

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 0 | \$17.56 | \$18.06 | \$18.65 | \$19.18 | \$19.79 | \$20.36 | \$20.98 | \$21.62 | \$21.83 | \$22.04 | \$22.27 | \$22.50 | \$22.94 | \$23.15 | \$23.42 | \$23.64 | \$24.36 | \$25.11 |
| \$/mo | \$3,044 | \$3,130 | \$3,233 | \$3,325 | \$3,430 | \$3,529 | \$3,637 | \$3,747 | \$3,784 | \$3,820 | \$3,860 | \$3,900 | \$3,976 | \$4,013 | \$4,059 | \$4,098 | \$4,222 | \$4,352 |
| \$/yr | \$36,525 | \$37,565 | \$38,792 | \$39,894 | \$41,163 | \$42,349 | \$43,638 | \$44,970 | \$45,406 | \$45,843 | \$46,322 | \$46,800 | \$47,715 | \$48,152 | \$48,714 | \$49,171 | \$50,669 | \$52,229 |
| 1 | \$17.72 | \$18.28 | \$18.79 | \$19.39 | \$19.95 | \$20.57 | \$21.19 | \$21.83 | \$22.04 | \$22.27 | \$22.50 | \$22.70 | \$23.18 | \$23.42 | \$23.64 | \$23.88 | \$24.60 | \$25.33 |
| \$/mo | \$3,071 | \$3,169 | \$3,257 | \$3,361 | \$3,458 | \$3,565 | \$3,673 | \$3,784 | \$3,820 | \$3,860 | \$3,900 | \$3,935 | \$4,018 | \$4,059 | \$4,098 | \$4,139 | \$4,264 | \$4,391 |
| \$/yr | \$36,858 | \$38,022 | \$39,083 | \$40,331 | \$41,496 | \$42,786 | \$44,075 | \$45,406 | \$45,843 | \$46,322 | \$46,800 | \$47,216 | \$48,214 | \$48,714 | \$49,171 | \$49,670 | \$51,168 | \$52,686 |
| 2 | \$17.91 | \$18.44 | \$19.01 | \$19.56 | \$20.19 | \$20.78 | \$21.41 | \$22.05 | \$22.27 | \$22.50 | \$22.70 | \$22.94 | \$23.43 | \$23.64 | \$23.88 | \$24.09 | \$24.86 | \$25.60 |
| \$/mo | \$3,104 | \$3,196 | \$3,295 | \$3,390 | \$3,500 | \$3,602 | \$3,711 | \$3,822 | \$3,860 | \$3,900 | \$3,935 | \$3,976 | \$4,061 | \$4,098 | \$4,139 | \$4,176 | \$4,309 | \$4,437 |
| \$/yr | \$37,253 | \$38,355 | \$39,541 | \$40,685 | \$41,995 | \$43,222 | \$44,533 | \$45,864 | \$46,322 | \$46,800 | \$47,216 | \$47,715 | \$48,734 | \$49,171 | \$49,670 | \$50,107 | \$51,709 | \$53,248 |
| 3 | \$18.06 | \$18.65 | \$19.18 | \$19.79 | \$20.36 | \$20.98 | \$21.62 | \$22.27 | \$22.50 | \$22.70 | \$22.94 | \$23.15 | \$23.64 | \$23.88 | \$24.09 | \$24.36 | \$25.11 | \$25.83 |
| \$/mo | \$3,130 | \$3,233 | \$3,325 | \$3,430 | \$3,529 | \$3,637 | \$3,747 | \$3,860 | \$3,900 | \$3,935 | \$3,976 | \$4,013 | \$4,098 | \$4,139 | \$4,176 | \$4,222 | \$4,352 | \$4,477 |
| \$/yr | \$37,565 | \$38,792 | \$39,894 | \$41,163 | \$42,349 | \$43,638 | \$44,970 | \$46,322 | \$46,800 | \$47,216 | \$47,715 | \$48,152 | \$49,171 | \$49,670 | \$50,107 | \$50,669 | \$52,229 | \$53,726 |
| 4 | \$18.28 | \$18.79 | \$19.39 | \$19.95 | \$20.57 | \$21.19 | \$21.83 | \$22.50 | \$22.70 | \$22.94 | \$23.18 | \$23.42 | \$23.88 | \$24.09 | \$24.34 | \$24.60 | \$25.33 | \$26.12 |
| \$/mo | \$3,169 | \$3,257 | \$3,361 | \$3,458 | \$3,565 | \$3,673 | \$3,784 | \$3,900 | \$3,935 | \$3,976 | \$4,018 | \$4,059 | \$4,139 | \$4,176 | \$4,219 | \$4,264 | \$4,391 | \$4,527 |
| \$/yr | \$38,022 | \$39,083 | \$40,331 | \$41,496 | \$42,786 | \$44,075 | \$45,406 | \$46,800 | \$47,216 | \$47,715 | \$48,214 | \$48,714 | \$49,670 | \$50,107 | \$50,627 | \$51,168 | \$52,686 | \$54,330 |
| 5 | \$18.44 | \$19.01 | \$19.56 | \$20.19 | \$20.78 | \$21.41 | \$22.05 | \$22.70 | \$22.94 | \$23.15 | \$23.43 | \$23.64 | \$24.09 | \$24.34 | \$24.60 | \$24.86 | \$25.60 | \$26.38 |
| \$/mo | \$3,196 | \$3,295 | \$3,390 | \$3,500 | \$3,602 | \$3,711 | \$3,822 | \$3,935 | \$3,976 | \$4,013 | \$4,061 | \$4,098 | \$4,176 | \$4,219 | \$4,264 | \$4,309 | \$4,437 | \$4,573 |
| \$/yr | \$38,355 | \$39,541 | \$40,685 | \$41,995 | \$43,222 | \$44,533 | \$45,864 | \$47,216 | \$47,715 | \$48,152 | \$48,734 | \$49,171 | \$50,107 | \$50,627 | \$51,168 | \$51,709 | \$53,248 | \$54,870 |
| 6 | \$18.65 | \$19.18 | \$19.79 | \$20.36 | \$20.98 | \$21.62 | \$22.27 | \$22.94 | \$23.15 | \$23.42 | \$23.64 | \$23.88 | \$24.36 | \$24.60 | \$24.82 | \$25.11 | \$25.83 | \$26.63 |
| \$/mo | \$3,233 | \$3,325 | \$3,430 | \$3,529 | \$3,637 | \$3,747 | \$3,860 | \$3,976 | \$4,013 | \$4,059 | \$4,098 | \$4,139 | \$4,222 | \$4,264 | \$4,302 | \$4,352 | \$4,477 | \$4,616 |
| \$/yr | \$38,792 | \$39,894 | \$41,163 | \$42,349 | \$43,638 | \$44,970 | \$46,322 | \$47,715 | \$48,152 | \$48,714 | \$49,171 | \$49,670 | \$50,669 | \$51,168 | \$51,626 | \$52,229 | \$53,726 | \$55,390 |
| 7 | \$18.79 | \$19.39 | \$19.95 | \$20.57 | \$21.19 | \$21.83 | \$22.50 | \$23.18 | \$23.42 | \$23.64 | \$23.88 | \$24.09 | \$24.60 | \$24.82 | \$25.11 | \$25.33 | \$26.12 | \$26.90 |
| \$/mo | \$3,257 | \$3,361 | \$3,458 | \$3,565 | \$3,673 | \$3,784 | \$3,900 | \$4,018 | \$4,059 | \$4,098 | \$4,139 | \$4,176 | \$4,264 | \$4,302 | \$4,352 | \$4,391 | \$4,527 | \$4,663 |
| \$/yr | \$39,083 | \$40,331 | \$41,496 | \$42,786 | \$44,075 | \$45,406 | \$46,800 | \$48,214 | \$48,714 | \$49,171 | \$49,670 | \$50,107 | \$51,168 | \$51,626 | \$52,229 | \$52,686 | \$54,330 | \$55,952 |
| 8 | \$19.01 | \$19.56 | \$20.19 | \$20.78 | \$21.41 | \$22.05 | \$22.70 | \$23.43 | \$23.64 | \$23.88 | \$24.09 | \$24.34 | \$24.86 | \$25.11 | \$25.33 | \$25.60 | \$26.38 | \$27.18 |
| \$/mo | \$3,295 | \$3,390 | \$3,500 | \$3,602 | \$3,711 | \$3,822 | \$3,935 | \$4,061 | \$4,098 | \$4,139 | \$4,176 | \$4,219 | \$4,309 | \$4,352 | \$4,391 | \$4,437 | \$4,573 | \$4,711 |
| \$/yr | \$39,541 | \$40,685 | \$41,995 | \$43,222 | \$44,533 | \$45,864 | \$47,216 | \$48,734 | \$49,171 | \$49,670 | \$50,107 | \$50,627 | \$51,709 | \$52,229 | \$52,686 | \$53,248 | \$54,870 | \$56,534 |
| 9 | \$19.18 | \$19.79 | \$20.36 | \$20.98 | \$21.62 | \$22.27 | \$22.94 | \$23.64 | \$23.88 | \$24.09 | \$24.36 | \$24.60 | \$25.11 | \$25.33 | \$25.59 | \$25.83 | \$26.63 | \$27.45 |
| \$/mo | \$3,325 | \$3,430 | \$3,529 | \$3,637 | \$3,747 | \$3,860 | \$3,976 | \$4,098 | \$4,139 | \$4,176 | \$4,222 | \$4,264 | \$4,352 | \$4,391 | \$4,436 | \$4,477 | \$4,616 | \$4,758 |
| \$/yr | \$39,894 | \$41,163 | \$42,349 | \$43,638 | \$44,970 | \$46,322 | \$47,715 | \$49,171 | \$49,670 | \$50,107 | \$50,669 | \$51,168 | \$52,229 | \$52,686 | \$53,227 | \$53,726 | \$55,390 | \$57,096 |
| 10 | \$19.39 | \$19.95 | \$20.57 | \$21.19 | \$21.83 | \$22.50 | \$23.18 | \$23.88 | \$24.09 | \$24.34 | \$24.60 | \$24.82 | \$25.33 | \$25.59 | \$25.83 | \$26.12 | \$26.90 | \$27.72 |
| \$/mo | \$3,361 | \$3,458 | \$3,565 | \$3,673 | \$3,784 | \$3,900 | \$4,018 | \$4,139 | \$4,176 | \$4,219 | \$4,264 | \$4,302 | \$4,391 | \$4,436 | \$4,477 | \$4,527 | \$4,663 | \$4,805 |
| \$/yr | \$40,331 | \$41,496 | \$42,786 | \$44,075 | \$45,406 | \$46,800 | \$48,214 | \$49,670 | \$50,107 | \$50,627 | \$51,168 | \$51,626 | \$52,686 | \$53,227 | \$53,726 | \$54,330 | \$55,952 | \$57,658 |
| 11 | \$19.56 | \$20.19 | \$20.78 | \$21.41 | \$22.05 | \$22.70 | \$23.43 | \$24.09 | \$24.34 | \$24.60 | \$24.86 | \$25.11 | \$25.60 | \$25.83 | \$26.10 | \$26.38 | \$27.18 | \$28.00 |
| \$/mo | \$3,390 | \$3,500 | \$3,602 | \$3,711 | \$3,822 | \$3,935 | \$4,061 | \$4,176 | \$4,219 | \$4,264 | \$4,309 | \$4,352 | \$4,437 | \$4,477 | \$4,524 | \$4,573 | \$4,711 | \$4,853 |
| \$/yr | \$40,685 | \$41,995 | \$43,222 | \$44,533 | \$45,864 | \$47,216 | \$48,734 | \$50,107 | \$50,627 | \$51,168 | \$51,709 | \$52,229 | \$53,248 | \$53,726 | \$54,288 | \$54,870 | \$56,534 | \$58,240 |

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| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 12 | | | \$20.98 | \$21.62 | \$22.27 | \$22.94 | \$23.64 | \$24.36 | \$24.60 | \$24.82 | \$25.11 | \$25.33 | \$25.83 | \$26.10 | \$26.38 | \$26.63 | \$27.45 | \$28.27 |
| \$/mo | | | \$3,637 | \$3,747 | \$3,860 | \$3,976 | \$4,098 | \$4,222 | \$4,264 | \$4,302 | \$4,352 | \$4,391 | \$4,477 | \$4,524 | \$4,573 | \$4,616 | \$4,758 | \$4,900 |
| \$/yr | | | \$43,638 | \$44,970 | \$46,322 | \$47,715 | \$49,171 | \$50,669 | \$51,168 | \$51,626 | \$52,229 | \$52,686 | \$53,726 | \$54,288 | \$54,870 | \$55,390 | \$57,096 | \$58,802 |
| 13 | | | \$21.19 | \$21.83 | \$22.50 | \$23.18 | \$23.88 | \$24.60 | \$24.82 | \$25.11 | \$25.33 | \$25.59 | \$26.12 | \$26.38 | \$26.63 | \$26.90 | \$27.72 | \$28.55 |
| \$/mo | | | \$3,673 | \$3,784 | \$3,900 | \$4,018 | \$4,139 | \$4,264 | \$4,302 | \$4,352 | \$4,391 | \$4,436 | \$4,527 | \$4,573 | \$4,616 | \$4,663 | \$4,805 | \$4,949 |
| \$/yr | | | \$44,075 | \$45,406 | \$46,800 | \$48,214 | \$49,670 | \$51,168 | \$51,626 | \$52,229 | \$52,686 | \$53,227 | \$54,330 | \$54,870 | \$55,390 | \$55,952 | \$57,658 | \$59,384 |
| 14 | | \$20.78 | \$21.41 | \$22.05 | \$22.70 | \$23.43 | \$24.09 | \$24.86 | \$25.11 | \$25.33 | \$25.60 | \$25.83 | \$26.38 | \$26.63 | \$26.90 | \$27.18 | \$28.00 | \$28.84 |
| \$/mo | | \$3,602 | \$3,711 | \$3,822 | \$3,935 | \$4,061 | \$4,176 | \$4,309 | \$4,352 | \$4,391 | \$4,437 | \$4,477 | \$4,573 | \$4,616 | \$4,663 | \$4,711 | \$4,853 | \$4,999 |
| \$/yr | | \$43,222 | \$44,533 | \$45,864 | \$47,216 | \$48,734 | \$50,107 | \$51,709 | \$52,229 | \$52,686 | \$53,248 | \$53,726 | \$54,870 | \$55,390 | \$55,952 | \$56,534 | \$58,240 | \$59,987 |
| 15 | | \$20.98 | \$21.62 | \$22.27 | \$22.94 | \$23.64 | \$24.36 | \$25.11 | \$25.33 | \$25.59 | \$25.83 | \$26.10 | \$26.63 | \$26.90 | \$27.17 | \$27.45 | \$28.27 | \$29.13 |
| \$/mo | | \$3,637 | \$3,747 | \$3,860 | \$3,976 | \$4,098 | \$4,222 | \$4,352 | \$4,391 | \$4,436 | \$4,477 | \$4,524 | \$4,616 | \$4,663 | \$4,709 | \$4,758 | \$4,900 | \$5,049 |
| \$/yr | | \$43,638 | \$44,970 | \$46,322 | \$47,715 | \$49,171 | \$50,669 | \$52,229 | \$52,686 | \$53,227 | \$53,726 | \$54,288 | \$55,390 | \$55,952 | \$56,514 | \$57,096 | \$58,802 | \$60,590 |
| 16 | | \$21.19 | \$21.83 | \$22.50 | \$23.18 | \$23.88 | \$24.60 | \$25.33 | \$25.59 | \$25.83 | \$26.12 | \$26.38 | \$26.90 | \$27.17 | \$27.45 | \$27.72 | \$28.55 | \$29.42 |
| \$/mo | | \$3,673 | \$3,784 | \$3,900 | \$4,018 | \$4,139 | \$4,264 | \$4,391 | \$4,436 | \$4,477 | \$4,527 | \$4,573 | \$4,663 | \$4,709 | \$4,758 | \$4,805 | \$4,949 | \$5,099 |
| \$/yr | | \$44,075 | \$45,406 | \$46,800 | \$48,214 | \$49,670 | \$51,168 | \$52,686 | \$53,227 | \$53,726 | \$54,330 | \$54,870 | \$55,952 | \$56,514 | \$57,096 | \$57,658 | \$59,384 | \$61,194 |
| 17 | \$20.78 | \$21.41 | \$22.05 | \$22.70 | \$23.43 | \$24.09 | \$24.86 | \$25.60 | \$25.83 | \$26.10 | \$26.38 | \$26.63 | \$27.18 | \$27.45 | \$27.71 | \$28.00 | \$28.84 | \$29.71 |
| \$/mo | \$3,602 | \$3,711 | \$3,822 | \$3,935 | \$4,061 | \$4,176 | \$4,309 | \$4,437 | \$4,477 | \$4,524 | \$4,573 | \$4,616 | \$4,711 | \$4,758 | \$4,803 | \$4,853 | \$4,999 | \$5,150 |
| \$/yr | \$43,222 | \$44,533 | \$45,864 | \$47,216 | \$48,734 | \$50,107 | \$51,709 | \$53,248 | \$53,726 | \$54,288 | \$54,870 | \$55,390 | \$56,534 | \$57,096 | \$57,637 | \$58,240 | \$59,987 | \$61,797 |
| 18 | \$20.98 | \$21.62 | \$22.27 | \$22.94 | \$23.64 | \$24.36 | \$25.11 | \$25.83 | \$26.10 | \$26.38 | \$26.63 | \$26.90 | \$27.45 | \$27.71 | \$28.00 | \$28.27 | \$29.13 | \$30.02 |
| \$/mo | \$3,637 | \$3,747 | \$3,860 | \$3,976 | \$4,098 | \$4,222 | \$4,352 | \$4,477 | \$4,524 | \$4,573 | \$4,616 | \$4,663 | \$4,758 | \$4,803 | \$4,853 | \$4,900 | \$5,049 | \$5,203 |
| \$/yr | \$43,638 | \$44,970 | \$46,322 | \$47,715 | \$49,171 | \$50,669 | \$52,229 | \$53,726 | \$54,288 | \$54,870 | \$55,390 | \$55,952 | \$57,096 | \$57,637 | \$58,240 | \$58,802 | \$60,590 | \$62,442 |
| 19 | \$21.19 | \$21.83 | \$22.50 | \$23.18 | \$23.88 | \$24.60 | \$25.33 | \$26.12 | \$26.38 | \$26.63 | \$26.90 | \$27.17 | \$27.72 | \$28.00 | \$28.27 | \$28.55 | \$29.42 | \$30.31 |
| \$/mo | \$3,673 | \$3,784 | \$3,900 | \$4,018 | \$4,139 | \$4,264 | \$4,391 | \$4,527 | \$4,573 | \$4,616 | \$4,663 | \$4,709 | \$4,805 | \$4,853 | \$4,900 | \$4,949 | \$5,099 | \$5,254 |
| \$/yr | \$44,075 | \$45,406 | \$46,800 | \$48,214 | \$49,670 | \$51,168 | \$52,686 | \$54,330 | \$54,870 | \$55,390 | \$55,952 | \$56,514 | \$57,658 | \$58,240 | \$58,802 | \$59,384 | \$61,194 | \$63,045 |
| 20 | \$21.41 | \$22.05 | \$22.70 | \$23.43 | \$24.09 | \$24.86 | \$25.60 | \$26.38 | \$26.63 | \$26.90 | \$27.18 | \$27.45 | \$28.00 | \$28.27 | \$28.54 | \$28.84 | \$29.71 | \$30.61 |
| \$/mo | \$3,711 | \$3,822 | \$3,935 | \$4,061 | \$4,176 | \$4,309 | \$4,437 | \$4,573 | \$4,616 | \$4,663 | \$4,711 | \$4,758 | \$4,853 | \$4,900 | \$4,947 | \$4,999 | \$5,150 | \$5,306 |
| \$/yr | \$44,533 | \$45,864 | \$47,216 | \$48,734 | \$50,107 | \$51,709 | \$53,248 | \$54,870 | \$55,390 | \$55,952 | \$56,534 | \$57,096 | \$58,240 | \$58,802 | \$59,363 | \$59,987 | \$61,797 | \$63,669 |
| 21 | \$21.62 | \$22.27 | \$22.94 | \$23.64 | \$24.36 | \$25.11 | \$25.83 | \$26.63 | \$26.90 | \$27.17 | \$27.45 | \$27.71 | \$28.27 | \$28.54 | \$28.84 | \$29.13 | \$30.02 | \$30.93 |
| \$/mo | \$3,747 | \$3,860 | \$3,976 | \$4,098 | \$4,222 | \$4,352 | \$4,477 | \$4,616 | \$4,663 | \$4,709 | \$4,758 | \$4,803 | \$4,900 | \$4,947 | \$4,999 | \$5,049 | \$5,203 | \$5,361 |
