

**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
\$/yr	\$108,780	\$112,068	\$115,428	\$118,908	\$122,496	\$126,204	\$130,044	\$134,004	\$135,348	\$136,680	\$138,060	\$140,148	\$142,212	\$143,736	\$145,080	\$146,592	\$151,008	\$155,604	\$160,296	\$165,168	\$170,172
\$/hr	\$52.30	\$53.88	\$55.49	\$57.17	\$58.89	\$60.68	\$62.52	\$64.43	\$65.07	\$65.71	\$66.38	\$67.38	\$68.37	\$69.10	\$69.75	\$70.48	\$72.60	\$74.81	\$77.07	\$79.41	\$81.81
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
\$/yr	\$109,884	\$113,172	\$116,580	\$120,108	\$123,732	\$127,548	\$131,316	\$135,348	\$136,680	\$138,060	\$139,428	\$141,588	\$143,736	\$145,080	\$146,592	\$147,996	\$152,544	\$157,140	\$161,928	\$166,836	\$171,888
\$/hr	\$52.83	\$54.41	\$56.05	\$57.74	\$59.49	\$61.32	\$63.13	\$65.07	\$65.71	\$66.38	\$67.03	\$68.07	\$69.10	\$69.75	\$70.48	\$71.15	\$73.34	\$75.55	\$77.85	\$80.21	\$82.64
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
\$/yr	\$110,940	\$114,300	\$117,732	\$121,308	\$125,028	\$128,784	\$132,696	\$136,680	\$138,060	\$139,428	\$140,856	\$142,980	\$145,080	\$146,592	\$147,996	\$149,520	\$154,020	\$158,712	\$163,500	\$168,456	\$173,556
\$/hr	\$53.34	\$54.95	\$56.60	\$58.32	\$60.11	\$61.92	\$63.80	\$65.71	\$66.38	\$67.03	\$67.72	\$68.74	\$69.75	\$70.48	\$71.15	\$71.88	\$74.05	\$76.30	\$78.61	\$80.99	\$83.44
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
\$/yr	\$112,068	\$115,428	\$118,908	\$122,496	\$126,204	\$130,044	\$134,004	\$138,060	\$139,428	\$140,856	\$142,212	\$144,420	\$146,592	\$147,996	\$149,520	\$151,008	\$155,604	\$160,296	\$165,168	\$170,172	\$175,356
\$/hr	\$53.88	\$55.49	\$57.17	\$58.89	\$60.68	\$62.52	\$64.43	\$66.38	\$67.03	\$67.72	\$68.37	\$69.43	\$70.48	\$71.15	\$71.88	\$72.60	\$74.81	\$77.07	\$79.41	\$81.81	\$84.31
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
\$/yr	\$113,172	\$116,580	\$120,108	\$123,732	\$127,548	\$131,316	\$135,348	\$139,428	\$140,856	\$142,212	\$143,736	\$145,872	\$147,996	\$149,520	\$151,008	\$152,544	\$157,140	\$161,928	\$166,836	\$171,888	\$177,096
\$/hr	\$54.41	\$56.05	\$57.74	\$59.49	\$61.32	\$63.13	\$65.07	\$67.03	\$67.72	\$68.37	\$69.10	\$70.13	\$71.15	\$71.88	\$72.60	\$73.34	\$75.55	\$77.85	\$80.21	\$82.64	\$85.14
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
\$/yr	\$114,300	\$117,732	\$121,308	\$125,028	\$128,784	\$132,696	\$136,680	\$140,856	\$142,212	\$143,736	\$145,080	\$147,324	\$149,520	\$151,008	\$152,544	\$154,020	\$158,712	\$163,500	\$168,456	\$173,556	\$178,872
\$/hr	\$54.95	\$56.60	\$58.32	\$60.11	\$61.92	\$63.80	\$65.71	\$67.72	\$68.37	\$69.10	\$69.75	\$70.83	\$71.88	\$72.60	\$73.34	\$74.05	\$76.30	\$78.61	\$80.99	\$83.44	\$86.00
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
\$/yr	\$115,428	\$118,908	\$122,496	\$126,204	\$130,044	\$134,004	\$138,060	\$142,212	\$143,736	\$145,080	\$146,592	\$148,812	\$151,008	\$152,544	\$154,020	\$155,604	\$160,296	\$165,168	\$170,172	\$175,356	\$180,624
