require proper plumber certification unless meeting an exemption under RCW 18.106.150.

Explanation: The establishment of this shadow class is identified as a business necessity as it was not created July 1, 2025, when other WPEA shadow classes were created. At that time, although this job class was in existence, it was not used in positions represented by WPEA. The class specification and salary range are representative of what was in effect June 30, 2025. The effective date of this shadow class is January 1, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 1/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 47 Skilled Craft Workers

Number of Position(s) Affected: N/A

Classified Exhibit

Exhibit Information

Item #: 19, Item A

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☒**Abolishment** ☐**Establishment**☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Sub Item #	Current Class Code	Current Class Title	Current Range
A	100H	OFFICE ASSISTANT 1 - WPEA	30
B	100I	OFFICE ASSISTANT 2 - WPEA	32
C	100J	OFFICE ASSISTANT 3 - WPEA	34
D	100K	OFFICE ASSISTANT LEAD - WPEA	36
E	100L	OFFICE SUPPORT SUPERVISOR 1 - WPEA	38
F	100M	OFFICE SUPPORT SUPERVISOR 2 - WPEA	40
G	100R	OFFICE SUPPORT SUPERVISOR 3 - WPEA	43
H	100S	SECRETARY - WPEA	33
I	100T	SECRETARY SENIOR - WPEA	35
J	100U	SECRETARY LEAD - WPEA	37
K	100V	SECRETARY SUPERVISOR - WPEA	40
L	102A	CUSTOMER SERVICE SPECIALIST 1 - WPEA	35
M	102B	CUSTOMER SERVICE SPECIALIST 2 - WPEA	37
N	102C	CUSTOMER SERVICE SPECIALIST 3 - WPEA	39
O	102D	CUSTOMER SERVICE SPECIALIST 4 - WPEA	43
P	104H	ADMINISTRATIVE INTERN 1 - WPEA	30E
Q	104I	ADMINISTRATIVE INTERN 2 - WPEA	32E
R	104J	ADMINISTRATIVE INTERN 3 - WPEA	34E
S	105E	ADMINISTRATIVE ASSISTANT 1 - WPEA	35
T	105F	ADMINISTRATIVE ASSISTANT 2 - WPEA	37
U	105G	ADMINISTRATIVE ASSISTANT 3 - WPEA	40
V	105H	ADMINISTRATIVE ASSISTANT 4 - WPEA	46
W	105I	ADMINISTRATIVE ASSISTANT 5 - WPEA	50
X	106E	ADMINISTRATIVE SERVICES MANAGER A - WPEA	46

Sub Item #	Current Class Code	Current Class Title	Current Range
Y	106F	ADMINISTRATIVE SERVICES MANAGER B - WPEA	51
Z	106G	ADMINISTRATIVE SERVICES MANAGER C - WPEA	56
AA	106H	CENTRAL SERVICES SUPERVISOR - WPEA	44
AB	106J	OFFICE MANAGER - WPEA	43
AC	106K	OFFICE SERVICES MANAGER 1 - WPEA	47
AD	106L	OFFICE SERVICES MANAGER 2 - WPEA	49
AE	107M	PROGRAM ASSISTANT - WPEA	37
AF	107N	PROGRAM COORDINATOR - WPEA	40
AG	107P	PROGRAM SUPPORT SUPERVISOR 1 - WPEA	41
AH	107Q	PROGRAM SUPPORT SUPERVISOR 2 - WPEA	44
AI	107R	PROGRAM MANAGER A - WPEA	48
AJ	109K	MANAGEMENT ANALYST 3 - WPEA	54
AK	109L	MANAGEMENT ANALYST 4 - WPEA	60
AL	109M	MANAGEMENT ANALYST 5 - WPEA	64
AM	111A	EVENTS COORDINATOR 1 - WPEA	30
AN	111B	EVENTS COORDINATOR 2 - WPEA	35
AO	111C	EVENTS COORDINATOR 3 - WPEA	39
AP	111D	EVENTS COORDINATOR 4 - WPEA	46
AQ	112I	FORMS & RECORDS ANALYST 1 - WPEA	36

Explanation: Due to Legislature and Governor approval to approve the Washington Public Employees Association Collective Bargaining agreement during the 2026 legislative session, OFM State HR requests abolishing the WPEA shadow classes that were established July 1, 2025. These were originally established due to class plan maintenance and/or salary range increases that were not effective at that time for WPEA represented job classifications. The effective date of abolishment is July 1, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 7/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

Classified Exhibit

Exhibit Information

Item #: 19, Item B

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☒**Abolishment** ☐**Establishment**☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Sub Item #	Current Class Code	Current Class Title	Current Range
AR	113I	MAIL CARRIER-DRIVER - WPEA	30
AS	113J	MAIL PROCESSING-DRIVER - WPEA	34
AT	113K	MAIL PROCESSING-DRIVER LEAD - WPEA	36
AU	113L	MAIL PROCESSING MANAGER - WPEA	40
AV	115E	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 1 - WPEA	32
AW	115F	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 2 - WPEA	34
AX	115G	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 3 - WPEA	36
AY	116E	STOCKROOM ATTENDANT 1 - WPEA	30
AZ	116F	STOCKROOM ATTENDANT 2 - WPEA	32
BA	116G	STOCKROOM ATTENDANT 3 - WPEA	35
BB	116I	STOCKROOM SUPERVISOR - WPEA	37
BC	117I	WAREHOUSE OPERATOR 1 - WPEA	32G
BD	117J	WAREHOUSE OPERATOR 2 - WPEA	34G
BE	118E	SURPLUS INVENTORY CONTROL SPECIALIST 2 - WPEA	37
BF	119E	HUMAN RESOURCE CONSULTANT 1 - WPEA	47
BG	119F	HUMAN RESOURCE CONSULTANT 2 - WPEA	53
BH	123E	HUMAN RESOURCE CONSULTANT ASSISTANT 1 - WPEA	36

Sub Item #	Current Class Code	Current Class Title	Current Range
BI	123F	HUMAN RESOURCE CONSULTANT ASSISTANT 2 - WPEA	42
BJ	125A	DATA CONSULTANT 1 - WPEA	43
BK	125B	DATA CONSULTANT 2 - WPEA	46
BL	125C	DATA CONSULTANT 3 - WPEA	56
BM	125D	DATA CONSULTANT 4 - WPEA	60
BN	143I	FISCAL ANALYST 1 - WPEA	40
BO	143J	FISCAL ANALYST 2 - WPEA	44
BP	143K	FISCAL ANALYST 3 - WPEA	50
BQ	143L	FISCAL ANALYST 4 - WPEA	54
BR	143M	FISCAL ANALYST 5 - WPEA	59
BS	144E	CONTRACTS ASSISTANT - WPEA	37
BT	148L	FISCAL TECHNICIAN 1 - WPEA	30
BU	148M	FISCAL TECHNICIAN 2 - WPEA	34
BV	148N	FISCAL TECHNICIAN 3 - WPEA	36
BW	148O	FISCAL TECHNICIAN LEAD - WPEA	37
BX	148P	FISCAL TECHNICIAN SUPERVISOR - WPEA	40
BY	149E	CASHIER 1 - WPEA	30
BX	149F	CASHIER 2 - WPEA	32
CA	149G	CASHIER 3 - WPEA	34
CB	149H	CASHIER 4 - WPEA	37
CD	150G	INSURANCE TECHNICIAN 3 - WPEA	37
CE	165G	PUBLIC BENEFITS SPECIALIST 1 - WPEA	41
CF	172K	EXCISE TAX ASSISTANT - WPEA	34
CG	177O	TAX SERVICE REPRESENTATIVE 1 - WPEA	35
CH	177P	TAX SERVICE REPRESENTATIVE 2 - WPEA	37

Explanation: Due to Legislature and Governor approval to approve the Washington Public Employees Association Collective Bargaining agreement during the 2026 legislative session, OFM State HR requests abolishing the WPEA shadow classes that were established July 1, 2025. These were originally established due to class plan maintenance and/or salary range increases that were not effective at that time for WPEA represented job classifications. The effective date of abolishment is July 1, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 7/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

Classified Exhibit

Exhibit Information

Item #: 19, Item C

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☒**Abolishment** ☐**Establishment** ☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Sub Item #	Current Class Code	Current Class Title	Current Range
CI	179I	PROPERTY & ACQUISITION SPECIALIST 1 - WPEA	42
CJ	179J	PROPERTY & ACQUISITION SPECIALIST 2 - WPEA	49
CK	179K	PROPERTY & ACQUISITION SPECIALIST 3 - WPEA	54
CL	179L	PROPERTY & ACQUISITION SPECIALIST 4 - WPEA	57
CM	179M	PROPERTY & ACQUISITION SPECIALIST 5 - WPEA	60
CN	179N	PROPERTY & ACQUISITION SPECIALIST 6 - WPEA	62
CO	196A	EVENT ATTENDANT/USHER - WPEA	30
CP	197I	COMMUNICATIONS CONSULTANT 1 - WPEA	38
CQ	201E	BROADCAST TECHNICIAN 1 - WPEA	37
CR	203E	MEDIA TECHNICIAN - WPEA	30
CS	203F	MEDIA TECHNICIAN SENIOR - WPEA	36
CT	203G	MEDIA TECHNICIAN LEAD - WPEA	39
CU	203H	MEDIA TECHNICIAN SUPERVISOR - WPEA	42
CV	203O	MEDIA ASSISTANT 1 - WPEA	30
CW	203P	MEDIA ASSISTANT 2 - WPEA	32
CX	203Q	MEDIA ASSISTANT 3 - WPEA	35
CY	203R	MEDIA LABORATORY COORDINATOR - WPEA	35

Sub Item #	Current Class Code	Current Class Title	Current Range
CZ	205E	PRINTING & DUPLICATION SPECIALIST 1 - WPEA	30G
DA	205F	PRINTING & DUPLICATION SPECIALIST 2 - WPEA	32G
DB	205G	PRINTING & DUPLICATION SPECIALIST 3 - WPEA	35G
DC	205I	PRINTING & DUPLICATION SUPERVISOR - WPEA	39G
DD	206H	DIGITAL PRINTING OPERATOR - WPEA	30
DE	206I	DIGITAL PRINTING OPERATOR LEAD - WPEA	32
DF	227E	CHECKSTAND OPERATOR - WPEA	30
DG	227F	RETAIL CLERK 1 - WPEA	32
DH	227G	RETAIL CLERK 2 - WPEA	34
DI	227H	RETAIL CLERK LEAD - WPEA	36
DJ	230E	BOOKSTORE BUYER - WPEA	38
DK	230G	BOOKSTORE SUPERVISOR - WPEA	39
DL	254E	CREDENTIALS EVALUATOR 1 - WPEA	30
DM	254F	CREDENTIALS EVALUATOR 2 - WPEA	33
DN	254G	CREDENTIALS EVALUATOR 3 - WPEA	38
DO	256A	EARLY CHILDHOOD PROGRAM SPECIALIST 1 - WPEA	30
DP	256B	EARLY CHILDHOOD PROGRAM SPECIALIST 2 - WPEA	36
DQ	256C	EARLY CHILDHOOD PROGRAM SPECIALIST 3 - WPEA	42
DR	256D	EARLY CHILDHOOD PROGRAM SPECIALIST 4 - WPEA	49
DS	257E	DEAF INTERPRETER 1 - WPEA	38
DT	257F	DEAF INTERPRETER 2 - WPEA	41
DU	257G	DEAF INTERPRETER 3 - WPEA	47
DV	262I	LIBRARY & ARCHIVES PARAPROFESSIONAL 1 - WPEA	31
DW	262J	LIBRARY & ARCHIVES PARAPROFESSIONAL 2 - WPEA	37
DX	262L	LIBRARY AND ARCHIVES PARAPROFESSIONAL 3 - WPEA	39
DY	262M	LIBRARY AND ARCHIVES PARAPROFESSIONAL 4 - WPEA	46

Explanation: Due to Legislature and Governor approval to approve the Washington Public Employees Association Collective Bargaining agreement during the 2026 legislative session, OFM State HR requests abolishing the WPEA shadow classes that were established July 1, 2025. These were originally established due to class plan maintenance and/or salary range increases that were not effective at that time for WPEA represented job classifications. The effective date of abolishment is July 1, 2026.