| \$/yr | \$44,970 | \$46,322 | \$47,715 | \$49,171 | \$50,669 | \$52,229 | \$53,726 | \$55,390 | \$55,952 | \$56,514 | \$57,096 | \$57,637 | \$58,802 | \$59,363 | \$59,987 | \$60,590 | \$62,442 | \$64,334 |
| 22 | \$21.83 | \$22.50 | \$23.18 | \$23.88 | \$24.60 | \$25.33 | \$26.12 | \$26.90 | \$27.17 | \$27.45 | \$27.72 | \$28.00 | \$28.55 | \$28.84 | \$29.13 | \$29.42 | \$30.31 | \$31.24 |
| \$/mo | \$3,784 | \$3,900 | \$4,018 | \$4,139 | \$4,264 | \$4,391 | \$4,527 | \$4,663 | \$4,709 | \$4,758 | \$4,805 | \$4,853 | \$4,949 | \$4,999 | \$5,049 | \$5,099 | \$5,254 | \$5,415 |
| \$/yr | \$45,406 | \$46,800 | \$48,214 | \$49,670 | \$51,168 | \$52,686 | \$54,330 | \$55,952 | \$56,514 | \$57,096 | \$57,658 | \$58,240 | \$59,384 | \$59,987 | \$60,590 | \$61,194 | \$63,045 | \$64,979 |
| 23 | \$22.05 | \$22.70 | \$23.43 | \$24.09 | \$24.86 | \$25.60 | \$26.38 | \$27.18 | \$27.45 | \$27.71 | \$28.00 | \$28.27 | \$28.84 | \$29.13 | \$29.42 | \$29.71 | \$30.61 | \$31.55 |
| \$/mo | \$3,822 | \$3,935 | \$4,061 | \$4,176 | \$4,309 | \$4,437 | \$4,573 | \$4,711 | \$4,758 | \$4,803 | \$4,853 | \$4,900 | \$4,999 | \$5,049 | \$5,099 | \$5,150 | \$5,306 | \$5,469 |
| \$/yr | \$45,864 | \$47,216 | \$48,734 | \$50,107 | \$51,709 | \$53,248 | \$54,870 | \$56,534 | \$57,096 | \$57,637 | \$58,240 | \$58,802 | \$59,987 | \$60,590 | \$61,194 | \$61,797 | \$63,669 | \$65,624 |

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| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 24 | \$22.27 | \$22.94 | \$23.64 | \$24.36 | \$25.11 | \$25.83 | \$26.63 | \$27.45 | \$27.71 | \$28.00 | \$28.27 | \$28.54 | \$29.13 | \$29.42 | \$29.71 | \$30.02 | \$30.93 | \$31.86 |
| \$/mo | \$3,860 | \$3,976 | \$4,098 | \$4,222 | \$4,352 | \$4,477 | \$4,616 | \$4,758 | \$4,803 | \$4,853 | \$4,900 | \$4,947 | \$5,049 | \$5,099 | \$5,150 | \$5,203 | \$5,361 | \$5,522 |
| \$/yr | \$46,322 | \$47,715 | \$49,171 | \$50,669 | \$52,229 | \$53,726 | \$55,390 | \$57,096 | \$57,637 | \$58,240 | \$58,802 | \$59,363 | \$60,590 | \$61,194 | \$61,797 | \$62,442 | \$64,334 | \$66,269 |
| 25 | \$22.50 | \$23.18 | \$23.88 | \$24.60 | \$25.33 | \$26.12 | \$26.90 | \$27.72 | \$28.00 | \$28.27 | \$28.55 | \$28.84 | \$29.42 | \$29.71 | \$30.01 | \$30.31 | \$31.24 | \$32.18 |
| \$/mo | \$3,900 | \$4,018 | \$4,139 | \$4,264 | \$4,391 | \$4,527 | \$4,663 | \$4,805 | \$4,853 | \$4,900 | \$4,949 | \$4,999 | \$5,099 | \$5,150 | \$5,202 | \$5,254 | \$5,415 | \$5,578 |
| \$/yr | \$46,800 | \$48,214 | \$49,670 | \$51,168 | \$52,686 | \$54,330 | \$55,952 | \$57,658 | \$58,240 | \$58,802 | \$59,384 | \$59,987 | \$61,194 | \$61,797 | \$62,421 | \$63,045 | \$64,979 | \$66,934 |
| 26 | \$22.70 | \$23.43 | \$24.09 | \$24.86 | \$25.60 | \$26.38 | \$27.18 | \$28.00 | \$28.27 | \$28.54 | \$28.84 | \$29.13 | \$29.71 | \$30.01 | \$30.30 | \$30.61 | \$31.55 | \$32.50 |
| \$/mo | \$3,935 | \$4,061 | \$4,176 | \$4,309 | \$4,437 | \$4,573 | \$4,711 | \$4,853 | \$4,900 | \$4,947 | \$4,999 | \$5,049 | \$5,150 | \$5,202 | \$5,252 | \$5,306 | \$5,469 | \$5,633 |
| \$/yr | \$47,216 | \$48,734 | \$50,107 | \$51,709 | \$53,248 | \$54,870 | \$56,534 | \$58,240 | \$58,802 | \$59,363 | \$59,987 | \$60,590 | \$61,797 | \$62,421 | \$63,024 | \$63,669 | \$65,624 | \$67,600 |
| 27 | \$22.94 | \$23.64 | \$24.36 | \$25.11 | \$25.83 | \$26.63 | \$27.45 | \$28.27 | \$28.54 | \$28.84 | \$29.13 | \$29.42 | \$30.02 | \$30.30 | \$30.61 | \$30.93 | \$31.86 | \$32.83 |
| \$/mo | \$3,976 | \$4,098 | \$4,222 | \$4,352 | \$4,477 | \$4,616 | \$4,758 | \$4,900 | \$4,947 | \$4,999 | \$5,049 | \$5,099 | \$5,203 | \$5,252 | \$5,306 | \$5,361 | \$5,522 | \$5,691 |
| \$/yr | \$47,715 | \$49,171 | \$50,669 | \$52,229 | \$53,726 | \$55,390 | \$57,096 | \$58,802 | \$59,363 | \$59,987 | \$60,590 | \$61,194 | \$62,442 | \$63,024 | \$63,669 | \$64,334 | \$66,269 | \$68,286 |
| 28 | \$23.18 | \$23.88 | \$24.60 | \$25.33 | \$26.12 | \$26.90 | \$27.72 | \$28.55 | \$28.84 | \$29.13 | \$29.42 | \$29.71 | \$30.31 | \$30.61 | \$30.91 | \$31.24 | \$32.18 | \$33.15 |
| \$/mo | \$4,018 | \$4,139 | \$4,264 | \$4,391 | \$4,527 | \$4,663 | \$4,805 | \$4,949 | \$4,999 | \$5,049 | \$5,099 | \$5,150 | \$5,254 | \$5,306 | \$5,358 | \$5,415 | \$5,578 | \$5,746 |
| \$/yr | \$48,214 | \$49,670 | \$51,168 | \$52,686 | \$54,330 | \$55,952 | \$57,658 | \$59,384 | \$59,987 | \$60,590 | \$61,194 | \$61,797 | \$63,045 | \$63,669 | \$64,293 | \$64,979 | \$66,934 | \$68,952 |
| 29 | \$23.43 | \$24.09 | \$24.86 | \$25.60 | \$26.38 | \$27.18 | \$28.00 | \$28.84 | \$29.13 | \$29.42 | \$29.71 | \$30.01 | \$30.61 | \$30.91 | \$31.23 | \$31.55 | \$32.50 | \$33.49 |
| \$/mo | \$4,061 | \$4,176 | \$4,309 | \$4,437 | \$4,573 | \$4,711 | \$4,853 | \$4,999 | \$5,049 | \$5,099 | \$5,150 | \$5,202 | \$5,306 | \$5,358 | \$5,413 | \$5,469 | \$5,633 | \$5,805 |
| \$/yr | \$48,734 | \$50,107 | \$51,709 | \$53,248 | \$54,870 | \$56,534 | \$58,240 | \$59,987 | \$60,590 | \$61,194 | \$61,797 | \$62,421 | \$63,669 | \$64,293 | \$64,958 | \$65,624 | \$67,600 | \$69,659 |
| 30 | \$23.64 | \$24.36 | \$25.11 | \$25.83 | \$26.63 | \$27.45 | \$28.27 | \$29.13 | \$29.42 | \$29.71 | \$30.02 | \$30.30 | \$30.93 | \$31.23 | \$31.55 | \$31.86 | \$32.83 | \$33.83 |
| \$/mo | \$4,098 | \$4,222 | \$4,352 | \$4,477 | \$4,616 | \$4,758 | \$4,900 | \$5,049 | \$5,099 | \$5,150 | \$5,203 | \$5,252 | \$5,361 | \$5,413 | \$5,469 | \$5,522 | \$5,691 | \$5,864 |
| \$/yr | \$49,171 | \$50,669 | \$52,229 | \$53,726 | \$55,390 | \$57,096 | \$58,802 | \$60,590 | \$61,194 | \$61,797 | \$62,442 | \$63,024 | \$64,334 | \$64,958 | \$65,624 | \$66,269 | \$68,286 | \$70,366 |
| 31 | \$23.88 | \$24.60 | \$25.33 | \$26.12 | \$26.90 | \$27.72 | \$28.55 | \$29.42 | \$29.71 | \$30.01 | \$30.31 | \$30.61 | \$31.24 | \$31.55 | \$31.85 | \$32.18 | \$33.15 | \$34.18 |
| \$/mo | \$4,139 | \$4,264 | \$4,391 | \$4,527 | \$4,663 | \$4,805 | \$4,949 | \$5,099 | \$5,150 | \$5,202 | \$5,254 | \$5,306 | \$5,415 | \$5,469 | \$5,521 | \$5,578 | \$5,746 | \$5,925 |
| \$/yr | \$49,670 | \$51,168 | \$52,686 | \$54,330 | \$55,952 | \$57,658 | \$59,384 | \$61,194 | \$61,797 | \$62,421 | \$63,045 | \$63,669 | \$64,979 | \$65,624 | \$66,248 | \$66,934 | \$68,952 | \$71,094 |
| 32 | \$24.09 | \$24.86 | \$25.60 | \$26.38 | \$27.18 | \$28.00 | \$28.84 | \$29.71 | \$30.01 | \$30.30 | \$30.61 | \$30.91 | \$31.55 | \$31.85 | \$32.18 | \$32.50 | \$33.49 | \$34.52 |
| \$/mo | \$4,176 | \$4,309 | \$4,437 | \$4,573 | \$4,711 | \$4,853 | \$4,999 | \$5,150 | \$5,202 | \$5,252 | \$5,306 | \$5,358 | \$5,469 | \$5,521 | \$5,578 | \$5,633 | \$5,805 | \$5,983 |
| \$/yr | \$50,107 | \$51,709 | \$53,248 | \$54,870 | \$56,534 | \$58,240 | \$59,987 | \$61,797 | \$62,421 | \$63,024 | \$63,669 | \$64,293 | \$65,624 | \$66,248 | \$66,934 | \$67,600 | \$69,659 | \$71,802 |
| 33 | \$24.36 | \$25.11 | \$25.83 | \$26.63 | \$27.45 | \$28.27 | \$29.13 | \$30.02 | \$30.30 | \$30.61 | \$30.93 | \$31.23 | \$31.86 | \$32.18 | \$32.49 | \$32.83 | \$33.83 | \$34.86 |
| \$/mo | \$4,222 | \$4,352 | \$4,477 | \$4,616 | \$4,758 | \$4,900 | \$5,049 | \$5,203 | \$5,252 | \$5,306 | \$5,361 | \$5,413 | \$5,522 | \$5,578 | \$5,632 | \$5,691 | \$5,864 | \$6,042 |
| \$/yr | \$50,669 | \$52,229 | \$53,726 | \$55,390 | \$57,096 | \$58,802 | \$60,590 | \$62,442 | \$63,024 | \$63,669 | \$64,334 | \$64,958 | \$66,269 | \$66,934 | \$67,579 | \$68,286 | \$70,366 | \$72,509 |
| 34 | \$24.60 | \$25.33 | \$26.12 | \$26.90 | \$27.72 | \$28.55 | \$29.42 | \$30.31 | \$30.61 | \$30.91 | \$31.24 | \$31.55 | \$32.18 | \$32.49 | \$32.82 | \$33.15 | \$34.18 | \$35.21 |
| \$/mo | \$4,264 | \$4,391 | \$4,527 | \$4,663 | \$4,805 | \$4,949 | \$5,099 | \$5,254 | \$5,306 | \$5,358 | \$5,415 | \$5,469 | \$5,578 | \$5,632 | \$5,689 | \$5,746 | \$5,925 | \$6,103 |
| \$/yr | \$51,168 | \$52,686 | \$54,330 | \$55,952 | \$57,658 | \$59,384 | \$61,194 | \$63,045 | \$63,669 | \$64,293 | \$64,979 | \$65,624 | \$66,934 | \$67,579 | \$68,266 | \$68,952 | \$71,094 | \$73,237 |
| 35 | \$24.86 | \$25.60 | \$26.38 | \$27.18 | \$28.00 | \$28.84 | \$29.71 | \$30.61 | \$30.91 | \$31.23 | \$31.55 | \$31.85 | \$32.50 | \$32.82 | \$33.15 | \$33.49 | \$34.52 | \$35.56 |
| \$/mo | \$4,309 | \$4,437 | \$4,573 | \$4,711 | \$4,853 | \$4,999 | \$5,150 | \$5,306 | \$5,358 | \$5,413 | \$5,469 | \$5,521 | \$5,633 | \$5,689 | \$5,746 | \$5,805 | \$5,983 | \$6,164 |
| \$/yr | \$51,709 | \$53,248 | \$54,870 | \$56,534 | \$58,240 | \$59,987 | \$61,797 | \$63,669 | \$64,293 | \$64,958 | \$65,624 | \$66,248 | \$67,600 | \$68,266 | \$68,952 | \$69,659 | \$71,802 | \$73,965 |
| 36 | \$25.11 | \$25.83 | \$26.63 | \$27.45 | \$28.27 | \$29.13 | \$30.02 | \$30.93 | \$31.23 | \$31.55 | \$31.86 | \$32.17 | \$32.82 | \$33.15 | \$33.50 | \$33.84 | \$34.86 | \$35.91 |
| \$/mo | \$4,352 | \$4,477 | \$4,616 | \$4,758 | \$4,900 | \$5,049 | \$5,203 | \$5,361 | \$5,413 | \$5,469 | \$5,522 | \$5,576 | \$5,689 | \$5,746 | \$5,807 | \$5,866 | \$6,042 | \$6,224 |
| \$/yr | \$52,229 | \$53,726 | \$55,390 | \$57,096 | \$58,802 | \$60,590 | \$62,442 | \$64,334 | \$64,958 | \$65,624 | \$66,269 | \$66,914 | \$68,266 | \$68,952 | \$69,680 | \$70,387 | \$72,509 | \$74,693 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 37 | \$25.33 | \$26.12 | \$26.90 | \$27.72 | \$28.55 | \$29.42 | \$30.31 | \$31.24 | \$31.55 | \$31.85 | \$32.18 | \$32.49 | \$33.15 | \$33.49 | \$33.81 | \$34.18 | \$35.21 | \$36.27 |
| \$/mo | \$4,391 | \$4,527 | \$4,663 | \$4,805 | \$4,949 | \$5,099 | \$5,254 | \$5,415 | \$5,469 | \$5,521 | \$5,578 | \$5,632 | \$5,746 | \$5,805 | \$5,860 | \$5,925 | \$6,103 | \$6,287 |
| \$/yr | \$52,686 | \$54,330 | \$55,952 | \$57,658 | \$59,384 | \$61,194 | \$63,045 | \$64,979 | \$65,624 | \$66,248 | \$66,934 | \$67,579 | \$68,952 | \$69,659 | \$70,325 | \$71,094 | \$73,237 | \$75,442 |
| 38 | \$25.60 | \$26.38 | \$27.18 | \$28.00 | \$28.84 | \$29.71 | \$30.61 | \$31.55 | \$31.85 | \$32.18 | \$32.50 | \$32.82 | \$33.49 | \$33.81 | \$34.14 | \$34.52 | \$35.56 | \$36.66 |
| \$/mo | \$4,437 | \$4,573 | \$4,711 | \$4,853 | \$4,999 | \$5,150 | \$5,306 | \$5,469 | \$5,521 | \$5,578 | \$5,633 | \$5,689 | \$5,805 | \$5,860 | \$5,918 | \$5,983 | \$6,164 | \$6,354 |
| \$/yr | \$53,248 | \$54,870 | \$56,534 | \$58,240 | \$59,987 | \$61,797 | \$63,669 | \$65,624 | \$66,248 | \$66,934 | \$67,600 | \$68,266 | \$69,659 | \$70,325 | \$71,011 | \$71,802 | \$73,965 | \$76,253 |
| 39 | \$25.83 | \$26.63 | \$27.45 | \$28.27 | \$29.13 | \$30.02 | \$30.93 | \$31.86 | \$32.18 | \$32.49 | \$32.83 | \$33.15 | \$33.83 | \$34.14 | \$34.52 | \$34.86 | \$35.91 | \$37.00 |
| \$/mo | \$4,477 | \$4,616 | \$4,758 | \$4,900 | \$5,049 | \$5,203 | \$5,361 | \$5,522 | \$5,578 | \$5,632 | \$5,691 | \$5,746 | \$5,864 | \$5,918 | \$5,983 | \$6,042 | \$6,224 | \$6,413 |
| \$/yr | \$53,726 | \$55,390 | \$57,096 | \$58,802 | \$60,590 | \$62,442 | \$64,334 | \$66,269 | \$66,934 | \$67,579 | \$68,286 | \$68,952 | \$70,366 | \$71,011 | \$71,802 | \$72,509 | \$74,693 | \$76,960 |
| 40 | \$26.12 | \$26.90 | \$27.72 | \$28.55 | \$29.42 | \$30.31 | \$31.24 | \$32.18 | \$32.49 | \$32.82 | \$33.15 | \$33.49 | \$34.18 | \$34.52 | \$34.84 | \$35.21 | \$36.27 | \$37.36 |
| \$/mo | \$4,527 | \$4,663 | \$4,805 | \$4,949 | \$5,099 | \$5,254 | \$5,415 | \$5,578 | \$5,632 | \$5,689 | \$5,746 | \$5,805 | \$5,925 | \$5,983 | \$6,039 | \$6,103 | \$6,287 | \$6,476 |
| \$/yr | \$54,330 | \$55,952 | \$57,658 | \$59,384 | \$61,194 | \$63,045 | \$64,979 | \$66,934 | \$67,579 | \$68,266 | \$68,952 | \$69,659 | \$71,094 | \$71,802 | \$72,467 | \$73,237 | \$75,442 | \$77,709 |
| 41 | \$26.38 | \$27.18 | \$28.00 | \$28.84 | \$29.71 | \$30.61 | \$31.55 | \$32.50 | \$32.82 | \$33.15 | \$33.49 | \$33.81 | \$34.52 | \$34.84 | \$35.17 | \$35.56 | \$36.66 | \$37.72 |
| \$/mo | \$4,573 | \$4,711 | \$4,853 | \$4,999 | \$5,150 | \$5,306 | \$5,469 | \$5,633 | \$5,689 | \$5,746 | \$5,805 | \$5,860 | \$5,983 | \$6,039 | \$6,096 | \$6,164 | \$6,354 | \$6,538 |
| \$/yr | \$54,870 | \$56,534 | \$58,240 | \$59,987 | \$61,797 | \$63,669 | \$65,624 | \$67,600 | \$68,266 | \$68,952 | \$69,659 | \$70,325 | \$71,802 | \$72,467 | \$73,154 | \$73,965 | \$76,253 | \$78,458 |
| 42 | \$26.63 | \$27.45 | \$28.27 | \$29.13 | \$30.02 | \$30.93 | \$31.86 | \$32.82 | \$33.15 | \$33.50 | \$33.84 | \$34.15 | \$34.86 | \$35.17 | \$35.56 | \$35.91 | \$37.00 | \$38.10 |
| \$/mo | \$4,616 | \$4,758 | \$4,900 | \$5,049 | \$5,203 | \$5,361 | \$5,522 | \$5,689 | \$5,746 | \$5,807 | \$5,866 | \$5,919 | \$6,042 | \$6,096 | \$6,164 | \$6,224 | \$6,413 | \$6,604 |
| \$/yr | \$55,390 | \$57,096 | \$58,802 | \$60,590 | \$62,442 | \$64,334 | \$66,269 | \$68,266 | \$68,952 | \$69,680 | \$70,387 | \$71,032 | \$72,509 | \$73,154 | \$73,965 | \$74,693 | \$76,960 | \$79,248 |