\$/hr	\$55.49	\$57.17	\$58.89	\$60.68	\$62.52	\$64.43	\$66.38	\$68.37	\$69.10	\$69.75	\$70.48	\$71.54	\$72.60	\$73.34	\$74.05	\$74.81	\$77.07	\$79.41	\$81.81	\$84.31	\$86.84
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
\$/yr	\$116,580	\$120,108	\$123,732	\$127,548	\$131,316	\$135,348	\$139,428	\$143,736	\$145,080	\$146,592	\$147,996	\$150,276	\$152,544	\$154,020	\$155,604	\$157,140	\$161,928	\$166,836	\$171,888	\$177,096	\$182,448
\$/hr	\$56.05	\$57.74	\$59.49	\$61.32	\$63.13	\$65.07	\$67.03	\$69.10	\$69.75	\$70.48	\$71.15	\$72.25	\$73.34	\$74.05	\$74.81	\$75.55	\$77.85	\$80.21	\$82.64	\$85.14	\$87.72
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
\$/yr	\$117,732	\$121,308	\$125,028	\$128,784	\$132,696	\$136,680	\$140,856	\$145,080	\$146,592	\$147,996	\$149,520	\$151,776	\$154,020	\$155,604	\$157,140	\$158,712	\$163,500	\$168,456	\$173,556	\$178,872	\$184,248
\$/hr	\$56.60	\$58.32	\$60.11	\$61.92	\$63.80	\$65.71	\$67.72	\$69.75	\$70.48	\$71.15	\$71.88	\$72.97	\$74.05	\$74.81	\$75.55	\$76.30	\$78.61	\$80.99	\$83.44	\$86.00	\$88.58
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
\$/yr	\$118,908	\$122,496	\$126,204	\$130,044	\$134,004	\$138,060	\$142,212	\$146,592	\$147,996	\$149,520	\$151,008	\$153,288	\$155,604	\$157,140	\$158,712	\$160,296	\$165,168	\$170,172	\$175,356	\$180,624	\$186,096
\$/hr	\$57.17	\$58.89	\$60.68	\$62.52	\$64.43	\$66.38	\$68.37	\$70.48	\$71.15	\$71.88	\$72.60	\$73.70	\$74.81	\$75.55	\$76.30	\$77.07	\$79.41	\$81.81	\$84.31	\$86.84	\$89.47
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
\$/yr	\$120,108	\$123,732	\$127,548	\$131,316	\$135,348	\$139,428	\$143,736	\$147,996	\$149,520	\$151,008	\$152,544	\$154,848	\$157,140	\$158,712	\$160,296	\$161,928	\$166,836	\$171,888	\$177,096	\$182,448	\$187,968
\$/hr	\$57.74	\$59.49	\$61.32	\$63.13	\$65.07	\$67.03	\$69.10	\$71.15	\$71.88	\$72.60	\$73.34	\$74.45	\$75.55	\$76.30	\$77.07	\$77.85	\$80.21	\$82.64	\$85.14	\$87.72	\$90.37
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
\$/yr	\$121,308	\$125,028	\$128,784	\$132,696	\$136,680	\$140,856	\$145,080	\$149,520	\$151,008	\$152,544	\$154,020	\$156,372	\$158,712	\$160,296	\$161,928	\$163,500	\$168,456	\$173,556	\$178,872	\$184,248	\$189,816
\$/hr	\$58.32	\$60.11	\$61.92	\$63.80	\$65.71	\$67.72	\$69.75	\$71.88	\$72.60	\$73.34	\$74.05	\$75.18	\$76.30	\$77.07	\$77.85	\$78.61	\$80.99	\$83.44	\$86.00	\$88.58	\$91.26
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
\$/yr	\$122,496	\$126,204	\$130,044	\$134,004	\$138,060	\$142,212	\$146,592	\$151,008	\$152,544	\$154,020	\$155,604	\$157,944	\$160,296	\$161,928	\$163,500	\$165,168	\$170,172	\$175,356	\$180,624	\$186,096	\$191,700
\$/hr	\$58.89	\$60.68	\$62.52	\$64.43	\$66.38	\$68.37	\$70.48	\$72.60	\$73.34	\$74.05	\$74.81	\$75.93	\$77.07	\$77.85	\$78.61	\$79.41	\$81.81	\$84.31	\$86.84	\$89.47	\$92.16