HRMS/CC Jobs information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 7/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

Exhibit Information

Item #: 19, Item D

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☒**Abolishment** ☐**Establishment**☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Sub Item #	Current Class Code	Current Class Title	Current Range
DZ	264A	INTERPRETER/TRANSLATOR - WPEA	38
EA	312G	DIETETIC TECHNICIAN - WPEA	36
EB	312I	DIETETIC TECHNICIAN SUPERVISOR - WPEA	41
EC	396K	ASSISTANT DEPUTY STATE FIRE MARSHAL - WPEA	48
EF	396L	DEPUTY STATE FIRE MARSHAL - WPEA	62
EG	399E	SAFETY OFFICER ASSISTANT - WPEA	44
EH	399F	SAFETY OFFICER 1 - WPEA	49
EI	399G	SAFETY OFFICER 2 - WPEA	53
EJ	399H	SAFETY OFFICER 3 - WPEA	55
EK	399I	SAFETY PROGRAM ASSISTANT MANAGER - WPEA	56
EL	402A	WILDLAND FIRE MANAGEMENT LEAD - WPEA	40
EM	402B	WILDLAND FIRE MANAGEMENT SUPERVISOR - WPEA	44
EN	402G	WILDLAND FIRE MGMT TECHNICIAN - WPEA	38
EO	402H	WILDLAND FIRE DISPATCHER 1 - WPEA	38
EP	402I	WILDLAND FIRE DISPATCHER 2 - WPEA	40
EQ	402J	WILDLAND FIRE DISPATCHER 3 - WPEA	42
ER	402K	WILDLAND FIRE DISPATCHER 4 - WPEA	44
ES	425D	LEGAL OFFICE ASSISTANT - WPEA	36
ET	425E	LEGAL ASSISTANT 1 - WPEA	38
EU	425F	LEGAL ASSISTANT 2 - WPEA	41
EV	425G	LEGAL ASSISTANT 3 - WPEA	44
EW	425H	LEGAL ASSISTANT 4 - WPEA	48

Sub Item #	Current Class Code	Current Class Title	Current Range
EX	425I	LEGAL ADMINISTRATIVE MANAGER - WPEA	52
EY	451F	COMMUNICATIONS OFFICER 1 - WPEA	49SP
EZ	451G	COMMUNICATIONS OFFICER 2 - WPEA	53SP
FA	451H	COMMUNICATIONS OFFICER 3 - WPEA	57SP
FB	451I	COMMUNICATIONS OFFICER 4 - WPEA	61SP
FC	452E	COMMUNICATIONS SYSTEMS DESIGNER - WPEA	63
FD	452F	COMMUNICATIONS SYSTEMS MANAGER - WPEA	65
FG	452G	COMMUNICATIONS SYSTEMS DIRECTOR - WPEA	69
FH	457K	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1 - WPEA	50SP
FI	457L	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 2 - WPEA	54SP
FJ	457M	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 3 - WPEA	60SP
FK	457N	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 4 - WPEA	66SP
FL	458M	LICENSING SPECIALIST - WPEA	42
FM	458N	LICENSING SPECIALIST SENIOR - WPEA	45
FN	458O	LICENSING SPECIALIST SUPERVISOR - WPEA	48
FO	510E	LABORATORY ASSISTANT 1 - WPEA	38
FP	516K	NATURAL RESOURCE SCIENTIST 1 - WPEA	47
FQ	516L	NATURAL RESOURCE SCIENTIST 2 - WPEA	52
FR	516M	NATURAL RESOURCE SCIENTIST 3 - WPEA	60
FS	516N	NATURAL RESOURCE SCIENTIST 4 - WPEA	67
FT	518K	FOREST CHECK CRUISER 1 - WPEA	51

Explanation: Due to Legislature and Governor approval to approve the Washington Public Employees Association Collective Bargaining agreement during the 2026 legislative session, OFM State HR requests abolishing the WPEA shadow classes that were established July 1, 2025. These were originally established due to class plan maintenance and/or salary range increases that were not effective at that time for WPEA represented job classifications. The effective date of abolishment is July 1, 2026.

HRMS/CC Jobs information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 7/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

Classified Exhibit

Exhibit Information

Item #: 19, Item E

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☒**Abolishment** ☐**Establishment**☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Sub Item #	Current Class Code	Current Class Title	Current Range
FU	519I	NATURAL RESOURCES TECHNICIAN 2 - WPEA	34
FV	519J	NATURAL RESOURCES TECHNICIAN 3 - WPEA	39
FW	521G	NATURAL RESOURCE WORKER 1 - WPEA	30
FX	521H	NATURAL RESOURCE WORKER 2 - WPEA	32
FY	521J	FOREST NURSERY LABORER - WPEA	30
FZ	521K	FOREST NURSERY LEAD - WPEA	33
GA	521M	FOREST NURSERY CREW SUPERVISOR - WPEA	36
GB	521P	FOREST CREW SUPERVISOR 1 - WPEA	34
GC	521Q	FOREST CREW SUPERVISOR 2 - WPEA	38
GD	522E	SCIENTIFIC TECHNICIAN 1 - WPEA	30
GE	522J	FOREST NURSERY TECHNICIAN - WPEA	41
GF	523S	NATURAL RESOURCE SPECIALIST 1 - WPEA	44
GH	523T	NATURAL RESOURCE SPECIALIST 2 - WPEA	49
GI	523U	NATURAL RESOURCE SPECIALIST 3 - WPEA	54
GJ	523V	NATURAL RESOURCE SPECIALIST 4 - WPEA	57
GK	523W	NATURAL RESOURCE SPECIALIST 5 - WPEA	60
GL	523Y	FISH & WILDLIFE BIOLOGIST 1 - WPEA	42
GM	523Z	FISH & WILDLIFE BIOLOGIST 2 - WPEA	50
GN	527E	LAND SURVEYOR 2 - WPEA	55
GO	527F	LAND SURVEYOR 3 - WPEA	61
GP	532K	ELECTRONIC DESIGN ENGINEER - WPEA	69

Sub Item #	Current Class Code	Current Class Title	Current Range
GQ	532M	ELECTRONICS ENGINEERING MANAGER - WPEA	73
GR	538N	ENGINEERING AIDE 2 - WPEA	48
GS	538O	ENGINEERING AIDE 3 - WPEA	51
GT	538P	ENGINEERING AIDE 4 - WPEA	53
GU	565I	FARMER 1 - WPEA	30
GV	565J	FARMER 2 - WPEA	33
GW	565K	FARMER 3 - WPEA	38
GX	565L	FARMER 4 - WPEA	44
GY	565M	FARMER 5 - WPEA	46
GZ	565N	FARMER 6 - WPEA	49
HA	570E	AGRICULTURAL RESEARCH TECHNOLOGIST 1 - WPEA	35
HB	570J	PLANT TECHNICIAN 1 - WPEA	32
HC	570K	PLANT TECHNICIAN 2 - WPEA	37
HD	570L	PLANT TECHNICIAN 3 - WPEA	42
HE	591I	GROUNDS & NURSERY SERVICES SPECIALIST 1 - WPEA	32
HF	591J	GROUNDS & NURSERY SERVICES SPECIALIST 2 - WPEA	34
HG	591K	GROUNDS & NURSERY SERVICES SPECIALIST 3 - WPEA	36
HH	591L	GROUNDS & NURSERY SERVICES SPECIALIST 4 - WPEA	38
HI	591M	GROUNDS & NURSERY SERVICES SPECIALIST 5 - WPEA	41
HJ	591N	GROUNDS & NURSERY SERVICES SPECIALIST 6 - WPEA	45
HK	592E	MEDIA MAINTENANCE TECHNICIAN 1 - WPEA	37
HL	592R	LAW ENFORCEMENT EQUIPMENT TECH 2 - WPEA	44E

Explanation: Due to Legislature and Governor approval to approve the Washington Public Employees Association Collective Bargaining agreement during the 2026 legislative session, OFM State HR requests abolishing the WPEA shadow classes that were established July 1, 2025. These were originally established due to class plan maintenance and/or salary range increases that were not effective at that time for WPEA represented job classifications. The effective date of abolishment is July 1, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 7/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

Classified Exhibit

Exhibit Information

Item #: 19, Item F

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Director's Meeting Action(s) – select all that apply:

☒**Abolishment** ☐**Establishment**☐**Revision** ☐**Salary Adjustment**

If Revision(s) – select all that apply:

☐**Title Change** ☐**Class Series Concept** ☐**Definition** ☐**Distinguishing Characteristics**

Sub Item #	Current Class Code	Current Class Title	Current Range
HM	592S	LAW ENFORCEMENT EQUIPMENT TECH LEAD - WPEA	47E
HN	594E	ELECTRONICS COMMUNICATIONS SYST TECH, SHOP - WPEA	53E
HO	594F	ELECTRONIC COMMUNICATIONS SYSTEMS TECHNICIAN, FIELD TECHNICAN - WPEA	60E
HP	594H	SENIOR TELECOMMUNICATIONS SPECIALIST - WPEA	63E
HQ	595K	UTILITY WORKER 1 - WPEA	30G
HR	595L	UTILITY WORKER 2 - WPEA	33G
HS	595M	UTILITY WORKER 3 - WPEA	36G
HT	595N	UTILITY WORKER 4 - WPEA	39G
HU	600I	EQUIPMENT TECHNICIAN 1 - WPEA	33G
HV	600J	EQUIPMENT TECHNICIAN 2 - WPEA	46G
HW	600K	EQUIPMENT TECHNICIAN 3 - WPEA	50G
HX	600L	EQUIPMENT TECHNICIAN LEAD - WPEA	53G
HY	600M	EQUIPMENT TECHNICIAN SUPERVISOR - WPEA	57G
HZ	608F	ELECTRICIAN - WPEA	50G
IA	608G	ELECTRICIAN - HIGH VOLTAGE - WPEA	52G
IB	608H	ELECTRICIAN LEAD - WPEA	53G
IC	608I	ELECTRICIAN LEAD-HIGH VOLTAGE - WPEA	55G
ID	608J	ELECTRICIAN SUPERVISOR - WPEA	57G
IE	618R	EQUIPMENT OPERATOR 1 - WPEA	38E
IF	619F	PAINTER - WPEA	42G

Sub Item #	Current Class Code	Current Class Title	Current Range
IG	619H	PAINTER LEAD - WPEA	45G
IH	619J	PAINTER SUPERVISOR - WPEA	49G
IJ	621F	PLUMBER/PIPEFITTER/STEAMFITTER - WPEA	50G
IK	626J	MAINTENANCE MECHANIC 1 - WPEA	44G
IL	626K	MAINTENANCE MECHANIC 2 - WPEA	47G
IM	626L	MAINTENANCE MECHANIC 3 - WPEA	50G
IN	626M	MAINTENANCE MECHANIC 4 - WPEA	53G
IO	674G	COOK 1 - WPEA	35
IP	674H	COOK 2 - WPEA	38
IQ	674I	COOK 3 - WPEA	40
IR	674O	SNACK BAR LEAD - WPEA	34
IS	675F	FOOD SERVICE WORKER - WPEA	34
IT	678H	MAINTENANCE CUSTODIAN - WPEA	36
IU	678I	CUSTODIAN 1 - WPEA	32
IV	678J	CUSTODIAN 2 - WPEA	34
IW	678K	CUSTODIAN 3 - WPEA	37
IX	701E	RECREATION & ATHLETICS SPECIALIST 1 - WPEA	35
IY	702G	SPORTS EQUIPMENT MANAGER 1 - WPEA	32
IZ	702H	SPORTS EQUIPMENT MANAGER 2 - WPEA	34
JA	703A	ART MODEL - WPEA	31

Explanation: Due to Legislature and Governor approval to approve the Washington Public Employees Association Collective Bargaining agreement during the 2026 legislative session, OFM State HR requests abolishing the WPEA shadow classes that were established July 1, 2025. These were originally established due to class plan maintenance and/or salary range increases that were not effective at that time for WPEA represented job classifications. The effective date of abolishment is July 1, 2026.

HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 5/14/2026

Effective Date: 7/1/2026

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

Higher Education Special Pay Exhibit

Permanent Adoption

Item #: 20

WAC 357-28-025 - *The director may adopt special pay salary ranges for positions based upon pay practices found in private industry or other governmental units. This includes special pay salary ranges and/or compensation practices for higher education institutions and related higher education boards as authorized in RCW 41.06.133. The classes or positions assigned special pay ranges and the associated special salary schedule must be specified in the compensation plan.*

Requester (HE Institution): University of Washington

C&C Specialist: Brett Alongi

Action: ☐ Abolishment ☒ Establishment ☐ Revision

Effective Date: 3/5/2026

Class Title: Dialysis/Pheresis Technician

Class Code: 303A

Current Salary Range or Special Pay Range: 56

Proposed Special Pay Range: Y3 - F5

Proposed Special Pay Increase: 7%

Class Title: Dialysis/Pheresis Lead

Class Code: 303B

Current Salary Range or Special Pay Range: 59

Proposed Special Pay Range: I4 – P5

Proposed Special Pay Increase: 10%

Category (select all that apply):

☐ Unique Skills/Duties ☐ Recruitment/Retention ☒ Effective Operations
☐ Salary Compression/Inversion

Explanation:

The University of Washington submitted a request to establish two new job classes titled Dialysis/Pheresis Technician and Dialysis/Pheresis Technician Lead for non-represented staff within Harborview Medical Center. HMC is internalizing their dialysis services which will result in better response times, and therefore better outcomes for patients. In addition, UW is requesting health care special pay for these classifications based on effective operations and is substantiated by the 2025 Milliman Northwest Health Care Survey which shows UW slightly behind the market midpoint for these new classifications. This special pay will increase the median monthly pay for these job classifications, exceeding the market average by approximately 0.6%. When compared, the HMC job summary operates at a higher level than the summary of the Milliman benchmark job summary. These increases will help UW's efforts to remain competitive and to recruit highly skilled individuals.

State HR supports the institution's request based on effective operations. The UW states the funding for this special pay does not include state funds or tuition dollars to support these health care special pay salary increases.

This compensation item was presented and adopted as an emergency establishment on March 4, 2026, and is coming back for permanent adoption on May 14, 2026, with the original effective date of March 5, 2026.

Internal Use Only

Director's Meeting Date: 5/14/2026

E: Rule Amendments

There are no rule amendment items for this meeting.

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2025
3% Increase

WPEA

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
34	Annual	37584	38268	39144	40032	41004	41940	42972	43980	45024	46080	47100	48324	49428
	Monthly	3132	3189	3262	3336	3417	3495	3581	3665	3752	3840	3925	4027	4119
	Hourly	18.00	18.33	18.75	19.17	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67
	Standby	1.26	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66
35	Annual	38268	39144	40032	41004	41940	42972	43980	45024	46080	47100	48324	49428	50592
	Monthly	3189	3262	3336	3417	3495	3581	3665	3752	3840	3925	4027	4119	4216
	Hourly	18.33	18.75	19.17	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70
36	Annual	39144	40032	41004	41940	42972	43980	45024	46080	47100	48324	49428	50592	51840
	Monthly	3262	3336	3417	3495	3581	3665	3752	3840	3925	4027	4119	4216	4320
	Hourly	18.75	19.17	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83
	Standby	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74
37	Annual	40032	41004	41940	42972	43980	45024	46080	47100	48324	49428	50592	51840	53136
	Monthly	3336	3417	3495	3581	3665	3752	3840	3925	4027	4119	4216	4320	4428
	Hourly	19.17	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45
	Standby	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78
38	Annual	41004	41940	42972	43980	45024	46080	47100	48324	49428	50592	51840	53136	54504
	Monthly	3417	3495	3581	3665	3752	3840	3925	4027	4119	4216	4320	4428	4542
	Hourly	19.64	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10
	Standby	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83
39	Annual	41940	42972	43980	45024	46080	47100	48324	49428	50592	51840	53136	54504	55836
	Monthly	3495	3581	3665	3752	3840	3925	4027	4119	4216	4320	4428	4542	4653
	Hourly	20.09	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74
	Standby	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87
40	Annual	42972	43980	45024	46080	47100	48324	49428	50592	51840	53136	54504	55836	57252
	Monthly	3581	3665	3752	3840	3925	4027	4119	4216	4320	4428	4542	4653	4771
	Hourly	20.58	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42
	Standby	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92
41	Annual	43980	45024	46080	47100	48324	49428	50592	51840	53136	54504	55836	57252	58584
	Monthly	3665	3752	3840	3925	4027	4119	4216	4320	4428	4542	4653	4771	4882
	Hourly	21.06	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06
	Standby	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96
42	Annual	45024	46080	47100	48324	49428	50592	51840	53136	54504	55836	57252	58584	60132
	Monthly	3752	3840	3925	4027	4119	4216	4320	4428	4542	4653	4771	4882	5011
	Hourly	21.56	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80
	Standby	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02
43	Annual	46080	47100	48324	49428	50592	51840	53136	54504	55836	57252	58584	60132	61644
	Monthly	3840	3925	4027	4119	4216	4320	4428	4542	4653	4771	4882	5011	5137
	Hourly	22.07	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52
	Standby	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07
44	Annual	47100	48324	49428	50592	51840	53136	54504	55836	57252	58584	60132	61644	63252
	Monthly	3925	4027	4119	4216	4320	4428	4542	4653	4771	4882	5011	5137	5271
	Hourly	22.56	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29
	Standby	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12

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General Service Salary Schedule for Represented Employees
Effective July 1, 2025
3% Increase

WPEA

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
45	Annual	48324	49428	50592	51840	53136	54504	55836	57252	58584	60132	61644	63252	64776
	Monthly	4027	4119	4216	4320	4428	4542	4653	4771	4882	5011	5137	5271	5398
	Hourly	23.14	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02
	Standby	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17
46	Annual	49428	50592	51840	53136	54504	55836	57252	58584	60132	61644	63252	64776	66372
	Monthly	4119	4216	4320	4428	4542	4653	4771	4882	5011	5137	5271	5398	5531
	Hourly	23.67	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79
	Standby	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23
47	Annual	50592	51840	53136	54504	55836	57252	58584	60132	61644	63252	64776	66372	67992
	Monthly	4216	4320	4428	4542	4653	4771	4882	5011	5137	5271	5398	5531	5666
	Hourly	24.23	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28
48	Annual	51840	53136	54504	55836	57252	58584	60132	61644	63252	64776	66372	67992	69744
	Monthly	4320	4428	4542	4653	4771	4882	5011	5137	5271	5398	5531	5666	5812
	Hourly	24.83	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40
	Standby	1.74	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34
49	Annual	53136	54504	55836	57252	58584	60132	61644	63252	64776	66372	67992	69744	71472
	Monthly	4428	4542	4653	4771	4882	5011	5137	5271	5398	5531	5666	5812	5956
	Hourly	25.45	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23
	Standby	1.78	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40
50	Annual	54504	55836	57252	58584	60132	61644	63252	64776	66372	67992	69744	71472	73284
	Monthly	4542	4653	4771	4882	5011	5137	5271	5398	5531	5666	5812	5956	6107
	Hourly	26.10	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10
	Standby	1.83	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46
51	Annual	55836	57252	58584	60132	61644	63252	64776	66372	67992	69744	71472	73284	75108
	Monthly	4653	4771	4882	5011	5137	5271	5398	5531	5666	5812	5956	6107	6259
	Hourly	26.74	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97
	Standby	1.87	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52
52	Annual	57252	58584	60132	61644	63252	64776	66372	67992	69744	71472	73284	75108	76968
	Monthly	4771	4882	5011	5137	5271	5398	5531	5666	5812	5956	6107	6259	6414
	Hourly	27.42	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86
	Standby	1.92	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58
53	Annual	58584	60132	61644	63252	64776	66372	67992	69744	71472	73284	75108	76968	78912
	Monthly	4882	5011	5137	5271	5398	5531	5666	5812	5956	6107	6259	6414	6576
	Hourly	28.06	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79
	Standby	1.96	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65
54	Annual	60132	61644	63252	64776	66372	67992	69744	71472	73284	75108	76968	78912	80820
	Monthly	5011	5137	5271	5398	5531	5666	5812	5956	6107	6259	6414	6576	6735
	Hourly	28.80	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71
55	Annual	61644	63252	64776	66372	67992	69744	71472	73284	75108	76968	78912	80820	82872
	Monthly	5137	5271	5398	5531	5666	5812	5956	6107	6259	6414	6576	6735	6906
	Hourly	29.52	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78

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General Service Salary Schedule for Represented Employees
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WPEA

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56	Annual	63252	64776	66372	67992	69744	71472	73284	75108	76968	78912	80820	82872	84984
	Monthly	5271	5398	5531	5666	5812	5956	6107	6259	6414	6576	6735	6906	7082
	Hourly	30.29	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85
57	Annual	64776	66372	67992	69744	71472	73284	75108	76968	78912	80820	82872	84984	87048
	Monthly	5398	5531	5666	5812	5956	6107	6259	6414	6576	6735	6906	7082	7254
	Hourly	31.02	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92
58	Annual	66372	67992	69744	71472	73284	75108	76968	78912	80820	82872	84984	87048	89316
	Monthly	5531	5666	5812	5956	6107	6259	6414	6576	6735	6906	7082	7254	7443
	Hourly	31.79	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99
59	Annual	67992	69744	71472	73284	75108	76968	78912	80820	82872	84984	87048	89316	91464
	Monthly	5666	5812	5956	6107	6259	6414	6576	6735	6906	7082	7254	7443	7622
	Hourly	32.56	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80
	Standby	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07
60	Annual	69744	71472	73284	75108	76968	78912	80820	82872	84984	87048	89316	91464	93804
	Monthly	5812	5956	6107	6259	6414	6576	6735	6906	7082	7254	7443	7622	7817
	Hourly	33.40	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93
	Standby	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14
61	Annual	71472	73284	75108	76968	78912	80820	82872	84984	87048	89316	91464	93804	96144
	Monthly	5956	6107	6259	6414	6576	6735	6906	7082	7254	7443	7622	7817	8012
	Hourly	34.23	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05
	Standby	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22
62	Annual	73284	75108	76968	78912	80820	82872	84984	87048	89316	91464	93804	96144	98520
	Monthly	6107	6259	6414	6576	6735	6906	7082	7254	7443	7622	7817	8012	8210
	Hourly	35.10	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18
	Standby	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30
63	Annual	75108	76968	78912	80820	82872	84984	87048	89316	91464	93804	96144	98520	100980
	Monthly	6259	6414	6576	6735	6906	7082	7254	7443	7622	7817	8012	8210	8415
	Hourly	35.97	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36
	Standby	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39
64	Annual	76968	78912	80820	82872	84984	87048	89316	91464	93804	96144	98520	100980	103536
	Monthly	6414	6576	6735	6906	7082	7254	7443	7622	7817	8012	8210	8415	8628
	Hourly	36.86	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59
	Standby	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47
65	Annual	78912	80820	82872	84984	87048	89316	91464	93804	96144	98520	100980	103536	106104
	Monthly	6576	6735	6906	7082	7254	7443	7622	7817	8012	8210	8415	8628	8842
	Hourly	37.79	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82
	Standby	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56
66	Annual	80820	82872	84984	87048	89316	91464	93804	96144	98520	100980	103536	106104	108780
	Monthly	6735	6906	7082	7254	7443	7622	7817	8012	8210	8415	8628	8842	9065
	Hourly	38.71	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10
	Standby	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65

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General Service Salary Schedule for Represented Employees
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WPEA

