

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-2

Effective July 1, 2025

5.89% 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
27	Annual	34692	35400	36312	37104	37956	38880	39768	40680	41628	42576	43584	44640	45600
	Monthly	2891	2950	3026	3092	3163	3240	3314	3390	3469	3548	3632	3720	3800
	Hourly	16.61	16.95	17.39	17.77	18.18	18.62	19.05	19.48	19.94	20.39	20.87	21.38	21.84
	Standby	1.16	1.19	1.22	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53
28	Annual	35400	36312	37104	37956	38880	39768	40680	41628	42576	43584	44640	45600	46740
	Monthly	2950	3026	3092	3163	3240	3314	3390	3469	3548	3632	3720	3800	3895
	Hourly	16.95	17.39	17.77	18.18	18.62	19.05	19.48	19.94	20.39	20.87	21.38	21.84	22.39
	Standby	1.19	1.22	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57
29	Annual	36312	37104	37956	38880	39768	40680	41628	42576	43584	44640	45600	46740	47832
	Monthly	3026	3092	3163	3240	3314	3390	3469	3548	3632	3720	3800	3895	3986
	Hourly	17.39	17.77	18.18	18.62	19.05	19.48	19.94	20.39	20.87	21.38	21.84	22.39	22.91
	Standby	1.22	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60
30	Annual	37104	37956	38880	39768	40680	41628	42576	43584	44640	45600	46740	47832	48948
	Monthly	3092	3163	3240	3314	3390	3469	3548	3632	3720	3800	3895	3986	4079
	Hourly	17.77	18.18	18.62	19.05	19.48	19.94	20.39	20.87	21.38	21.84	22.39	22.91	23.44
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64
31	Annual	37956	38880	39768	40680	41628	42576	43584	44640	45600	46740	47832	48948	50124
	Monthly	3163	3240	3314	3390	3469	3548	3632	3720	3800	3895	3986	4079	4177
	Hourly	18.18	18.62	19.05	19.48	19.94	20.39	20.87	21.38	21.84	22.39	22.91	23.44	24.01
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68
32	Annual	38880	39768	40680	41628	42576	43584	44640	45600	46740	47832	48948	50124	51276
	Monthly	3240	3314	3390	3469	3548	3632	3720	3800	3895	3986	4079	4177	4273
	Hourly	18.62	19.05	19.48	19.94	20.39	20.87	21.38	21.84	22.39	22.91	23.44	24.01	24.56
	Standby	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72
33	Annual	39768	40680	41628	42576	43584	44640	45600	46740	47832	48948	50124	51276	52560
	Monthly	3314	3390	3469	3548	3632	3720	3800	3895	3986	4079	4177	4273	4380
	Hourly	19.05	19.48	19.94	20.39	20.87	21.38	21.84	22.39	22.91	23.44	24.01	24.56	25.17
	Standby	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76
34	Annual	40680	41628	42576	43584	44640	45600	46740	47832	48948	50124	51276	52560	53796
	Monthly	3390	3469	3548	3632	3720	3800	3895	3986	4079	4177	4273	4380	4483
	Hourly	19.48	19.94	20.39	20.87	21.38	21.84	22.39	22.91	23.44	24.01	24.56	25.17	25.76
	Standby	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80
35	Annual	41628	42576	43584	44640	45600	46740	47832	48948	50124	51276	52560	53796	55068
	Monthly	3469	3548	3632	3720	3800	3895	3986	4079	4177	4273	4380	4483	4589
	Hourly	19.94	20.39	20.87	21.38	21.84	22.39	22.91	23.44	24.01	24.56	25.17	25.76	26.37
	Standby	1.40	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85

Prepared by the Washington State Office of Financial Management
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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
36	Annual	42576	43584	44640	45600	46740	47832	48948	50124	51276	52560	53796	55068	56436
	Monthly	3548	3632	3720	3800	3895	3986	4079	4177	4273	4380	4483	4589	4703
	Hourly	20.39	20.87	21.38	21.84	22.39	22.91	23.44	24.01	24.56	25.17	25.76	26.37	27.03
	Standby	1.43	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89
37	Annual	43584	44640	45600	46740	47832	48948	50124	51276	52560	53796	55068	56436	57816
	Monthly	3632	3720	3800	3895	3986	4079	4177	4273	4380	4483	4589	4703	4818
	Hourly	20.87	21.38	21.84	22.39	22.91	23.44	24.01	24.56	25.17	25.76	26.37	27.03	27.69
	Standby	1.46	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94
38	Annual	44640	45600	46740	47832	48948	50124	51276	52560	53796	55068	56436	57816	59316
	Monthly	3720	3800	3895	3986	4079	4177	4273	4380	4483	4589	4703	4818	4943
	Hourly	21.38	21.84	22.39	22.91	23.44	24.01	24.56	25.17	25.76	26.37	27.03	27.69	28.41
	Standby	1.50	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.99
39	Annual	45600	46740	47832	48948	50124	51276	52560	53796	55068	56436	57816	59316	60744
	Monthly	3800	3895	3986	4079	4177	4273	4380	4483	4589	4703	4818	4943	5062
	Hourly	21.84	22.39	22.91	23.44	24.01	24.56	25.17	25.76	26.37	27.03	27.69	28.41	29.09
	Standby	1.53	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04
40	Annual	46740	47832	48948	50124	51276	52560	53796	55068	56436	57816	59316	60744	62304
	Monthly	3895	3986	4079	4177	4273	4380	4483	4589	4703	4818	4943	5062	5192
	Hourly	22.39	22.91	23.44	24.01	24.56	25.17	25.76	26.37	27.03	27.69	28.41	29.09	29.84
	Standby	1.57	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09
41	Annual	47832	48948	50124	51276	52560	53796	55068	56436	57816	59316	60744	62304	63768
	Monthly	3986	4079	4177	4273	4380	4483	4589	4703	4818	4943	5062	5192	5314
	Hourly	22.91	23.44	24.01	24.56	25.17	25.76	26.37	27.03	27.69	28.41	29.09	29.84	30.54
	Standby	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14
42	Annual	48948	50124	51276	52560	53796	55068	56436	57816	59316	60744	62304	63768	65436
	Monthly	4079	4177	4273	4380	4483	4589	4703	4818	4943	5062	5192	5314	5453
	Hourly	23.44	24.01	24.56	25.17	25.76	26.37	27.03	27.69	28.41	29.09	29.84	30.54	31.34
	Standby	1.64	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19
43	Annual	50124	51276	52560	53796	55068	56436	57816	59316	60744	62304	63768	65436	67080
	Monthly	4177	4273	4380	4483	4589	4703	4818	4943	5062	5192	5314	5453	5590
	Hourly	24.01	24.56	25.17	25.76	26.37	27.03	27.69	28.41	29.09	29.84	30.54	31.34	32.13
	Standby	1.68	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25
44	Annual	51276	52560	53796	55068	56436	57816	59316	60744	62304	63768	65436	67080	68808
	Monthly	4273	4380	4483	4589	4703	4818	4943	5062	5192	5314	5453	5590	5734
	Hourly	24.56	25.17	25.76	26.37	27.03	27.69	28.41	29.09	29.84	30.54	31.34	32.13	32.95
	Standby	1.72	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31