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
\$/yr	\$123,732	\$127,548	\$131,316	\$135,348	\$139,428	\$143,736	\$147,996	\$152,544	\$154,020	\$155,604	\$157,140	\$159,528	\$161,928	\$163,500	\$165,168	\$166,836	\$171,888	\$177,096	\$182,448	\$187,968	\$193,620
\$/hr	\$59.49	\$61.32	\$63.13	\$65.07	\$67.03	\$69.10	\$71.15	\$73.34	\$74.05	\$74.81	\$75.55	\$76.70	\$77.85	\$78.61	\$79.41	\$80.21	\$82.64	\$85.14	\$87.72	\$90.37	\$93.09
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
\$/yr	\$125,028	\$128,784	\$132,696	\$136,680	\$140,856	\$145,080	\$149,520	\$154,020	\$155,604	\$157,140	\$158,712	\$161,136	\$163,500	\$165,168	\$166,836	\$168,456	\$173,556	\$178,872	\$184,248	\$189,816	\$195,576
\$/hr	\$60.11	\$61.92	\$63.80	\$65.71	\$67.72	\$69.75	\$71.88	\$74.05	\$74.81	\$75.55	\$76.30	\$77.47	\$78.61	\$79.417							

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Range	< ---- Step ---- >																				
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
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
\$/yr	\$126,204	\$130,044	\$134,004	\$138,060	\$142,212	\$146,592	\$151,008	\$155,604	\$157,140	\$158,712	\$160,296	\$162,732	\$165,168	\$166,836	\$168,456	\$170,172	\$175,356	\$180,624	\$186,096	\$191,700	\$197,496
\$/hr	\$60.68	\$62.52	\$64.43	\$66.38	\$68.37	\$70.48	\$72.60	\$74.81	\$75.55	\$76.30	\$77.07	\$78.24	\$79.41	\$80.21	\$80.99	\$81.81	\$84.31	\$86.84	\$89.47	\$92.16	\$94.95
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
\$/yr	\$127,548	\$131,316	\$135,348	\$139,428	\$143,736	\$147,996	\$152,544	\$157,140	\$158,712	\$160,296	\$161,928	\$164,388	\$166,836	\$168,456	\$170,172	\$171,888	\$177,096	\$182,448	\$187,968	\$193,620	\$199,488
\$/hr	\$61.32	\$63.13	\$65.07	\$67.03	\$69.10	\$71.15	\$73.34	\$75.55	\$76.30	\$77.07	\$77.85	\$79.03	\$80.21	\$80.99	\$81.81	\$82.64	\$85.14	\$87.72	\$90.37	\$93.09	\$95.91
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
\$/yr	\$128,784	\$132,696	\$136,680	\$140,856	\$145,080	\$149,520	\$154,020	\$158,712	\$160,296	\$161,928	\$163,500	\$165,984	\$168,456	\$170,172	\$171,888	\$173,556	\$178,872	\$184,248	\$189,816	\$195,576	\$201,504
\$/hr	\$61.92	\$63.80	\$65.71	\$67.72	\$69.75	\$71.88	\$74.05	\$76.30	\$77.07	\$77.85	\$78.61	\$79.80	\$80.99	\$81.81	\$82.64	\$83.44	\$86.00	\$88.58	\$91.26	\$94.03	\$96.88
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
\$/yr	\$130,044	\$134,004	\$138,060	\$142,212	\$146,592	\$151,008	\$155,604	\$160,296	\$161,928	\$163,500	\$165,168	\$167,664	\$170,172	\$171,888	\$173,556	\$175,356	\$180,624	\$186,096	\$191,700	\$197,496	\$203,520
\$/hr	\$62.52	\$64.43	\$66.38	\$68.37	\$70.48	\$72.60	\$74.81	\$77.07	\$77.85	\$78.61	\$79.41	\$80.61	\$81.81	\$82.64	\$83.44	\$84.31	\$86.84	\$89.47	\$92.16	\$94.95	\$97.85