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67	Annual	82872	84984	87048	89316	91464	93804	96144	98520	100980	103536	106104	108780	111504
	Monthly	6906	7082	7254	7443	7622	7817	8012	8210	8415	8628	8842	9065	9292
	Hourly	39.69	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40
	Standby	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74
68	Annual	84984	87048	89316	91464	93804	96144	98520	100980	103536	106104	108780	111504	114264
	Monthly	7082	7254	7443	7622	7817	8012	8210	8415	8628	8842	9065	9292	9522
	Hourly	40.70	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72
	Standby	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83
69	Annual	87048	89316	91464	93804	96144	98520	100980	103536	106104	108780	111504	114264	117120
	Monthly	7254	7443	7622	7817	8012	8210	8415	8628	8842	9065	9292	9522	9760
	Hourly	41.69	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09
	Standby	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93
70	Annual	89316	91464	93804	96144	98520	100980	103536	106104	108780	111504	114264	117120	120048
	Monthly	7443	7622	7817	8012	8210	8415	8628	8842	9065	9292	9522	9760	10004
	Hourly	42.78	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49
	Standby	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02
71	Annual	91464	93804	96144	98520	100980	103536	106104	108780	111504	114264	117120	120048	123084
	Monthly	7622	7817	8012	8210	8415	8628	8842	9065	9292	9522	9760	10004	10257
	Hourly	43.80	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95
	Standby	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13
72	Annual	93804	96144	98520	100980	103536	106104	108780	111504	114264	117120	120048	123084	126168
	Monthly	7817	8012	8210	8415	8628	8842	9065	9292	9522	9760	10004	10257	10514
	Hourly	44.93	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43
	Standby	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23
73	Annual	96144	98520	100980	103536	106104	108780	111504	114264	117120	120048	123084	126168	129288
	Monthly	8012	8210	8415	8628	8842	9065	9292	9522	9760	10004	10257	10514	10774
	Hourly	46.05	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92
	Standby	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33
74	Annual	98520	100980	103536	106104	108780	111504	114264	117120	120048	123084	126168	129288	132540
	Monthly	8210	8415	8628	8842	9065	9292	9522	9760	10004	10257	10514	10774	11045
	Hourly	47.18	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48
	Standby	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44
75	Annual	100980	103536	106104	108780	111504	114264	117120	120048	123084	126168	129288	132540	135840
	Monthly	8415	8628	8842	9065	9292	9522	9760	10004	10257	10514	10774	11045	11320
	Hourly	48.36	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06
	Standby	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55
76	Annual	103536	106104	108780	111504	114264	117120	120048	123084	126168	129288	132540	135840	139236
	Monthly	8628	8842	9065	9292	9522	9760	10004	10257	10514	10774	11045	11320	11603
	Hourly	49.59	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68
	Standby	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67
77	Annual	106104	108780	111504	114264	117120	120048	123084	126168	129288	132540	135840	139236	142692
	Monthly	8842	9065	9292	9522	9760	10004	10257	10514	10774	11045	11320	11603	11891
	Hourly	50.82	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34
	Standby	3.56	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78

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78	Annual	108780	111504	114264	117120	120048	123084	126168	129288	132540	135840	139236	142692	146316
	Monthly	9065	9292	9522	9760	10004	10257	10514	10774	11045	11320	11603	11891	12193
	Hourly	52.10	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07
	Standby	3.65	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91
79	Annual	111504	114264	117120	120048	123084	126168	129288	132540	135840	139236	142692	146316	149904
	Monthly	9292	9522	9760	10004	10257	10514	10774	11045	11320	11603	11891	12193	12492
	Hourly	53.40	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79
	Standby	3.74	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03
80	Annual	114264	117120	120048	123084	126168	129288	132540	135840	139236	142692	146316	149904	153660
	Monthly	9522	9760	10004	10257	10514	10774	11045	11320	11603	11891	12193	12492	12805
	Hourly	54.72	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59
	Standby	3.83	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15
81	Annual	117120	120048	123084	126168	129288	132540	135840	139236	142692	146316	149904	153660	157536
	Monthly	9760	10004	10257	10514	10774	11045	11320	11603	11891	12193	12492	12805	13128
	Hourly	56.09	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45
	Standby	3.93	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28
82	Annual	120048	123084	126168	129288	132540	135840	139236	142692	146316	149904	153660	157536	161436
	Monthly	10004	10257	10514	10774	11045	11320	11603	11891	12193	12492	12805	13128	13453
	Hourly	57.49	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32
	Standby	4.02	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41
83	Annual	123084	126168	129288	132540	135840	139236	142692	146316	149904	153660	157536	161436	165468
	Monthly	10257	10514	10774	11045	11320	11603	11891	12193	12492	12805	13128	13453	13789
	Hourly	58.95	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25
	Standby	4.13	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55
84	Annual	126168	129288	132540	135840	139236	142692	146316	149904	153660	157536	161436	165468	169632
	Monthly	10514	10774	11045	11320	11603	11891	12193	12492	12805	13128	13453	13789	14136
	Hourly	60.43	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24
	Standby	4.23	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69
85	Annual	129288	132540	135840	139236	142692	146316	149904	153660	157536	161436	165468	169632	173820
	Monthly	10774	11045	11320	11603	11891	12193	12492	12805	13128	13453	13789	14136	14485
	Hourly	61.92	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25
	Standby	4.33	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83
86	Annual	132540	135840	139236	142692	146316	149904	153660	157536	161436	165468	169632	173820	178236
	Monthly	11045	11320	11603	11891	12193	12492	12805	13128	13453	13789	14136	14485	14853
	Hourly	63.48	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36
	Standby	4.44	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98
87	Annual	135840	139236	142692	146316	149904	153660	157536	161436	165468	169632	173820	178236	182700
	Monthly	11320	11603	11891	12193	12492	12805	13128	13453	13789	14136	14485	14853	15225
	Hourly	65.06	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50
	Standby	4.55	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13
88	Annual	139236	142692	146316	149904	153660	157536	161436	165468	169632	173820	178236	182700	187236
	Monthly	11603	11891	12193	12492	12805	13128	13453	13789	14136	14485	14853	15225	15603
	Hourly	66.68	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67
	Standby	4.67	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28

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General Service Salary Schedule for Represented Employees
Effective July 1, 2025
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WPEA

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
89	Annual	142692	146316	149904	153660	157536	161436	165468	169632	173820	178236	182700	187236	191964
	Monthly	11891	12193	12492	12805	13128	13453	13789	14136	14485	14853	15225	15603	15997
	Hourly	68.34	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94
	Standby	4.78	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44
90	Annual	146316	149904	153660	157536	161436	165468	169632	173820	178236	182700	187236	191964	196716
	Monthly	12193	12492	12805	13128	13453	13789	14136	14485	14853	15225	15603	15997	16393
	Hourly	70.07	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21
	Standby	4.91	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59
91	Annual	149904	153660	157536	161436	165468	169632	173820	178236	182700	187236	191964	196716	201648
	Monthly	12492	12805	13128	13453	13789	14136	14485	14853	15225	15603	15997	16393	16804
	Hourly	71.79	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57
	Standby	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76
92	Annual	153660	157536	161436	165468	169632	173820	178236	182700	187236	191964	196716	201648	206664
	Monthly	12805	13128	13453	13789	14136	14485	14853	15225	15603	15997	16393	16804	17222
	Hourly	73.59	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98
	Standby	5.15	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93
93	Annual	157536	161436	165468	169632	173820	178236	182700	187236	191964	196716	201648	206664	211872
	Monthly	13128	13453	13789	14136	14485	14853	15225	15603	15997	16393	16804	17222	17656
	Hourly	75.45	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47
	Standby	5.28	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10
94	Annual	161436	165468	169632	173820	178236	182700	187236	191964	196716	201648	206664	211872	217152
	Monthly	13453	13789	14136	14485	14853	15225	15603	15997	16393	16804	17222	17656	18096
	Hourly	77.32	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00
	Standby	5.41	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28
95	Annual	165468	169632	173820	178236	182700	187236	191964	196716	201648	206664	211872	217152	222588
	Monthly	13789	14136	14485	14853	15225	15603	15997	16393	16804	17222	17656	18096	18549
	Hourly	79.25	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60
	Standby	5.55	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46
96	Annual	169632	173820	178236	182700	187236	191964	196716	201648	206664	211872	217152	222588	228180
	Monthly	14136	14485	14853	15225	15603	15997	16393	16804	17222	17656	18096	18549	19015
	Hourly	81.24	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28
	Standby	5.69	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65
97	Annual	173820	178236	182700	187236	191964	196716	201648	206664	211872	217152	222588	228180	233904
	Monthly	14485	14853	15225	15603	15997	16393	16804	17222	17656	18096	18549	19015	19492
	Hourly	83.25	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02
	Standby	5.83	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84
98	Annual	178236	182700	187236	191964	196716	201648	206664	211872	217152	222588	228180	233904	239748
	Monthly	14853	15225	15603	15997	16393	16804	17222	17656	18096	18549	19015	19492	19979
	Hourly	85.36	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82
	Standby	5.98	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04
99	Annual	182700	187236	191964	196716	201648	206664	211872	217152	222588	228180	233904	239748	245712
	Monthly	15225	15603	15997	16393	16804	17222	17656	18096	18549	19015	19492	19979	20476
	Hourly	87.50	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68
	Standby	6.13	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24

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General Service Salary Schedule for Represented Employees
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WPEA

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
100	Annual	187236	191964	196716	201648	206664	211872	217152	222588	228180	233904	239748	245712	251880
	Monthly	15603	15997	16393	16804	17222	17656	18096	18549	19015	19492	19979	20476	20990
	Hourly	89.67	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63
	Standby	6.28	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44
101	Annual	191964	196716	201648	206664	211872	217152	222588	228180	233904	239748	245712	251880	258180
	Monthly	15997	16393	16804	17222	17656	18096	18549	19015	19492	19979	20476	20990	21515
	Hourly	91.94	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65
	Standby	6.44	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66
102	Annual	196716	201648	206664	211872	217152	222588	228180	233904	239748	245712	251880	258180	264624
	Monthly	16393	16804	17222	17656	18096	18549	19015	19492	19979	20476	20990	21515	22052
	Hourly	94.21	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74
	Standby	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87
103	Annual	201648	206664	211872	217152	222588	228180	233904	239748	245712	251880	258180	264624	271236
	Monthly	16804	17222	17656	18096	18549	19015	19492	19979	20476	20990	21515	22052	22603
	Hourly	96.57	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90
	Standby	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09
104	Annual	206664	211872	217152	222588	228180	233904	239748	245712	251880	258180	264624	271236	278016
	Monthly	17222	17656	18096	18549	19015	19492	19979	20476	20990	21515	22052	22603	23168
	Hourly	98.98	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15
	Standby	6.93	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32
105	Annual	211872	217152	222588	228180	233904	239748	245712	251880	258180	264624	271236	278016	284952
	Monthly	17656	18096	18549	19015	19492	19979	20476	20990	21515	22052	22603	23168	23746
	Hourly	101.47	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47
	Standby	7.10	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55
106	Annual	217152	222588	228180	233904	239748	245712	251880	258180	264624	271236	278016	284952	292080
	Monthly	18096	18549	19015	19492	19979	20476	20990	21515	22052	22603	23168	23746	24340
	Hourly	104.00	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89
	Standby	7.28	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79
107	Annual	222588	228180	233904	239748	245712	251880	258180	264624	271236	278016	284952	292080	299424
	Monthly	18549	19015	19492	19979	20476	20990	21515	22052	22603	23168	23746	24340	24952
	Hourly	106.60	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40
	Standby	7.46	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04
108	Annual	228180	233904	239748	245712	251880	258180	264624	271236	278016	284952	292080	299424	306912
	Monthly	19015	19492	19979	20476	20990	21515	22052	22603	23168	23746	24340	24952	25576
	Hourly	109.28	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99
	Standby	7.65	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29
109	Annual	233904	239748	245712	251880	258180	264624	271236	278016	284952	292080	299424	306912	314544
	Monthly	19492	19979	20476	20990	21515	22052	22603	23168	23746	24340	24952	25576	26212
	Hourly	112.02	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64
	Standby	7.84	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55
110	Annual	239748	245712	251880	258180	264624	271236	278016	284952	292080	299424	306912	314544	322428
	Monthly	19979	20476	20990	21515	22052	22603	23168	23746	24340	24952	25576	26212	26869
	Hourly	114.82	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42
	Standby	8.04	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81