| 43 | \$26.90 | \$27.72 | \$28.55 | \$29.42 | \$30.31 | \$31.24 | \$32.18 | \$33.15 | \$33.49 | \$33.81 | \$34.18 | \$34.52 | \$35.21 | \$35.55 | \$35.89 | \$36.27 | \$37.36 | \$38.50 |
| \$/mo | \$4,663 | \$4,805 | \$4,949 | \$5,099 | \$5,254 | \$5,415 | \$5,578 | \$5,746 | \$5,805 | \$5,860 | \$5,925 | \$5,983 | \$6,103 | \$6,162 | \$6,221 | \$6,287 | \$6,476 | \$6,673 |
| \$/yr | \$55,952 | \$57,658 | \$59,384 | \$61,194 | \$63,045 | \$64,979 | \$66,934 | \$68,952 | \$69,659 | \$70,325 | \$71,094 | \$71,802 | \$73,237 | \$73,944 | \$74,651 | \$75,442 | \$77,709 | \$80,080 |
| 44 | \$27.18 | \$28.00 | \$28.84 | \$29.71 | \$30.61 | \$31.55 | \$32.50 | \$33.49 | \$33.81 | \$34.14 | \$34.52 | \$34.84 | \$35.56 | \$35.89 | \$36.27 | \$36.66 | \$37.72 | \$38.86 |
| \$/mo | \$4,711 | \$4,853 | \$4,999 | \$5,150 | \$5,306 | \$5,469 | \$5,633 | \$5,805 | \$5,860 | \$5,918 | \$5,983 | \$6,039 | \$6,164 | \$6,221 | \$6,287 | \$6,354 | \$6,538 | \$6,736 |
| \$/yr | \$56,534 | \$58,240 | \$59,987 | \$61,797 | \$63,669 | \$65,624 | \$67,600 | \$69,659 | \$70,325 | \$71,011 | \$71,802 | \$72,467 | \$73,965 | \$74,651 | \$75,442 | \$76,253 | \$78,458 | \$80,829 |
| 45 | \$27.45 | \$28.27 | \$29.13 | \$30.02 | \$30.93 | \$31.86 | \$32.83 | \$33.83 | \$34.14 | \$34.52 | \$34.86 | \$35.17 | \$35.91 | \$36.27 | \$36.62 | \$37.00 | \$38.10 | \$39.25 |
| \$/mo | \$4,758 | \$4,900 | \$5,049 | \$5,203 | \$5,361 | \$5,522 | \$5,691 | \$5,864 | \$5,918 | \$5,983 | \$6,042 | \$6,096 | \$6,224 | \$6,287 | \$6,347 | \$6,413 | \$6,604 | \$6,803 |
| \$/yr | \$57,096 | \$58,802 | \$60,590 | \$62,442 | \$64,334 | \$66,269 | \$68,286 | \$70,366 | \$71,011 | \$71,802 | \$72,509 | \$73,154 | \$74,693 | \$75,442 | \$76,170 | \$76,960 | \$79,248 | \$81,640 |
| 46 | \$27.72 | \$28.55 | \$29.42 | \$30.31 | \$31.24 | \$32.18 | \$33.15 | \$34.18 | \$34.52 | \$34.84 | \$35.21 | \$35.55 | \$36.27 | \$36.62 | \$37.00 | \$37.36 | \$38.50 | \$39.67 |
| \$/mo | \$4,805 | \$4,949 | \$5,099 | \$5,254 | \$5,415 | \$5,578 | \$5,746 | \$5,925 | \$5,983 | \$6,039 | \$6,103 | \$6,162 | \$6,287 | \$6,347 | \$6,413 | \$6,476 | \$6,673 | \$6,876 |
| \$/yr | \$57,658 | \$59,384 | \$61,194 | \$63,045 | \$64,979 | \$66,934 | \$68,952 | \$71,094 | \$71,802 | \$72,467 | \$73,237 | \$73,944 | \$75,442 | \$76,170 | \$76,960 | \$77,709 | \$80,080 | \$82,514 |
| 47 | \$28.00 | \$28.84 | \$29.71 | \$30.61 | \$31.55 | \$32.50 | \$33.49 | \$34.52 | \$34.84 | \$35.17 | \$35.56 | \$35.89 | \$36.66 | \$37.00 | \$37.36 | \$37.72 | \$38.86 | \$40.06 |
| \$/mo | \$4,853 | \$4,999 | \$5,150 | \$5,306 | \$5,469 | \$5,633 | \$5,805 | \$5,983 | \$6,039 | \$6,096 | \$6,164 | \$6,221 | \$6,354 | \$6,413 | \$6,476 | \$6,538 | \$6,736 | \$6,944 |
| \$/yr | \$58,240 | \$59,987 | \$61,797 | \$63,669 | \$65,624 | \$67,600 | \$69,659 | \$71,802 | \$72,467 | \$73,154 | \$73,965 | \$74,651 | \$76,253 | \$76,960 | \$77,709 | \$78,458 | \$80,829 | \$83,325 |
| 48 | \$28.27 | \$29.13 | \$30.02 | \$30.93 | \$31.86 | \$32.83 | \$33.83 | \$34.86 | \$35.17 | \$35.55 | \$35.91 | \$36.27 | \$37.00 | \$37.36 | \$37.71 | \$38.10 | \$39.25 | \$40.46 |
| \$/mo | \$4,900 | \$5,049 | \$5,203 | \$5,361 | \$5,522 | \$5,691 | \$5,864 | \$6,042 | \$6,096 | \$6,162 | \$6,224 | \$6,287 | \$6,413 | \$6,476 | \$6,536 | \$6,604 | \$6,803 | \$7,013 |
| \$/yr | \$58,802 | \$60,590 | \$62,442 | \$64,334 | \$66,269 | \$68,286 | \$70,366 | \$72,509 | \$73,154 | \$73,944 | \$74,693 | \$75,442 | \$76,960 | \$77,709 | \$78,437 | \$79,248 | \$81,640 | \$84,157 |
| 49 | \$28.55 | \$29.42 | \$30.31 | \$31.24 | \$32.18 | \$33.15 | \$34.18 | \$35.21 | \$35.55 | \$35.89 | \$36.27 | \$36.62 | \$37.36 | \$37.71 | \$38.08 | \$38.50 | \$39.67 | \$40.87 |
| \$/mo | \$4,949 | \$5,099 | \$5,254 | \$5,415 | \$5,578 | \$5,746 | \$5,925 | \$6,103 | \$6,162 | \$6,221 | \$6,287 | \$6,347 | \$6,476 | \$6,536 | \$6,601 | \$6,673 | \$6,876 | \$7,084 |
| \$/yr | \$59,384 | \$61,194 | \$63,045 | \$64,979 | \$66,934 | \$68,952 | \$71,094 | \$73,237 | \$73,944 | \$74,651 | \$75,442 | \$76,170 | \$77,709 | \$78,437 | \$79,206 | \$80,080 | \$82,514 | \$85,010 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
PayScale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 50 | \$28.84 | \$29.71 | \$30.62 | \$31.55 | \$32.49 | \$33.50 | \$34.52 | \$35.57 | \$35.89 | \$36.27 | \$36.67 | \$37.00 | \$37.72 | \$38.08 | \$38.49 | \$38.85 | \$40.06 | \$41.30 |
| \$/mo | \$4,999 | \$5,150 | \$5,307 | \$5,469 | \$5,632 | \$5,807 | \$5,983 | \$6,165 | \$6,221 | \$6,287 | \$6,356 | \$6,413 | \$6,538 | \$6,601 | \$6,672 | \$6,734 | \$6,944 | \$7,159 |
| \$/yr | \$59,987 | \$61,797 | \$63,690 | \$65,624 | \$67,579 | \$69,680 | \$71,802 | \$73,986 | \$74,651 | \$75,442 | \$76,274 | \$76,960 | \$78,458 | \$79,206 | \$80,059 | \$80,808 | \$83,325 | \$85,904 |
| 51 | \$29.13 | \$30.02 | \$30.93 | \$31.86 | \$32.83 | \$33.83 | \$34.86 | \$35.91 | \$36.27 | \$36.62 | \$37.00 | \$37.36 | \$38.10 | \$38.49 | \$38.86 | \$39.25 | \$40.46 | \$41.68 |
| \$/mo | \$5,049 | \$5,203 | \$5,361 | \$5,522 | \$5,691 | \$5,864 | \$6,042 | \$6,224 | \$6,287 | \$6,347 | \$6,413 | \$6,476 | \$6,604 | \$6,672 | \$6,736 | \$6,803 | \$7,013 | \$7,225 |
| \$/yr | \$60,590 | \$62,442 | \$64,334 | \$66,269 | \$68,286 | \$70,366 | \$72,509 | \$74,693 | \$75,442 | \$76,170 | \$76,960 | \$77,709 | \$79,248 | \$80,059 | \$80,829 | \$81,640 | \$84,157 | \$86,694 |
| 52 | \$29.42 | \$30.31 | \$31.24 | \$32.18 | \$33.15 | \$34.18 | \$35.21 | \$36.27 | \$36.62 | \$37.00 | \$37.36 | \$37.71 | \$38.50 | \$38.86 | \$39.25 | \$39.67 | \$40.87 | \$42.13 |
| \$/mo | \$5,099 | \$5,254 | \$5,415 | \$5,578 | \$5,746 | \$5,925 | \$6,103 | \$6,287 | \$6,347 | \$6,413 | \$6,476 | \$6,536 | \$6,673 | \$6,736 | \$6,803 | \$6,876 | \$7,084 | \$7,303 |
| \$/yr | \$61,194 | \$63,045 | \$64,979 | \$66,934 | \$68,952 | \$71,094 | \$73,237 | \$75,442 | \$76,170 | \$76,960 | \$77,709 | \$78,437 | \$80,080 | \$80,829 | \$81,640 | \$82,514 | \$85,010 | \$87,630 |
| 53 | \$29.71 | \$30.61 | \$31.55 | \$32.50 | \$33.49 | \$34.52 | \$35.56 | \$36.66 | \$37.00 | \$37.36 | \$37.72 | \$38.08 | \$38.86 | \$39.25 | \$39.64 | \$40.06 | \$41.30 | \$42.53 |
| \$/mo | \$5,150 | \$5,306 | \$5,469 | \$5,633 | \$5,805 | \$5,983 | \$6,164 | \$6,354 | \$6,413 | \$6,476 | \$6,538 | \$6,601 | \$6,736 | \$6,803 | \$6,871 | \$6,944 | \$7,159 | \$7,372 |
| \$/yr | \$61,797 | \$63,669 | \$65,624 | \$67,600 | \$69,659 | \$71,802 | \$73,965 | \$76,253 | \$76,960 | \$77,709 | \$78,458 | \$79,206 | \$80,829 | \$81,640 | \$82,451 | \$83,325 | \$85,904 | \$88,462 |
| 54 | \$30.02 | \$30.93 | \$31.86 | \$32.83 | \$33.83 | \$34.86 | \$35.91 | \$37.00 | \$37.36 | \$37.71 | \$38.10 | \$38.49 | \$39.25 | \$39.64 | \$40.05 | \$40.46 | \$41.68 | \$42.98 |
| \$/mo | \$5,203 | \$5,361 | \$5,522 | \$5,691 | \$5,864 | \$6,042 | \$6,224 | \$6,413 | \$6,476 | \$6,536 | \$6,604 | \$6,672 | \$6,803 | \$6,871 | \$6,942 | \$7,013 | \$7,225 | \$7,450 |
| \$/yr | \$62,442 | \$64,334 | \$66,269 | \$68,286 | \$70,366 | \$72,509 | \$74,693 | \$76,960 | \$77,709 | \$78,437 | \$79,248 | \$80,059 | \$81,640 | \$82,451 | \$83,304 | \$84,157 | \$86,694 | \$89,398 |
| 55 | \$30.31 | \$31.24 | \$32.18 | \$33.15 | \$34.18 | \$35.21 | \$36.27 | \$37.36 | \$37.71 | \$38.08 | \$38.50 | \$38.86 | \$39.67 | \$40.05 | \$40.46 | \$40.87 | \$42.13 | \$43.39 |
| \$/mo | \$5,254 | \$5,415 | \$5,578 | \$5,746 | \$5,925 | \$6,103 | \$6,287 | \$6,476 | \$6,536 | \$6,601 | \$6,673 | \$6,736 | \$6,876 | \$6,942 | \$7,013 | \$7,084 | \$7,303 | \$7,521 |
| \$/yr | \$63,045 | \$64,979 | \$66,934 | \$68,952 | \$71,094 | \$73,237 | \$75,442 | \$77,709 | \$78,437 | \$79,206 | \$80,080 | \$80,829 | \$82,514 | \$83,304 | \$84,157 | \$85,010 | \$87,630 | \$90,251 |
| 56 | \$30.61 | \$31.55 | \$32.50 | \$33.49 | \$34.52 | \$35.56 | \$36.66 | \$37.72 | \$38.08 | \$38.49 | \$38.86 | \$39.25 | \$40.06 | \$40.46 | \$40.86 | \$41.30 | \$42.53 | \$43.82 |
| \$/mo | \$5,306 | \$5,469 | \$5,633 | \$5,805 | \$5,983 | \$6,164 | \$6,354 | \$6,538 | \$6,601 | \$6,672 | \$6,736 | \$6,803 | \$6,944 | \$7,013 | \$7,082 | \$7,159 | \$7,372 | \$7,595 |
| \$/yr | \$63,669 | \$65,624 | \$67,600 | \$69,659 | \$71,802 | \$73,965 | \$76,253 | \$78,458 | \$79,206 | \$80,059 | \$80,829 | \$81,640 | \$83,325 | \$84,157 | \$84,989 | \$85,904 | \$88,462 | \$91,146 |
| 57 | \$30.93 | \$31.86 | \$32.83 | \$33.83 | \$34.86 | \$35.91 | \$37.00 | \$38.10 | \$38.49 | \$38.86 | \$39.25 | \$39.64 | \$40.46 | \$40.86 | \$41.26 | \$41.68 | \$42.98 | \$44.26 |
| \$/mo | \$5,361 | \$5,522 | \$5,691 | \$5,864 | \$6,042 | \$6,224 | \$6,413 | \$6,604 | \$6,672 | \$6,736 | \$6,803 | \$6,871 | \$7,013 | \$7,082 | \$7,152 | \$7,225 | \$7,450 | \$7,672 |
| \$/yr | \$64,334 | \$66,269 | \$68,286 | \$70,366 | \$72,509 | \$74,693 | \$76,960 | \$79,248 | \$80,059 | \$80,829 | \$81,640 | \$82,451 | \$84,157 | \$84,989 | \$85,821 | \$86,694 | \$89,398 | \$92,061 |
| 58 | \$31.24 | \$32.18 | \$33.15 | \$34.18 | \$35.21 | \$36.27 | \$37.36 | \$38.50 | \$38.86 | \$39.25 | \$39.67 | \$40.05 | \$40.87 | \$41.26 | \$41.68 | \$42.13 | \$43.39 | \$44.70 |
| \$/mo | \$5,415 | \$5,578 | \$5,746 | \$5,925 | \$6,103 | \$6,287 | \$6,476 | \$6,673 | \$6,736 | \$6,803 | \$6,876 | \$6,942 | \$7,084 | \$7,152 | \$7,225 | \$7,303 | \$7,521 | \$7,748 |
| \$/yr | \$64,979 | \$66,934 | \$68,952 | \$71,094 | \$73,237 | \$75,442 | \$77,709 | \$80,080 | \$80,829 | \$81,640 | \$82,514 | \$83,304 | \$85,010 | \$85,821 | \$86,694 | \$87,630 | \$90,251 | \$92,976 |
| 59 | \$31.55 | \$32.50 | \$33.49 | \$34.52 | \$35.56 | \$36.66 | \$37.72 | \$38.86 | \$39.25 | \$39.64 | \$40.06 | \$40.46 | \$41.30 | \$41.68 | \$42.08 | \$42.53 | \$43.82 | \$45.16 |
| \$/mo | \$5,469 | \$5,633 | \$5,805 | \$5,983 | \$6,164 | \$6,354 | \$6,538 | \$6,736 | \$6,803 | \$6,871 | \$6,944 | \$7,013 | \$7,159 | \$7,225 | \$7,294 | \$7,372 | \$7,595 | \$7,828 |
| \$/yr | \$65,624 | \$67,600 | \$69,659 | \$71,802 | \$73,965 | \$76,253 | \$78,458 | \$80,829 | \$81,640 | \$82,451 | \$83,325 | \$84,157 | \$85,904 | \$86,694 | \$87,526 | \$88,462 | \$91,146 | \$93,933 |
| 60 | \$31.86 | \$32.83 | \$33.83 | \$34.86 | \$35.91 | \$37.00 | \$38.10 | \$39.25 | \$39.64 | \$40.05 | \$40.46 | \$40.86 | \$41.68 | \$42.08 | \$42.53 | \$42.98 | \$44.26 | \$45.59 |
| \$/mo | \$5,522 | \$5,691 | \$5,864 | \$6,042 | \$6,224 | \$6,413 | \$6,604 | \$6,803 | \$6,871 | \$6,942 | \$7,013 | \$7,082 | \$7,225 | \$7,294 | \$7,372 | \$7,450 | \$7,672 | \$7,902 |
| \$/yr | \$66,269 | \$68,286 | \$70,366 | \$72,509 | \$74,693 | \$76,960 | \$79,248 | \$81,640 | \$82,451 | \$83,304 | \$84,157 | \$84,989 | \$86,694 | \$87,526 | \$88,462 | \$89,398 | \$92,061 | \$94,827 |
| 61 | \$32.18 | \$33.15 | \$34.18 | \$35.21 | \$36.27 | \$37.36 | \$38.50 | \$39.67 | \$40.05 | \$40.46 | \$40.87 | \$41.26 | \$42.13 | \$42.53 | \$42.94 | \$43.39 | \$44.70 | \$46.06 |
| \$/mo | \$5,578 | \$5,746 | \$5,925 | \$6,103 | \$6,287 | \$6,476 | \$6,673 | \$6,876 | \$6,942 | \$7,013 | \$7,084 | \$7,152 | \$7,303 | \$7,372 | \$7,443 | \$7,521 | \$7,748 | \$7,984 |
| \$/yr | \$66,934 | \$68,952 | \$71,094 | \$73,237 | \$75,442 | \$77,709 | \$80,080 | \$82,514 | \$83,304 | \$84,157 | \$85,010 | \$85,821 | \$87,630 | \$88,462 | \$89,315 | \$90,251 | \$92,976 | \$95,805 |
| 62 | \$32.50 | \$33.49 | \$34.52 | \$35.56 | \$36.66 | \$37.72 | \$38.86 | \$40.06 | \$40.46 | \$40.86 | \$41.30 | \$41.68 | \$42.53 | \$42.94 | \$43.39 | \$43.82 | \$45.16 | \$46.54 |
| \$/mo | \$5,633 | \$5,805 | \$5,983 | \$6,164 | \$6,354 | \$6,538 | \$6,736 | \$6,944 | \$7,013 | \$7,082 | \$7,159 | \$7,225 | \$7,372 | \$7,443 | \$7,521 | \$7,595 | \$7,828 | \$8,067 |
| \$/yr | \$67,600 | \$69,659 | \$71,802 | \$73,965 | \$76,253 | \$78,458 | \$80,829 | \$83,325 | \$84,157 | \$84,989 | \$85,904 | \$86,694 | \$88,462 | \$89,315 | \$90,251 | \$91,146 | \$93,933 | \$96,803 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 63 | \$32.83 | \$33.83 | \$34.86 | \$35.91 | \$37.00 | \$38.10 | \$39.25 | \$40.46 | \$40.86 | \$41.26 | \$41.68 | \$42.08 | \$42.98 | \$43.39 | \$43.81 | \$44.26 | \$45.59 | \$47.00 |
| \$/mo | \$5,691 | \$5,864 | \$6,042 | \$6,224 | \$6,413 | \$6,604 | \$6,803 | \$7,013 | \$7,082 | \$7,152 | \$7,225 | \$7,294 | \$7,450 | \$7,521 | \$7,594 | \$7,672 | \$7,902 | \$8,147 |
| \$/yr | \$68,286 | \$70,366 | \$72,509 | \$74,693 | \$76,960 | \$79,248 | \$81,640 | \$84,157 | \$84,989 | \$85,821 | \$86,694 | \$87,526 | \$89,398 | \$90,251 | \$91,125 | \$92,061 | \$94,827 | \$97,760 |
| 64 | \$33.15 | \$34.18 | \$35.21 | \$36.27 | \$37.36 | \$38.50 | \$39.67 | \$40.87 | \$41.26 | \$41.68 | \$42.13 | \$42.53 | \$43.39 | \$43.81 | \$44.26 | \$44.70 | \$46.06 | \$47.47 |