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
\$/yr	\$131,316	\$135,348	\$139,428	\$143,736	\$147,996	\$152,544	\$157,140	\$161,928	\$163,500	\$165,168	\$166,836	\$169,368	\$171,888	\$173,556	\$175,356	\$177,096	\$182,448	\$187,968	\$193,620	\$199,488	\$205,548
\$/hr	\$63.13	\$65.07	\$67.03	\$69.10	\$71.15	\$73.34	\$75.55	\$77.85	\$78.61	\$79.41	\$80.21	\$81.43	\$82.64	\$83.44	\$84.31	\$85.14	\$87.72	\$90.37	\$93.09	\$95.91	\$98.82
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
\$/yr	\$132,696	\$136,680	\$140,856	\$145,080	\$149,520	\$154,020	\$158,712	\$163,500	\$165,168	\$166,836	\$168,456	\$171,024	\$173,556	\$175,356	\$177,096	\$178,872	\$184,248	\$189,816	\$195,576	\$201,504	\$207,600
\$/hr	\$63.80	\$65.71	\$67.72	\$69.75	\$71.88	\$74.05	\$76.30	\$78.61	\$79.41	\$80.21	\$80.99	\$82.22	\$83.44	\$84.31	\$85.14	\$86.00	\$88.58	\$91.26	\$94.03	\$96.88	\$99.81
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
\$/yr	\$134,004	\$138,060	\$142,212	\$146,592	\$151,008	\$155,604	\$160,296	\$165,168	\$166,836	\$168,456	\$170,172	\$172,740	\$175,356	\$177,096	\$178,872	\$180,624	\$186,096	\$191,700	\$197,496	\$203,520	\$209,688
\$/hr	\$64.43	\$66.38	\$68.37	\$70.48	\$72.60	\$74.81	\$77.07	\$79.41	\$80.21	\$80.99	\$81.81	\$83.05	\$84.31	\$85.14	\$86.00	\$86.84	\$89.47	\$92.16	\$94.95	\$97.85	\$100.81
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
\$/yr	\$135,348	\$139,428	\$143,736	\$147,996	\$152,544	\$157,140	\$161,928	\$166,836	\$168,456	\$170,172	\$171,888	\$174,504	\$177,096	\$178,872	\$180,624	\$182,448	\$187,968	\$193,620	\$199,488	\$205,548	\$211,776
\$/hr	\$65.07	\$67.03	\$69.10	\$71.15	\$73.34	\$75.55	\$77.85	\$80.21	\$80.99	\$81.81	\$82.64	\$83.90	\$85.14	\$86.00	\$86.84	\$87.72	\$90.37	\$93.09	\$95.91	\$98.82	\$101.82
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
\$/yr	\$136,680	\$140,856	\$145,080	\$149,520	\$154,020	\$158,712	\$163,500	\$168,456	\$170,172	\$171,888	\$173,556	\$176,220	\$178,872	\$180,624	\$182,448	\$184,248	\$189,816	\$195,576	\$201,504	\$207,600	\$213,888
\$/hr	\$65.71	\$67.72	\$69.75	\$71.88	\$74.05	\$76.30	\$78.61	\$80.99	\$81.81	\$82.64	\$83.44	\$84.72	\$86.00	\$86.84	\$87.72	\$88.58	\$91.26	\$94.03	\$96.88	\$99.81	\$102.83
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
\$/yr	\$138,060	\$142,212	\$146,592	\$151,008	\$155,604	\$160,296	\$165,168	\$170,172	\$171,888	\$173,556	\$175,356	\$177,972	\$180,624	\$182,448	\$184,248	\$186,096	\$191,700	\$197,496	\$203,520	\$209,688	\$216,060
\$/hr	\$66.38	\$68.37	\$70.48	\$72.60	\$74.81	\$77.07	\$79.41	\$81.81	\$82.64	\$83.44	\$84.31	\$85.56	\$86.84	\$87.72	\$88.58	\$89.47	\$92.16	\$94.95	\$97.85	\$100.81	\$103.88
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
\$/yr	\$139,428	\$143,736	\$147,996	\$152,544	\$157,140	\$161,928	\$166,836	\$171,888	\$173,556	\$175,356	\$177,096	\$179,760	\$182,448	\$184,248	\$186,096	\$187,968	\$193,620	\$199,488	\$205,548	\$211,776	\$218,220
