

**University of Washington - Contract Classified**  
**1199NW - HMC HEALTH CARE SPECIAL PAY**  
**PayScale Table BQ - Effective 12/1/2025**

Range	<---- Step ---->																				
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
0	\$9,065	\$9,339	\$9,619	\$9,909	\$10,208	\$10,517	\$10,837	\$11,167	\$11,279	\$11,390	\$11,505	\$11,679	\$11,851	\$11,978	\$12,090	\$12,216	\$12,584	\$12,967	\$13,358	\$13,764	\$14,181
1	\$9,157	\$9,431	\$9,715	\$10,009	\$10,311	\$10,629	\$10,943	\$11,279	\$11,390	\$11,505	\$11,619	\$11,799	\$11,978	\$12,090	\$12,216	\$12,333	\$12,712	\$13,095	\$13,494	\$13,903	\$14,324
2	\$9,245	\$9,525	\$9,811	\$10,109	\$10,419	\$10,732	\$11,058	\$11,390	\$11,505	\$11,619	\$11,738	\$11,915	\$12,090	\$12,216	\$12,333	\$12,460	\$12,835	\$13,226	\$13,625	\$14,038	\$14,463
3	\$9,339	\$9,619	\$9,909	\$10,208	\$10,517	\$10,837	\$11,167	\$11,505	\$11,619	\$11,738	\$11,851	\$12,035	\$12,216	\$12,333	\$12,460	\$12,584	\$12,967	\$13,358	\$13,764	\$14,181	\$14,613
4	\$9,431	\$9,715	\$10,009	\$10,311	\$10,629	\$10,943	\$11,279	\$11,619	\$11,738	\$11,851	\$11,978	\$12,156	\$12,333	\$12,460	\$12,584	\$12,712	\$13,095	\$13,494	\$13,903	\$14,324	\$14,758
5	\$9,525	\$9,811	\$10,109	\$10,419	\$10,732	\$11,058	\$11,390	\$11,738	\$11,851	\$11,978	\$12,090	\$12,277	\$12,460	\$12,584	\$12,712	\$12,835	\$13,226	\$13,625	\$14,038	\$14,463	\$14,906
6	\$9,619	\$9,909	\$10,208	\$10,517	\$10,837	\$11,167	\$11,505	\$11,851	\$11,978	\$12,090	\$12,216	\$12,401	\$12,584	\$12,712	\$12,835	\$12,967	\$13,358	\$13,764	\$14,181	\$14,613	\$15,052
7	\$9,715	\$10,009	\$10,311	\$10,629	\$10,943	\$11,279	\$11,619	\$11,978	\$12,090	\$12,216	\$12,333	\$12,523	\$12,712	\$12,835	\$12,967	\$13,095	\$13,494	\$13,903	\$14,324	\$14,758	\$15,204
8	\$9,811	\$10,109	\$10,419	\$10,732	\$11,058	\$11,390	\$11,738	\$12,090	\$12,216	\$12,333	\$12,460	\$12,648	\$12,835	\$12,967	\$13,095	\$13,226	\$13,625	\$14,038	\$14,463	\$14,906	\$15,354
9	\$9,909	\$10,208	\$10,517	\$10,837	\$11,167	\$11,505	\$11,851	\$12,216	\$12,333	\$12,460	\$12,584	\$12,774	\$12,967	\$13,095	\$13,226	\$13,358	\$13,764	\$14,181	\$14,613	\$15,052	\$15,508
10	\$10,009	\$10,311	\$10,629	\$10,943	\$11,279	\$11,619	\$11,978	\$12,333	\$12,460	\$12,584	\$12,712	\$12,904	\$13,095	\$13,226	\$13,358	\$13,494	\$13,903	\$14,324	\$14,758	\$15,204	\$15,664
11	\$10,109	\$10,419	\$10,732	\$11,058	\$11,390	\$11,738	\$12,090	\$12,460	\$12,584	\$12,712	\$12,835	\$13,031	\$13,226	\$13,358	\$13,494	\$13,625	\$14,038	\$14,463	\$14,906	\$15,354	\$15,818
12	\$10,208	\$10,517	\$10,837	\$11,167	\$11,505	\$11,851	\$12,216	\$12,584	\$12,712	\$12,835	\$12,967	\$13,162	\$13,358	\$13,494	\$13,625	\$13,764	\$14,181	\$14,613	\$15,052	\$15,508	\$15,975
13	\$10,311	\$10,629	\$10,943	\$11,279	\$11,619	\$11,978	\$12,333	\$12,712	\$12,835	\$12,967	\$13,095	\$13,294	\$13,494	\$13,625	\$13,764	\$13,903	\$14,324	\$14,758	\$15,204	\$15,664	\$16,135
14	\$10,419	\$10,732	\$11,058	\$11,390	\$11,738	\$12,090	\$12,460	\$12,835	\$12,967	\$13,095	\$13,226	\$13,428	\$13,625	\$13,764	\$13,903	\$14,038	\$14,463	\$14,906	\$15,354	\$15,818	\$16,298