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111	Annual	245712	251880	258180	264624	271236	278016	284952	292080	299424	306912	314544	322428	330480
	Monthly	20476	20990	21515	22052	22603	23168	23746	24340	24952	25576	26212	26869	27540
	Hourly	117.68	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28
	Standby	8.24	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08
112	Annual	251880	258180	264624	271236	278016	284952	292080	299424	306912	314544	322428	330480	338736
	Monthly	20990	21515	22052	22603	23168	23746	24340	24952	25576	26212	26869	27540	28228
	Hourly	120.63	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23
	Standby	8.44	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36
113	Annual	258180	264624	271236	278016	284952	292080	299424	306912	314544	322428	330480	338736	347196
	Monthly	21515	22052	22603	23168	23746	24340	24952	25576	26212	26869	27540	28228	28933
	Hourly	123.65	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28
	Standby	8.66	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64
114	Annual	264624	271236	278016	284952	292080	299424	306912	314544	322428	330480	338736	347196	355884
	Monthly	22052	22603	23168	23746	24340	24952	25576	26212	26869	27540	28228	28933	29657
	Hourly	126.74	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44
	Standby	8.87	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93
115	Annual	271236	278016	284952	292080	299424	306912	314544	322428	330480	338736	347196	355884	364788
	Monthly	22603	23168	23746	24340	24952	25576	26212	26869	27540	28228	28933	29657	30399
	Hourly	129.90	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71
	Standby	9.09	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23
116	Annual	278016	284952	292080	299424	306912	314544	322428	330480	338736	347196	355884	364788	373920
	Monthly	23168	23746	24340	24952	25576	26212	26869	27540	28228	28933	29657	30399	31160
	Hourly	133.15	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08
	Standby	9.32	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54
117	Annual	284952	292080	299424	306912	314544	322428	330480	338736	347196	355884	364788	373920	383256
	Monthly	23746	24340	24952	25576	26212	26869	27540	28228	28933	29657	30399	31160	31938
	Hourly	136.47	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08	183.55
	Standby	9.55	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85
118	Annual	292080	299424	306912	314544	322428	330480	338736	347196	355884	364788	373920	383256	392856
	Monthly	24340	24952	25576	26212	26869	27540	28228	28933	29657	30399	31160	31938	32738
	Hourly	139.89	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08	183.55	188.15
	Standby	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85	13.17
119	Annual	299424	306912	314544	322428	330480	338736	347196	355884	364788	373920	383256	392856	402648
	Monthly	24952	25576	26212	26869	27540	28228	28933	29657	30399	31160	31938	32738	33554
	Hourly	143.40	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08	183.55	188.15	192.84
	Standby	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85	13.17	13.50
120	Annual	306912	314544	322428	330480	338736	347196	355884	364788	373920	383256	392856	402648	412728
	Monthly	25576	26212	26869	27540	28228	28933	29657	30399	31160	31938	32738	33554	34394
	Hourly	146.99	150.64	154.42	158.28	162.23	166.28	170.44	174.71	179.08	183.55	188.15	192.84	197.67
	Standby	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85	13.17	13.50	13.84

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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*
01IT	Annual	62988	64596	66192	67848	69540	71268	73068	74892	76776	78684	80664	82680	84744
	Monthly	5249	5383	5516	5654	5795	5939	6089	6241	6398	6557	6722	6890	7062
	Hourly	30.17	30.94	31.70	32.49	33.30	34.13	34.99	35.87	36.77	37.68	38.63	39.60	40.59
	Standby	2.11	2.17	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84
02IT	Annual	67716	69432	71160	72924	74760	76644	78540	80508	82512	84576	86688	88848	91080
	Monthly	5643	5786	5930	6077	6230	6387	6545	6709	6876	7048	7224	7404	7590
	Hourly	32.43	33.25	34.08	34.93	35.80	36.71	37.61	38.56	39.52	40.51	41.52	42.55	43.62
	Standby	2.27	2.33	2.39	2.44	2.51	2.57	2.63	2.70	2.77	2.84	2.91	2.98	3.05
03IT	Annual	72816	74616	76500	78408	80364	82392	84456	86568	88728	90948	93240	95568	97968
	Monthly	6068	6218	6375	6534	6697	6866	7038	7214	7394	7579	7770	7964	8164
	Hourly	34.87	35.74	36.64	37.55	38.49	39.46	40.45	41.46	42.49	43.56	44.66	45.77	46.92
	Standby	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28
04IT	Annual	78252	80220	82212	84288	86388	88560	90756	93012	95340	97704	100152	102660	105228
	Monthly	6521	6685	6851	7024	7199	7380	7563	7751	7945	8142	8346	8555	8769
	Hourly	37.48	38.42	39.37	40.37	41.37	42.41	43.47	44.55	45.66	46.79	47.97	49.17	50.40
	Standby	2.62	2.69	2.76	2.83	2.90	2.97	3.04	3.12	3.20	3.28	3.36	3.44	3.53
05IT	Annual	84120	86232	88392	90588	92868	95184	97572	100008	102504	105060	107676	110364	113148
	Monthly	7010	7186	7366	7549	7739	7932	8131	8334	8542	8755	8973	9197	9429
	Hourly	40.29	41.30	42.33	43.39	44.48	45.59	46.73	47.90	49.09	50.32	51.57	52.86	54.19
	Standby	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70	3.79
06IT	Annual	88332	90540	92808	95124	97524	99960	102432	105000	107628	110316	113076	115908	118800
	Monthly	7361	7545	7734	7927	8127	8330	8536	8750	8969	9193	9423	9659	9900
	Hourly	42.30	43.36	44.45	45.56	46.71	47.87	49.06	50.29	51.55	52.83	54.16	55.51	56.90
	Standby	2.96	3.04	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.89	3.98
07IT	Annual	92760	95076	97464	99876	102360	104928	107544	110244	112992	115824	118728	121692	124752
	Monthly	7730	7923	8122	8323	8530	8744	8962	9187	9416	9652	9894	10141	10396
	Hourly	44.43	45.53	46.68	47.83	49.02	50.25	51.51	52.80	54.11	55.47	56.86	58.28	59.75
	Standby	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.88	3.98	4.08	4.18
08IT	Annual	97356	99816	102312	104868	107496	110184	112944	115764	118656	121632	124692	127788	130992
	Monthly	8113	8318	8526	8739	8958	9182	9412	9647	9888	10136	10391	10649	10916
	Hourly	46.63	47.80	49.00	50.22	51.48	52.77	54.09	55.44	56.83	58.25	59.72	61.20	62.74
	Standby	3.26	3.35	3.43	3.52	3.60	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39
09IT	Annual	102264	104808	107436	110136	112860	115716	118584	121536	124584	127716	130896	134184	137520
	Monthly	8522	8734	8953	9178	9405	9643	9882	10128	10382	10643	10908	11182	11460
	Hourly	48.98	50.20	51.45	52.75	54.05	55.42	56.79	58.21	59.67	61.17	62.69	64.26	65.86
	Standby	3.43	3.51	3.60	3.69	3.78	3.88	3.98	4.07	4.18	4.28	4.39	4.50	4.61

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10IT	Annual	107364	110040	112800	115608	118500	121464	124488	127620	130800	134064	137424	140856	144372
	Monthly	8947	9170	9400	9634	9875	10122	10374	10635	10900	11172	11452	11738	12031
	Hourly	51.42	52.70	54.02	55.37	56.75	58.17	59.62	61.12	62.64	64.21	65.82	67.46	69.14
	Standby	3.60	3.69	3.78	3.88	3.97	4.07	4.17	4.28	4.39	4.49	4.61	4.72	4.84
11IT	Annual	112752	115548	118440	121416	124428	127560	130740	134016	137364	140796	144324	147936	151620
	Monthly	9396	9629	9870	10118	10369	10630	10895	11168	11447	11733	12027	12328	12635
	Hourly	54.00	55.34	56.72	58.15	59.59	61.09	62.61	64.18	65.79	67.43	69.12	70.85	72.61
	Standby	3.78	3.87	3.97	4.07	4.17	4.28	4.38	4.49	4.61	4.72	4.84	4.96	5.08

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SP Range Salary Schedule for Represented Employees
Effective July 1, 2025
3% Increase

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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
35SP	Annual	43800	44820	45888	46992	48036	49248	50364	51540	52740	53976	55320	56628	57996
	Monthly	3650	3735	3824	3916	4003	4104	4197	4295	4395	4498	4610	4719	4833
	Hourly	20.98	21.47	21.98	22.51	23.01	23.59	24.12	24.68	25.26	25.85	26.49	27.12	27.78
	Standby	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.81	1.85	1.90	1.94
36SP	Annual	44820	45888	46992	48036	49248	50364	51540	52740	53976	55320	56628	57996	59400
	Monthly	3735	3824	3916	4003	4104	4197	4295	4395	4498	4610	4719	4833	4950
	Hourly	21.47	21.98	22.51	23.01	23.59	24.12	24.68	25.26	25.85	26.49	27.12	27.78	28.45
	Standby	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.81	1.85	1.90	1.94	1.99
37SP	Annual	45888	46992	48036	49248	50364	51540	52740	53976	55320	56628	57996	59400	60888
	Monthly	3824	3916	4003	4104	4197	4295	4395	4498	4610	4719	4833	4950	5074
	Hourly	21.98	22.51	23.01	23.59	24.12	24.68	25.26	25.85	26.49	27.12	27.78	28.45	29.16
	Standby	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.81	1.85	1.90	1.94	1.99	2.04
38SP	Annual	46992	48036	49248	50364	51540	52740	53976	55320	56628	57996	59400	60888	62424
	Monthly	3916	4003	4104	4197	4295	4395	4498	4610	4719	4833	4950	5074	5202
	Hourly	22.51	23.01	23.59	24.12	24.68	25.26	25.85	26.49	27.12	27.78	28.45	29.16	29.90
	Standby	1.58	1.61	1.65	1.69	1.73	1.77	1.81	1.85	1.90	1.94	1.99	2.04	2.09
39SP	Annual	48036	49248	50364	51540	52740	53976	55320	56628	57996	59400	60888	62424	63936
	Monthly	4003	4104	4197	4295	4395	4498	4610	4719	4833	4950	5074	5202	5328
	Hourly	23.01	23.59	24.12	24.68	25.26	25.85	26.49	27.12	27.78	28.45	29.16	29.90	30.62
	Standby	1.61	1.65	1.69	1.73	1.77	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.14
40SP	Annual	49248	50364	51540	52740	53976	55320	56628	57996	59400	60888	62424	63936	65592
	Monthly	4104	4197	4295	4395	4498	4610	4719	4833	4950	5074	5202	5328	5466
	Hourly	23.59	24.12	24.68	25.26	25.85	26.49	27.12	27.78	28.45	29.16	29.90	30.62	31.41
	Standby	1.65	1.69	1.73	1.77	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.14	2.20
41SP	Annual	50364	51540	52740	53976	55320	56628	57996	59400	60888	62424	63936	65592	67176
	Monthly	4197	4295	4395	4498	4610	4719	4833	4950	5074	5202	5328	5466	5598
	Hourly	24.12	24.68	25.26	25.85	26.49	27.12	27.78	28.45	29.16	29.90	30.62	31.41	32.17
	Standby	1.69	1.73	1.77	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.14	2.20	2.25
42SP	Annual	51540	52740	53976	55320	56628	57996	59400	60888	62424	63936	65592	67176	68892
	Monthly	4295	4395	4498	4610	4719	4833	4950	5074	5202	5328	5466	5598	5741
	Hourly	24.68	25.26	25.85	26.49	27.12	27.78	28.45	29.16	29.90	30.62	31.41	32.17	32.99
	Standby	1.73	1.77	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.14	2.20	2.25	2.31
43SP	Annual	52740	53976	55320	56628	57996	59400	60888	62424	63936	65592	67176	68892	70572
	Monthly	4395	4498	4610	4719	4833	4950	5074	5202	5328	5466	5598	5741	5881
	Hourly	25.26	25.85	26.49	27.12	27.78	28.45	29.16	29.90	30.62	31.41	32.17	32.99	33.80
	Standby	1.77	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.14	2.20	2.25	2.31	2.37
44SP	Annual	53976	55320	56628	57996	59400	60888	62424	63936	65592	67176	68892	70572	72396
	Monthly	4498	4610	4719	4833	4950	5074	5202	5328	5466	5598	5741	5881	6033
	Hourly	25.85	26.49	27.12	27.78	28.45	29.16	29.90	30.62	31.41	32.17	32.99	33.80	34.67
	Standby	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.14	2.20	2.25	2.31	2.37	2.43
45SP	Annual	55320	56628	57996	59400	60888	62424	63936	65592	67176	68892	70572	72396	74184
	Monthly	4610	4719	4833	4950	5074	5202	5328	5466	5598	5741	5881	6033	6182
	Hourly	26.49	27.12	27.78	28.45	29.16	29.90	30.62	31.41	32.17	32.99	33.80	34.67	35.53
	Standby	1.85	1.90	1.94	1.99	2.04	2.09	2.14	2.20	2.25	2.31	2.37	2.43	2.49
46SP	Annual	56628	57996	59400	60888	62424	63936	65592	67176	68892	70572	72396	74184	76020
	Monthly	4719	4833	4950	5074	5202	5328	5466	5598	5741	5881	6033	6182	6335
	Hourly	27.12	27.78	28.45	29.16	29.90	30.62	31.41	32.17	32.99	33.80	34.67	35.53	36.41
	Standby	1.90	1.94	1.99	2.04	2.09	2.14	2.20	2.25	2.31	2.37	2.43	2.49	2.55
47SP	Annual	57996	59400	60888	62424	63936	65592	67176	68892	70572	72396	74184	76020	77880
	Monthly	4833	4950	5074	5202	5328	5466	5598	5741	5881	6033	6182	6335	6490
	Hourly	27.78	28.45	29.16	29.90	30.62	31.41	32.17	32.99	33.80	34.67	35.53	36.41	37.30
	Standby	1.94	1.99	2.04	2.09	2.14	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61

