



Classified Range Changes

OFM range changes effective 7/1/2025

Starting Wage

Rule: \$18.00

Starting Wage Implementation

Step with salary closest to their new salary as of July 1, 2025, of their new range. Reference [SHR Directive 19-02](#).

- **Effective July 1, 2025**, step A of the salary range 34 will be increased to \$18.00 per hour.
- **Employees will be assigned** to a step in their new range closest to their new salary as of July 1, 2025 (salary match).
- **Job Classifications** currently assigned to ranges 30 – 33 will be assigned to a range 34 and above.
- **Job Classifications** impacted by those reassigned are also affected.

Targeted Range

Rule: Targeted Job Classification Updates

Due to the director of State Human Resources action.

Reference: WAC 357-28-130 and applicable collective bargaining agreements.

- Employees **reallocated to a job class with a lower salary range** should be placed on the step in the new range equivalent to their previous salary (salary match).
- Employees **reallocated to a job class with a higher salary range** should have their salary placed at the same step in new range as held in the previous range.
- Employees in a **job classification where the base range is increased to a higher salary range** should be placed at the same step in new range as held in the previous range.

Special Pay

Special request by WSU

*Due to the director of State
Human Resources action.*

*Reference: WAC 357-28-026,
WAC 357-28-027 and
applicable collective
bargaining agreements.*

- Employees in a **job classification where the base range is increased to a higher salary range** should be placed at the same step in new range as held in the previous range.

Type Summary

Type Name	Initiation	Description	Step Impact	References
Starting Wage	State	<ul style="list-style-type: none">Changes lowest range availableRange 34, step A, \$18/hour	Salary match	<i>SHR Directive 19-02</i>
Targeted Range Change	Often State	<ul style="list-style-type: none">Specific title classificationsOften based on state market surveys	Step-for-step	<i>WAC 357-28-130</i>
Special Pay	WSU	<ul style="list-style-type: none">Initiated by WSURequest to pay on a higher rangeSignificant proposal submission/review process	Step-for-step	<i>WAC 357-28-026</i> <i>WAC 357-28-027</i>

SUBTITLE

WSU Impacts

- 176 active titles impacted by at least one of the range change actions
- 136 titles have at least one incumbent

WSU

SAMPLING of Impacted Titles (not full list)						
Title Code	Current Class Title	Current Range	Final Range	Starting Wage	Targeted Range	Special Pay
143I	FISCAL ANALYST 1	40	45	X		
143J	FISCAL ANALYST 2	44	49	X		
148L	FISCAL TECHNICIAN 1	30	34	X		
148M	FISCAL TECHNICIAN 2	34	38	X		
256A	EARLY CHILDHOOD PROGRAM SPECIALIST 1	32	36	X	X	
256B	EARLY CHILDHOOD PROGRAM SPECIALIST 2	38	42	X	X	
525E	ANIMAL TECHNICIAN 1	30	34	X		
525F	ANIMAL TECHNICIAN 2	32	36	X		
525G	ANIMAL TECHNICIAN 3	34	38	X		
565I	FARMER 1	30	34	X		
565J	FARMER 2	33	37	X		
565K	FARMER 3	38	42	X		
622E	Refrigeration Mechanic	46G	50G			X
622F	Refrigeration Mechanic Lead	49G	52G			X
626J	MAINTENANCE MECHANIC 1	44G	45G		X	
626K	MAINTENANCE MECHANIC 2	47G	48G		X	
674G	COOK 1	35	36	X		
674H	COOK 2	38	39	X		
674M	BAKER 2	38	39	X		
674O	SNACK BAR LEAD	34	37	X		
675F	FOOD SERVICE WORKER	34	35	X		
607F	Control Technician (BU only)	47G	51G			X
607G	Control Technician Lead (BU only)	50G	54G			X
602J	Stationary Engineer 1	46G	49G			X
602K	Stationary Engineer 2	50G	53G			X

* Full proposed list available on HRS website

1431 Fiscal Analyst 1

\$18.00 Starting Wage – Compression/Inversion

5-range increase July 2025; new range 45

Salary amounts shown are draft July 2025 salaries and subject to approval at the 6/23/2025 OFM HR Director Meeting. The MSI should be applied to the employee's salary before determining move to appropriate step in the higher range.

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*
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
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

July 1, 2025	Employee 1	Employee 2
Range 40, Assigned Step	Step C \$3,752 / month	Step K \$4,542 / month
Range 45, Assigned Step	Step A \$4,027 / month	Step F \$4,542 / month

* July 1, 2025 PID/PSD: starting wage changes applied prior to PID/PSD movement.