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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
45	Annual	52560	53796	55068	56436	57816	59316	60744	62304	63768	65436	67080	68808	70500
	Monthly	4380	4483	4589	4703	4818	4943	5062	5192	5314	5453	5590	5734	5875
	Hourly	25.17	25.76	26.37	27.03	27.69	28.41	29.09	29.84	30.54	31.34	32.13	32.95	33.76
	Standby	1.76	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.36
46	Annual	53796	55068	56436	57816	59316	60744	62304	63768	65436	67080	68808	70500	72240
	Monthly	4483	4589	4703	4818	4943	5062	5192	5314	5453	5590	5734	5875	6020
	Hourly	25.76	26.37	27.03	27.69	28.41	29.09	29.84	30.54	31.34	32.13	32.95	33.76	34.60
	Standby	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.36	2.42
47	Annual	55068	56436	57816	59316	60744	62304	63768	65436	67080	68808	70500	72240	74004
	Monthly	4589	4703	4818	4943	5062	5192	5314	5453	5590	5734	5875	6020	6167
	Hourly	26.37	27.03	27.69	28.41	29.09	29.84	30.54	31.34	32.13	32.95	33.76	34.60	35.44
	Standby	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.36	2.42	2.48
48	Annual	56436	57816	59316	60744	62304	63768	65436	67080	68808	70500	72240	74004	75900
	Monthly	4703	4818	4943	5062	5192	5314	5453	5590	5734	5875	6020	6167	6325
	Hourly	27.03	27.69	28.41	29.09	29.84	30.54	31.34	32.13	32.95	33.76	34.60	35.44	36.35
	Standby	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.36	2.42	2.48	2.54
49	Annual	57816	59316	60744	62304	63768	65436	67080	68808	70500	72240	74004	75900	77736
	Monthly	4818	4943	5062	5192	5314	5453	5590	5734	5875	6020	6167	6325	6478
	Hourly	27.69	28.41	29.09	29.84	30.54	31.34	32.13	32.95	33.76	34.60	35.44	36.35	37.23
	Standby	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.36	2.42	2.48	2.54	2.61
50	Annual	59316	60744	62304	63768	65436	67080	68808	70500	72240	74004	75900	77736	79764
	Monthly	4943	5062	5192	5314	5453	5590	5734	5875	6020	6167	6325	6478	6647
	Hourly	28.41	29.09	29.84	30.54	31.34	32.13	32.95	33.76	34.60	35.44	36.35	37.23	38.20
	Standby	1.99	2.04	2.09	2.14	2.19	2.25	2.31	2.36	2.42	2.48	2.54	2.61	2.67
51	Annual	60744	62304	63768	65436	67080	68808	70500	72240	74004	75900	77736	79764	81696
	Monthly	5062	5192	5314	5453	5590	5734	5875	6020	6167	6325	6478	6647	6808
	Hourly	29.09	29.84	30.54	31.34	32.13	32.95	33.76	34.60	35.44	36.35	37.23	38.20	39.13
	Standby	2.04	2.09	2.14	2.19	2.25	2.31	2.36	2.42	2.48	2.54	2.61	2.67	2.74
52	Annual	62304	63768	65436	67080	68808	70500	72240	74004	75900	77736	79764	81696	83772
	Monthly	5192	5314	5453	5590	5734	5875	6020	6167	6325	6478	6647	6808	6981
	Hourly	29.84	30.54	31.34	32.13	32.95	33.76	34.60	35.44	36.35	37.23	38.20	39.13	40.12
	Standby	2.09	2.14	2.19	2.25	2.31	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81
53	Annual	63768	65436	67080	68808	70500	72240	74004	75900	77736	79764	81696	83772	85848
	Monthly	5314	5453	5590	5734	5875	6020	6167	6325	6478	6647	6808	6981	7154
	Hourly	30.54	31.34	32.13	32.95	33.76	34.60	35.44	36.35	37.23	38.20	39.13	40.12	41.11
	Standby	2.14	2.19	2.25	2.31	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88