| \$/mo | \$5,746 | \$5,925 | \$6,103 | \$6,287 | \$6,476 | \$6,673 | \$6,876 | \$7,084 | \$7,152 | \$7,225 | \$7,303 | \$7,372 | \$7,521 | \$7,594 | \$7,672 | \$7,748 | \$7,984 | \$8,228 |
| \$/yr | \$68,952 | \$71,094 | \$73,237 | \$75,442 | \$77,709 | \$80,080 | \$82,514 | \$85,010 | \$85,821 | \$86,694 | \$87,630 | \$88,462 | \$90,251 | \$91,125 | \$92,061 | \$92,976 | \$95,805 | \$98,738 |
| 65 | \$33.49 | \$34.52 | \$35.56 | \$36.66 | \$37.72 | \$38.86 | \$40.06 | \$41.30 | \$41.68 | \$42.08 | \$42.53 | \$42.94 | \$43.82 | \$44.26 | \$44.68 | \$45.16 | \$46.54 | \$47.93 |
| \$/mo | \$5,805 | \$5,983 | \$6,164 | \$6,354 | \$6,538 | \$6,736 | \$6,944 | \$7,159 | \$7,225 | \$7,294 | \$7,372 | \$7,443 | \$7,595 | \$7,672 | \$7,745 | \$7,828 | \$8,067 | \$8,308 |
| \$/yr | \$69,659 | \$71,802 | \$73,965 | \$76,253 | \$78,458 | \$80,829 | \$83,325 | \$85,904 | \$86,694 | \$87,526 | \$88,462 | \$89,315 | \$91,146 | \$92,061 | \$92,934 | \$93,933 | \$96,803 | \$99,694 |
| 66 | \$33.83 | \$34.86 | \$35.91 | \$37.00 | \$38.10 | \$39.25 | \$40.46 | \$41.68 | \$42.08 | \$42.53 | \$42.98 | \$43.39 | \$44.26 | \$44.68 | \$45.16 | \$45.59 | \$47.00 | \$48.42 |
| \$/mo | \$5,864 | \$6,042 | \$6,224 | \$6,413 | \$6,604 | \$6,803 | \$7,013 | \$7,225 | \$7,294 | \$7,372 | \$7,450 | \$7,521 | \$7,672 | \$7,745 | \$7,828 | \$7,902 | \$8,147 | \$8,393 |
| \$/yr | \$70,366 | \$72,509 | \$74,693 | \$76,960 | \$79,248 | \$81,640 | \$84,157 | \$86,694 | \$87,526 | \$88,462 | \$89,398 | \$90,251 | \$92,061 | \$92,934 | \$93,933 | \$94,827 | \$97,760 | \$100,714 |
| 67 | \$34.18 | \$35.21 | \$36.27 | \$37.36 | \$38.50 | \$39.67 | \$40.87 | \$42.13 | \$42.53 | \$42.94 | \$43.39 | \$43.81 | \$44.70 | \$45.16 | \$45.58 | \$46.06 | \$47.47 | \$48.88 |
| \$/mo | \$5,925 | \$6,103 | \$6,287 | \$6,476 | \$6,673 | \$6,876 | \$7,084 | \$7,303 | \$7,372 | \$7,443 | \$7,521 | \$7,594 | \$7,748 | \$7,828 | \$7,901 | \$7,984 | \$8,228 | \$8,473 |
| \$/yr | \$71,094 | \$73,237 | \$75,442 | \$77,709 | \$80,080 | \$82,514 | \$85,010 | \$87,630 | \$88,462 | \$89,315 | \$90,251 | \$91,125 | \$92,976 | \$93,933 | \$94,806 | \$95,805 | \$98,738 | \$101,670 |
| 68 | \$34.52 | \$35.56 | \$36.66 | \$37.72 | \$38.86 | \$40.06 | \$41.30 | \$42.53 | \$42.94 | \$43.39 | \$43.82 | \$44.26 | \$45.16 | \$45.58 | \$46.05 | \$46.54 | \$47.93 | \$49.40 |
| \$/mo | \$5,983 | \$6,164 | \$6,354 | \$6,538 | \$6,736 | \$6,944 | \$7,159 | \$7,372 | \$7,443 | \$7,521 | \$7,595 | \$7,672 | \$7,828 | \$7,901 | \$7,982 | \$8,067 | \$8,308 | \$8,563 |
| \$/yr | \$71,802 | \$73,965 | \$76,253 | \$78,458 | \$80,829 | \$83,325 | \$85,904 | \$88,462 | \$89,315 | \$90,251 | \$91,146 | \$92,061 | \$93,933 | \$94,806 | \$95,784 | \$96,803 | \$99,694 | \$102,752 |
| 69 | \$34.86 | \$35.91 | \$37.00 | \$38.10 | \$39.25 | \$40.46 | \$41.68 | \$42.98 | \$43.39 | \$43.81 | \$44.26 | \$44.68 | \$45.59 | \$46.05 | \$46.53 | \$47.00 | \$48.42 | \$49.89 |
| \$/mo | \$6,042 | \$6,224 | \$6,413 | \$6,604 | \$6,803 | \$7,013 | \$7,225 | \$7,450 | \$7,521 | \$7,594 | \$7,672 | \$7,745 | \$7,902 | \$7,982 | \$8,065 | \$8,147 | \$8,393 | \$8,648 |
| \$/yr | \$72,509 | \$74,693 | \$76,960 | \$79,248 | \$81,640 | \$84,157 | \$86,694 | \$89,398 | \$90,251 | \$91,125 | \$92,061 | \$92,934 | \$94,827 | \$95,784 | \$96,782 | \$97,760 | \$100,714 | \$103,771 |
| 70 | \$35.21 | \$36.27 | \$37.36 | \$38.50 | \$39.67 | \$40.87 | \$42.13 | \$43.39 | \$43.81 | \$44.26 | \$44.70 | \$45.16 | \$46.06 | \$46.53 | \$46.98 | \$47.47 | \$48.88 | \$50.37 |
| \$/mo | \$6,103 | \$6,287 | \$6,476 | \$6,673 | \$6,876 | \$7,084 | \$7,303 | \$7,521 | \$7,594 | \$7,672 | \$7,748 | \$7,828 | \$7,984 | \$8,065 | \$8,143 | \$8,228 | \$8,473 | \$8,731 |
| \$/yr | \$73,237 | \$75,442 | \$77,709 | \$80,080 | \$82,514 | \$85,010 | \$87,630 | \$90,251 | \$91,125 | \$92,061 | \$92,976 | \$93,933 | \$95,805 | \$96,782 | \$97,718 | \$98,738 | \$101,670 | \$104,770 |
| 71 | \$35.56 | \$36.66 | \$37.72 | \$38.86 | \$40.06 | \$41.30 | \$42.53 | \$43.82 | \$44.26 | \$44.68 | \$45.16 | \$45.58 | \$46.54 | \$46.98 | \$47.46 | \$47.93 | \$49.40 | \$50.88 |
| \$/mo | \$6,164 | \$6,354 | \$6,538 | \$6,736 | \$6,944 | \$7,159 | \$7,372 | \$7,595 | \$7,672 | \$7,745 | \$7,828 | \$7,901 | \$8,067 | \$8,143 | \$8,226 | \$8,308 | \$8,563 | \$8,819 |
| \$/yr | \$73,965 | \$76,253 | \$78,458 | \$80,829 | \$83,325 | \$85,904 | \$88,462 | \$91,146 | \$92,061 | \$92,934 | \$93,933 | \$94,806 | \$96,803 | \$97,718 | \$98,717 | \$99,694 | \$102,752 | \$105,830 |
| 72 | \$35.91 | \$37.00 | \$38.10 | \$39.25 | \$40.46 | \$41.68 | \$42.98 | \$44.26 | \$44.68 | \$45.16 | \$45.59 | \$46.05 | \$47.00 | \$47.46 | \$47.91 | \$48.42 | \$49.89 | \$51.39 |
| \$/mo | \$6,224 | \$6,413 | \$6,604 | \$6,803 | \$7,013 | \$7,225 | \$7,450 | \$7,672 | \$7,745 | \$7,828 | \$7,902 | \$7,982 | \$8,147 | \$8,226 | \$8,304 | \$8,393 | \$8,648 | \$8,908 |
| \$/yr | \$74,693 | \$76,960 | \$79,248 | \$81,640 | \$84,157 | \$86,694 | \$89,398 | \$92,061 | \$92,934 | \$93,933 | \$94,827 | \$95,784 | \$97,760 | \$98,717 | \$99,653 | \$100,714 | \$103,771 | \$106,891 |
| 73 | \$36.27 | \$37.36 | \$38.50 | \$39.67 | \$40.87 | \$42.13 | \$43.39 | \$44.70 | \$45.16 | \$45.58 | \$46.06 | \$46.53 | \$47.47 | \$47.91 | \$48.41 | \$48.88 | \$50.37 | \$51.89 |
| \$/mo | \$6,287 | \$6,476 | \$6,673 | \$6,876 | \$7,084 | \$7,303 | \$7,521 | \$7,748 | \$7,828 | \$7,901 | \$7,984 | \$8,065 | \$8,228 | \$8,304 | \$8,391 | \$8,473 | \$8,731 | \$8,994 |
| \$/yr | \$75,442 | \$77,709 | \$80,080 | \$82,514 | \$85,010 | \$87,630 | \$90,251 | \$92,976 | \$93,933 | \$94,806 | \$95,805 | \$96,782 | \$98,738 | \$99,653 | \$100,693 | \$101,670 | \$104,770 | \$107,931 |
| 74 | \$36.66 | \$37.72 | \$38.86 | \$40.06 | \$41.30 | \$42.53 | \$43.82 | \$45.16 | \$45.58 | \$46.05 | \$46.54 | \$46.98 | \$47.93 | \$48.41 | \$48.88 | \$49.40 | \$50.88 | \$52.42 |
| \$/mo | \$6,354 | \$6,538 | \$6,736 | \$6,944 | \$7,159 | \$7,372 | \$7,595 | \$7,828 | \$7,901 | \$7,982 | \$8,067 | \$8,143 | \$8,308 | \$8,391 | \$8,473 | \$8,563 | \$8,819 | \$9,086 |
| \$/yr | \$76,253 | \$78,458 | \$80,829 | \$83,325 | \$85,904 | \$88,462 | \$91,146 | \$93,933 | \$94,806 | \$95,784 | \$96,803 | \$97,718 | \$99,694 | \$100,693 | \$101,670 | \$102,752 | \$105,830 | \$109,034 |
| 75 | \$37.00 | \$38.10 | \$39.25 | \$40.46 | \$41.68 | \$42.98 | \$44.26 | \$45.59 | \$46.05 | \$46.53 | \$47.00 | \$47.46 | \$48.42 | \$48.88 | \$49.38 | \$49.89 | \$51.39 | \$52.94 |
| \$/mo | \$6,413 | \$6,604 | \$6,803 | \$7,013 | \$7,225 | \$7,450 | \$7,672 | \$7,902 | \$7,982 | \$8,065 | \$8,147 | \$8,226 | \$8,393 | \$8,473 | \$8,559 | \$8,648 | \$8,908 | \$9,176 |
| \$/yr | \$76,960 | \$79,248 | \$81,640 | \$84,157 | \$86,694 | \$89,398 | \$92,061 | \$94,827 | \$95,784 | \$96,782 | \$97,760 | \$98,717 | \$100,714 | \$101,670 | \$102,710 | \$103,771 | \$106,891 | \$110,115 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 76 | \$37.36 | \$38.50 | \$39.67 | \$40.87 | \$42.13 | \$43.39 | \$44.70 | \$46.06 | \$46.53 | \$46.98 | \$47.47 | \$47.91 | \$48.88 | \$49.38 | \$49.87 | \$50.37 | \$51.89 | \$53.48 |
| \$/mo | \$6,476 | \$6,673 | \$6,876 | \$7,084 | \$7,303 | \$7,521 | \$7,748 | \$7,984 | \$8,065 | \$8,143 | \$8,228 | \$8,304 | \$8,473 | \$8,559 | \$8,644 | \$8,731 | \$8,994 | \$9,270 |
| \$/yr | \$77,709 | \$80,080 | \$82,514 | \$85,010 | \$87,630 | \$90,251 | \$92,976 | \$95,805 | \$96,782 | \$97,718 | \$98,738 | \$99,653 | \$101,670 | \$102,710 | \$103,730 | \$104,770 | \$107,931 | \$111,238 |
| 77 | \$37.72 | \$38.86 | \$40.06 | \$41.30 | \$42.53 | \$43.82 | \$45.16 | \$46.54 | \$46.98 | \$47.46 | \$47.93 | \$48.41 | \$49.40 | \$49.87 | \$50.37 | \$50.88 | \$52.42 | \$53.99 |
| \$/mo | \$6,538 | \$6,736 | \$6,944 | \$7,159 | \$7,372 | \$7,595 | \$7,828 | \$8,067 | \$8,143 | \$8,226 | \$8,308 | \$8,391 | \$8,563 | \$8,644 | \$8,731 | \$8,819 | \$9,086 | \$9,358 |
| \$/yr | \$78,458 | \$80,829 | \$83,325 | \$85,904 | \$88,462 | \$91,146 | \$93,933 | \$96,803 | \$97,718 | \$98,717 | \$99,694 | \$100,693 | \$102,752 | \$103,730 | \$104,770 | \$105,830 | \$109,034 | \$112,299 |
| 78 | \$38.10 | \$39.25 | \$40.46 | \$41.68 | \$42.98 | \$44.26 | \$45.59 | \$47.00 | \$47.46 | \$47.91 | \$48.42 | \$48.88 | \$49.89 | \$50.37 | \$50.88 | \$51.39 | \$52.94 | \$54.54 |
| \$/mo | \$6,604 | \$6,803 | \$7,013 | \$7,225 | \$7,450 | \$7,672 | \$7,902 | \$8,147 | \$8,226 | \$8,304 | \$8,393 | \$8,473 | \$8,648 | \$8,731 | \$8,819 | \$8,908 | \$9,176 | \$9,454 |
| \$/yr | \$79,248 | \$81,640 | \$84,157 | \$86,694 | \$89,398 | \$92,061 | \$94,827 | \$97,760 | \$98,717 | \$99,653 | \$100,714 | \$101,670 | \$103,771 | \$104,770 | \$105,830 | \$106,891 | \$110,115 | \$113,443 |
| 79 | \$38.50 | \$39.67 | \$40.87 | \$42.13 | \$43.39 | \$44.70 | \$46.06 | \$47.47 | \$47.91 | \$48.41 | \$48.88 | \$49.38 | \$50.37 | \$50.88 | \$51.37 | \$51.89 | \$53.48 | \$55.08 |
| \$/mo | \$6,673 | \$6,876 | \$7,084 | \$7,303 | \$7,521 | \$7,748 | \$7,984 | \$8,228 | \$8,304 | \$8,391 | \$8,473 | \$8,559 | \$8,731 | \$8,819 | \$8,904 | \$8,994 | \$9,270 | \$9,547 |
| \$/yr | \$80,080 | \$82,514 | \$85,010 | \$87,630 | \$90,251 | \$92,976 | \$95,805 | \$98,738 | \$99,653 | \$100,693 | \$101,670 | \$102,710 | \$104,770 | \$105,830 | \$106,850 | \$107,931 | \$111,238 | \$114,566 |
| 80 | \$38.86 | \$40.06 | \$41.30 | \$42.53 | \$43.82 | \$45.16 | \$46.54 | \$47.93 | \$48.41 | \$48.88 | \$49.40 | \$49.87 | \$50.88 | \$51.37 | \$51.89 | \$52.42 | \$53.99 | \$55.64 |
| \$/mo | \$6,736 | \$6,944 | \$7,159 | \$7,372 | \$7,595 | \$7,828 | \$8,067 | \$8,308 | \$8,391 | \$8,473 | \$8,563 | \$8,644 | \$8,819 | \$8,904 | \$8,994 | \$9,086 | \$9,358 | \$9,644 |
| \$/yr | \$80,829 | \$83,325 | \$85,904 | \$88,462 | \$91,146 | \$93,933 | \$96,803 | \$99,694 | \$100,693 | \$101,670 | \$102,752 | \$103,730 | \$105,830 | \$106,850 | \$107,931 | \$109,034 | \$112,299 | \$115,731 |
| 81 | \$39.25 | \$40.46 | \$41.68 | \$42.98 | \$44.26 | \$45.59 | \$47.00 | \$48.42 | \$48.88 | \$49.38 | \$49.89 | \$50.37 | \$51.39 | \$51.89 | \$52.40 | \$52.94 | \$54.54 | \$56.20 |
| \$/mo | \$6,803 | \$7,013 | \$7,225 | \$7,450 | \$7,672 | \$7,902 | \$8,147 | \$8,393 | \$8,473 | \$8,559 | \$8,648 | \$8,731 | \$8,908 | \$8,994 | \$9,083 | \$9,176 | \$9,454 | \$9,741 |
| \$/yr | \$81,640 | \$84,157 | \$86,694 | \$89,398 | \$92,061 | \$94,827 | \$97,760 | \$100,714 | \$101,670 | \$102,710 | \$103,771 | \$104,770 | \$106,891 | \$107,931 | \$108,992 | \$110,115 | \$113,443 | \$116,896 |
| 82 | \$39.67 | \$40.87 | \$42.13 | \$43.39 | \$44.70 | \$46.06 | \$47.47 | \$48.88 | \$49.38 | \$49.87 | \$50.37 | \$50.88 | \$51.89 | \$52.40 | \$52.94 | \$53.48 | \$55.08 | \$56.76 |
| \$/mo | \$6,876 | \$7,084 | \$7,303 | \$7,521 | \$7,748 | \$7,984 | \$8,228 | \$8,473 | \$8,559 | \$8,644 | \$8,731 | \$8,819 | \$8,994 | \$9,083 | \$9,176 | \$9,270 | \$9,547 | \$9,838 |
| \$/yr | \$82,514 | \$85,010 | \$87,630 | \$90,251 | \$92,976 | \$95,805 | \$98,738 | \$101,670 | \$102,710 | \$103,730 | \$104,770 | \$105,830 | \$107,931 | \$108,992 | \$110,115 | \$111,238 | \$114,566 | \$118,061 |
| 83 | \$40.06 | \$41.30 | \$42.53 | \$43.82 | \$45.16 | \$46.54 | \$47.93 | \$49.40 | \$49.87 | \$50.37 | \$50.88 | \$51.37 | \$52.42 | \$52.94 | \$53.45 | \$53.99 | \$55.64 | \$57.31 |
| \$/mo | \$6,944 | \$7,159 | \$7,372 | \$7,595 | \$7,828 | \$8,067 | \$8,308 | \$8,563 | \$8,644 | \$8,731 | \$8,819 | \$8,904 | \$9,086 | \$9,176 | \$9,265 | \$9,358 | \$9,644 | \$9,934 |
| \$/yr | \$83,325 | \$85,904 | \$88,462 | \$91,146 | \$93,933 | \$96,803 | \$99,694 | \$102,752 | \$103,730 | \$104,770 | \$105,830 | \$106,850 | \$109,034 | \$110,115 | \$111,176 | \$112,299 | \$115,731 | \$119,205 |
| 84 | \$40.46 | \$41.68 | \$42.98 | \$44.26 | \$45.59 | \$47.00 | \$48.42 | \$49.89 | \$50.37 | \$50.88 | \$51.39 | \$51.89 | \$52.94 | \$53.45 | \$53.98 | \$54.54 | \$56.20 | \$57.90 |
| \$/mo | \$7,013 | \$7,225 | \$7,450 | \$7,672 | \$7,902 | \$8,147 | \$8,393 | \$8,648 | \$8,731 | \$8,819 | \$8,908 | \$8,994 | \$9,176 | \$9,265 | \$9,357 | \$9,454 | \$9,741 | \$10,036 |
| \$/yr | \$84,157 | \$86,694 | \$89,398 | \$92,061 | \$94,827 | \$97,760 | \$100,714 | \$103,771 | \$104,770 | \$105,830 | \$106,891 | \$107,931 | \$110,115 | \$111,176 | \$112,278 | \$113,443 | \$116,896 | \$120,432 |
| 85 | \$40.87 | \$42.13 | \$43.39 | \$44.70 | \$46.06 | \$47.47 | \$48.88 | \$50.37 | \$50.88 | \$51.37 | \$51.89 | \$52.40 | \$53.48 | \$53.98 | \$54.53 | \$55.08 | \$56.76 | \$58.46 |