15	\$10,517	\$10,837	\$11,167	\$11,505	\$11,851	\$12,216	\$12,584	\$12,967	\$13,095	\$13,226	\$13,358	\$13,561	\$13,764	\$13,903	\$14,038	\$14,181	\$14,613	\$15,052	\$15,508	\$15,975	\$16,458
16	\$10,629	\$10,943	\$11,279	\$11,619	\$11,978	\$12,333	\$12,712	\$13,095	\$13,226	\$13,358	\$13,494	\$13,699	\$13,903	\$14,038	\$14,181	\$14,324	\$14,758	\$15,204	\$15,664	\$16,135	\$16,624
17	\$10,732	\$11,058	\$11,390	\$11,738	\$12,090	\$12,460	\$12,835	\$13,226	\$13,358	\$13,494	\$13,625	\$13,832	\$14,038	\$14,181	\$14,324	\$14,463	\$14,906	\$15,354	\$15,818	\$16,298	\$16,792
18	\$10,837	\$11,167	\$11,505	\$11,851	\$12,216	\$12,584	\$12,967	\$13,358	\$13,494	\$13,625	\$13,764	\$13,972	\$14,181	\$14,324	\$14,463	\$14,613	\$15,052	\$15,508	\$15,975	\$16,458	\$16,960
19	\$10,943	\$11,279	\$11,619	\$11,978	\$12,333	\$12,712	\$13,095	\$13,494	\$13,625	\$13,764	\$13,903	\$14,114	\$14,324	\$14,463	\$14,613	\$14,758	\$15,204	\$15,664	\$16,135	\$16,624	\$17,129
20	\$11,058	\$11,390	\$11,738	\$12,090	\$12,460	\$12,835	\$13,226	\$13,625	\$13,764	\$13,903	\$14,038	\$14,252	\$14,463	\$14,613	\$14,758	\$14,906	\$15,354	\$15,818	\$16,298	\$16,792	\$17,300
21	\$11,167	\$11,505	\$11,851	\$12,216	\$12,584	\$12,967	\$13,358	\$13,764	\$13,903	\$14,038	\$14,181	\$14,395	\$14,613	\$14,758	\$14,906	\$15,052	\$15,508	\$15,975	\$16,458	\$16,960	\$17,474
22	\$11,279	\$11,619	\$11,978	\$12,333	\$12,712	\$13,095	\$13,494	\$13,903	\$14,038	\$14,181	\$14,324	\$14,542	\$14,758	\$14,906	\$15,052	\$15,204	\$15,664	\$16,135	\$16,624	\$17,129	\$17,648
23	\$11,390	\$11,738	\$12,090	\$12,460	\$12,835	\$13,226	\$13,625	\$14,038	\$14,181	\$14,324	\$14,463	\$14,685	\$14,906	\$15,052	\$15,204	\$15,354	\$15,818	\$16,298	\$16,792	\$17,300	\$17,824
24	\$11,505	\$11,851	\$12,216	\$12,584	\$12,967	\$13,358	\$13,764	\$14,181	\$14,324	\$14,463	\$14,613	\$14,831	\$15,052	\$15,204	\$15,354	\$15,508	\$15,975	\$16,458	\$16,960	\$17,474	\$18,005
25	\$11,619	\$11,978	\$12,333	\$12,712	\$13,095	\$13,494	\$13,903	\$14,324	\$14,463	\$14,613	\$14,758	\$14,980	\$15,204	\$15,354	\$15,508	\$15,664	\$16,135	\$16,624	\$17,129	\$17,648	\$18,185
26	\$11,738	\$12,090	\$12,460	\$12,835	\$13,226	\$13,625	\$14,038	\$14,463	\$14,613	\$14,758	\$14,906	\$15,129	\$15,354	\$15,508	\$15,664	\$15,818	\$16,298	\$16,792	\$17,300	\$17,824	\$18,369
27	\$11,851	\$12,216	\$12,584	\$12,967	\$13,358	\$13,764	\$14,181	\$14,613	\$14,758	\$14,906	\$15,052	\$15,280	\$15,508	\$15,664	\$15,818	\$15,975	\$16,458	\$16,960	\$17,474	\$18,005	\$18,549
28	\$11,978	\$12,333	\$12,712	\$13,095	\$13,494	\$13,903	\$14,324	\$14,758	\$14,906	\$15,052	\$15,204	\$15,434	\$15,664	\$15,818	\$15,975	\$16,135	\$16,624	\$17,129	\$17,648	\$18,185	\$18,737
29	\$12,090	\$12,460	\$12,835	\$13,226	\$13,625	\$14,038	\$14,463	\$14,906	\$15,052	\$15,204	\$15,354	\$15,589	\$15,818	\$15,975	\$16,135	\$16,298	\$16,792	\$17,300	\$17,824	\$18,369	\$18,922