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Teamsters

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54	Annual	65436	67080	68808	70500	72240	74004	75900	77736	79764	81696	83772	85848	87984
	Monthly	5453	5590	5734	5875	6020	6167	6325	6478	6647	6808	6981	7154	7332
	Hourly	31.34	32.13	32.95	33.76	34.60	35.44	36.35	37.23	38.20	39.13	40.12	41.11	42.14
	Standby	2.19	2.25	2.31	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95
55	Annual	67080	68808	70500	72240	74004	75900	77736	79764	81696	83772	85848	87984	90180
	Monthly	5590	5734	5875	6020	6167	6325	6478	6647	6808	6981	7154	7332	7515
	Hourly	32.13	32.95	33.76	34.60	35.44	36.35	37.23	38.20	39.13	40.12	41.11	42.14	43.19
	Standby	2.25	2.31	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02
56	Annual	68808	70500	72240	74004	75900	77736	79764	81696	83772	85848	87984	90180	92484
	Monthly	5734	5875	6020	6167	6325	6478	6647	6808	6981	7154	7332	7515	7707
	Hourly	32.95	33.76	34.60	35.44	36.35	37.23	38.20	39.13	40.12	41.11	42.14	43.19	44.29
	Standby	2.31	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10
57	Annual	70500	72240	74004	75900	77736	79764	81696	83772	85848	87984	90180	92484	94716
	Monthly	5875	6020	6167	6325	6478	6647	6808	6981	7154	7332	7515	7707	7893
	Hourly	33.76	34.60	35.44	36.35	37.23	38.20	39.13	40.12	41.11	42.14	43.19	44.29	45.36
	Standby	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18
58	Annual	72240	74004	75900	77736	79764	81696	83772	85848	87984	90180	92484	94716	97176
	Monthly	6020	6167	6325	6478	6647	6808	6981	7154	7332	7515	7707	7893	8098
	Hourly	34.60	35.44	36.35	37.23	38.20	39.13	40.12	41.11	42.14	43.19	44.29	45.36	46.54
	Standby	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.26
59	Annual	74004	75900	77736	79764	81696	83772	85848	87984	90180	92484	94716	97176	99540
	Monthly	6167	6325	6478	6647	6808	6981	7154	7332	7515	7707	7893	8098	8295
	Hourly	35.44	36.35	37.23	38.20	39.13	40.12	41.11	42.14	43.19	44.29	45.36	46.54	47.67
	Standby	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.26	3.34
60	Annual	75900	77736	79764	81696	83772	85848	87984	90180	92484	94716	97176	99540	102060
	Monthly	6325	6478	6647	6808	6981	7154	7332	7515	7707	7893	8098	8295	8505
	Hourly	36.35	37.23	38.20	39.13	40.12	41.11	42.14	43.19	44.29	45.36	46.54	47.67	48.88
	Standby	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42
61	Annual	77736	79764	81696	83772	85848	87984	90180	92484	94716	97176	99540	102060	104628
	Monthly	6478	6647	6808	6981	7154	7332	7515	7707	7893	8098	8295	8505	8719
	Hourly	37.23	38.20	39.13	40.12	41.11	42.14	43.19	44.29	45.36	46.54	47.67	48.88	50.11
	Standby	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51
62	Annual	79764	81696	83772	85848	87984	90180	92484	94716	97176	99540	102060	104628	107184
	Monthly	6647	6808	6981	7154	7332	7515	7707	7893	8098	8295	8505	8719	8932
	Hourly	38.20	39.13	40.12	41.11	42.14	43.19	44.29	45.36	46.54	47.67	48.88	50.11	51.33
	Standby	2.67	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59