| \$/mo | \$7,084 | \$7,303 | \$7,521 | \$7,748 | \$7,984 | \$8,228 | \$8,473 | \$8,731 | \$8,819 | \$8,904 | \$8,994 | \$9,083 | \$9,270 | \$9,357 | \$9,452 | \$9,547 | \$9,838 | \$10,133 |
| \$/yr | \$85,010 | \$87,630 | \$90,251 | \$92,976 | \$95,805 | \$98,738 | \$101,670 | \$104,770 | \$105,830 | \$106,850 | \$107,931 | \$108,992 | \$111,238 | \$112,278 | \$113,422 | \$114,566 | \$118,061 | \$121,597 |
| 86 | \$41.30 | \$42.53 | \$43.82 | \$45.16 | \$46.54 | \$47.93 | \$49.40 | \$50.88 | \$51.37 | \$51.89 | \$52.42 | \$52.94 | \$53.99 | \$54.53 | \$55.06 | \$55.64 | \$57.31 | \$59.06 |
| \$/mo | \$7,159 | \$7,372 | \$7,595 | \$7,828 | \$8,067 | \$8,308 | \$8,563 | \$8,819 | \$8,904 | \$8,994 | \$9,086 | \$9,176 | \$9,358 | \$9,452 | \$9,544 | \$9,644 | \$9,934 | \$10,237 |
| \$/yr | \$85,904 | \$88,462 | \$91,146 | \$93,933 | \$96,803 | \$99,694 | \$102,752 | \$105,830 | \$106,850 | \$107,931 | \$109,034 | \$110,115 | \$112,299 | \$113,422 | \$114,525 | \$115,731 | \$119,205 | \$122,845 |
| 87 | \$41.68 | \$42.98 | \$44.26 | \$45.59 | \$47.00 | \$48.42 | \$49.89 | \$51.39 | \$51.89 | \$52.40 | \$52.94 | \$53.45 | \$54.54 | \$55.06 | \$55.63 | \$56.20 | \$57.90 | \$59.65 |
| \$/mo | \$7,225 | \$7,450 | \$7,672 | \$7,902 | \$8,147 | \$8,393 | \$8,648 | \$8,908 | \$8,994 | \$9,083 | \$9,176 | \$9,265 | \$9,454 | \$9,544 | \$9,643 | \$9,741 | \$10,036 | \$10,339 |
| \$/yr | \$86,694 | \$89,398 | \$92,061 | \$94,827 | \$97,760 | \$100,714 | \$103,771 | \$106,891 | \$107,931 | \$108,992 | \$110,115 | \$111,176 | \$113,443 | \$114,525 | \$115,710 | \$116,896 | \$120,432 | \$124,072 |
| 88 | \$42.13 | \$43.39 | \$44.70 | \$46.06 | \$47.47 | \$48.88 | \$50.37 | \$51.89 | \$52.40 | \$52.94 | \$53.48 | \$53.98 | \$55.08 | \$55.63 | \$56.19 | \$56.76 | \$58.46 | \$60.23 |
| \$/mo | \$7,303 | \$7,521 | \$7,748 | \$7,984 | \$8,228 | \$8,473 | \$8,731 | \$8,994 | \$9,083 | \$9,176 | \$9,270 | \$9,357 | \$9,547 | \$9,643 | \$9,740 | \$9,838 | \$10,133 | \$10,440 |
| \$/yr | \$87,630 | \$90,251 | \$92,976 | \$95,805 | \$98,738 | \$101,670 | \$104,770 | \$107,931 | \$108,992 | \$110,115 | \$111,238 | \$112,278 | \$114,566 | \$115,710 | \$116,875 | \$118,061 | \$121,597 | \$125,278 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 89 | \$42.53 | \$43.82 | \$45.16 | \$46.54 | \$47.93 | \$49.40 | \$50.88 | \$52.42 | \$52.94 | \$53.45 | \$53.99 | \$54.53 | \$55.64 | \$56.19 | \$56.74 | \$57.31 | \$59.06 | \$60.84 |
| \$/mo | \$7,372 | \$7,595 | \$7,828 | \$8,067 | \$8,308 | \$8,563 | \$8,819 | \$9,086 | \$9,176 | \$9,265 | \$9,358 | \$9,452 | \$9,644 | \$9,740 | \$9,835 | \$9,934 | \$10,237 | \$10,546 |
| \$/yr | \$88,462 | \$91,146 | \$93,933 | \$96,803 | \$99,694 | \$102,752 | \$105,830 | \$109,034 | \$110,115 | \$111,176 | \$112,299 | \$113,422 | \$115,731 | \$116,875 | \$118,019 | \$119,205 | \$122,845 | \$126,547 |
| 90 | \$42.98 | \$44.26 | \$45.59 | \$47.00 | \$48.42 | \$49.89 | \$51.39 | \$52.94 | \$53.45 | \$53.98 | \$54.54 | \$55.06 | \$56.20 | \$56.74 | \$57.30 | \$57.90 | \$59.65 | \$61.46 |
| \$/mo | \$7,450 | \$7,672 | \$7,902 | \$8,147 | \$8,393 | \$8,648 | \$8,908 | \$9,176 | \$9,265 | \$9,357 | \$9,454 | \$9,544 | \$9,741 | \$9,835 | \$9,932 | \$10,036 | \$10,339 | \$10,653 |
| \$/yr | \$89,398 | \$92,061 | \$94,827 | \$97,760 | \$100,714 | \$103,771 | \$106,891 | \$110,115 | \$111,176 | \$112,278 | \$113,443 | \$114,525 | \$116,896 | \$118,019 | \$119,184 | \$120,432 | \$124,072 | \$127,837 |
| 91 | \$43.39 | \$44.70 | \$46.06 | \$47.47 | \$48.88 | \$50.37 | \$51.89 | \$53.48 | \$53.98 | \$54.53 | \$55.08 | \$55.63 | \$56.76 | \$57.30 | \$57.89 | \$58.46 | \$60.23 | \$62.07 |
| \$/mo | \$7,521 | \$7,748 | \$7,984 | \$8,228 | \$8,473 | \$8,731 | \$8,994 | \$9,270 | \$9,357 | \$9,452 | \$9,547 | \$9,643 | \$9,838 | \$9,932 | \$10,034 | \$10,133 | \$10,440 | \$10,759 |
| \$/yr | \$90,251 | \$92,976 | \$95,805 | \$98,738 | \$101,670 | \$104,770 | \$107,931 | \$111,238 | \$112,278 | \$113,422 | \$114,566 | \$115,710 | \$118,061 | \$119,184 | \$120,411 | \$121,597 | \$125,278 | \$129,106 |
| 92 | \$43.82 | \$45.16 | \$46.54 | \$47.93 | \$49.40 | \$50.88 | \$52.42 | \$53.99 | \$54.53 | \$55.06 | \$55.64 | \$56.19 | \$57.31 | \$57.89 | \$58.44 | \$59.06 | \$60.84 | \$62.68 |
| \$/mo | \$7,595 | \$7,828 | \$8,067 | \$8,308 | \$8,563 | \$8,819 | \$9,086 | \$9,358 | \$9,452 | \$9,544 | \$9,644 | \$9,740 | \$9,934 | \$10,034 | \$10,130 | \$10,237 | \$10,546 | \$10,865 |
| \$/yr | \$91,146 | \$93,933 | \$96,803 | \$99,694 | \$102,752 | \$105,830 | \$109,034 | \$112,299 | \$113,422 | \$114,525 | \$115,731 | \$116,875 | \$119,205 | \$120,411 | \$121,555 | \$122,845 | \$126,547 | \$130,374 |
| 93 | \$44.26 | \$45.59 | \$47.00 | \$48.42 | \$49.89 | \$51.39 | \$52.94 | \$54.54 | \$55.06 | \$55.63 | \$56.20 | \$56.74 | \$57.90 | \$58.44 | \$59.05 | \$59.65 | \$61.46 | \$63.35 |
| \$/mo | \$7,672 | \$7,902 | \$8,147 | \$8,393 | \$8,648 | \$8,908 | \$9,176 | \$9,454 | \$9,544 | \$9,643 | \$9,741 | \$9,835 | \$10,036 | \$10,130 | \$10,235 | \$10,339 | \$10,653 | \$10,981 |
| \$/yr | \$92,061 | \$94,827 | \$97,760 | \$100,714 | \$103,771 | \$106,891 | \$110,115 | \$113,443 | \$114,525 | \$115,710 | \$116,896 | \$118,019 | \$120,432 | \$121,555 | \$122,824 | \$124,072 | \$127,837 | \$131,768 |
| 94 | \$44.70 | \$46.06 | \$47.47 | \$48.88 | \$50.37 | \$51.89 | \$53.48 | \$55.08 | \$55.63 | \$56.19 | \$56.76 | \$57.30 | \$58.46 | \$59.05 | \$59.64 | \$60.23 | \$62.07 | \$63.96 |
| \$/mo | \$7,748 | \$7,984 | \$8,228 | \$8,473 | \$8,731 | \$8,994 | \$9,270 | \$9,547 | \$9,643 | \$9,740 | \$9,838 | \$9,932 | \$10,133 | \$10,235 | \$10,338 | \$10,440 | \$10,759 | \$11,086 |
| \$/yr | \$92,976 | \$95,805 | \$98,738 | \$101,670 | \$104,770 | \$107,931 | \$111,238 | \$114,566 | \$115,710 | \$116,875 | \$118,061 | \$119,184 | \$121,597 | \$122,824 | \$124,051 | \$125,278 | \$129,106 | \$133,037 |
| 95 | \$45.16 | \$46.54 | \$47.93 | \$49.40 | \$50.88 | \$52.42 | \$53.99 | \$55.64 | \$56.19 | \$56.74 | \$57.31 | \$57.89 | \$59.06 | \$59.64 | \$60.23 | \$60.84 | \$62.68 | \$64.60 |
| \$/mo | \$7,828 | \$8,067 | \$8,308 | \$8,563 | \$8,819 | \$9,086 | \$9,358 | \$9,644 | \$9,740 | \$9,835 | \$9,934 | \$10,034 | \$10,237 | \$10,338 | \$10,440 | \$10,546 | \$10,865 | \$11,197 |
| \$/yr | \$93,933 | \$96,803 | \$99,694 | \$102,752 | \$105,830 | \$109,034 | \$112,299 | \$115,731 | \$116,875 | \$118,019 | \$119,205 | \$120,411 | \$122,845 | \$124,051 | \$125,278 | \$126,547 | \$130,374 | \$134,368 |
| 96 | \$45.59 | \$47.00 | \$48.42 | \$49.89 | \$51.39 | \$52.94 | \$54.54 | \$56.20 | \$56.74 | \$57.30 | \$57.90 | \$58.44 | \$59.65 | \$60.23 | \$60.83 | \$61.46 | \$63.35 | \$65.26 |
| \$/mo | \$7,902 | \$8,147 | \$8,393 | \$8,648 | \$8,908 | \$9,176 | \$9,454 | \$9,741 | \$9,835 | \$9,932 | \$10,036 | \$10,130 | \$10,339 | \$10,440 | \$10,544 | \$10,653 | \$10,981 | \$11,312 |
| \$/yr | \$94,827 | \$97,760 | \$100,714 | \$103,771 | \$106,891 | \$110,115 | \$113,443 | \$116,896 | \$118,019 | \$119,184 | \$120,432 | \$121,555 | \$124,072 | \$125,278 | \$126,526 | \$127,837 | \$131,768 | \$135,741 |
| 97 | \$46.06 | \$47.47 | \$48.88 | \$50.37 | \$51.89 | \$53.48 | \$55.08 | \$56.76 | \$57.30 | \$57.89 | \$58.46 | \$59.05 | \$60.23 | \$60.83 | \$61.45 | \$62.07 | \$63.96 | \$65.91 |
| \$/mo | \$7,984 | \$8,228 | \$8,473 | \$8,731 | \$8,994 | \$9,270 | \$9,547 | \$9,838 | \$9,932 | \$10,034 | \$10,133 | \$10,235 | \$10,440 | \$10,544 | \$10,651 | \$10,759 | \$11,086 | \$11,424 |
| \$/yr | \$95,805 | \$98,738 | \$101,670 | \$104,770 | \$107,931 | \$111,238 | \$114,566 | \$118,061 | \$119,184 | \$120,411 | \$121,597 | \$122,824 | \$125,278 | \$126,526 | \$127,816 | \$129,106 | \$133,037 | \$137,093 |
| 98 | \$46.54 | \$47.93 | \$49.40 | \$50.88 | \$52.42 | \$53.99 | \$55.64 | \$57.31 | \$57.89 | \$58.44 | \$59.06 | \$59.64 | \$60.84 | \$61.45 | \$62.07 | \$62.68 | \$64.60 | \$66.57 |
| \$/mo | \$8,067 | \$8,308 | \$8,563 | \$8,819 | \$9,086 | \$9,358 | \$9,644 | \$9,934 | \$10,034 | \$10,130 | \$10,237 | \$10,338 | \$10,546 | \$10,651 | \$10,759 | \$10,865 | \$11,197 | \$11,539 |
| \$/yr | \$96,803 | \$99,694 | \$102,752 | \$105,830 | \$109,034 | \$112,299 | \$115,731 | \$119,205 | \$120,411 | \$121,555 | \$122,845 | \$124,051 | \$126,547 | \$127,816 | \$129,106 | \$130,374 | \$134,368 | \$138,466 |
| 99 | \$47.00 | \$48.42 | \$49.89 | \$51.39 | \$52.94 | \$54.54 | \$56.20 | \$57.90 | \$58.44 | \$59.05 | \$59.65 | \$60.23 | \$61.46 | \$62.07 | \$62.68 | \$63.35 | \$65.26 | \$67.22 |
| \$/mo | \$8,147 | \$8,393 | \$8,648 | \$8,908 | \$9,176 | \$9,454 | \$9,741 | \$10,036 | \$10,130 | \$10,235 | \$10,339 | \$10,440 | \$10,653 | \$10,759 | \$10,865 | \$10,981 | \$11,312 | \$11,651 |
| \$/yr | \$97,760 | \$100,714 | \$103,771 | \$106,891 | \$110,115 | \$113,443 | \$116,896 | \$120,432 | \$121,555 | \$122,824 | \$124,072 | \$125,278 | \$127,837 | \$129,106 | \$130,374 | \$131,768 | \$135,741 | \$139,818 |
| 100 | \$47.46 | \$48.88 | \$50.37 | \$51.89 | \$53.45 | \$55.06 | \$56.74 | \$58.44 | \$59.05 | \$59.64 | \$60.23 | \$60.83 | \$62.07 | \$62.68 | \$63.30 | \$63.95 | \$65.90 | \$67.89 |
| \$/mo | \$8,226 | \$8,473 | \$8,731 | \$8,994 | \$9,265 | \$9,544 | \$9,835 | \$10,130 | \$10,235 | \$10,338 | \$10,440 | \$10,544 | \$10,759 | \$10,865 | \$10,972 | \$11,085 | \$11,423 | \$11,768 |
| \$/yr | \$98,717 | \$101,670 | \$104,770 | \$107,931 | \$111,176 | \$114,525 | \$118,019 | \$121,555 | \$122,824 | \$124,051 | \$125,278 | \$126,526 | \$129,106 | \$130,374 | \$131,664 | \$133,016 | \$137,072 | \$141,211 |
| 101 | \$47.91 | \$49.38 | \$50.88 | \$52.40 | \$53.98 | \$55.63 | \$57.30 | \$59.05 | \$59.64 | \$60.23 | \$60.83 | \$61.45 | \$62.68 | \$63.30 | \$63.95 | \$64.59 | \$66.55 | \$68.57 |
| \$/mo | \$8,304 | \$8,559 | \$8,819 | \$9,083 | \$9,357 | \$9,643 | \$9,932 | \$10,235 | \$10,338 | \$10,440 | \$10,544 | \$10,651 | \$10,865 | \$10,972 | \$11,085 | \$11,196 | \$11,535 | \$11,885 |
| \$/yr | \$99,653 | \$102,710 | \$105,830 | \$108,992 | \$112,278 | \$115,710 | \$119,184 | \$122,824 | \$124,051 | \$125,278 | \$126,526 | \$127,816 | \$130,374 | \$131,664 | \$133,016 | \$134,347 | \$138,424 | \$142,626 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 102 | \$48.41 | \$49.87 | \$51.37 | \$52.94 | \$54.53 | \$56.19 | \$57.89 | \$59.64 | \$60.23 | \$60.83 | \$61.45 | \$62.07 | \$63.30 | \$63.95 | \$64.59 | \$65.23 | \$67.21 | \$69.26 |
| \$/mo | \$8,391 | \$8,644 | \$8,904 | \$9,176 | \$9,452 | \$9,740 | \$10,034 | \$10,338 | \$10,440 | \$10,544 | \$10,651 | \$10,759 | \$10,972 | \$11,085 | \$11,196 | \$11,307 | \$11,650 | \$12,005 |
| \$/yr | \$100,693 | \$103,730 | \$106,850 | \$110,115 | \$113,422 | \$116,875 | \$120,411 | \$124,051 | \$125,278 | \$126,526 | \$127,816 | \$129,106 | \$131,664 | \$133,016 | \$134,347 | \$135,678 | \$139,797 | \$144,061 |
| 103 | \$48.88 | \$50.37 | \$51.89 | \$53.45 | \$55.06 | \$56.74 | \$58.44 | \$60.23 | \$60.83 | \$61.45 | \$62.07 | \$62.68 | \$63.95 | \$64.59 | \$65.23 | \$65.90 | \$67.89 | \$69.93 |
| \$/mo | \$8,473 | \$8,731 | \$8,994 | \$9,265 | \$9,544 | \$9,835 | \$10,130 | \$10,440 | \$10,544 | \$10,651 | \$10,759 | \$10,865 | \$11,085 | \$11,196 | \$11,307 | \$11,423 | \$11,768 | \$12,121 |
| \$/yr | \$101,670 | \$104,770 | \$107,931 | \$111,176 | \$114,525 | \$118,019 | \$121,555 | \$125,278 | \$126,526 | \$127,816 | \$129,106 | \$130,374 | \$133,016 | \$134,347 | \$135,678 | \$137,072 | \$141,211 | \$145,454 |
| 104 | \$49.38 | \$50.88 | \$52.40 | \$53.98 | \$55.63 | \$57.30 | \$59.05 | \$60.83 | \$61.45 | \$62.07 | \$62.68 | \$63.30 | \$64.59 | \$65.23 | \$65.90 | \$66.55 | \$68.57 | \$70.65 |
| \$/mo | \$8,559 | \$8,819 | \$9,083 | \$9,357 | \$9,643 | \$9,932 | \$10,235 | \$10,544 | \$10,651 | \$10,759 | \$10,865 | \$10,972 | \$11,196 | \$11,307 | \$11,423 | \$11,535 | \$11,885 | \$12,246 |
| \$/yr | \$102,710 | \$105,830 | \$108,992 | \$112,278 | \$115,710 | \$119,184 | \$122,824 | \$126,526 | \$127,816 | \$129,106 | \$130,374 | \$131,664 | \$134,347 | \$135,678 | \$137,072 | \$138,424 | \$142,626 | \$146,952 |
| 105 | \$49.87 | \$51.37 | \$52.94 | \$54.53 | \$56.19 | \$57.89 | \$59.64 | \$61.45 | \$62.07 | \$62.68 | \$63.30 | \$63.95 | \$65.23 | \$65.90 | \$66.55 | \$67.21 | \$69.26 | \$71.35 |
| \$/mo | \$8,644 | \$8,904 | \$9,176 | \$9,452 | \$9,740 | \$10,034 | \$10,338 | \$10,651 | \$10,759 | \$10,865 | \$10,972 | \$11,085 | \$11,307 | \$11,423 | \$11,535 | \$11,650 | \$12,005 | \$12,367 |
| \$/yr | \$103,730 | \$106,850 | \$110,115 | \$113,422 | \$116,875 | \$120,411 | \$124,051 | \$127,816 | \$129,106 | \$130,374 | \$131,664 | \$133,016 | \$135,678 | \$137,072 | \$138,424 | \$139,797 | \$144,061 | \$148,408 |