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WPEA

48SP	Annual	59400	60888	62424	63936	65592	67176	68892	70572	72396	74184	76020	77880	79884
	Monthly	4950	5074	5202	5328	5466	5598	5741	5881	6033	6182	6335	6490	6657
	Hourly	28.45	29.16	29.90	30.62	31.41	32.17	32.99	33.80	34.67	35.53	36.41	37.30	38.26
	Standby	1.99	2.04	2.09	2.14	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68
49SP	Annual	60888	62424	63936	65592	67176	68892	70572	72396	74184	76020	77880	79884	81864
	Monthly	5074	5202	5328	5466	5598	5741	5881	6033	6182	6335	6490	6657	6822
	Hourly	29.16	29.90	30.62	31.41	32.17	32.99	33.80	34.67	35.53	36.41	37.30	38.26	39.21
	Standby	2.04	2.09	2.14	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.74
50SP	Annual	62424	63936	65592	67176	68892	70572	72396	74184	76020	77880	79884	81864	83976
	Monthly	5202	5328	5466	5598	5741	5881	6033	6182	6335	6490	6657	6822	6998
	Hourly	29.90	30.62	31.41	32.17	32.99	33.80	34.67	35.53	36.41	37.30	38.26	39.21	40.22
	Standby	2.09	2.14	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.74	2.82
51SP	Annual	63936	65592	67176	68892	70572	72396	74184	76020	77880	79884	81864	83976	86040
	Monthly	5328	5466	5598	5741	5881	6033	6182	6335	6490	6657	6822	6998	7170
	Hourly	30.62	31.41	32.17	32.99	33.80	34.67	35.53	36.41	37.30	38.26	39.21	40.22	41.21
	Standby	2.14	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.74	2.82	2.88
52SP	Annual	65592	67176	68892	70572	72396	74184	76020	77880	79884	81864	83976	86040	88176
	Monthly	5466	5598	5741	5881	6033	6182	6335	6490	6657	6822	6998	7170	7348
	Hourly	31.41	32.17	32.99	33.80	34.67	35.53	36.41	37.30	38.26	39.21	40.22	41.21	42.23
	Standby	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.74	2.82	2.88	2.96
53SP	Annual	67176	68892	70572	72396	74184	76020	77880	79884	81864	83976	86040	88176	90336
	Monthly	5598	5741	5881	6033	6182	6335	6490	6657	6822	6998	7170	7348	7528
	Hourly	32.17	32.99	33.80	34.67	35.53	36.41	37.30	38.26	39.21	40.22	41.21	42.23	43.26
	Standby	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.74	2.82	2.88	2.96	3.03
54SP	Annual	68892	70572	72396	74184	76020	77880	79884	81864	83976	86040	88176	90336	92616
	Monthly	5741	5881	6033	6182	6335	6490	6657	6822	6998	7170	7348	7528	7718
	Hourly	32.99	33.80	34.67	35.53	36.41	37.30	38.26	39.21	40.22	41.21	42.23	43.26	44.36
	Standby	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.74	2.82	2.88	2.96	3.03	3.10
55SP	Annual	70572	72396	74184	76020	77880	79884	81864	83976	86040	88176	90336	92616	94908
	Monthly	5881	6033	6182	6335	6490	6657	6822	6998	7170	7348	7528	7718	7909
	Hourly	33.80	34.67	35.53	36.41	37.30	38.26	39.21	40.22	41.21	42.23	43.26	44.36	45.45
	Standby	2.37	2.43	2.49	2.55	2.61	2.68	2.74	2.82	2.88	2.96	3.03	3.10	3.18
56SP	Annual	72396	74184	76020	77880	79884	81864	83976	86040	88176	90336	92616	94908	97284
	Monthly	6033	6182	6335	6490	6657	6822	6998	7170	7348	7528	7718	7909	8107
	Hourly	34.67	35.53	36.41	37.30	38.26	39.21	40.22	41.21	42.23	43.26	44.36	45.45	46.59
	Standby	2.43	2.49	2.55	2.61	2.68	2.74	2.82	2.88	2.96	3.03	3.10	3.18	3.26
57SP	Annual	74184	76020	77880	79884	81864	83976	86040	88176	90336	92616	94908	97284	99720
	Monthly	6182	6335	6490	6657	6822	6998	7170	7348	7528	7718	7909	8107	8310
	Hourly	35.53	36.41	37.30	38.26	39.21	40.22	41.21	42.23	43.26	44.36	45.45	46.59	47.76
	Standby	2.49	2.55	2.61	2.68	2.74	2.82	2.88	2.96	3.03	3.10	3.18	3.26	3.34
58SP	Annual	76020	77880	79884	81864	83976	86040	88176	90336	92616	94908	97284	99720	102228
	Monthly	6335	6490	6657	6822	6998	7170	7348	7528	7718	7909	8107	8310	8519
	Hourly	36.41	37.30	38.26	39.21	40.22	41.21	42.23	43.26	44.36	45.45	46.59	47.76	48.96
	Standby	2.55	2.61	2.68	2.74	2.82	2.88	2.96	3.03	3.10	3.18	3.26	3.34	3.43
59SP	Annual	77880	79884	81864	83976	86040	88176	90336	92616	94908	97284	99720	102228	104784
	Monthly	6490	6657	6822	6998	7170	7348	7528	7718	7909	8107	8310	8519	8732
	Hourly	37.30	38.26	39.21	40.22	41.21	42.23	43.26	44.36	45.45	46.59	47.76	48.96	50.18
	Standby	2.61	2.68	2.74	2.82	2.88	2.96	3.03	3.10	3.18	3.26	3.34	3.43	3.51
60SP	Annual	79884	81864	83976	86040	88176	90336	92616	94908	97284	99720	102228	104784	107388
	Monthly	6657	6822	6998	7170	7348	7528	7718	7909	8107	8310	8519	8732	8949
	Hourly	38.26	39.21	40.22	41.21	42.23	43.26	44.36	45.45	46.59	47.76	48.96	50.18	51.43
	Standby	2.68	2.74	2.82	2.88	2.96	3.03	3.10	3.18	3.26	3.34	3.43	3.51	3.60

Standby rate is equal to 7% of the hourly rate.
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2025
3% Increase

												WPEA		
61SP	Annual	81864	83976	86040	88176	90336	92616	94908	97284	99720	102228	104784	107388	110100
	Monthly	6822	6998	7170	7348	7528	7718	7909	8107	8310	8519	8732	8949	9175
	Hourly	39.21	40.22	41.21	42.23	43.26	44.36	45.45	46.59	47.76	48.96	50.18	51.43	52.73
	Standby	2.74	2.82	2.88	2.96	3.03	3.10	3.18	3.26	3.34	3.43	3.51	3.60	3.69
62SP	Annual	83976	86040	88176	90336	92616	94908	97284	99720	102228	104784	107388	110100	112836
	Monthly	6998	7170	7348	7528	7718	7909	8107	8310	8519	8732	8949	9175	9403
	Hourly	40.22	41.21	42.23	43.26	44.36	45.45	46.59	47.76	48.96	50.18	51.43	52.73	54.04
	Standby	2.82	2.88	2.96	3.03	3.10	3.18	3.26	3.34	3.43	3.51	3.60	3.69	3.78
63SP	Annual	86040	88176	90336	92616	94908	97284	99720	102228	104784	107388	110100	112836	115632
	Monthly	7170	7348	7528	7718	7909	8107	8310	8519	8732	8949	9175	9403	9636
	Hourly	41.21	42.23	43.26	44.36	45.45	46.59	47.76	48.96	50.18	51.43	52.73	54.04	55.38
	Standby	2.88	2.96	3.03	3.10	3.18	3.26	3.34	3.43	3.51	3.60	3.69	3.78	3.88
64SP	Annual	88176	90336	92616	94908	97284	99720	102228	104784	107388	110100	112836	115632	118548
	Monthly	7348	7528	7718	7909	8107	8310	8519	8732	8949	9175	9403	9636	9879
	Hourly	42.23	43.26	44.36	45.45	46.59	47.76	48.96	50.18	51.43	52.73	54.04	55.38	56.78
	Standby	2.96	3.03	3.10	3.18	3.26	3.34	3.43	3.51	3.60	3.69	3.78	3.88	3.97
65SP	Annual	90336	92616	94908	97284	99720	102228	104784	107388	110100	112836	115632	118548	121500
	Monthly	7528	7718	7909	8107	8310	8519	8732	8949	9175	9403	9636	9879	10125
	Hourly	43.26	44.36	45.45	46.59	47.76	48.96	50.18	51.43	52.73	54.04	55.38	56.78	58.19
	Standby	3.03	3.10	3.18	3.26	3.34	3.43	3.51	3.60	3.69	3.78	3.88	3.97	4.07
66SP	Annual	92616	94908	97284	99720	102228	104784	107388	110100	112836	115632	118548	121500	124524
	Monthly	7718	7909	8107	8310	8519	8732	8949	9175	9403	9636	9879	10125	10377
	Hourly	44.36	45.45	46.59	47.76	48.96	50.18	51.43	52.73	54.04	55.38	56.78	58.19	59.64
	Standby	3.10	3.18	3.26	3.34	3.43	3.51	3.60	3.69	3.78	3.88	3.97	4.07	4.17
67SP	Annual	94908	97284	99720	102228	104784	107388	110100	112836	115632	118548	121500	124524	127656
	Monthly	7909	8107	8310	8519	8732	8949	9175	9403	9636	9879	10125	10377	10638
	Hourly	45.45	46.59	47.76	48.96	50.18	51.43	52.73	54.04	55.38	56.78	58.19	59.64	61.14
	Standby	3.18	3.26	3.34	3.43	3.51	3.60	3.69	3.78	3.88	3.97	4.07	4.17	4.28
68SP	Annual	97284	99720	102228	104784	107388	110100	112836	115632	118548	121500	124524	127656	130848
	Monthly	8107	8310	8519	8732	8949	9175	9403	9636	9879	10125	10377	10638	10904
	Hourly	46.59	47.76	48.96	50.18	51.43	52.73	54.04	55.38	56.78	58.19	59.64	61.14	62.67
	Standby	3.26	3.34	3.43	3.51	3.60	3.69	3.78	3.88	3.97	4.07	4.17	4.28	4.39

Standby rate is equal to 7% of the hourly rate.
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Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

WPEA

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
34	Annual	38340	39036	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412
	Monthly	3195	3253	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201
	Hourly	18.36	18.70	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14
	Standby	1.29	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69
35	Annual	39036	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600
	Monthly	3253	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300
	Hourly	18.70	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71
	Standby	1.31	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73
36	Annual	39924	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872
	Monthly	3327	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406
	Hourly	19.12	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32
	Standby	1.34	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77
37	Annual	40836	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204
	Monthly	3403	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517
	Hourly	19.56	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96
	Standby	1.37	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82
38	Annual	41820	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596
	Monthly	3485	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633
	Hourly	20.03	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63
	Standby	1.40	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86
39	Annual	42780	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952
	Monthly	3565	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746
	Hourly	20.49	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28
	Standby	1.43	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91
40	Annual	43836	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392
	Monthly	3653	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866
	Hourly	20.99	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97
	Standby	1.47	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96
41	Annual	44856	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760
	Monthly	3738	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980
	Hourly	21.48	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62
	Standby	1.50	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00
42	Annual	45924	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332
	Monthly	3827	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111
	Hourly	21.99	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37
	Standby	1.54	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06
43	Annual	47004	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880
	Monthly	3917	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240
	Hourly	22.51	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11
	Standby	1.58	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11
44	Annual	48048	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512
	Monthly	4004	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376
	Hourly	23.01	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16