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Teamsters

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63	Annual	81696	83772	85848	87984	90180	92484	94716	97176	99540	102060	104628	107184	109884
	Monthly	6808	6981	7154	7332	7515	7707	7893	8098	8295	8505	8719	8932	9157
	Hourly	39.13	40.12	41.11	42.14	43.19	44.29	45.36	46.54	47.67	48.88	50.11	51.33	52.63
	Standby	2.74	2.81	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68
64	Annual	83772	85848	87984	90180	92484	94716	97176	99540	102060	104628	107184	109884	112656
	Monthly	6981	7154	7332	7515	7707	7893	8098	8295	8505	8719	8932	9157	9388
	Hourly	40.12	41.11	42.14	43.19	44.29	45.36	46.54	47.67	48.88	50.11	51.33	52.63	53.95
	Standby	2.81	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.78
65	Annual	85848	87984	90180	92484	94716	97176	99540	102060	104628	107184	109884	112656	115452
	Monthly	7154	7332	7515	7707	7893	8098	8295	8505	8719	8932	9157	9388	9621
	Hourly	41.11	42.14	43.19	44.29	45.36	46.54	47.67	48.88	50.11	51.33	52.63	53.95	55.29
	Standby	2.88	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.78	3.87
66	Annual	87984	90180	92484	94716	97176	99540	102060	104628	107184	109884	112656	115452	118404
	Monthly	7332	7515	7707	7893	8098	8295	8505	8719	8932	9157	9388	9621	9867
	Hourly	42.14	43.19	44.29	45.36	46.54	47.67	48.88	50.11	51.33	52.63	53.95	55.29	56.71
	Standby	2.95	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.78	3.87	3.97
67	Annual	90180	92484	94716	97176	99540	102060	104628	107184	109884	112656	115452	118404	121308
	Monthly	7515	7707	7893	8098	8295	8505	8719	8932	9157	9388	9621	9867	10109
	Hourly	43.19	44.29	45.36	46.54	47.67	48.88	50.11	51.33	52.63	53.95	55.29	56.71	58.10
	Standby	3.02	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.78	3.87	3.97	4.07
68	Annual	92484	94716	97176	99540	102060	104628	107184	109884	112656	115452	118404	121308	124356
	Monthly	7707	7893	8098	8295	8505	8719	8932	9157	9388	9621	9867	10109	10363
	Hourly	44.29	45.36	46.54	47.67	48.88	50.11	51.33	52.63	53.95	55.29	56.71	58.10	59.56
	Standby	3.10	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.78	3.87	3.97	4.07	4.17
69	Annual	94716	97176	99540	102060	104628	107184	109884	112656	115452	118404	121308	124356	127428
	Monthly	7893	8098	8295	8505	8719	8932	9157	9388	9621	9867	10109	10363	10619
	Hourly	45.36	46.54	47.67	48.88	50.11	51.33	52.63	53.95	55.29	56.71	58.10	59.56	61.03
	Standby	3.18	3.26	3.34	3.42	3.51	3.59	3.68	3.78	3.87	3.97	4.07	4.17	4.27
70	Annual	97176	99540	102060	104628	107184	109884	112656	115452	118404	121308	124356	127428	130680
	Monthly	8098	8295	8505	8719	8932	9157	9388	9621	9867	10109	10363	10619	10890
	Hourly	46.54	47.67	48.88	50.11	51.33	52.63	53.95	55.29	56.71	58.10	59.56	61.03	62.59
	Standby	3.26	3.34	3.42	3.51	3.59	3.68	3.78	3.87	3.97	4.07	4.17	4.27	4.38
71	Annual	99540	102060	104628	107184	109884	112656	115452	118404	121308	124356	127428	130680	133932
	Monthly	8295	8505	8719	8932	9157	9388	9621	9867	10109	10363	10619	10890	11161
	Hourly	47.67	48.88	50.11	51.33	52.63	53.95	55.29	56.71	58.10	59.56	61.03	62.59	64.14
	Standby	3.34	3.42	3.51	3.59	3.68	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-2

Effective July 1, 2025

5.89% 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
72	Annual	102060	104628	107184	109884	112656	115452	118404	121308	124356	127428	130680	133932	137256
	Monthly	8505	8719	8932	9157	9388	9621	9867	10109	10363	10619	10890	11161	11438
	Hourly	48.88	50.11	51.33	52.63	53.95	55.29	56.71	58.10	59.56	61.03	62.59	64.14	65.74
	Standby	3.42	3.51	3.59	3.68	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60
73	Annual	104628	107184	109884	112656	115452	118404	121308	124356	127428	130680	133932	137256	140676
	Monthly	8719	8932	9157	9388	9621	9867	10109	10363	10619	10890	11161	11438	11723
	Hourly	50.11	51.33	52.63	53.95	55.29	56.71	58.10	59.56	61.03	62.59	64.14	65.74	67.37
	Standby	3.51	3.59	3.68	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72
74	Annual	107184	109884	112656	115452	118404	121308	124356	127428	130680	133932	137256	140676	144264
	Monthly	8932	9157	9388	9621	9867	10109	10363	10619	10890	11161	11438	11723	12022
	Hourly	51.33	52.63	53.95	55.29	56.71	58.10	59.56	61.03	62.59	64.14	65.74	67.37	69.09
	Standby	3.59	3.68	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84
75	Annual	109884	112656	115452	118404	121308	124356	127428	130680	133932	137256	140676	144264	147792
	Monthly	9157	9388	9621	9867	10109	10363	10619	10890	11161	11438	11723	12022	12316
	Hourly	52.63	53.95	55.29	56.71	58.10	59.56	61.03	62.59	64.14	65.74	67.37	69.09	70.78
	Standby	3.68	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.95
76	Annual	112656	115452	118404	121308	124356	127428	130680	133932	137256	140676	144264	147792	151512
	Monthly	9388	9621	9867	10109	10363	10619	10890	11161	11438	11723	12022	12316	12626
	Hourly	53.95	55.29	56.71	58.10	59.56	61.03	62.59	64.14	65.74	67.37	69.09	70.78	72.56
	Standby	3.78	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.95	5.08
77	Annual	115452	118404	121308	124356	127428	130680	133932	137256	140676	144264	147792	151512	155304
	Monthly	9621	9867	10109	10363	10619	10890	11161	11438	11723	12022	12316	12626	12942
	Hourly	55.29	56.71	58.10	59.56	61.03	62.59	64.14	65.74	67.37	69.09	70.78	72.56	74.38
	Standby	3.87	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.95	5.08	5.21
78	Annual	118404	121308	124356	127428	130680	133932	137256	140676	144264	147792	151512	155304	159180
	Monthly	9867	10109	10363	10619	10890	11161	11438	11723	12022	12316	12626	12942	13265
	Hourly	56.71	58.10	59.56	61.03	62.59	64.14	65.74	67.37	69.09	70.78	72.56	74.38	76.24
	Standby	3.97	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.95	5.08	5.21	5.34
79	Annual	121308	124356	127428	130680	133932	137256	140676	144264	147792	151512	155304	159180	163128
	Monthly	10109	10363	10619	10890	11161	11438	11723	12022	12316	12626	12942	13265	13594
	Hourly	58.10	59.56	61.03	62.59	64.14	65.74	67.37	69.09	70.78	72.56	74.38	76.24	78.13
	Standby	4.07	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.95	5.08	5.21	5.34	5.47
80	Annual	124356	127428	130680	133932	137256	140676	144264	147792	151512	155304	159180	163128	167172
	Monthly	10363	10619	10890	11161	11438	11723	12022	12316	12626	12942	13265	13594	13931
	Hourly	59.56	61.03	62.59	64.14	65.74	67.37	69.09	70.78	72.56	74.38	76.24	78.13	80.06
	Standby	4.17	4.27	4.38	4.49	4.60	4.72	4.84	4.95	5.08	5.21	5.34	5.47	5.60