| 106 | \$50.37 | \$51.89 | \$53.45 | \$55.06 | \$56.74 | \$58.44 | \$60.23 | \$62.07 | \$62.68 | \$63.30 | \$63.95 | \$64.59 | \$65.90 | \$66.55 | \$67.21 | \$67.89 | \$69.93 | \$72.05 |
| \$/mo | \$8,731 | \$8,994 | \$9,265 | \$9,544 | \$9,835 | \$10,130 | \$10,440 | \$10,759 | \$10,865 | \$10,972 | \$11,085 | \$11,196 | \$11,423 | \$11,535 | \$11,650 | \$11,768 | \$12,121 | \$12,489 |
| \$/yr | \$104,770 | \$107,931 | \$111,176 | \$114,525 | \$118,019 | \$121,555 | \$125,278 | \$129,106 | \$130,374 | \$131,664 | \$133,016 | \$134,347 | \$137,072 | \$138,424 | \$139,797 | \$141,211 | \$145,454 | \$149,864 |
| 107 | \$50.88 | \$52.40 | \$53.98 | \$55.63 | \$57.30 | \$59.05 | \$60.83 | \$62.68 | \$63.30 | \$63.95 | \$64.59 | \$65.23 | \$66.55 | \$67.21 | \$67.89 | \$68.57 | \$70.65 | \$72.78 |
| \$/mo | \$8,819 | \$9,083 | \$9,357 | \$9,643 | \$9,932 | \$10,235 | \$10,544 | \$10,865 | \$10,972 | \$11,085 | \$11,196 | \$11,307 | \$11,535 | \$11,650 | \$11,768 | \$11,885 | \$12,246 | \$12,615 |
| \$/yr | \$105,830 | \$108,992 | \$112,278 | \$115,710 | \$119,184 | \$122,824 | \$126,526 | \$130,374 | \$131,664 | \$133,016 | \$134,347 | \$135,678 | \$138,424 | \$139,797 | \$141,211 | \$142,626 | \$146,952 | \$151,382 |
| 108 | \$51.37 | \$52.94 | \$54.53 | \$56.19 | \$57.89 | \$59.64 | \$61.45 | \$63.30 | \$63.95 | \$64.59 | \$65.23 | \$65.90 | \$67.21 | \$67.89 | \$68.57 | \$69.26 | \$71.35 | \$73.51 |
| \$/mo | \$8,904 | \$9,176 | \$9,452 | \$9,740 | \$10,034 | \$10,338 | \$10,651 | \$10,972 | \$11,085 | \$11,196 | \$11,307 | \$11,423 | \$11,650 | \$11,768 | \$11,885 | \$12,005 | \$12,367 | \$12,742 |
| \$/yr | \$106,850 | \$110,115 | \$113,422 | \$116,875 | \$120,411 | \$124,051 | \$127,816 | \$131,664 | \$133,016 | \$134,347 | \$135,678 | \$137,072 | \$139,797 | \$141,211 | \$142,626 | \$144,061 | \$148,408 | \$152,901 |
| 109 | \$51.89 | \$53.45 | \$55.06 | \$56.74 | \$58.44 | \$60.23 | \$62.07 | \$63.95 | \$64.59 | \$65.23 | \$65.90 | \$66.55 | \$67.89 | \$68.57 | \$69.26 | \$69.93 | \$72.05 | \$74.22 |
| \$/mo | \$8,994 | \$9,265 | \$9,544 | \$9,835 | \$10,130 | \$10,440 | \$10,759 | \$11,085 | \$11,196 | \$11,307 | \$11,423 | \$11,535 | \$11,768 | \$11,885 | \$12,005 | \$12,121 | \$12,489 | \$12,865 |
| \$/yr | \$107,931 | \$111,176 | \$114,525 | \$118,019 | \$121,555 | \$125,278 | \$129,106 | \$133,016 | \$134,347 | \$135,678 | \$137,072 | \$138,424 | \$141,211 | \$142,626 | \$144,061 | \$145,454 | \$149,864 | \$154,378 |
| 110 | \$52.40 | \$53.98 | \$55.63 | \$57.30 | \$59.05 | \$60.83 | \$62.68 | \$64.59 | \$65.23 | \$65.90 | \$66.55 | \$67.21 | \$68.57 | \$69.26 | \$69.93 | \$70.65 | \$72.78 | \$74.98 |
| \$/mo | \$9,083 | \$9,357 | \$9,643 | \$9,932 | \$10,235 | \$10,544 | \$10,865 | \$11,196 | \$11,307 | \$11,423 | \$11,535 | \$11,650 | \$11,885 | \$12,005 | \$12,121 | \$12,246 | \$12,615 | \$12,997 |
| \$/yr | \$108,992 | \$112,278 | \$115,710 | \$119,184 | \$122,824 | \$126,526 | \$130,374 | \$134,347 | \$135,678 | \$137,072 | \$138,424 | \$139,797 | \$142,626 | \$144,061 | \$145,454 | \$146,952 | \$151,382 | \$155,958 |
| 111 | \$52.94 | \$54.53 | \$56.19 | \$57.89 | \$59.64 | \$61.45 | \$63.30 | \$65.23 | \$65.90 | \$66.55 | \$67.21 | \$67.89 | \$69.26 | \$69.93 | \$70.65 | \$71.35 | \$73.51 | \$75.73 |
| \$/mo | \$9,176 | \$9,452 | \$9,740 | \$10,034 | \$10,338 | \$10,651 | \$10,972 | \$11,307 | \$11,423 | \$11,535 | \$11,650 | \$11,768 | \$12,005 | \$12,121 | \$12,246 | \$12,367 | \$12,742 | \$13,127 |
| \$/yr | \$110,115 | \$113,422 | \$116,875 | \$120,411 | \$124,051 | \$127,816 | \$131,664 | \$135,678 | \$137,072 | \$138,424 | \$139,797 | \$141,211 | \$144,061 | \$145,454 | \$146,952 | \$148,408 | \$152,901 | \$157,518 |
| 112 | \$53.45 | \$55.06 | \$56.74 | \$58.44 | \$60.23 | \$62.07 | \$63.95 | \$65.90 | \$66.55 | \$67.21 | \$67.89 | \$68.57 | \$69.93 | \$70.65 | \$71.35 | \$72.05 | \$74.22 | \$76.49 |
| \$/mo | \$9,265 | \$9,544 | \$9,835 | \$10,130 | \$10,440 | \$10,759 | \$11,085 | \$11,423 | \$11,535 | \$11,650 | \$11,768 | \$11,885 | \$12,121 | \$12,246 | \$12,367 | \$12,489 | \$12,865 | \$13,258 |
| \$/yr | \$111,176 | \$114,525 | \$118,019 | \$121,555 | \$125,278 | \$129,106 | \$133,016 | \$137,072 | \$138,424 | \$139,797 | \$141,211 | \$142,626 | \$145,454 | \$146,952 | \$148,408 | \$149,864 | \$154,378 | \$159,099 |
| 113 | \$53.98 | \$55.63 | \$57.30 | \$59.05 | \$60.83 | \$62.68 | \$64.59 | \$66.55 | \$67.21 | \$67.89 | \$68.57 | \$69.26 | \$70.65 | \$71.35 | \$72.05 | \$72.78 | \$74.98 | \$77.24 |
| \$/mo | \$9,357 | \$9,643 | \$9,932 | \$10,235 | \$10,544 | \$10,865 | \$11,196 | \$11,535 | \$11,650 | \$11,768 | \$11,885 | \$12,005 | \$12,246 | \$12,367 | \$12,489 | \$12,615 | \$12,997 | \$13,388 |
| \$/yr | \$112,278 | \$115,710 | \$119,184 | \$122,824 | \$126,526 | \$130,374 | \$134,347 | \$138,424 | \$139,797 | \$141,211 | \$142,626 | \$144,061 | \$146,952 | \$148,408 | \$149,864 | \$151,382 | \$155,958 | \$160,659 |
| 114 | \$54.53 | \$56.19 | \$57.89 | \$59.64 | \$61.45 | \$63.30 | \$65.23 | \$67.21 | \$67.89 | \$68.57 | \$69.26 | \$69.93 | \$71.35 | \$72.05 | \$72.78 | \$73.51 | \$75.73 | \$78.01 |
| \$/mo | \$9,452 | \$9,740 | \$10,034 | \$10,338 | \$10,651 | \$10,972 | \$11,307 | \$11,650 | \$11,768 | \$11,885 | \$12,005 | \$12,121 | \$12,367 | \$12,489 | \$12,615 | \$12,742 | \$13,127 | \$13,522 |
| \$/yr | \$113,422 | \$116,875 | \$120,411 | \$124,051 | \$127,816 | \$131,664 | \$135,678 | \$139,797 | \$141,211 | \$142,626 | \$144,061 | \$145,454 | \$148,408 | \$149,864 | \$151,382 | \$152,901 | \$157,518 | \$162,261 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 115 | \$55.06 | \$56.74 | \$58.44 | \$60.23 | \$62.07 | \$63.95 | \$65.90 | \$67.89 | \$68.57 | \$69.26 | \$69.93 | \$70.65 | \$72.05 | \$72.78 | \$73.51 | \$74.22 | \$76.49 | \$78.82 |
| \$/mo | \$9,544 | \$9,835 | \$10,130 | \$10,440 | \$10,759 | \$11,085 | \$11,423 | \$11,768 | \$11,885 | \$12,005 | \$12,121 | \$12,246 | \$12,489 | \$12,615 | \$12,742 | \$12,865 | \$13,258 | \$13,662 |
| \$/yr | \$114,525 | \$118,019 | \$121,555 | \$125,278 | \$129,106 | \$133,016 | \$137,072 | \$141,211 | \$142,626 | \$144,061 | \$145,454 | \$146,952 | \$149,864 | \$151,382 | \$152,901 | \$154,378 | \$159,099 | \$163,946 |
| 116 | \$55.63 | \$57.30 | \$59.05 | \$60.83 | \$62.68 | \$64.59 | \$66.55 | \$68.57 | \$69.26 | \$69.93 | \$70.65 | \$71.35 | \$72.78 | \$73.51 | \$74.22 | \$74.98 | \$77.24 | \$79.59 |
| \$/mo | \$9,643 | \$9,932 | \$10,235 | \$10,544 | \$10,865 | \$11,196 | \$11,535 | \$11,885 | \$12,005 | \$12,121 | \$12,246 | \$12,367 | \$12,615 | \$12,742 | \$12,865 | \$12,997 | \$13,388 | \$13,796 |
| \$/yr | \$115,710 | \$119,184 | \$122,824 | \$126,526 | \$130,374 | \$134,347 | \$138,424 | \$142,626 | \$144,061 | \$145,454 | \$146,952 | \$148,408 | \$151,382 | \$152,901 | \$154,378 | \$155,958 | \$160,659 | \$165,547 |
| 117 | \$56.19 | \$57.89 | \$59.64 | \$61.45 | \$63.30 | \$65.23 | \$67.21 | \$69.26 | \$69.93 | \$70.65 | \$71.35 | \$72.05 | \$73.51 | \$74.22 | \$74.98 | \$75.73 | \$78.01 | \$80.36 |
| \$/mo | \$9,740 | \$10,034 | \$10,338 | \$10,651 | \$10,972 | \$11,307 | \$11,650 | \$12,005 | \$12,121 | \$12,246 | \$12,367 | \$12,489 | \$12,742 | \$12,865 | \$12,997 | \$13,127 | \$13,522 | \$13,929 |
| \$/yr | \$116,875 | \$120,411 | \$124,051 | \$127,816 | \$131,664 | \$135,678 | \$139,797 | \$144,061 | \$145,454 | \$146,952 | \$148,408 | \$149,864 | \$152,901 | \$154,378 | \$155,958 | \$157,518 | \$162,261 | \$167,149 |
| 118 | \$56.74 | \$58.44 | \$60.23 | \$62.07 | \$63.95 | \$65.90 | \$67.89 | \$69.93 | \$70.65 | \$71.35 | \$72.05 | \$72.78 | \$74.22 | \$74.98 | \$75.73 | \$76.49 | \$78.82 | \$81.19 |
| \$/mo | \$9,835 | \$10,130 | \$10,440 | \$10,759 | \$11,085 | \$11,423 | \$11,768 | \$12,121 | \$12,246 | \$12,367 | \$12,489 | \$12,615 | \$12,865 | \$12,997 | \$13,127 | \$13,258 | \$13,662 | \$14,073 |
| \$/yr | \$118,019 | \$121,555 | \$125,278 | \$129,106 | \$133,016 | \$137,072 | \$141,211 | \$145,454 | \$146,952 | \$148,408 | \$149,864 | \$151,382 | \$154,378 | \$155,958 | \$157,518 | \$159,099 | \$163,946 | \$168,875 |
| 119 | \$57.30 | \$59.05 | \$60.83 | \$62.68 | \$64.59 | \$66.55 | \$68.57 | \$70.65 | \$71.35 | \$72.05 | \$72.78 | \$73.51 | \$74.98 | \$75.73 | \$76.49 | \$77.24 | \$79.59 | \$82.01 |
| \$/mo | \$9,932 | \$10,235 | \$10,544 | \$10,865 | \$11,196 | \$11,535 | \$11,885 | \$12,246 | \$12,367 | \$12,489 | \$12,615 | \$12,742 | \$12,997 | \$13,127 | \$13,258 | \$13,388 | \$13,796 | \$14,215 |
| \$/yr | \$119,184 | \$122,824 | \$126,526 | \$130,374 | \$134,347 | \$138,424 | \$142,626 | \$146,952 | \$148,408 | \$149,864 | \$151,382 | \$152,901 | \$155,958 | \$157,518 | \$159,099 | \$160,659 | \$165,547 | \$170,581 |
| 120 | \$57.89 | \$59.64 | \$61.45 | \$63.30 | \$65.23 | \$67.21 | \$69.26 | \$71.35 | \$72.05 | \$72.78 | \$73.51 | \$74.22 | \$75.73 | \$76.49 | \$77.24 | \$78.01 | \$80.36 | \$82.83 |
| \$/mo | \$10,034 | \$10,338 | \$10,651 | \$10,972 | \$11,307 | \$11,650 | \$12,005 | \$12,367 | \$12,489 | \$12,615 | \$12,742 | \$12,865 | \$13,127 | \$13,258 | \$13,388 | \$13,522 | \$13,929 | \$14,357 |
| \$/yr | \$120,411 | \$124,051 | \$127,816 | \$131,664 | \$135,678 | \$139,797 | \$144,061 | \$148,408 | \$149,864 | \$151,382 | \$152,901 | \$154,378 | \$157,518 | \$159,099 | \$160,659 | \$162,261 | \$167,149 | \$172,286 |
| 121 | \$58.44 | \$60.23 | \$62.07 | \$63.95 | \$65.90 | \$67.89 | \$69.93 | \$72.05 | \$72.78 | \$73.51 | \$74.22 | \$74.98 | \$76.49 | \$77.24 | \$78.01 | \$78.82 | \$81.19 | \$83.67 |
| \$/mo | \$10,130 | \$10,440 | \$10,759 | \$11,085 | \$11,423 | \$11,768 | \$12,121 | \$12,489 | \$12,615 | \$12,742 | \$12,865 | \$12,997 | \$13,258 | \$13,388 | \$13,522 | \$13,662 | \$14,073 | \$14,503 |
| \$/yr | \$121,555 | \$125,278 | \$129,106 | \$133,016 | \$137,072 | \$141,211 | \$145,454 | \$149,864 | \$151,382 | \$152,901 | \$154,378 | \$155,958 | \$159,099 | \$160,659 | \$162,261 | \$163,946 | \$168,875 | \$174,034 |
| 122 | \$59.05 | \$60.83 | \$62.68 | \$64.59 | \$66.55 | \$68.57 | \$70.65 | \$72.78 | \$73.51 | \$74.22 | \$74.98 | \$75.73 | \$77.24 | \$78.01 | \$78.82 | \$79.59 | \$82.01 | \$84.48 |
| \$/mo | \$10,235 | \$10,544 | \$10,865 | \$11,196 | \$11,535 | \$11,885 | \$12,246 | \$12,615 | \$12,742 | \$12,865 | \$12,997 | \$13,127 | \$13,388 | \$13,522 | \$13,662 | \$13,796 | \$14,215 | \$14,643 |
| \$/yr | \$122,824 | \$126,526 | \$130,374 | \$134,347 | \$138,424 | \$142,626 | \$146,952 | \$151,382 | \$152,901 | \$154,378 | \$155,958 | \$157,518 | \$160,659 | \$162,261 | \$163,946 | \$165,547 | \$170,581 | \$175,718 |
| 123 | \$59.64 | \$61.45 | \$63.30 | \$65.23 | \$67.21 | \$69.26 | \$71.35 | \$73.51 | \$74.22 | \$74.98 | \$75.73 | \$76.49 | \$78.01 | \$78.82 | \$79.59 | \$80.36 | \$82.83 | \$85.34 |
| \$/mo | \$10,338 | \$10,651 | \$10,972 | \$11,307 | \$11,650 | \$12,005 | \$12,367 | \$12,742 | \$12,865 | \$12,997 | \$13,127 | \$13,258 | \$13,522 | \$13,662 | \$13,796 | \$13,929 | \$14,357 | \$14,792 |
| \$/yr | \$124,051 | \$127,816 | \$131,664 | \$135,678 | \$139,797 | \$144,061 | \$148,408 | \$152,901 | \$154,378 | \$155,958 | \$157,518 | \$159,099 | \$162,261 | \$163,946 | \$165,547 | \$167,149 | \$172,286 | \$177,507 |
| 124 | \$60.23 | \$62.07 | \$63.95 | \$65.90 | \$67.89 | \$69.93 | \$72.05 | \$74.22 | \$74.98 | \$75.73 | \$76.49 | \$77.24 | \$78.82 | \$79.59 | \$80.36 | \$81.19 | \$83.67 | \$86.20 |
| \$/mo | \$10,440 | \$10,759 | \$11,085 | \$11,423 | \$11,768 | \$12,121 | \$12,489 | \$12,865 | \$12,997 | \$13,127 | \$13,258 | \$13,388 | \$13,662 | \$13,796 | \$13,929 | \$14,073 | \$14,503 | \$14,941 |
| \$/yr | \$125,278 | \$129,106 | \$133,016 | \$137,072 | \$141,211 | \$145,454 | \$149,864 | \$154,378 | \$155,958 | \$157,518 | \$159,099 | \$160,659 | \$163,946 | \$165,547 | \$167,149 | \$168,875 | \$174,034 | \$179,296 |
| 125 | \$60.83 | \$62.68 | \$64.59 | \$66.55 | \$68.57 | \$70.65 | \$72.78 | \$74.98 | \$75.73 | \$76.49 | \$77.24 | \$78.01 | \$79.59 | \$80.36 | \$81.19 | \$82.01 | \$84.48 | \$87.07 |
| \$/mo | \$10,544 | \$10,865 | \$11,196 | \$11,535 | \$11,885 | \$12,246 | \$12,615 | \$12,997 | \$13,127 | \$13,258 | \$13,388 | \$13,522 | \$13,796 | \$13,929 | \$14,073 | \$14,215 | \$14,643 | \$15,092 |
| \$/yr | \$126,526 | \$130,374 | \$134,347 | \$138,424 | \$142,626 | \$146,952 | \$151,382 | \$155,958 | \$157,518 | \$159,099 | \$160,659 | \$162,261 | \$165,547 | \$167,149 | \$168,875 | \$170,581 | \$175,718 | \$181,106 |
| 126 | \$61.45 | \$63.30 | \$65.23 | \$67.21 | \$69.26 | \$71.35 | \$73.51 | \$75.73 | \$76.49 | \$77.24 | \$78.01 | \$78.82 | \$80.36 | \$81.19 | \$82.01 | \$82.83 | \$85.34 | \$87.93 |