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Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

WPEA

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
45	Annual	49296	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072
	Monthly	4108	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506
	Hourly	23.61	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22
46	Annual	50412	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704
	Monthly	4201	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642
	Hourly	24.14	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27
47	Annual	51600	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348
	Monthly	4300	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779
	Hourly	24.71	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32
48	Annual	52872	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136
	Monthly	4406	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928
	Hourly	25.32	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07
	Standby	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38
49	Annual	54204	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900
	Monthly	4517	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075
	Hourly	25.96	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91
	Standby	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44
50	Annual	55596	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748
	Monthly	4633	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229
	Hourly	26.63	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80
	Standby	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51
51	Annual	56952	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608
	Monthly	4746	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384
	Hourly	27.28	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69
	Standby	1.91	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57
52	Annual	58392	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504
	Monthly	4866	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542
	Hourly	27.97	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60
	Standby	1.96	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63
53	Annual	59760	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496
	Monthly	4980	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708
	Hourly	28.62	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55
	Standby	2.00	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70
54	Annual	61332	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440
	Monthly	5111	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870
	Hourly	29.37	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48
	Standby	2.06	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76
55	Annual	62880	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528
	Monthly	5240	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044
	Hourly	30.11	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48
	Standby	2.11	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83

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General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

WPEA

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
56	Annual	64512	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688
	Monthly	5376	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224
	Hourly	30.90	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52
	Standby	2.16	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91
57	Annual	66072	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788
	Monthly	5506	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399
	Hourly	31.64	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52
	Standby	2.22	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98
58	Annual	67704	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104
	Monthly	5642	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592
	Hourly	32.43	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63
	Standby	2.27	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05
59	Annual	69348	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288
	Monthly	5779	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774
	Hourly	33.21	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68
	Standby	2.32	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13
60	Annual	71136	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676
	Monthly	5928	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973
	Hourly	34.07	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82
	Standby	2.38	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21
61	Annual	72900	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064
	Monthly	6075	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172
	Hourly	34.91	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97
	Standby	2.44	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29
62	Annual	74748	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488
	Monthly	6229	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374
	Hourly	35.80	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13
	Standby	2.51	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37
63	Annual	76608	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996
	Monthly	6384	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583
	Hourly	36.69	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33
	Standby	2.57	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45
64	Annual	78504	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612
	Monthly	6542	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801
	Hourly	37.60	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58
	Standby	2.63	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54
65	Annual	80496	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228
	Monthly	6708	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019
	Hourly	38.55	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83
	Standby	2.70	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
66	Annual	82440	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952
	Monthly	6870	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246
	Hourly	39.48	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14
	Standby	2.76	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72

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WPEA

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67	Annual	84528	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736
	Monthly	7044	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478
	Hourly	40.48	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47
	Standby	2.83	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81
68	Annual	86688	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544
	Monthly	7224	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712
	Hourly	41.52	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82
	Standby	2.91	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91
69	Annual	88788	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460
	Monthly	7399	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955
	Hourly	42.52	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21
	Standby	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00
70	Annual	91104	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448
	Monthly	7592	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204
	Hourly	43.63	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11
71	Annual	93288	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544
	Monthly	7774	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462
	Hourly	44.68	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21
72	Annual	95676	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688
	Monthly	7973	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724
	Hourly	45.82	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31
73	Annual	98064	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868
	Monthly	8172	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989
	Hourly	46.97	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42
74	Annual	100488	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192
	Monthly	8374	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266
	Hourly	48.13	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53
75	Annual	102996	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552
	Monthly	8583	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546
	Hourly	49.33	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64
76	Annual	105612	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020
	Monthly	8801	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835
	Hourly	50.58	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02
	Standby	3.54	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76
77	Annual	108228	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548
	Monthly	9019	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129
	Hourly	51.83	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71
	Standby	3.63	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88

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WPEA

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78	Annual	110952	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244
	Monthly	9246	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437
	Hourly	53.14	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48
	Standby	3.72	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00
79	Annual	113736	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904
	Monthly	9478	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742
	Hourly	54.47	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23
	Standby	3.81	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13
80	Annual	116544	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732
	Monthly	9712	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061
	Hourly	55.82	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06
	Standby	3.91	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25
81	Annual	119460	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692
	Monthly	9955	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391
	Hourly	57.21	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96
	Standby	4.00	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39
82	Annual	122448	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664
	Monthly	10204	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722
	Hourly	58.64	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86
	Standby	4.11	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52
83	Annual	125544	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780
	Monthly	10462	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065
	Hourly	60.13	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83
	Standby	4.21	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66
84	Annual	128688	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028
	Monthly	10724	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419
	Hourly	61.63	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87
	Standby	4.31	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80
85	Annual	131868	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300
	Monthly	10989	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775
	Hourly	63.16	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91
	Standby	4.42	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94
86	Annual	135192	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800
	Monthly	11266	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150
	Hourly	64.75	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07
	Standby	4.53	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09
87	Annual	138552	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360
	Monthly	11546	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530
	Hourly	66.36	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25
	Standby	4.64	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25
88	Annual	142020	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980
	Monthly	11835	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915
	Hourly	68.02	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47
	Standby	4.76	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40

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89	Annual	145548	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804
	Monthly	12129	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317
	Hourly	69.71	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78
	Standby	4.88	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56
90	Annual	149244	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652
	Monthly	12437	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721
	Hourly	71.48	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10
	Standby	5.00	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73
91	Annual	152904	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680
	Monthly	12742	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140
	Hourly	73.23	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51
	Standby	5.13	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90
92	Annual	156732	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792
	Monthly	13061	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566
	Hourly	75.06	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95
	Standby	5.25	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07
93	Annual	160692	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108
	Monthly	13391	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009
	Hourly	76.96	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50
	Standby	5.39	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25
94	Annual	164664	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496
	Monthly	13722	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458
	Hourly	78.86	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08
	Standby	5.52	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43
95	Annual	168780	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040
	Monthly	14065	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920
	Hourly	80.83	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74
	Standby	5.66	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61
96	Annual	173028	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740
	Monthly	14419	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395
	Hourly	82.87	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47
	Standby	5.80	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80
97	Annual	177300	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584
	Monthly	14775	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882
	Hourly	84.91	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26
	Standby	5.94	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00
98	Annual	181800	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548
	Monthly	15150	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379
	Hourly	87.07	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12
	Standby	6.09	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20
99	Annual	186360	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632
	Monthly	15530	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886
	Hourly	89.25	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03
	Standby	6.25	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40

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 Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

WPEA

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
100	Annual	190980	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920
	Monthly	15915	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410
	Hourly	91.47	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05
	Standby	6.40	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61
101	Annual	195804	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340
	Monthly	16317	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945
	Hourly	93.78	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12
	Standby	6.56	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83
102	Annual	200652	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916
	Monthly	16721	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493
	Hourly	96.10	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27
	Standby	6.73	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05
103	Annual	205680	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660
	Monthly	17140	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055
	Hourly	98.51	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50
	Standby	6.90	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28
104	Annual	210792	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572
	Monthly	17566	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631
	Hourly	100.95	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81
	Standby	7.07	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51
105	Annual	216108	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652
	Monthly	18009	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221
	Hourly	103.50	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20
	Standby	7.25	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74
106	Annual	221496	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924
	Monthly	18458	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827
	Hourly	106.08	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68
	Standby	7.43	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99
107	Annual	227040	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412
	Monthly	18920	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451
	Hourly	108.74	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27
	Standby	7.61	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24
108	Annual	232740	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056
	Monthly	19395	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088
	Hourly	111.47	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93
	Standby	7.80	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50
109	Annual	238584	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832
	Monthly	19882	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736
	Hourly	114.26	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66
	Standby	8.00	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76
110	Annual	244548	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872
	Monthly	20379	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406
	Hourly	117.12	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51
	Standby	8.20	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

WPEA

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	250632	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092
	Monthly	20886	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091
	Hourly	120.03	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44
	Standby	8.40	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30
112	Annual	256920	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516
	Monthly	21410	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793
	Hourly	123.05	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48
	Standby	8.61	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58
113	Annual	263340	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144
	Monthly	21945	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512
	Hourly	126.12	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61
	Standby	8.83	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87
114	Annual	269916	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000
	Monthly	22493	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250
	Hourly	129.27	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85
	Standby	9.05	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17
115	Annual	276660	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084
	Monthly	23055	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007
	Hourly	132.50	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20
	Standby	9.28	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47
116	Annual	283572	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396
	Monthly	23631	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783
	Hourly	135.81	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66
	Standby	9.51	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79
117	Annual	290652	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924
	Monthly	24221	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577
	Hourly	139.20	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22
	Standby	9.74	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11
118	Annual	297924	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716
	Monthly	24827	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393
	Hourly	142.68	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91
	Standby	9.99	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43
119	Annual	305412	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716	410700
	Monthly	25451	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393	34225
	Hourly	146.27	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91	196.70
	Standby	10.24	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43	13.77
120	Annual	313056	320832	328872	337092	345516	354144	363000	372084	381396	390924	400716	410700	420984
	Monthly	26088	26736	27406	28091	28793	29512	30250	31007	31783	32577	33393	34225	35082
	Hourly	149.93	153.66	157.51	161.44	165.48	169.61	173.85	178.20	182.66	187.22	191.91	196.70	201.62
	Standby	10.50	10.76	11.03	11.30	11.58	11.87	12.17	12.47	12.79	13.11	13.43	13.77	14.11

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 WPEA
General Service Salary Schedule for Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2026
2% Increase

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
01IT	Annual	64248	65892	67512	69204	70932	72696	74532	76392	78312	80256	82272	84336	86436
	Monthly	5354	5491	5626	5767	5911	6058	6211	6366	6526	6688	6856	7028	7203
	Hourly	30.77	31.56	32.33	33.14	33.97	34.82	35.70	36.59	37.51	38.44	39.40	40.39	41.40
	Standby	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90
02IT	Annual	69072	70824	72588	74388	76260	78180	80112	82116	84168	86268	88416	90624	92904
	Monthly	5756	5902	6049	6199	6355	6515	6676	6843	7014	7189	7368	7552	7742
	Hourly	33.08	33.92	34.76	35.63	36.52	37.44	38.37	39.33	40.31	41.32	42.34	43.40	44.49
	Standby	2.32	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11
03IT	Annual	74268	76104	78036	79980	81972	84036	86148	88296	90504	92772	95100	97476	99924
	Monthly	6189	6342	6503	6665	6831	7003	7179	7358	7542	7731	7925	8123	8327
	Hourly	35.57	36.45	37.37	38.30	39.26	40.25	41.26	42.29	43.34	44.43	45.55	46.68	47.86
	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
04IT	Annual	79812	81828	83856	85968	88116	90336	92568	94872	97248	99660	102156	104712	107328
	Monthly	6651	6819	6988	7164	7343	7528	7714	7906	8104	8305	8513	8726	8944
	Hourly	38.22	39.19	40.16	41.17	42.20	43.26	44.33	45.44	46.57	47.73	48.93	50.15	51.40
	Standby	2.68	2.74	2.81	2.88	2.95	3.03	3.10	3.18	3.26	3.34	3.42	3.51	3.60
05IT	Annual	85800	87960	90156	92400	94728	97092	99528	102012	104556	107160	109824	112572	115416
	Monthly	7150	7330	7513	7700	7894	8091	8294	8501	8713	8930	9152	9381	9618
	Hourly	41.09	42.13	43.18	44.25	45.37	46.50	47.67	48.86	50.07	51.32	52.60	53.91	55.28
	Standby	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.77	3.87
06IT	Annual	90096	92352	94668	97032	99480	101964	104484	107100	109776	112524	115332	118224	121176
	Monthly	7508	7696	7889	8086	8290	8497	8707	8925	9148	9377	9611	9852	10098
	Hourly	43.15	44.23	45.34	46.47	47.64	48.83	50.04	51.29	52.57	53.89	55.24	56.62	58.03
	Standby	3.02	3.10	3.17	3.25	3.34	3.42	3.50	3.59	3.68	3.77	3.87	3.96	4.06
07IT	Annual	94620	96972	99408	101868	104412	107028	109692	112452	115248	118140	121104	124128	127248
	Monthly	7885	8081	8284	8489	8701	8919	9141	9371	9604	9845	10092	10344	10604
	Hourly	45.32	46.44	47.61	48.79	50.01	51.26	52.53	53.86	55.20	56.58	58.00	59.45	60.94
	Standby	3.17	3.25	3.33	3.42	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.27
08IT	Annual	99300	101808	104364	106968	109644	112392	115200	118080	121032	124068	127188	130344	133608
	Monthly	8275	8484	8697	8914	9137	9366	9600	9840	10086	10339	10599	10862	11134
	Hourly	47.56	48.76	49.98	51.23	52.51	53.83	55.17	56.55	57.97	59.42	60.91	62.43	63.99
	Standby	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48
09IT	Annual	104304	106908	109584	112344	115116	118032	120960	123972	127080	130272	133512	136872	140268
	Monthly	8692	8909	9132	9362	9593	9836	10080	10331	10590	10856	11126	11406	11689
	Hourly	49.95	51.20	52.48	53.80	55.13	56.53	57.93	59.37	60.86	62.39	63.94	65.55	67.18
	Standby	3.50	3.58	3.67	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70