\$/hr	\$67.03	\$69.10	\$71.15	\$73.34	\$75.55	\$77.85	\$80.21	\$82.64	\$83.44	\$84.31	\$85.14	\$86.42	\$87.72	\$88.58	\$89.47	\$90.37	\$93.09	\$95.91	\$98.82	\$101.82	\$104.91
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
\$/yr	\$140,856	\$145,080	\$149,520	\$154,020	\$158,712	\$163,500	\$168,456	\$173,556	\$175,356	\$177,096	\$178,872	\$181,548	\$184,248	\$186,096	\$187,968	\$189,816	\$195,576	\$201,504	\$207,600	\$213,888	\$220,428
\$/hr	\$67.72	\$69.75	\$71.88	\$74.05	\$76.30	\$78.61	\$80.99	\$83.44	\$84.31	\$85.14	\$86.00	\$87.28	\$88.58	\$89.47	\$90.37	\$91.26	\$94.03	\$96.88	\$99.81	\$102.83	\$105.98
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
\$/yr	\$142,212	\$146,592	\$151,008	\$155,604	\$160,296	\$165,168	\$170,172	\$175,356	\$177,096	\$178,872	\$180,624	\$183,360	\$186,096	\$187,968	\$189,816	\$191,700	\$197,496	\$203,520	\$209,688	\$216,060	\$222,588
\$/hr	\$68.37	\$70.48	\$72.60	\$74.81	\$77.07	\$79.41	\$81.81	\$84.31	\$85.14	\$86.00	\$86.84	\$88.15	\$89.47	\$90.37	\$91.26	\$92.16	\$94.95	\$97.85	\$100.81	\$103.88	\$107.01
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
\$/yr	\$143,736	\$147,996	\$152,544	\$157,140	\$161,928	\$166,836	\$171,888	\$177,096	\$178,872	\$180,624	\$182,448	\$185,208	\$187,968	\$189,816	\$191,700	\$193,620	\$199,488	\$205,548	\$211,776	\$218,220	\$224,844
\$/hr	\$69.10	\$71.15	\$73.34	\$75.55	\$77.85	\$80.21	\$82.64	\$85.14	\$86.00	\$86.84	\$87.72	\$89.04	\$90.37	\$91.26	\$92.16	\$93.09	\$95.91	\$98.82	\$101.82	\$104.91	\$108.10
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
\$/yr	\$145,080	\$149,520	\$154,020	\$158,712	\$163,500	\$168,456	\$173,556	\$178,872	\$180,624	\$182,448	\$184,248	\$187,068	\$189,816	\$191,700	\$193,620	\$195,576	\$201,504	\$207,600	\$213,888	\$220,428	\$227,064
\$/hr	\$69.75	\$71.88	\$74.05	\$76.30																	

**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
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
\$/yr	\$146,592	\$151,008	\$155,604	\$160,296	\$165,168	\$170,172	\$175,356	\$180,624	\$182,448	\$184,248	\$186,096	\$188,916	\$191,700	\$193,620	\$195,576	\$197,496	\$203,520	\$209,688	\$216,060	\$222,588	\$229,356
\$/hr	\$70.48	\$72.60	\$74.81	\$77.07	\$79.41	\$81.81	\$84.31	\$86.84	\$87.72	\$88.58	\$89.47	\$90.83	\$92.16	\$93.09	\$94.03	\$94.95	\$97.85	\$100.81	\$103.88	\$107.01	\$110.27
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
\$/yr	\$147,996	\$152,544	\$157,140	\$161,928	\$166,836	\$171,888	\$177,096	\$182,448	\$184,248	\$186,096	\$187,968	\$190,812	\$193,620	\$195,576	\$197,496	\$199,488	\$205,548	\$211,776	\$218,220	\$224,844	\$231,624
\$/hr	\$71.15	\$73.34	\$75.55	\$77.85	\$80.21	\$82.64	\$85.14	\$87.72	\$88.58	\$89.47	\$90.37	\$91.74	\$93.09	\$94.03	\$94.95	\$95.91	\$98.82	\$101.82	\$104.91	\$108.10	\$111.36