| \$/mo | \$10,651 | \$10,972 | \$11,307 | \$11,650 | \$12,005 | \$12,367 | \$12,742 | \$13,127 | \$13,258 | \$13,388 | \$13,522 | \$13,662 | \$13,929 | \$14,073 | \$14,215 | \$14,357 | \$14,792 | \$15,241 |
| \$/yr | \$127,816 | \$131,664 | \$135,678 | \$139,797 | \$144,061 | \$148,408 | \$152,901 | \$157,518 | \$159,099 | \$160,659 | \$162,261 | \$163,946 | \$167,149 | \$168,875 | \$170,581 | \$172,286 | \$177,507 | \$182,894 |
| 127 | \$62.07 | \$63.95 | \$65.90 | \$67.89 | \$69.93 | \$72.05 | \$74.22 | \$76.49 | \$77.24 | \$78.01 | \$78.82 | \$79.59 | \$81.19 | \$82.01 | \$82.83 | \$83.67 | \$86.20 | \$88.82 |
| \$/mo | \$10,759 | \$11,085 | \$11,423 | \$11,768 | \$12,121 | \$12,489 | \$12,865 | \$13,258 | \$13,388 | \$13,522 | \$13,662 | \$13,796 | \$14,073 | \$14,215 | \$14,357 | \$14,503 | \$14,941 | \$15,395 |
| \$/yr | \$129,106 | \$133,016 | \$137,072 | \$141,211 | \$145,454 | \$149,864 | \$154,378 | \$159,099 | \$160,659 | \$162,261 | \$163,946 | \$165,547 | \$168,875 | \$170,581 | \$172,286 | \$174,034 | \$179,296 | \$184,746 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 128 | \$62.68 | \$64.59 | \$66.55 | \$68.57 | \$70.65 | \$72.78 | \$74.98 | \$77.24 | \$78.01 | \$78.82 | \$79.59 | \$80.36 | \$82.01 | \$82.83 | \$83.67 | \$84.48 | \$87.07 | \$89.70 |
| \$/mo | \$10,865 | \$11,196 | \$11,535 | \$11,885 | \$12,246 | \$12,615 | \$12,997 | \$13,388 | \$13,522 | \$13,662 | \$13,796 | \$13,929 | \$14,215 | \$14,357 | \$14,503 | \$14,643 | \$15,092 | \$15,548 |
| \$/yr | \$130,374 | \$134,347 | \$138,424 | \$142,626 | \$146,952 | \$151,382 | \$155,958 | \$160,659 | \$162,261 | \$163,946 | \$165,547 | \$167,149 | \$170,581 | \$172,286 | \$174,034 | \$175,718 | \$181,106 | \$186,576 |
| 129 | \$63.30 | \$65.23 | \$67.21 | \$69.26 | \$71.35 | \$73.51 | \$75.73 | \$78.01 | \$78.82 | \$79.59 | \$80.36 | \$81.19 | \$82.83 | \$83.67 | \$84.48 | \$85.34 | \$87.93 | \$90.60 |
| \$/mo | \$10,972 | \$11,307 | \$11,650 | \$12,005 | \$12,367 | \$12,742 | \$13,127 | \$13,522 | \$13,662 | \$13,796 | \$13,929 | \$14,073 | \$14,357 | \$14,503 | \$14,643 | \$14,792 | \$15,241 | \$15,704 |
| \$/yr | \$131,664 | \$135,678 | \$139,797 | \$144,061 | \$148,408 | \$152,901 | \$157,518 | \$162,261 | \$163,946 | \$165,547 | \$167,149 | \$168,875 | \$172,286 | \$174,034 | \$175,718 | \$177,507 | \$182,894 | \$188,448 |
| 130 | \$63.95 | \$65.90 | \$67.89 | \$69.93 | \$72.05 | \$74.22 | \$76.49 | \$78.82 | \$79.59 | \$80.36 | \$81.19 | \$82.01 | \$83.67 | \$84.48 | \$85.34 | \$86.20 | \$88.82 | \$91.49 |
| \$/mo | \$11,085 | \$11,423 | \$11,768 | \$12,121 | \$12,489 | \$12,865 | \$13,258 | \$13,662 | \$13,796 | \$13,929 | \$14,073 | \$14,215 | \$14,503 | \$14,643 | \$14,792 | \$14,941 | \$15,395 | \$15,858 |
| \$/yr | \$133,016 | \$137,072 | \$141,211 | \$145,454 | \$149,864 | \$154,378 | \$159,099 | \$163,946 | \$165,547 | \$167,149 | \$168,875 | \$170,581 | \$174,034 | \$175,718 | \$177,507 | \$179,296 | \$184,746 | \$190,299 |
| 131 | \$64.59 | \$66.55 | \$68.57 | \$70.65 | \$72.78 | \$74.98 | \$77.24 | \$79.59 | \$80.36 | \$81.19 | \$82.01 | \$82.83 | \$84.48 | \$85.34 | \$86.20 | \$87.07 | \$89.70 | \$92.41 |
| \$/mo | \$11,196 | \$11,535 | \$11,885 | \$12,246 | \$12,615 | \$12,997 | \$13,388 | \$13,796 | \$13,929 | \$14,073 | \$14,215 | \$14,357 | \$14,643 | \$14,792 | \$14,941 | \$15,092 | \$15,548 | \$16,018 |
| \$/yr | \$134,347 | \$138,424 | \$142,626 | \$146,952 | \$151,382 | \$155,958 | \$160,659 | \$165,547 | \$167,149 | \$168,875 | \$170,581 | \$172,286 | \$175,718 | \$177,507 | \$179,296 | \$181,106 | \$186,576 | \$192,213 |
| 132 | \$65.23 | \$67.21 | \$69.26 | \$71.35 | \$73.51 | \$75.73 | \$78.01 | \$80.36 | \$81.19 | \$82.01 | \$82.83 | \$83.67 | \$85.34 | \$86.20 | \$87.07 | \$87.93 | \$90.60 | \$93.32 |
| \$/mo | \$11,307 | \$11,650 | \$12,005 | \$12,367 | \$12,742 | \$13,127 | \$13,522 | \$13,929 | \$14,073 | \$14,215 | \$14,357 | \$14,503 | \$14,792 | \$14,941 | \$15,092 | \$15,241 | \$15,704 | \$16,175 |
| \$/yr | \$135,678 | \$139,797 | \$144,061 | \$148,408 | \$152,901 | \$157,518 | \$162,261 | \$167,149 | \$168,875 | \$170,581 | \$172,286 | \$174,034 | \$177,507 | \$179,296 | \$181,106 | \$182,894 | \$188,448 | \$194,106 |
| 133 | \$65.90 | \$67.89 | \$69.93 | \$72.05 | \$74.22 | \$76.49 | \$78.82 | \$81.19 | \$82.01 | \$82.83 | \$83.67 | \$84.48 | \$86.20 | \$87.07 | \$87.93 | \$88.82 | \$91.49 | \$94.27 |
| \$/mo | \$11,423 | \$11,768 | \$12,121 | \$12,489 | \$12,865 | \$13,258 | \$13,662 | \$14,073 | \$14,215 | \$14,357 | \$14,503 | \$14,643 | \$14,941 | \$15,092 | \$15,241 | \$15,395 | \$15,858 | \$16,340 |
| \$/yr | \$137,072 | \$141,211 | \$145,454 | \$149,864 | \$154,378 | \$159,099 | \$163,946 | \$168,875 | \$170,581 | \$172,286 | \$174,034 | \$175,718 | \$179,296 | \$181,106 | \$182,894 | \$184,746 | \$190,299 | \$196,082 |
| 134 | \$66.55 | \$68.57 | \$70.65 | \$72.78 | \$74.98 | \$77.24 | \$79.59 | \$82.01 | \$82.83 | \$83.67 | \$84.48 | \$85.34 | \$87.07 | \$87.93 | \$88.82 | \$89.70 | \$92.41 | \$95.21 |
| \$/mo | \$11,535 | \$11,885 | \$12,246 | \$12,615 | \$12,997 | \$13,388 | \$13,796 | \$14,215 | \$14,357 | \$14,503 | \$14,643 | \$14,792 | \$15,092 | \$15,241 | \$15,395 | \$15,548 | \$16,018 | \$16,503 |
| \$/yr | \$138,424 | \$142,626 | \$146,952 | \$151,382 | \$155,958 | \$160,659 | \$165,547 | \$170,581 | \$172,286 | \$174,034 | \$175,718 | \$177,507 | \$181,106 | \$182,894 | \$184,746 | \$186,576 | \$192,213 | \$198,037 |
| 135 | \$67.21 | \$69.26 | \$71.35 | \$73.51 | \$75.73 | \$78.01 | \$80.36 | \$82.83 | \$83.67 | \$84.48 | \$85.34 | \$86.20 | \$87.93 | \$88.82 | \$89.70 | \$90.60 | \$93.32 | \$96.17 |
| \$/mo | \$11,650 | \$12,005 | \$12,367 | \$12,742 | \$13,127 | \$13,522 | \$13,929 | \$14,357 | \$14,503 | \$14,643 | \$14,792 | \$14,941 | \$15,241 | \$15,395 | \$15,548 | \$15,704 | \$16,175 | \$16,669 |
| \$/yr | \$139,797 | \$144,061 | \$148,408 | \$152,901 | \$157,518 | \$162,261 | \$167,149 | \$172,286 | \$174,034 | \$175,718 | \$177,507 | \$179,296 | \$182,894 | \$184,746 | \$186,576 | \$188,448 | \$194,106 | \$200,034 |
| 136 | \$67.89 | \$69.93 | \$72.05 | \$74.22 | \$76.49 | \$78.82 | \$81.19 | \$83.67 | \$84.48 | \$85.34 | \$86.20 | \$87.07 | \$88.82 | \$89.70 | \$90.60 | \$91.49 | \$94.27 | \$97.12 |
| \$/mo | \$11,768 | \$12,121 | \$12,489 | \$12,865 | \$13,258 | \$13,662 | \$14,073 | \$14,503 | \$14,643 | \$14,792 | \$14,941 | \$15,092 | \$15,395 | \$15,548 | \$15,704 | \$15,858 | \$16,340 | \$16,834 |
| \$/yr | \$141,211 | \$145,454 | \$149,864 | \$154,378 | \$159,099 | \$163,946 | \$168,875 | \$174,034 | \$175,718 | \$177,507 | \$179,296 | \$181,106 | \$184,746 | \$186,576 | \$188,448 | \$190,299 | \$196,082 | \$202,010 |
| 137 | \$68.57 | \$70.65 | \$72.78 | \$74.98 | \$77.24 | \$79.59 | \$82.01 | \$84.48 | \$85.34 | \$86.20 | \$87.07 | \$87.93 | \$89.70 | \$90.60 | \$91.49 | \$92.41 | \$95.21 | \$98.11 |
| \$/mo | \$11,885 | \$12,246 | \$12,615 | \$12,997 | \$13,388 | \$13,796 | \$14,215 | \$14,643 | \$14,792 | \$14,941 | \$15,092 | \$15,241 | \$15,548 | \$15,704 | \$15,858 | \$16,018 | \$16,503 | \$17,006 |
| \$/yr | \$142,626 | \$146,952 | \$151,382 | \$155,958 | \$160,659 | \$165,547 | \$170,581 | \$175,718 | \$177,507 | \$179,296 | \$181,106 | \$182,894 | \$186,576 | \$188,448 | \$190,299 | \$192,213 | \$198,037 | \$204,069 |
| 138 | \$69.26 | \$71.35 | \$73.51 | \$75.73 | \$78.01 | \$80.36 | \$82.83 | \$85.34 | \$86.20 | \$87.07 | \$87.93 | \$88.82 | \$90.60 | \$91.49 | \$92.41 | \$93.32 | \$96.17 | \$99.08 |
| \$/mo | \$12,005 | \$12,367 | \$12,742 | \$13,127 | \$13,522 | \$13,929 | \$14,357 | \$14,792 | \$14,941 | \$15,092 | \$15,241 | \$15,395 | \$15,704 | \$15,858 | \$16,018 | \$16,175 | \$16,669 | \$17,174 |
| \$/yr | \$144,061 | \$148,408 | \$152,901 | \$157,518 | \$162,261 | \$167,149 | \$172,286 | \$177,507 | \$179,296 | \$181,106 | \$182,894 | \$184,746 | \$188,448 | \$190,299 | \$192,213 | \$194,106 | \$200,034 | \$206,086 |
| 139 | \$69.93 | \$72.05 | \$74.22 | \$76.49 | \$78.82 | \$81.19 | \$83.67 | \$86.20 | \$87.07 | \$87.93 | \$88.82 | \$89.70 | \$91.49 | \$92.41 | \$93.32 | \$94.27 | \$97.12 | \$100.07 |
| \$/mo | \$12,121 | \$12,489 | \$12,865 | \$13,258 | \$13,662 | \$14,073 | \$14,503 | \$14,941 | \$15,092 | \$15,241 | \$15,395 | \$15,548 | \$15,858 | \$16,018 | \$16,175 | \$16,340 | \$16,834 | \$17,345 |
| \$/yr | \$145,454 | \$149,864 | \$154,378 | \$159,099 | \$163,946 | \$168,875 | \$174,034 | \$179,296 | \$181,106 | \$182,894 | \$184,746 | \$186,576 | \$190,299 | \$192,213 | \$194,106 | \$196,082 | \$202,010 | \$208,146 |
| 140 | \$70.65 | \$72.78 | \$74.98 | \$77.24 | \$79.59 | \$82.01 | \$84.48 | \$87.07 | \$87.93 | \$88.82 | \$89.70 | \$90.60 | \$92.41 | \$93.32 | \$94.27 | \$95.21 | \$98.11 | \$101.09 |
| \$/mo | \$12,246 | \$12,615 | \$12,997 | \$13,388 | \$13,796 | \$14,215 | \$14,643 | \$15,092 | \$15,241 | \$15,395 | \$15,548 | \$15,704 | \$16,018 | \$16,175 | \$16,340 | \$16,503 | \$17,006 | \$17,522 |
| \$/yr | \$146,952 | \$151,382 | \$155,958 | \$160,659 | \$165,547 | \$170,581 | \$175,718 | \$181,106 | \$182,894 | \$184,746 | \$186,576 | \$188,448 | \$192,213 | \$194,106 | \$196,082 | \$198,037 | \$204,069 | \$210,267 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 141 | \$71.35 | \$73.51 | \$75.73 | \$78.01 | \$80.36 | \$82.83 | \$85.34 | \$87.93 | \$88.82 | \$89.70 | \$90.60 | \$91.49 | \$93.32 | \$94.27 | \$95.21 | \$96.17 | \$99.08 | \$102.08 |
| \$/mo | \$12,367 | \$12,742 | \$13,127 | \$13,522 | \$13,929 | \$14,357 | \$14,792 | \$15,241 | \$15,395 | \$15,548 | \$15,704 | \$15,858 | \$16,175 | \$16,340 | \$16,503 | \$16,669 | \$17,174 | \$17,694 |
| \$/yr | \$148,408 | \$152,901 | \$157,518 | \$162,261 | \$167,149 | \$172,286 | \$177,507 | \$182,894 | \$184,746 | \$186,576 | \$188,448 | \$190,299 | \$194,106 | \$196,082 | \$198,037 | \$200,034 | \$206,086 | \$212,326 |
| 142 | \$72.05 | \$74.22 | \$76.49 | \$78.82 | \$81.19 | \$83.67 | \$86.20 | \$88.82 | \$89.70 | \$90.60 | \$91.49 | \$92.41 | \$94.27 | \$95.21 | \$96.17 | \$97.12 | \$100.07 | \$103.11 |
| \$/mo | \$12,489 | \$12,865 | \$13,258 | \$13,662 | \$14,073 | \$14,503 | \$14,941 | \$15,395 | \$15,548 | \$15,704 | \$15,858 | \$16,018 | \$16,340 | \$16,503 | \$16,669 | \$16,834 | \$17,345 | \$17,872 |
| \$/yr | \$149,864 | \$154,378 | \$159,099 | \$163,946 | \$168,875 | \$174,034 | \$179,296 | \$184,746 | \$186,576 | \$188,448 | \$190,299 | \$192,213 | \$196,082 | \$198,037 | \$200,034 | \$202,010 | \$208,146 | \$214,469 |
| 143 | \$72.78 | \$74.98 | \$77.24 | \$79.59 | \$82.01 | \$84.48 | \$87.07 | \$89.70 | \$90.60 | \$91.49 | \$92.41 | \$93.32 | \$95.21 | \$96.17 | \$97.12 | \$98.11 | \$101.09 | \$104.13 |
| \$/mo | \$12,615 | \$12,997 | \$13,388 | \$13,796 | \$14,215 | \$14,643 | \$15,092 | \$15,548 | \$15,704 | \$15,858 | \$16,018 | \$16,175 | \$16,503 | \$16,669 | \$16,834 | \$17,006 | \$17,522 | \$18,049 |
| \$/yr | \$151,382 | \$155,958 | \$160,659 | \$165,547 | \$170,581 | \$175,718 | \$181,106 | \$186,576 | \$188,448 | \$190,299 | \$192,213 | \$194,106 | \$198,037 | \$200,034 | \$202,010 | \$204,069 | \$210,267 | \$216,590 |
| 144 | \$73.51 | \$75.73 | \$78.01 | \$80.36 | \$82.83 | \$85.34 | \$87.93 | \$90.60 | \$91.49 | \$92.41 | \$93.32 | \$94.27 | \$96.17 | \$97.12 | \$98.11 | \$99.08 | \$102.08 | \$105.16 |
| \$/mo | \$12,742 | \$13,127 | \$13,522 | \$13,929 | \$14,357 | \$14,792 | \$15,241 | \$15,704 | \$15,858 | \$16,018 | \$16,175 | \$16,340 | \$16,669 | \$16,834 | \$17,006 | \$17,174 | \$17,694 | \$18,228 |
| \$/yr | \$152,901 | \$157,518 | \$162,261 | \$167,149 | \$172,286 | \$177,507 | \$182,894 | \$188,448 | \$190,299 | \$192,213 | \$194,106 | \$196,082 | \$200,034 | \$202,010 | \$204,069 | \$206,086 | \$212,326 | \$218,733 |
| 145 | \$74.22 | \$76.49 | \$78.82 | \$81.19 | \$83.67 | \$86.20 | \$88.82 | \$91.49 | \$92.41 | \$93.32 | \$94.27 | \$95.21 | \$97.12 | \$98.11 | \$99.08 | \$100.07 | \$103.11 | \$106.23 |
| \$/mo | \$12,865 | \$13,258 | \$13,662 | \$14,073 | \$14,503 | \$14,941 | \$15,395 | \$15,858 | \$16,018 | \$16,175 | \$16,340 | \$16,503 | \$16,834 | \$17,006 | \$17,174 | \$17,345 | \$17,872 | \$18,413 |
| \$/yr | \$154,378 | \$159,099 | \$163,946 | \$168,875 | \$174,034 | \$179,296 | \$184,746 | \$190,299 | \$192,213 | \$194,106 | \$196,082 | \$198,037 | \$202,010 | \$204,069 | \$206,086 | \$208,146 | \$214,469 | \$220,958 |
| 146 | \$74.98 | \$77.24 | \$79.59 | \$82.01 | \$84.48 | \$87.07 | \$89.70 | \$92.41 | \$93.32 | \$94.27 | \$95.21 | \$96.17 | \$98.11 | \$99.08 | \$100.07 | \$101.09 | \$104.13 | \$107.28 |