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 WPEA
General Service Salary Schedule for Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2026
2% Increase

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
10IT	Annual	109512	112236	115056	117924	120876	123888	126972	130176	133416	136740	140172	143676	147264
	Monthly	9126	9353	9588	9827	10073	10324	10581	10848	11118	11395	11681	11973	12272
	Hourly	52.45	53.75	55.10	56.48	57.89	59.33	60.81	62.34	63.90	65.49	67.13	68.81	70.53
	Standby	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.47	4.58	4.70	4.82	4.94
11IT	Annual	115008	117864	120804	123840	126912	130116	133356	136692	140112	143616	147216	150900	154656
	Monthly	9584	9822	10067	10320	10576	10843	11113	11391	11676	11968	12268	12575	12888
	Hourly	55.08	56.45	57.86	59.31	60.78	62.32	63.87	65.47	67.10	68.78	70.51	72.27	74.07
	Standby	3.86	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.94	5.06	5.18

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
SP Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

WPEA

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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
35SP	Annual	44676	45720	46800	47928	48996	50232	51372	52572	53796	55056	56424	57756	59160
	Monthly	3723	3810	3900	3994	4083	4186	4281	4381	4483	4588	4702	4813	4930
	Hourly	21.40	21.90	22.41	22.95	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33
	Standby	1.50	1.53	1.57	1.61	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98
36SP	Annual	45720	46800	47928	48996	50232	51372	52572	53796	55056	56424	57756	59160	60588
	Monthly	3810	3900	3994	4083	4186	4281	4381	4483	4588	4702	4813	4930	5049
	Hourly	21.90	22.41	22.95	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02
	Standby	1.53	1.57	1.61	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03
37SP	Annual	46800	47928	48996	50232	51372	52572	53796	55056	56424	57756	59160	60588	62100
	Monthly	3900	3994	4083	4186	4281	4381	4483	4588	4702	4813	4930	5049	5175
	Hourly	22.41	22.95	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74
	Standby	1.57	1.61	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08
38SP	Annual	47928	48996	50232	51372	52572	53796	55056	56424	57756	59160	60588	62100	63672
	Monthly	3994	4083	4186	4281	4381	4483	4588	4702	4813	4930	5049	5175	5306
	Hourly	22.95	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49
	Standby	1.61	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13
39SP	Annual	48996	50232	51372	52572	53796	55056	56424	57756	59160	60588	62100	63672	65220
	Monthly	4083	4186	4281	4381	4483	4588	4702	4813	4930	5049	5175	5306	5435
	Hourly	23.47	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24
	Standby	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19
40SP	Annual	50232	51372	52572	53796	55056	56424	57756	59160	60588	62100	63672	65220	66900
	Monthly	4186	4281	4381	4483	4588	4702	4813	4930	5049	5175	5306	5435	5575
	Hourly	24.06	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04
	Standby	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24
41SP	Annual	51372	52572	53796	55056	56424	57756	59160	60588	62100	63672	65220	66900	68520
	Monthly	4281	4381	4483	4588	4702	4813	4930	5049	5175	5306	5435	5575	5710
	Hourly	24.60	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82
	Standby	1.72	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30
42SP	Annual	52572	53796	55056	56424	57756	59160	60588	62100	63672	65220	66900	68520	70272
	Monthly	4381	4483	4588	4702	4813	4930	5049	5175	5306	5435	5575	5710	5856
	Hourly	25.18	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66
	Standby	1.76	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36
43SP	Annual	53796	55056	56424	57756	59160	60588	62100	63672	65220	66900	68520	70272	71988
	Monthly	4483	4588	4702	4813	4930	5049	5175	5306	5435	5575	5710	5856	5999
	Hourly	25.76	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48
	Standby	1.80	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41
44SP	Annual	55056	56424	57756	59160	60588	62100	63672	65220	66900	68520	70272	71988	73848
	Monthly	4588	4702	4813	4930	5049	5175	5306	5435	5575	5710	5856	5999	6154
	Hourly	26.37	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37
	Standby	1.85	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48
45SP	Annual	56424	57756	59160	60588	62100	63672	65220	66900	68520	70272	71988	73848	75672
	Monthly	4702	4813	4930	5049	5175	5306	5435	5575	5710	5856	5999	6154	6306
	Hourly	27.02	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24
	Standby	1.89	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54
46SP	Annual	57756	59160	60588	62100	63672	65220	66900	68520	70272	71988	73848	75672	77544
	Monthly	4813	4930	5049	5175	5306	5435	5575	5710	5856	5999	6154	6306	6462
	Hourly	27.66	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14
	Standby	1.94	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60
47SP	Annual	59160	60588	62100	63672	65220	66900	68520	70272	71988	73848	75672	77544	79440
	Monthly	4930	5049	5175	5306	5435	5575	5710	5856	5999	6154	6306	6462	6620
	Hourly	28.33	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05
	Standby	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66

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.

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

WPEA

48SP	Annual	60588	62100	63672	65220	66900	68520	70272	71988	73848	75672	77544	79440	81480
	Monthly	5049	5175	5306	5435	5575	5710	5856	5999	6154	6306	6462	6620	6790
	Hourly	29.02	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02
	Standby	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73
49SP	Annual	62100	63672	65220	66900	68520	70272	71988	73848	75672	77544	79440	81480	83496
	Monthly	5175	5306	5435	5575	5710	5856	5999	6154	6306	6462	6620	6790	6958
	Hourly	29.74	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99
	Standby	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80
50SP	Annual	63672	65220	66900	68520	70272	71988	73848	75672	77544	79440	81480	83496	85656
	Monthly	5306	5435	5575	5710	5856	5999	6154	6306	6462	6620	6790	6958	7138
	Hourly	30.49	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02
	Standby	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87
51SP	Annual	65220	66900	68520	70272	71988	73848	75672	77544	79440	81480	83496	85656	87756
	Monthly	5435	5575	5710	5856	5999	6154	6306	6462	6620	6790	6958	7138	7313
	Hourly	31.24	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03
	Standby	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94
52SP	Annual	66900	68520	70272	71988	73848	75672	77544	79440	81480	83496	85656	87756	89940
	Monthly	5575	5710	5856	5999	6154	6306	6462	6620	6790	6958	7138	7313	7495
	Hourly	32.04	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07
	Standby	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02
53SP	Annual	68520	70272	71988	73848	75672	77544	79440	81480	83496	85656	87756	89940	92148
	Monthly	5710	5856	5999	6154	6306	6462	6620	6790	6958	7138	7313	7495	7679
	Hourly	32.82	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13
	Standby	2.30	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09
54SP	Annual	70272	71988	73848	75672	77544	79440	81480	83496	85656	87756	89940	92148	94464
	Monthly	5856	5999	6154	6306	6462	6620	6790	6958	7138	7313	7495	7679	7872
	Hourly	33.66	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24
	Standby	2.36	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17
55SP	Annual	71988	73848	75672	77544	79440	81480	83496	85656	87756	89940	92148	94464	96804
	Monthly	5999	6154	6306	6462	6620	6790	6958	7138	7313	7495	7679	7872	8067
	Hourly	34.48	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36
	Standby	2.41	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25
56SP	Annual	73848	75672	77544	79440	81480	83496	85656	87756	89940	92148	94464	96804	99228
	Monthly	6154	6306	6462	6620	6790	6958	7138	7313	7495	7679	7872	8067	8269
	Hourly	35.37	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52
	Standby	2.48	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33
57SP	Annual	75672	77544	79440	81480	83496	85656	87756	89940	92148	94464	96804	99228	101712
	Monthly	6306	6462	6620	6790	6958	7138	7313	7495	7679	7872	8067	8269	8476
	Hourly	36.24	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71
	Standby	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41
58SP	Annual	77544	79440	81480	83496	85656	87756	89940	92148	94464	96804	99228	101712	104268
	Monthly	6462	6620	6790	6958	7138	7313	7495	7679	7872	8067	8269	8476	8689
	Hourly	37.14	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50
59SP	Annual	79440	81480	83496	85656	87756	89940	92148	94464	96804	99228	101712	104268	106884
	Monthly	6620	6790	6958	7138	7313	7495	7679	7872	8067	8269	8476	8689	8907
	Hourly	38.05	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19
	Standby	2.66	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58
60SP	Annual	81480	83496	85656	87756	89940	92148	94464	96804	99228	101712	104268	106884	109536
	Monthly	6790	6958	7138	7313	7495	7679	7872	8067	8269	8476	8689	8907	9128
	Hourly	39.02	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46
	Standby	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67

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.

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2026
2% Increase

												WPEA		
61SP	Annual	83496	85656	87756	89940	92148	94464	96804	99228	101712	104268	106884	109536	112308
	Monthly	6958	7138	7313	7495	7679	7872	8067	8269	8476	8689	8907	9128	9359
	Hourly	39.99	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79
	Standby	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77
62SP	Annual	85656	87756	89940	92148	94464	96804	99228	101712	104268	106884	109536	112308	115092
	Monthly	7138	7313	7495	7679	7872	8067	8269	8476	8689	8907	9128	9359	9591
	Hourly	41.02	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12
	Standby	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86
63SP	Annual	87756	89940	92148	94464	96804	99228	101712	104268	106884	109536	112308	115092	117948
	Monthly	7313	7495	7679	7872	8067	8269	8476	8689	8907	9128	9359	9591	9829
	Hourly	42.03	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49
	Standby	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95
64SP	Annual	89940	92148	94464	96804	99228	101712	104268	106884	109536	112308	115092	117948	120924
	Monthly	7495	7679	7872	8067	8269	8476	8689	8907	9128	9359	9591	9829	10077
	Hourly	43.07	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91
	Standby	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05
65SP	Annual	92148	94464	96804	99228	101712	104268	106884	109536	112308	115092	117948	120924	123936
	Monthly	7679	7872	8067	8269	8476	8689	8907	9128	9359	9591	9829	10077	10328
	Hourly	44.13	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91	59.36
	Standby	3.09	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05	4.15
66SP	Annual	94464	96804	99228	101712	104268	106884	109536	112308	115092	117948	120924	123936	127020
	Monthly	7872	8067	8269	8476	8689	8907	9128	9359	9591	9829	10077	10328	10585
	Hourly	45.24	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91	59.36	60.83
	Standby	3.17	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05	4.15	4.26
67SP	Annual	96804	99228	101712	104268	106884	109536	112308	115092	117948	120924	123936	127020	130212
	Monthly	8067	8269	8476	8689	8907	9128	9359	9591	9829	10077	10328	10585	10851
	Hourly	46.36	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91	59.36	60.83	62.36
	Standby	3.25	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05	4.15	4.26	4.37
68SP	Annual	99228	101712	104268	106884	109536	112308	115092	117948	120924	123936	127020	130212	133464
	Monthly	8269	8476	8689	8907	9128	9359	9591	9829	10077	10328	10585	10851	11122
	Hourly	47.52	48.71	49.94	51.19	52.46	53.79	55.12	56.49	57.91	59.36	60.83	62.36	63.92
	Standby	3.33	3.41	3.50	3.58	3.67	3.77	3.86	3.95	4.05	4.15	4.26	4.37	4.47

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.

E: Rule Amendments

There are no rule amendment items for this meeting.