

Appendix A
WASHINGTON FEDERATION OF STATE EMPLOYEES
JULY 1, 2026- JUNE 30, 2027

Salary Range	Pay Interval	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
2	Index	1.000	1.030	1.060	1.092	1.125	1.193	1.216	1.241
	Annual	\$37,318.00	\$38,429.71	\$39,571.08	\$40,755.25	\$41,985.03	\$44,503.96	\$45,394.04	\$46,301.92
	Monthly	\$3,109.83	\$3,202.48	\$3,297.59	\$3,396.27	\$3,498.75	\$3,708.66	\$3,782.84	\$3,858.49
	Semi-monthly	\$1,554.92	\$1,601.24	\$1,648.79	\$1,698.14	\$1,749.38	\$1,854.33	\$1,891.42	\$1,929.25
	Hourly	\$17.94	\$18.48	\$19.02	\$19.59	\$20.19	\$21.40	\$21.82	\$22.26
3	Index	1.100	1.133	1.166	1.201	1.237	1.312	1.338	1.365
	Annual	\$41,033.16	\$42,265.25	\$43,522.46	\$44,827.32	\$46,178.12	\$48,957.86	\$49,937.02	\$50,935.76
	Monthly	\$3,419.43	\$3,522.10	\$3,626.87	\$3,735.61	\$3,848.18	\$4,079.82	\$4,161.42	\$4,244.65
	Semi-monthly	\$1,709.72	\$1,761.05	\$1,813.44	\$1,867.80	\$1,924.09	\$2,039.91	\$2,080.71	\$2,122.32
	Hourly	\$19.73	\$20.32	\$20.92	\$21.55	\$22.20	\$23.54	\$24.01	\$24.49
4	Index	1.156	1.191	1.227	1.263	1.301	1.380	1.407	1.436
	Annual	\$43,134.76	\$44,439.96	\$45,773.37	\$47,141.22	\$48,568.90	\$51,492.69	\$52,522.54	\$53,572.99
	Monthly	\$3,594.56	\$3,703.33	\$3,814.45	\$3,928.44	\$4,047.41	\$4,291.06	\$4,376.88	\$4,464.42
	Semi-monthly	\$1,797.28	\$1,851.66	\$1,907.22	\$1,964.22	\$2,023.70	\$2,145.53	\$2,188.44	\$2,232.21
	Hourly	\$20.74	\$21.37	\$22.01	\$22.66	\$23.35	\$24.76	\$25.25	\$25.76
5	Index	1.210	1.246	1.284	1.322	1.362	1.444	1.473	1.502
	Annual	\$45,162.81	\$46,507.11	\$47,911.20	\$49,347.91	\$50,837.20	\$53,882.61	\$54,960.26	\$56,059.47
	Monthly	\$3,763.57	\$3,875.59	\$3,992.60	\$4,112.33	\$4,236.43	\$4,490.22	\$4,580.02	\$4,671.62
	Semi-monthly	\$1,881.78	\$1,937.80	\$1,996.30	\$2,056.16	\$2,118.22	\$2,245.11	\$2,290.01	\$2,335.81
	Hourly	\$21.71	\$22.36	\$23.03	\$23.72	\$24.44	\$25.91	\$26.42	\$26.95
6	Index	1.331	1.371	1.412	1.454	1.498	1.588	1.620	1.653
	Annual	\$49,668.58	\$51,160.37	\$52,683.32	\$54,261.31	\$55,897.33	\$59,278.12	\$60,463.68	\$61,672.96
	Monthly	\$4,139.05	\$4,263.36	\$4,390.28	\$4,521.78	\$4,658.11	\$4,939.84	\$5,038.64	\$5,139.41
	Semi-monthly	\$2,069.52	\$2,131.68	\$2,195.14	\$2,260.89	\$2,329.06	\$2,469.92	\$2,519.32	\$2,569.71
	Hourly	\$23.88	\$24.60	\$25.33	\$26.09	\$26.87	\$28.50	\$29.07	\$29.65
7	Index	1.464	1.508	1.553	1.599	1.648	1.747	1.782	1.817
	Annual	\$54,634.90	\$56,277.79	\$57,951.80	\$59,687.43	\$61,488.32	\$65,180.56	\$66,484.17	\$67,813.85
	Monthly	\$4,552.91	\$4,689.82	\$4,829.32	\$4,973.95	\$5,124.03	\$5,431.71	\$5,540.35	\$5,651.15
	Semi-monthly	\$2,276.45	\$2,344.91	\$2,414.66	\$2,486.98	\$2,562.01	\$2,715.86	\$2,770.17	\$2,825.58
	Hourly	\$26.27	\$27.06	\$27.86	\$28.70	\$29.56	\$31.34	\$31.96	\$32.60
8	Index	1.575	1.638	1.704	1.772	1.843	1.916	1.993	2.073
	Annual	\$58,777.20	\$61,128.29	\$63,573.42	\$66,116.36	\$68,761.01	\$71,511.45	\$74,371.91	\$77,346.79
	Monthly	\$4,898.10	\$5,094.02	\$5,297.78	\$5,509.70	\$5,730.08	\$5,959.29	\$6,197.66	\$6,445.57
	Semi-monthly	\$2,449.05	\$2,547.01	\$2,648.89	\$2,754.85	\$2,865.04	\$2,979.64	\$3,098.83	\$3,222.78
	Hourly	\$28.26	\$29.39	\$30.56	\$31.79	\$33.06	\$34.38	\$35.76	\$37.19

NOTE: The Washington State Legislature has appropriated funds for a 5% King County Premium Pay (KCPP) general wage increase on base salaries. Because the KCPP is separate funding contingent on appropriations from the Legislature and not part of the general wage increase, it will not be used in the calculation of future wage increases. Furthermore, if future allocations from the state does not fund the KCPP, the college will reduce the salary table accordingly and with appropriate notice to the union.