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-2

Effective July 1, 2025

5.89% 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
81	Annual	127428	130680	133932	137256	140676	144264	147792	151512	155304	159180	163128	167172	171444
	Monthly	10619	10890	11161	11438	11723	12022	12316	12626	12942	13265	13594	13931	14287
	Hourly	61.03	62.59	64.14	65.74	67.37	69.09	70.78	72.56	74.38	76.24	78.13	80.06	82.11
	Standby	4.27	4.38	4.49	4.60	4.72	4.84	4.95	5.08	5.21	5.34	5.47	5.60	5.75
82	Annual	130680	133932	137256	140676	144264	147792	151512	155304	159180	163128	167172	171444	175668
	Monthly	10890	11161	11438	11723	12022	12316	12626	12942	13265	13594	13931	14287	14639
	Hourly	62.59	64.14	65.74	67.37	69.09	70.78	72.56	74.38	76.24	78.13	80.06	82.11	84.13
	Standby	4.38	4.49	4.60	4.72	4.84	4.95	5.08	5.21	5.34	5.47	5.60	5.75	5.89
83	Annual	133932	137256	140676	144264	147792	151512	155304	159180	163128	167172	171444	175668	180048
	Monthly	11161	11438	11723	12022	12316	12626	12942	13265	13594	13931	14287	14639	15004
	Hourly	64.14	65.74	67.37	69.09	70.78	72.56	74.38	76.24	78.13	80.06	82.11	84.13	86.23
	Standby	4.49	4.60	4.72	4.84	4.95	5.08	5.21	5.34	5.47	5.60	5.75	5.89	6.04
84	Annual	137256	140676	144264	147792	151512	155304	159180	163128	167172	171444	175668	180048	184632
	Monthly	11438	11723	12022	12316	12626	12942	13265	13594	13931	14287	14639	15004	15386
	Hourly	65.74	67.37	69.09	70.78	72.56	74.38	76.24	78.13	80.06	82.11	84.13	86.23	88.43
	Standby	4.60	4.72	4.84	4.95	5.08	5.21	5.34	5.47	5.60	5.75	5.89	6.04	6.19
85	Annual	140676	144264	147792	151512	155304	159180	163128	167172	171444	175668	180048	184632	189156
	Monthly	11723	12022	12316	12626	12942	13265	13594	13931	14287	14639	15004	15386	15763
	Hourly	67.37	69.09	70.78	72.56	74.38	76.24	78.13	80.06	82.11	84.13	86.23	88.43	90.59
	Standby	4.72	4.84	4.95	5.08	5.21	5.34	5.47	5.60	5.75	5.89	6.04	6.19	6.34
86	Annual	144264	147792	151512	155304	159180	163128	167172	171444	175668	180048	184632	189156	193908
	Monthly	12022	12316	12626	12942	13265	13594	13931	14287	14639	15004	15386	15763	16159
	Hourly	69.09	70.78	72.56	74.38	76.24	78.13	80.06	82.11	84.13	86.23	88.43	90.59	92.87
	Standby	4.84	4.95	5.08	5.21	5.34	5.47	5.60	5.75	5.89	6.04	6.19	6.34	6.50
87	Annual	147792	151512	155304	159180	163128	167172	171444	175668	180048	184632	189156	193908	198852
	Monthly	12316	12626	12942	13265	13594	13931	14287	14639	15004	15386	15763	16159	16571
	Hourly	70.78	72.56	74.38	76.24	78.13	80.06	82.11	84.13	86.23	88.43	90.59	92.87	95.24
	Standby	4.95	5.08	5.21	5.34	5.47	5.60	5.75	5.89	6.04	6.19	6.34	6.50	6.67
88	Annual	151512	155304	159180	163128	167172	171444	175668	180048	184632	189156	193908	198852	203736
	Monthly	12626	12942	13265	13594	13931	14287	14639	15004	15386	15763	16159	16571	16978
	Hourly	72.56	74.38	76.24	78.13	80.06	82.11	84.13	86.23	88.43	90.59	92.87	95.24	97.57
	Standby	5.08	5.21	5.34	5.47	5.60	5.75	5.89	6.04	6.19	6.34	6.50	6.67	6.83
89	Annual	155304	159180	163128	167172	171444	175668	180048	184632	189156	193908	198852	203736	208908
	Monthly	12942	13265	13594	13931	14287	14639	15004	15386	15763	16159	16571	16978	17409
	Hourly	74.38	76.24	78.13	80.06	82.11	84.13	86.23	88.43	90.59	92.87	95.24	97.57	100.05
	Standby	5.21	5.34	5.47	5.60	5.75	5.89	6.04	6.19	6.34	6.50	6.67	6.83	7.00