626K Maintenance Mechanic 2

Targeted Range Change

1-range increase July 2025; new range 48G

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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*
47G	Annual							58,584	60,132	61,644	63,252	64,776	66,372	67,992
	Monthly							4,882	5,011	5,137	5,271	5,398	5,531	5,666
	Hourly							28.06	28.80	29.52	30.29	31.02	31.79	32.56
48G	Annual							60,132	61,644	63,252	64,776	66,372	67,992	69,744
	Monthly							5,011	5,137	5,271	5,398	5,531	5,666	5,812
	Hourly							28.80	29.52	30.29	31.02	31.79	32.56	33.40

July 1, 2025	Employee 1
Range 47G, Assigned Step	Step I \$5,137 / month
Range 48G, Assigned Step	Step I \$5,271 / month

* July 1, 2025 PID/PSD: targeted range changes applied prior to PID/PSD movement.

256A Early Childhood Program Specialist 1

\$18.00 Starting Wage – Compression/Inversion AND Targeted Job Classification Increase

6-range increase July 2025; new range 36

- 4-ranges: \$18.00 Starting Wage
- 2-ranges Targeted Job Classification Increase

State HR recommends applying starting wage first (salary match) and then the targeted job classification increase (step-for-step). In some instances, the order of operations for applying base range increase from starting wage or the targeted job classification increase, will not change the employee's final assigned step.

If an employee's position is being reallocated to a job classification with a higher salary range; the order of operations may matter. In this case, refer to the applicable collective bargaining agreement or contact OFM Class and Comp.

** Employees with a July 1, 2025, PID, salary setting steps are applied in the manner most advantageous to the employee.*

256A Early Childhood Program Specialist 1

\$18.00 Starting Wage – Compression/Inversion AND Targeted Job Classification Increase

6-range increase July 2025; new range 36

- 4-ranges: \$18.00 Starting Wage
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If an employee's position is being reallocated to a job classification with a higher salary range; the order of operations may matter. In this case, refer to the applicable collective bargaining agreement or contact OFM Class and Comp.

** For employees with a July 1, 2025 PID/PSD, the range/step changes will be applied in the following order: Starting Wage, Targeted Range Change, PID/PSD.*

256A Early Childhood Program Specialist 1

\$18.00 Starting Wage – Compression/Inversion AND Targeted Range Change Increase

Salary amounts shown are draft July 2025 salaries and subject to approval at the 6/23/2025 OFM HR Director Meeting. The MSI should be applied to the employee's salary before determining move to appropriate step in the higher range.

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	33312	33864	34668	35532	36336	37152	38004	38868	39804	40716	41724	42696	43716
	Monthly	2776	2822	2889	2961	3028	3096	3167	3239	3317	3393	3477	3558	3643
	Hourly	15.92	16.22	16.60	17.02	17.40	17.79	18.20	18.61	19.06	19.50	19.98	20.45	20.94
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
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

July 1, 2025	Starting Wage		Targeted
	Range 30	Range 34	Range 36
Employee 1	Step B 2822/mo (after MSI 2907)	Step A 3132/month	Step A 3262/month
Employee 2	Step I 3317/mo (after MSI 3417)	Step E 3417/month	Step E 3581/month

** For employees with a July 1, 2025 PID/PSD, the range/step changes will be applied in the following order: Starting Wage, Targeted Range Change, PID/PSD.*

FAQs

Q: Who made the decision regarding how to implement the changes to the ranges?

A: The OFM Director made the determination in alignment with WACs, collective bargaining process/agreements, and documented OFM policies/practices.

Q: With the higher ranges why are some employees moving step-for-step and others are moving to a new step?

A: Upon the OFM director's creation, revision of a class with a higher salary range base salary is adjusted to the same step in the new range unless otherwise determined by the director. (reference: [WAC 357-28-130](#)) Targeted Range Changes follow this guidance. The director determined Starting Wage Changes are moved to step with same salary.

Q: Departments have some titles/employees not being impacted. Can they change the employee's step?

A: The department may request an out-of-cycle salary increase to change an employee's step and wage subject to [WAC 357-28-095](#).

FAQs

Q: Are PID/PSD changing with these changes?

A: No. The employee's PID/PSD will remain the same.

Q: Will the employee's step change with these changes?

A: Only titles in the Starting Wage designation will impact the employee's step. The employee's salary will remain the same (after MSI) but the step will be lower in the higher range.

Q: Will employees have another requirement for 6 years at step L?

A: Time spent at step L of the previous range will count toward the six-year requirement to move to step M of the new higher range. (reference: [OFM site](#))

Q: What happens if an employee has a 7/1/2025 PID/PSD?

A: The PID/PSD will be applied to the employee record after the applicable Starting Wage change, Targeted Range change, and MSI is applied to the employee record.

FAQs

Q: What happens with employees who are being hired NOW for a July start date?

A: The Compensation team and Modernization will make every attempt to catch the future-dated actions. With data constantly moving please make note of July start dates so the employee records can be reviewed and adjusted as necessary. A Jira ticket may be necessary.

Q: How are these changes being made in Workday?

A: Employee impacts are being identified by the Compensation team and Modernization. The changes to steps and/or ranges will be uploaded via EIB during the July 1 blackout period.