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
\$/yr	\$149,520	\$154,020	\$158,712	\$163,500	\$168,456	\$173,556	\$178,872	\$184,248	\$186,096	\$187,968	\$189,816	\$192,684	\$195,576	\$197,496	\$199,488	\$201,504	\$207,600	\$213,888	\$220,428	\$227,064	\$233,928
\$/hr	\$71.88	\$74.05	\$76.30	\$78.61	\$80.99	\$83.44	\$86.00	\$88.58	\$89.47	\$90.37	\$91.26	\$92.64	\$94.03	\$94.95	\$95.91	\$96.88	\$99.81	\$102.83	\$105.98	\$109.17	\$112.47
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
\$/yr	\$151,008	\$155,604	\$160,296	\$165,168	\$170,172	\$175,356	\$180,624	\$186,096	\$187,968	\$189,816	\$191,700	\$194,628	\$197,496	\$199,488	\$201,504	\$203,520	\$209,688	\$216,060	\$222,588	\$229,356	\$236,304
\$/hr	\$72.60	\$74.81	\$77.07	\$79.41	\$81.81	\$84.31	\$86.84	\$89.47	\$90.37	\$91.26	\$92.16	\$93.57	\$94.95	\$95.91	\$96.88	\$97.85	\$100.81	\$103.88	\$107.01	\$110.27	\$113.61
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
\$/yr	\$152,544	\$157,140	\$161,928	\$166,836	\$171,888	\$177,096	\$182,448	\$187,968	\$189,816	\$191,700	\$193,620	\$196,548	\$199,488	\$201,504	\$203,520	\$205,548	\$211,776	\$218,220	\$224,844	\$231,624	\$238,632
\$/hr	\$73.34	\$75.55	\$77.85	\$80.21	\$82.64	\$85.14	\$87.72	\$90.37	\$91.26	\$92.16	\$93.09	\$94.49	\$95.91	\$96.88	\$97.85	\$98.82	\$101.82	\$104.91	\$108.10	\$111.36	\$114.73
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
\$/yr	\$154,020	\$158,712	\$163,500	\$168,456	\$173,556	\$178,872	\$184,248	\$189,816	\$191,700	\$193,620	\$195,576	\$198,540	\$201,504	\$203,520	\$205,548	\$207,600	\$213,888	\$220,428	\$227,064	\$233,928	\$241,044
\$/hr	\$74.05	\$76.30	\$78.61	\$80.99	\$83.44	\$86.00	\$88.58	\$91.26	\$92.16	\$93.09	\$94.03	\$95.45	\$96.88	\$97.85	\$98.82	\$99.81	\$102.83	\$105.98	\$109.17	\$112.47	\$115.89
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
\$/yr	\$155,604	\$160,296	\$165,168	\$170,172	\$175,356	\$180,624	\$186,096	\$191,700	\$193,620	\$195,576	\$197,496	\$200,520	\$203,520	\$205,548	\$207,600	\$209,688	\$216,060	\$222,588	\$229,356	\$236,304	\$243,480
\$/hr	\$74.81	\$77.07	\$79.41	\$81.81	\$84.31	\$86.84	\$89.47	\$92.16	\$93.09	\$94.03	\$94.95	\$96.40	\$97.85	\$98.82	\$99.81	\$100.81	\$103.88	\$107.01	\$110.27	\$113.61	\$117.06
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
\$/yr	\$157,140	\$161,928	\$166,836	\$171,888	\$177,096	\$182,448	\$187,968	\$193,620	\$195,576	\$197,496	\$199,488	\$202,536	\$205,548	\$207,600	\$209,688	\$211,776	\$218,220	\$224,844	\$231,624	\$238,632	\$245,880
\$/hr	\$75.55	\$77.85	\$80.21	\$82.64	\$85.14	\$87.72	\$90.37	\$93.09	\$94.03	\$94.95	\$95.91	\$97.37	\$98.82	\$99.81	\$100.81	\$101.82	\$104.91	\$108.10	\$111.36	\$114.73	\$118.21
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	\$17,824	\$18,369	\$18,922	\$19,494	\$20,087	\$20,697