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-2

Effective July 1, 2025

5.89% 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
90	Annual	159180	163128	167172	171444	175668	180048	184632	189156	193908	198852	203736	208908	214044
	Monthly	13265	13594	13931	14287	14639	15004	15386	15763	16159	16571	16978	17409	17837
	Hourly	76.24	78.13	80.06	82.11	84.13	86.23	88.43	90.59	92.87	95.24	97.57	100.05	102.51
	Standby	5.34	5.47	5.60	5.75	5.89	6.04	6.19	6.34	6.50	6.67	6.83	7.00	7.18
91	Annual	163128	167172	171444	175668	180048	184632	189156	193908	198852	203736	208908	214044	219420
	Monthly	13594	13931	14287	14639	15004	15386	15763	16159	16571	16978	17409	17837	18285
	Hourly	78.13	80.06	82.11	84.13	86.23	88.43	90.59	92.87	95.24	97.57	100.05	102.51	105.09
	Standby	5.47	5.60	5.75	5.89	6.04	6.19	6.34	6.50	6.67	6.83	7.00	7.18	7.36
92	Annual	167172	171444	175668	180048	184632	189156	193908	198852	203736	208908	214044	219420	224868
	Monthly	13931	14287	14639	15004	15386	15763	16159	16571	16978	17409	17837	18285	18739
	Hourly	80.06	82.11	84.13	86.23	88.43	90.59	92.87	95.24	97.57	100.05	102.51	105.09	107.70
	Standby	5.60	5.75	5.89	6.04	6.19	6.34	6.50	6.67	6.83	7.00	7.18	7.36	7.54
93	Annual	171444	175668	180048	184632	189156	193908	198852	203736	208908	214044	219420	224868	230604
	Monthly	14287	14639	15004	15386	15763	16159	16571	16978	17409	17837	18285	18739	19217
	Hourly	82.11	84.13	86.23	88.43	90.59	92.87	95.24	97.57	100.05	102.51	105.09	107.70	110.44
	Standby	5.75	5.89	6.04	6.19	6.34	6.50	6.67	6.83	7.00	7.18	7.36	7.54	7.73
94	Annual	175668	180048	184632	189156	193908	198852	203736	208908	214044	219420	224868	230604	236292
	Monthly	14639	15004	15386	15763	16159	16571	16978	17409	17837	18285	18739	19217	19691
	Hourly	84.13	86.23	88.43	90.59	92.87	95.24	97.57	100.05	102.51	105.09	107.70	110.44	113.17
	Standby	5.89	6.04	6.19	6.34	6.50	6.67	6.83	7.00	7.18	7.36	7.54	7.73	7.92
95	Annual	180048	184632	189156	193908	198852	203736	208908	214044	219420	224868	230604	236292	242256
	Monthly	15004	15386	15763	16159	16571	16978	17409	17837	18285	18739	19217	19691	20188
	Hourly	86.23	88.43	90.59	92.87	95.24	97.57	100.05	102.51	105.09	107.70	110.44	113.17	116.02
	Standby	6.04	6.19	6.34	6.50	6.67	6.83	7.00	7.18	7.36	7.54	7.73	7.92	8.12
96	Annual	184632	189156	193908	198852	203736	208908	214044	219420	224868	230604	236292	242256	248316
	Monthly	15386	15763	16159	16571	16978	17409	17837	18285	18739	19217	19691	20188	20693
	Hourly	88.43	90.59	92.87	95.24	97.57	100.05	102.51	105.09	107.70	110.44	113.17	116.02	118.93
	Standby	6.19	6.34	6.50	6.67	6.83	7.00	7.18	7.36	7.54	7.73	7.92	8.12	8.32
97	Annual	189156	193908	198852	203736	208908	214044	219420	224868	230604	236292	242256	248316	254508
	Monthly	15763	16159	16571	16978	17409	17837	18285	18739	19217	19691	20188	20693	21209
	Hourly	90.59	92.87	95.24	97.57	100.05	102.51	105.09	107.70	110.44	113.17	116.02	118.93	121.89
	Standby	6.34	6.50	6.67	6.83	7.00	7.18	7.36	7.54	7.73	7.92	8.12	8.32	8.53
98	Annual	193908	198852	203736	208908	214044	219420	224868	230604	236292	242256	248316	254508	260880
	Monthly	16159	16571	16978	17409	17837	18285	18739	19217	19691	20188	20693	21209	21740
	Hourly	92.87	95.24	97.57	100.05	102.51	105.09	107.70	110.44	113.17	116.02	118.93	121.89	124.94
	Standby	6.50	6.67	6.83	7.00	7.18	7.36	7.54	7.73	7.92	8.12	8.32	8.53	8.75

Prepared by the Washington State Office of Financial Management
 General Service 1 (GS1) Salary Schedule for Represented Employees
 Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-2
 Effective July 1, 2025
 5.89% Increase

Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
99	Annual	198852	203736	208908	214044	219420	224868	230604	236292	242256	248316	254508	260880	267384
	Monthly	16571	16978	17409	17837	18285	18739	19217	19691	20188	20693	21209	21740	22282
	Hourly	95.24	97.57	100.05	102.51	105.09	107.70	110.44	113.17	116.02	118.93	121.89	124.94	128.06
	Standby	6.67	6.83	7.00	7.18	7.36	7.54	7.73	7.92	8.12	8.32	8.53	8.75	8.96
100	Annual	203736	208908	214044	219420	224868	230604	236292	242256	248316	254508	260880	267384	274104
	Monthly	16978	17409	17837	18285	18739	19217	19691	20188	20693	21209	21740	22282	22842
	Hourly	97.57	100.05	102.51	105.09	107.70	110.44	113.17	116.02	118.93	121.89	124.94	128.06	131.28
	Standby	6.83	7.00	7.18	7.36	7.54	7.73	7.92	8.12	8.32	8.53	8.75	8.96	9.19
101	Annual	208908	214044	219420	224868	230604	236292	242256	248316	254508	260880	267384	274104	280920
	Monthly	17409	17837	18285	18739	19217	19691	20188	20693	21209	21740	22282	22842	23410
	Hourly	100.05	102.51	105.09	107.70	110.44	113.17	116.02	118.93	121.89	124.94	128.06	131.28	134.54
	Standby	7.00	7.18	7.36	7.54	7.73	7.92	8.12	8.32	8.53	8.75	8.96	9.19	9.42
102	Annual	214044	219420	224868	230604	236292	242256	248316	254508	260880	267384	274104	280920	287952
	Monthly	17837	18285	18739	19217	19691	20188	20693	21209	21740	22282	22842	23410	23996
	Hourly	102.51	105.09	107.70	110.44	113.17	116.02	118.93	121.89	124.94	128.06	131.28	134.54	137.91
	Standby	7.18	7.36	7.54	7.73	7.92	8.12	8.32	8.53	8.75	8.96	9.19	9.42	9.65
103	Annual	219420	224868	230604	236292	242256	248316	254508	260880	267384	274104	280920	287952	295128
	Monthly	18285	18739	19217	19691	20188	20693	21209	21740	22282	22842	23410	23996	24594
	Hourly	105.09	107.70	110.44	113.17	116.02	118.93	121.89	124.94	128.06	131.28	134.54	137.91	141.34
	Standby	7.36	7.54	7.73	7.92	8.12	8.32	8.53	8.75	8.96	9.19	9.42	9.65	9.89
104	Annual	224868	230604	236292	242256	248316	254508	260880	267384	274104	280920	287952	295128	302556
	Monthly	18739	19217	19691	20188	20693	21209	21740	22282	22842	23410	23996	24594	25213
	Hourly	107.70	110.44	113.17	116.02	118.93	121.89	124.94	128.06	131.28	134.54	137.91	141.34	144.90
	Standby	7.54	7.73	7.92	8.12	8.32	8.53	8.75	8.96	9.19	9.42	9.65	9.89	10.14
105	Annual	230604	236292	242256	248316	254508	260880	267384	274104	280920	287952	295128	302556	310092
	Monthly	19217	19691	20188	20693	21209	21740	22282	22842	23410	23996	24594	25213	25841
	Hourly	110.44	113.17	116.02	118.93	121.89	124.94	128.06	131.28	134.54	137.91	141.34	144.90	148.51
	Standby	7.73	7.92	8.12	8.32	8.53	8.75	8.96	9.19	9.42	9.65	9.89	10.14	10.40
106	Annual	236292	242256	248316	254508	260880	267384	274104	280920	287952	295128	302556	310092	317844
	Monthly	19691	20188	20693	21209	21740	22282	22842	23410	23996	24594	25213	25841	26487
	Hourly	113.17	116.02	118.93	121.89	124.94	128.06	131.28	134.54	137.91	141.34	144.90	148.51	152.22
	Standby	7.92	8.12	8.32	8.53	8.75	8.96	9.19	9.42	9.65	9.89	10.14	10.40	10.66
107	Annual	242256	248316	254508	260880	267384	274104	280920	287952	295128	302556	310092	317844	325812
	Monthly	20188	20693	21209	21740	22282	22842	23410	23996	24594	25213	25841	26487	27151
	Hourly	116.02	118.93	121.89	124.94	128.06	131.28	134.54	137.91	141.34	144.90	148.51	152.22	156.04
	Standby	8.12	8.32	8.53	8.75	8.96	9.19	9.42	9.65	9.89	10.14	10.40	10.66	10.92