| \$/mo | \$12,997 | \$13,388 | \$13,796 | \$14,215 | \$14,643 | \$15,092 | \$15,548 | \$16,018 | \$16,175 | \$16,340 | \$16,503 | \$16,669 | \$17,006 | \$17,174 | \$17,345 | \$17,522 | \$18,049 | \$18,595 |
| \$/yr | \$155,958 | \$160,659 | \$165,547 | \$170,581 | \$175,718 | \$181,106 | \$186,576 | \$192,213 | \$194,106 | \$196,082 | \$198,037 | \$200,034 | \$204,069 | \$206,086 | \$208,146 | \$210,267 | \$216,590 | \$223,142 |
| 147 | \$75.73 | \$78.01 | \$80.36 | \$82.83 | \$85.34 | \$87.93 | \$90.60 | \$93.32 | \$94.27 | \$95.21 | \$96.17 | \$97.12 | \$99.08 | \$100.07 | \$101.09 | \$102.08 | \$105.16 | \$108.36 |
| \$/mo | \$13,127 | \$13,522 | \$13,929 | \$14,357 | \$14,792 | \$15,241 | \$15,704 | \$16,175 | \$16,340 | \$16,503 | \$16,669 | \$16,834 | \$17,174 | \$17,345 | \$17,522 | \$17,694 | \$18,228 | \$18,782 |
| \$/yr | \$157,518 | \$162,261 | \$167,149 | \$172,286 | \$177,507 | \$182,894 | \$188,448 | \$194,106 | \$196,082 | \$198,037 | \$200,034 | \$202,010 | \$206,086 | \$208,146 | \$210,267 | \$212,326 | \$218,733 | \$225,389 |
| 148 | \$76.49 | \$78.82 | \$81.19 | \$83.67 | \$86.20 | \$88.82 | \$91.49 | \$94.27 | \$95.21 | \$96.17 | \$97.12 | \$98.11 | \$100.07 | \$101.09 | \$102.08 | \$103.11 | \$106.23 | \$109.44 |
| \$/mo | \$13,258 | \$13,662 | \$14,073 | \$14,503 | \$14,941 | \$15,395 | \$15,858 | \$16,340 | \$16,503 | \$16,669 | \$16,834 | \$17,006 | \$17,345 | \$17,522 | \$17,694 | \$17,872 | \$18,413 | \$18,970 |
| \$/yr | \$159,099 | \$163,946 | \$168,875 | \$174,034 | \$179,296 | \$184,746 | \$190,299 | \$196,082 | \$198,037 | \$200,034 | \$202,010 | \$204,069 | \$208,146 | \$210,267 | \$212,326 | \$214,469 | \$220,958 | \$227,635 |
| 149 | \$77.24 | \$79.59 | \$82.01 | \$84.48 | \$87.07 | \$89.70 | \$92.41 | \$95.21 | \$96.17 | \$97.12 | \$98.11 | \$99.08 | \$101.09 | \$102.08 | \$103.11 | \$104.13 | \$107.28 | \$110.55 |
| \$/mo | \$13,388 | \$13,796 | \$14,215 | \$14,643 | \$15,092 | \$15,548 | \$16,018 | \$16,503 | \$16,669 | \$16,834 | \$17,006 | \$17,174 | \$17,522 | \$17,694 | \$17,872 | \$18,049 | \$18,595 | \$19,162 |
| \$/yr | \$160,659 | \$165,547 | \$170,581 | \$175,718 | \$181,106 | \$186,576 | \$192,213 | \$198,037 | \$200,034 | \$202,010 | \$204,069 | \$206,086 | \$210,267 | \$212,326 | \$214,469 | \$216,590 | \$223,142 | \$229,944 |
| 150 | \$78.01 | \$80.36 | \$82.83 | \$85.34 | \$87.93 | \$90.60 | \$93.32 | \$96.17 | \$97.12 | \$98.11 | \$99.08 | \$100.07 | \$102.08 | \$103.11 | \$104.13 | \$105.16 | \$108.36 | \$111.66 |
| \$/mo | \$13,522 | \$13,929 | \$14,357 | \$14,792 | \$15,241 | \$15,704 | \$16,175 | \$16,669 | \$16,834 | \$17,006 | \$17,174 | \$17,345 | \$17,694 | \$17,872 | \$18,049 | \$18,228 | \$18,782 | \$19,354 |
| \$/yr | \$162,261 | \$167,149 | \$172,286 | \$177,507 | \$182,894 | \$188,448 | \$194,106 | \$200,034 | \$202,010 | \$204,069 | \$206,086 | \$208,146 | \$212,326 | \$214,469 | \$216,590 | \$218,733 | \$225,389 | \$232,253 |
| 151 | \$78.82 | \$81.19 | \$83.67 | \$86.20 | \$88.82 | \$91.49 | \$94.27 | \$97.12 | \$98.11 | \$99.08 | \$100.07 | \$101.09 | \$103.11 | \$104.13 | \$105.16 | \$106.23 | \$109.44 | \$112.75 |
| \$/mo | \$13,662 | \$14,073 | \$14,503 | \$14,941 | \$15,395 | \$15,858 | \$16,340 | \$16,834 | \$17,006 | \$17,174 | \$17,345 | \$17,522 | \$17,872 | \$18,049 | \$18,228 | \$18,413 | \$18,970 | \$19,543 |
| \$/yr | \$163,946 | \$168,875 | \$174,034 | \$179,296 | \$184,746 | \$190,299 | \$196,082 | \$202,010 | \$204,069 | \$206,086 | \$208,146 | \$210,267 | \$214,469 | \$216,590 | \$218,733 | \$220,958 | \$227,635 | \$234,520 |
| 152 | \$79.59 | \$82.01 | \$84.48 | \$87.07 | \$89.70 | \$92.41 | \$95.21 | \$98.11 | \$99.08 | \$100.07 | \$101.09 | \$102.08 | \$104.13 | \$105.16 | \$106.23 | \$107.28 | \$110.55 | \$113.88 |
| \$/mo | \$13,796 | \$14,215 | \$14,643 | \$15,092 | \$15,548 | \$16,018 | \$16,503 | \$17,006 | \$17,174 | \$17,345 | \$17,522 | \$17,694 | \$18,049 | \$18,228 | \$18,413 | \$18,595 | \$19,162 | \$19,739 |
| \$/yr | \$165,547 | \$170,581 | \$175,718 | \$181,106 | \$186,576 | \$192,213 | \$198,037 | \$204,069 | \$206,086 | \$208,146 | \$210,267 | \$212,326 | \$216,590 | \$218,733 | \$220,958 | \$223,142 | \$229,944 | \$236,870 |
| 153 | \$80.36 | \$82.83 | \$85.34 | \$87.93 | \$90.60 | \$93.32 | \$96.17 | \$99.08 | \$100.07 | \$101.09 | \$102.08 | \$103.11 | \$105.16 | \$106.23 | \$107.28 | \$108.36 | \$111.66 | \$115.02 |
| \$/mo | \$13,929 | \$14,357 | \$14,792 | \$15,241 | \$15,704 | \$16,175 | \$16,669 | \$17,174 | \$17,345 | \$17,522 | \$17,694 | \$17,872 | \$18,228 | \$18,413 | \$18,595 | \$18,782 | \$19,354 | \$19,937 |
| \$/yr | \$167,149 | \$172,286 | \$177,507 | \$182,894 | \$188,448 | \$194,106 | \$200,034 | \$206,086 | \$208,146 | \$210,267 | \$212,326 | \$214,469 | \$218,733 | \$220,958 | \$223,142 | \$225,389 | \$232,253 | \$239,242 |

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BY - Effective 12/01/2025

| Range | <---- STEP ----> | | | | | | | | | | | | | | | | | |
|--------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 154 | \$81.19 | \$83.67 | \$86.20 | \$88.82 | \$91.49 | \$94.27 | \$97.12 | \$100.07 | \$101.09 | \$102.08 | \$103.11 | \$104.13 | \$106.23 | \$107.28 | \$108.36 | \$109.44 | \$112.75 | \$116.19 |
| \$/mo | \$14,073 | \$14,503 | \$14,941 | \$15,395 | \$15,858 | \$16,340 | \$16,834 | \$17,345 | \$17,522 | \$17,694 | \$17,872 | \$18,049 | \$18,413 | \$18,595 | \$18,782 | \$18,970 | \$19,543 | \$20,140 |
| \$/yr | \$168,875 | \$174,034 | \$179,296 | \$184,746 | \$190,299 | \$196,082 | \$202,010 | \$208,146 | \$210,267 | \$212,326 | \$214,469 | \$216,590 | \$220,958 | \$223,142 | \$225,389 | \$227,635 | \$234,520 | \$241,675 |
| 155 | \$82.01 | \$84.48 | \$87.07 | \$89.70 | \$92.41 | \$95.21 | \$98.11 | \$101.09 | \$102.08 | \$103.11 | \$104.13 | \$105.16 | \$107.28 | \$108.36 | \$109.44 | \$110.55 | \$113.88 | \$117.36 |
| \$/mo | \$14,215 | \$14,643 | \$15,092 | \$15,548 | \$16,018 | \$16,503 | \$17,006 | \$17,522 | \$17,694 | \$17,872 | \$18,049 | \$18,228 | \$18,595 | \$18,782 | \$18,970 | \$19,162 | \$19,739 | \$20,342 |
| \$/yr | \$170,581 | \$175,718 | \$181,106 | \$186,576 | \$192,213 | \$198,037 | \$204,069 | \$210,267 | \$212,326 | \$214,469 | \$216,590 | \$218,733 | \$223,142 | \$225,389 | \$227,635 | \$229,944 | \$236,870 | \$244,109 |
| 156 | \$82.83 | \$85.34 | \$87.93 | \$90.60 | \$93.32 | \$96.17 | \$99.08 | \$102.08 | \$103.11 | \$104.13 | \$105.16 | \$106.23 | \$108.36 | \$109.44 | \$110.55 | \$111.66 | \$115.02 | \$118.51 |
| \$/mo | \$14,357 | \$14,792 | \$15,241 | \$15,704 | \$16,175 | \$16,669 | \$17,174 | \$17,694 | \$17,872 | \$18,049 | \$18,228 | \$18,413 | \$18,782 | \$18,970 | \$19,162 | \$19,354 | \$19,937 | \$20,542 |
| \$/yr | \$172,286 | \$177,507 | \$182,894 | \$188,448 | \$194,106 | \$200,034 | \$206,086 | \$212,326 | \$214,469 | \$216,590 | \$218,733 | \$220,958 | \$225,389 | \$227,635 | \$229,944 | \$232,253 | \$239,242 | \$246,501 |
| 157 | \$83.67 | \$86.20 | \$88.82 | \$91.49 | \$94.27 | \$97.12 | \$100.07 | \$103.11 | \$104.13 | \$105.16 | \$106.23 | \$107.28 | \$109.44 | \$110.55 | \$111.66 | \$112.75 | \$116.19 | \$119.69 |
| \$/mo | \$14,503 | \$14,941 | \$15,395 | \$15,858 | \$16,340 | \$16,834 | \$17,345 | \$17,872 | \$18,049 | \$18,228 | \$18,413 | \$18,595 | \$18,970 | \$19,162 | \$19,354 | \$19,543 | \$20,140 | \$20,746 |
| \$/yr | \$174,034 | \$179,296 | \$184,746 | \$190,299 | \$196,082 | \$202,010 | \$208,146 | \$214,469 | \$216,590 | \$218,733 | \$220,958 | \$223,142 | \$227,635 | \$229,944 | \$232,253 | \$234,520 | \$241,675 | \$248,955 |
| 158 | \$84.48 | \$87.07 | \$89.70 | \$92.41 | \$95.21 | \$98.11 | \$101.09 | \$104.13 | \$105.16 | \$106.23 | \$107.28 | \$108.36 | \$110.55 | \$111.66 | \$112.75 | \$113.88 | \$117.36 | \$120.89 |
| \$/mo | \$14,643 | \$15,092 | \$15,548 | \$16,018 | \$16,503 | \$17,006 | \$17,522 | \$18,049 | \$18,228 | \$18,413 | \$18,595 | \$18,782 | \$19,162 | \$19,354 | \$19,543 | \$19,739 | \$20,342 | \$20,954 |
| \$/yr | \$175,718 | \$181,106 | \$186,576 | \$192,213 | \$198,037 | \$204,069 | \$210,267 | \$216,590 | \$218,733 | \$220,958 | \$223,142 | \$225,389 | \$229,944 | \$232,253 | \$234,520 | \$236,870 | \$244,109 | \$251,451 |
| 159 | \$85.34 | \$87.93 | \$90.60 | \$93.32 | \$96.17 | \$99.08 | \$102.08 | \$105.16 | \$106.23 | \$107.28 | \$108.36 | \$109.44 | \$111.66 | \$112.75 | \$113.88 | \$115.02 | \$118.51 | \$122.10 |
| \$/mo | \$14,792 | \$15,241 | \$15,704 | \$16,175 | \$16,669 | \$17,174 | \$17,694 | \$18,228 | \$18,413 | \$18,595 | \$18,782 | \$18,970 | \$19,354 | \$19,543 | \$19,739 | \$19,937 | \$20,542 | \$21,164 |
| \$/yr | \$177,507 | \$182,894 | \$188,448 | \$194,106 | \$200,034 | \$206,086 | \$212,326 | \$218,733 | \$220,958 | \$223,142 | \$225,389 | \$227,635 | \$232,253 | \$234,520 | \$236,870 | \$239,242 | \$246,501 | \$253,968 |
| 160 | \$86.20 | \$88.82 | \$91.49 | \$94.27 | \$97.12 | \$100.07 | \$103.11 | \$106.23 | \$107.28 | \$108.36 | \$109.44 | \$110.55 | \$112.75 | \$113.88 | \$115.02 | \$116.19 | \$119.69 | \$123.32 |
| \$/mo | \$14,941 | \$15,395 | \$15,858 | \$16,340 | \$16,834 | \$17,345 | \$17,872 | \$18,413 | \$18,595 | \$18,782 | \$18,970 | \$19,162 | \$19,543 | \$19,739 | \$19,937 | \$20,140 | \$20,746 | \$21,375 |
| \$/yr | \$179,296 | \$184,746 | \$190,299 | \$196,082 | \$202,010 | \$208,146 | \$214,469 | \$220,958 | \$223,142 | \$225,389 | \$227,635 | \$229,944 | \$234,520 | \$236,870 | \$239,242 | \$241,675 | \$248,955 | \$256,506 |
| 161 | \$87.07 | \$89.70 | \$92.41 | \$95.21 | \$98.11 | \$101.09 | \$104.13 | \$107.28 | \$108.36 | \$109.44 | \$110.55 | \$111.66 | \$113.88 | \$115.02 | \$116.19 | \$117.36 | \$120.89 | \$124.54 |
| \$/mo | \$15,092 | \$15,548 | \$16,018 | \$16,503 | \$17,006 | \$17,522 | \$18,049 | \$18,595 | \$18,782 | \$18,970 | \$19,162 | \$19,354 | \$19,739 | \$19,937 | \$20,140 | \$20,342 | \$20,954 | \$21,587 |
| \$/yr | \$181,106 | \$186,576 | \$192,213 | \$198,037 | \$204,069 | \$210,267 | \$216,590 | \$223,142 | \$225,389 | \$227,635 | \$229,944 | \$232,253 | \$236,870 | \$239,242 | \$241,675 | \$244,109 | \$251,451 | \$259,043 |
| 162 | \$87.93 | \$90.60 | \$93.32 | \$96.17 | \$99.08 | \$102.08 | \$105.16 | \$108.36 | \$109.44 | \$110.55 | \$111.66 | \$112.75 | \$115.02 | \$116.19 | \$117.36 | \$118.51 | \$122.10 | \$125.80 |
| \$/mo | \$15,241 | \$15,704 | \$16,175 | \$16,669 | \$17,174 | \$17,694 | \$18,228 | \$18,782 | \$18,970 | \$19,162 | \$19,354 | \$19,543 | \$19,937 | \$20,140 | \$20,342 | \$20,542 | \$21,164 | \$21,805 |
| \$/yr | \$182,894 | \$188,448 | \$194,106 | \$200,034 | \$206,086 | \$212,326 | \$218,733 | \$225,389 | \$227,635 | \$229,944 | \$232,253 | \$234,520 | \$239,242 | \$241,675 | \$244,109 | \$246,501 | \$253,968 | \$261,664 |
| 163 | \$88.82 | \$91.49 | \$94.27 | \$97.12 | \$100.07 | \$103.11 | \$106.23 | \$109.44 | \$110.55 | \$111.66 | \$112.75 | \$113.88 | \$116.19 | \$117.36 | \$118.51 | \$119.69 | \$123.32 | \$127.06 |
| \$/mo | \$15,395 | \$15,858 | \$16,340 | \$16,834 | \$17,345 | \$17,872 | \$18,413 | \$18,970 | \$19,162 | \$19,354 | \$19,543 | \$19,739 | \$20,140 | \$20,342 | \$20,542 | \$20,746 | \$21,375 | \$22,024 |
| \$/yr | \$184,746 | \$190,299 | \$196,082 | \$202,010 | \$208,146 | \$214,469 | \$220,958 | \$227,635 | \$229,944 | \$232,253 | \$234,520 | \$236,870 | \$241,675 | \$244,109 | \$246,501 | \$248,955 | \$256,506 | \$264,285 |
| 164 | \$89.70 | \$92.41 | \$95.21 | \$98.11 | \$101.09 | \$104.13 | \$107.28 | \$110.55 | \$111.66 | \$112.75 | \$113.88 | \$115.02 | \$117.36 | \$118.51 | \$119.69 | \$120.89 | \$124.54 | \$128.33 |
| \$/mo | \$15,548 | \$16,018 | \$16,503 | \$17,006 | \$17,522 | \$18,049 | \$18,595 | \$19,162 | \$19,354 | \$19,543 | \$19,739 | \$19,937 | \$20,342 | \$20,542 | \$20,746 | \$20,954 | \$21,587 | \$22,244 |
| \$/yr | \$186,576 | \$192,213 | \$198,037 | \$204,069 | \$210,267 | \$216,590 | \$223,142 | \$229,944 | \$232,253 | \$234,520 | \$236,870 | \$239,242 | \$244,109 | \$246,501 | \$248,955 | \$251,451 | \$259,043 | \$266,926 |
| 165 | \$90.60 | \$93.32 | \$96.17 | \$99.08 | \$102.08 | \$105.16 | \$108.36 | \$111.66 | \$112.75 | \$113.88 | \$115.02 | \$116.19 | \$118.51 | \$119.69 | \$120.89 | \$122.10 | \$125.80 | \$129.63 |
| \$/mo | \$15,704 | \$16,175 | \$16,669 | \$17,174 | \$17,694 | \$18,228 | \$18,782 | \$19,354 | \$19,543 | \$19,739 | \$19,937 | \$20,140 | \$20,542 | \$20,746 | \$20,954 | \$21,164 | \$21,805 | \$22,469 |
| \$/yr | \$188,448 | \$194,106 | \$200,034 | \$206,086 | \$212,326 | \$218,733 | \$225,389 | \$232,253 | \$234,520 | \$236,870 | \$239,242 | \$241,675 | \$246,501 | \$248,955 | \$251,451 | \$253,968 | \$261,664 | \$269,630 |