30	\$12,216	\$12,584	\$12,967	\$13,358	\$13,764	\$14,181	\$14,613	\$15,052	\$15,204	\$15,354	\$15,508	\$15,743	\$15,975	\$16,135	\$16,298	\$16,458	\$16,960	\$17,474	\$18,005	\$18,549	\$19,113
31	\$12,333	\$12,712	\$13,095	\$13,494	\$13,903	\$14,324	\$14,758	\$15,204	\$15,354	\$15,508	\$15,664	\$15,901	\$16,135	\$16,298	\$16,458	\$16,624	\$17,129	\$17,648	\$18,185	\$18,737	\$19,302
32	\$12,460	\$12,835	\$13,226	\$13,625	\$14,038	\$14,463	\$14,906	\$15,354	\$15,508	\$15,664	\$15,818	\$16,057	\$16,298	\$16,458	\$16,624	\$16,792	\$17,300	\$17,824	\$18,369	\$18,922	\$19,494
33	\$12,584	\$12,967	\$13,358	\$13,764	\$14,181	\$14,613	\$15,052	\$15,508	\$15,664	\$15,818	\$15,975	\$16,219	\$16,458	\$16,624	\$16,792	\$16,960	\$17,474	\$18,005	\$18,549	\$19,113	\$19,692
34	\$12,712	\$13,095	\$13,494	\$13,903	\$14,324	\$14,758	\$15,204	\$15,664	\$15,818	\$15,975	\$16,135	\$16,379	\$16,624	\$16,792	\$16,960	\$17,129	\$17,648	\$18,185	\$18,737	\$19,302	\$19,886
35	\$12,835	\$13,226	\$13,625	\$14,038	\$14,463	\$14,906	\$15,354	\$15,818	\$15,975	\$16,135	\$16,298	\$16,545	\$16,792	\$16,960	\$17,129	\$17,300	\$17,824	\$18,369	\$18,922	\$19,494	\$20,087
36	\$12,967	\$13,358	\$13,764	\$14,181	\$14,613	\$15,052	\$15,508	\$15,975	\$16,135	\$16,298	\$16,458	\$16,710	\$16,960	\$17,129	\$17,300	\$17,474	\$18,005	\$18,549	\$19,113	\$19,692	\$20,290
37	\$13,095	\$13,494	\$13,903	\$14,324	\$14,758	\$15,204	\$15,664	\$16,135	\$16,298	\$16,458	\$16,624	\$16,878	\$17,129	\$17,300	\$17,474	\$17,648	\$18,185	\$18,737	\$19,302	\$19,886	\$20,490
38	\$13,226	\$13,625	\$14,038	\$14,463	\$14,906	\$15,354	\$15,818	\$16,298	\$16,458	\$16,624	\$16,792	\$17,045	\$17,300	\$17,474	\$17,648	\$18,24	\$18,369	\$18,922	\$19,494	\$20,087	\$20,697

**University of Washington - Contract Classified**  
**1199NW - HMC HEALTH CARE SPECIAL PAY**  
**PayScale Table BQ - Effective 12/1/2025**

Range	<---- Step ---->																				
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
39	\$13,358	\$13,764	\$14,181	\$14,613	\$15,052	\$15,508	\$15,975	\$16,458	\$16,624	\$16,792	\$16,960	\$17,217	\$17,474	\$17,648	\$17,824	\$18,005	\$18,549	\$19,113	\$19,692	\$20,290	\$20,904
40	\$13,494	\$13,903	\$14,324	\$14,758	\$15,204	\$15,664	\$16,135	\$16,624	\$16,792	\$16,960	\$17,129	\$17,387	\$17,648	\$17,824	\$18,005	\$18,185	\$18,737	\$19,302	\$19,886	\$20,490	\$21,112
41	\$13,625	\$14,038	\$14,463	\$14,906	\$15,354	\$15,818	\$16,298	\$16,792	\$16,960	\$17,129	\$17,300	\$17,563	\$17,824	\$18,005	\$18,185	\$18,369	\$18,922	\$19,494	\$20,087	\$20,697	\$21,325
42	\$13,764	\$14,181	\$14,613	\$15,052	\$15,508	\$15,975	\$16,458	\$16,960	\$17,129	\$17,300	\$17,474	\$17,743	\$18,005	\$18,185	\$18,369	\$18,549	\$19,113	\$19,692	\$20,290	\$20,904	\$21,539
43	\$13,903	\$14,324	\$14,758	\$15,204	\$15,664	\$16,135	\$16,624	\$17,129	\$17,300	\$17,474	\$17,648	\$17,918	\$18,185	\$18,369	\$18,549	\$18,737	\$19,302	\$19,886	\$20,490	\$21,112	\$21,754
44	\$14,038	\$14,463	\$14,906	\$15,354	\$15,818	\$16,298	\$16,792	\$17,300	\$17,474	\$17,648	\$17,824	\$18,099	\$18,369	\$18,549	\$18,737	\$18,922	\$19,494	\$20,087	\$20,697	\$21,325	\$21,974