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Teamsters

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
108	Annual	248316	254508	260880	267384	274104	280920	287952	295128	302556	310092	317844	325812	333960
	Monthly	20693	21209	21740	22282	22842	23410	23996	24594	25213	25841	26487	27151	27830
	Hourly	118.93	121.89	124.94	128.06	131.28	134.54	137.91	141.34	144.90	148.51	152.22	156.04	159.94
	Standby	8.32	8.53	8.75	8.96	9.19	9.42	9.65	9.89	10.14	10.40	10.66	10.92	11.20
109	Annual	254508	260880	267384	274104	280920	287952	295128	302556	310092	317844	325812	333960	342312
	Monthly	21209	21740	22282	22842	23410	23996	24594	25213	25841	26487	27151	27830	28526
	Hourly	121.89	124.94	128.06	131.28	134.54	137.91	141.34	144.90	148.51	152.22	156.04	159.94	163.94
	Standby	8.53	8.75	8.96	9.19	9.42	9.65	9.89	10.14	10.40	10.66	10.92	11.20	11.48
110	Annual	260880	267384	274104	280920	287952	295128	302556	310092	317844	325812	333960	342312	350856
	Monthly	21740	22282	22842	23410	23996	24594	25213	25841	26487	27151	27830	28526	29238
	Hourly	124.94	128.06	131.28	134.54	137.91	141.34	144.90	148.51	152.22	156.04	159.94	163.94	168.03
	Standby	8.75	8.96	9.19	9.42	9.65	9.89	10.14	10.40	10.66	10.92	11.20	11.48	11.76
111	Annual	267384	274104	280920	287952	295128	302556	310092	317844	325812	333960	342312	350856	359628
	Monthly	22282	22842	23410	23996	24594	25213	25841	26487	27151	27830	28526	29238	29969
	Hourly	128.06	131.28	134.54	137.91	141.34	144.90	148.51	152.22	156.04	159.94	163.94	168.03	172.24
	Standby	8.96	9.19	9.42	9.65	9.89	10.14	10.40	10.66	10.92	11.20	11.48	11.76	12.06
112	Annual	274104	280920	287952	295128	302556	310092	317844	325812	333960	342312	350856	359628	368640
	Monthly	22842	23410	23996	24594	25213	25841	26487	27151	27830	28526	29238	29969	30720
	Hourly	131.28	134.54	137.91	141.34	144.90	148.51	152.22	156.04	159.94	163.94	168.03	172.24	176.55
	Standby	9.19	9.42	9.65	9.89	10.14	10.40	10.66	10.92	11.20	11.48	11.76	12.06	12.36
113	Annual	280920	287952	295128	302556	310092	317844	325812	333960	342312	350856	359628	368640	377844
	Monthly	23410	23996	24594	25213	25841	26487	27151	27830	28526	29238	29969	30720	31487
	Hourly	134.54	137.91	141.34	144.90	148.51	152.22	156.04	159.94	163.94	168.03	172.24	176.55	180.96
	Standby	9.42	9.65	9.89	10.14	10.40	10.66	10.92	11.20	11.48	11.76	12.06	12.36	12.67
114	Annual	287952	295128	302556	310092	317844	325812	333960	342312	350856	359628	368640	377844	387300
	Monthly	23996	24594	25213	25841	26487	27151	27830	28526	29238	29969	30720	31487	32275
	Hourly	137.91	141.34	144.90	148.51	152.22	156.04	159.94	163.94	168.03	172.24	176.55	180.96	185.49
	Standby	9.65	9.89	10.14	10.40	10.66	10.92	11.20	11.48	11.76	12.06	12.36	12.67	12.98
115	Annual	295128	302556	310092	317844	325812	333960	342312	350856	359628	368640	377844	387300	396996
	Monthly	24594	25213	25841	26487	27151	27830	28526	29238	29969	30720	31487	32275	33083
	Hourly	141.34	144.90	148.51	152.22	156.04	159.94	163.94	168.03	172.24	176.55	180.96	185.49	190.13
	Standby	9.89	10.14	10.40	10.66	10.92	11.20	11.48	11.76	12.06	12.36	12.67	12.98	13.31
116	Annual	302556	310092	317844	325812	333960	342312	350856	359628	368640	377844	387300	396996	406920
	Monthly	25213	25841	26487	27151	27830	28526	29238	29969	30720	31487	32275	33083	33910
	Hourly	144.90	148.51	152.22	156.04	159.94	163.94	168.03	172.24	176.55	180.96	185.49	190.13	194.89
	Standby	10.14	10.40	10.66	10.92	11.20	11.48	11.76	12.06	12.36	12.67	12.98	13.31	13.64

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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
117	Annual	310092	317844	325812	333960	342312	350856	359628	368640	377844	387300	396996	406920	417108
	Monthly	25841	26487	27151	27830	28526	29238	29969	30720	31487	32275	33083	33910	34759
	Hourly	148.51	152.22	156.04	159.94	163.94	168.03	172.24	176.55	180.96	185.49	190.13	194.89	199.76
	Standby	10.40	10.66	10.92	11.20	11.48	11.76	12.06	12.36	12.67	12.98	13.31	13.64	13.98
118	Annual	317844	325812	333960	342312	350856	359628	368640	377844	387300	396996	406920	417108	427536
	Monthly	26487	27151	27830	28526	29238	29969	30720	31487	32275	33083	33910	34759	35628
	Hourly	152.22	156.04	159.94	163.94	168.03	172.24	176.55	180.96	185.49	190.13	194.89	199.76	204.76
	Standby	10.66	10.92	11.20	11.48	11.76	12.06	12.36	12.67	12.98	13.31	13.64	13.98	14.33
119	Annual	325812	333960	342312	350856	359628	368640	377844	387300	396996	406920	417108	427536	438204
	Monthly	27151	27830	28526	29238	29969	30720	31487	32275	33083	33910	34759	35628	36517
	Hourly	156.04	159.94	163.94	168.03	172.24	176.55	180.96	185.49	190.13	194.89	199.76	204.76	209.87
	Standby	10.92	11.20	11.48	11.76	12.06	12.36	12.67	12.98	13.31	13.64	13.98	14.33	14.69
120	Annual	333960	342312	350856	359628	368640	377844	387300	396996	406920	417108	427536	438204	449172
	Monthly	27830	28526	29238	29969	30720	31487	32275	33083	33910	34759	35628	36517	37431
	Hourly	159.94	163.94	168.03	172.24	176.55	180.96	185.49	190.13	194.89	199.76	204.76	209.87	215.12
	Standby	11.20	11.48	11.76	12.06	12.36	12.67	12.98	13.31	13.64	13.98	14.33	14.69	15.06