\$/yr	\$158,712	\$163,500	\$168,456	\$173,556	\$178,872	\$184,248	\$189,816	\$195,576	\$197,496	\$199,488	\$201,504	\$204,540	\$207,600	\$209,688	\$211,776	\$213,888	\$220,428	\$227,064	\$233,928	\$241,044	\$248,364
\$/hr	\$76.30	\$78.61	\$80.99	\$83.44	\$86.00	\$88.58	\$91.26	\$94.03	\$94.95	\$95.91	\$96.88	\$98.34	\$99.81	\$100.81	\$101.82	\$102.83	\$105.98	\$109.17	\$112.47	\$115.89	\$119.41
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
\$/yr	\$160,296	\$165,168	\$170,172	\$175,356	\$180,624	\$186,096	\$191,700	\$197,496	\$199,488	\$201,504	\$203,520	\$206,604	\$209,688	\$211,776	\$213,888	\$216,060	\$222,588	\$229,356	\$236,304	\$243,480	\$250,848
\$/hr	\$77.07	\$79.41	\$81.81	\$84.31	\$86.84	\$89.47	\$92.16	\$94.95	\$95.91	\$96.88	\$97.85	\$99.33	\$100.81	\$101.82	\$102.83	\$103.88	\$107.01	\$110.27	\$113.61	\$117.06	\$120.60
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
\$/yr	\$161,928	\$166,836	\$171,888	\$177,096	\$182,448	\$187,968	\$193,620	\$199,488	\$201,504	\$203,520	\$205,548	\$208,644	\$211,776	\$213,888	\$216,060	\$218,220	\$224,844	\$231,624	\$238,632	\$245,880	\$253,344
\$/hr	\$77.85	\$80.21	\$82.64	\$85.14	\$87.72	\$90.37	\$93.09	\$95.91	\$96.88	\$97.85	\$98.82	\$100.31	\$101.82	\$102.83	\$103.88	\$104.91	\$108.10	\$111.36	\$114.73	\$118.21	\$121.80
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
\$/yr	\$163,500	\$168,456	\$173,556	\$178,872	\$184,248	\$189,816	\$195,576	\$201,504	\$203,520	\$205,548	\$207,600	\$210,756	\$213,888	\$216,060	\$218,220	\$220,428	\$227,064	\$233,928	\$241,044	\$248,364	\$255,900
\$/hr	\$78.61	\$80.99	\$83.44	\$86.00	\$88.58	\$91.26	\$94.03	\$96.88	\$97.85	\$98.82	\$99.81	\$101.33	\$102.83	\$103.88	\$104.91	\$105.98	\$109.17	\$112.47	\$115.89	\$119.41	\$123.03
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
\$/yr	\$165,168	\$170,172	\$175,356	\$180,624	\$186,096	\$191,700	\$197,496	\$203,520	\$205,548	\$207,600	\$209,688	\$212,916	\$216,060	\$218,220	\$220,428	\$222,588	\$229,356	\$236,304	\$243,480	\$250,848	\$258,468
\$/hr	\$79.41	\$81.81	\$84.31	\$86.84	\$89.47	\$92.16	\$94.95	\$97.85	\$98.82	\$99.81	\$100.81	\$102.36	\$103.88	\$104.91	\$105.98	\$107.01	\$110.27	\$113.61	\$117.06	\$120.60	\$124.26
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
\$/yr	\$166,836	\$171,888	\$177,096	\$182,448	\$187,968	\$193,620	\$199,488	\$205,548	\$207,600	\$209,688	\$211,776	\$215,016	\$218,220	\$220,428	\$222,588	\$224,844	\$231,624	\$238,632	\$245,880	\$253,344	\$261,048
\$/hr	\$80.21	\$82.64	\$85.14	\$87.72	\$90.37	\$93.09	\$95.91	\$98.82	\$99.81	\$100.81	\$101.82	\$103.37	\$104.91	\$105.98	\$107.01	\$108.10	\$111.36	\$114.73	\$118.21	\$121.80	\$125.50
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
\$/yr	\$168,456	\$173,556	\$178,872	\$184,248	\$189,816	\$195,576	\$201,504	\$207,600	\$209,688	\$211,776	\$21										