

Washington State Nurses Association
Wage Matrix Ranges 23 - 41

2023 Hourly Matrix - Effective 1st Full Pay Period January, 2023 (+6%)

	12 months of service to move to next step								
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
23			\$20.15	\$21.12	\$22.16	\$23.23	\$24.45	\$25.38	\$26.34
24			\$21.46	\$22.45	\$23.49	\$24.59	\$25.90	\$26.87	\$27.89
33			\$24.98	\$26.22	\$27.47	\$28.81	\$30.24	\$31.38	\$32.58
36			\$26.47	\$27.80	\$29.13	\$30.54	\$32.03	\$33.26	\$34.52
40			\$29.11	\$30.52	\$32.00	\$33.56	\$35.19	\$36.52	\$37.91
41			\$31.14	\$32.65	\$34.24	\$35.91	\$37.65	\$39.08	\$40.56

2024 Hourly Matrix - Effective 1st Full Pay Period January, 2024 (+4%)

	12 months of service to move to next step								
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
23			\$20.96	\$21.97	\$23.04	\$24.16	\$25.42	\$26.39	\$27.40
24			\$22.32	\$23.35	\$24.43	\$25.57	\$26.93	\$27.94	\$29.00
33			\$25.98	\$27.27	\$28.57	\$29.96	\$31.45	\$32.64	\$33.88
36			\$27.52	\$28.91	\$30.30	\$31.76	\$33.31	\$34.59	\$35.90
40			\$30.27	\$31.74	\$33.28	\$34.90	\$36.60	\$37.98	\$39.43
41			\$32.39	\$33.96	\$35.61	\$37.34	\$39.16	\$40.64	\$42.18

2025 Hourly Matrix - Effective 1st Full Pay Period January, 2025 (+3%)

	12 months of service to move to next step								
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
23			\$21.59	\$22.62	\$23.73	\$24.89	\$26.19	\$27.19	\$28.22
24			\$22.99	\$24.05	\$25.16	\$26.34	\$27.74	\$28.78	\$29.87
33			\$26.76	\$28.09	\$29.43	\$30.86	\$32.40	\$33.62	\$34.90
36			\$28.35	\$29.78	\$31.21	\$32.72	\$34.31	\$35.63	\$36.98
40			\$31.18	\$32.69	\$34.28	\$35.95	\$37.69	\$39.12	\$40.61
41			\$33.36	\$34.98	\$36.68	\$38.46	\$40.33	\$41.86	\$43.45

Washington State Nurses Association
Wage Matrix Ranges 47 - 52

2023 Hourly Matrix - Effective 1st Full Pay Period January, 2023 (+6%)

	12 months of service to move to next step								
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
47	\$36.09	\$37.89	\$39.78	\$41.67	\$43.26	\$44.92	\$47.00	\$48.78	\$50.63
48	\$37.71	\$39.51	\$41.40	\$43.29	\$44.91	\$46.58	\$48.67	\$50.50	\$52.42
49	\$38.54	\$40.47	\$42.51	\$44.50	\$46.19	\$47.95	\$50.15	\$52.04	\$54.01
50	\$40.27	\$42.20	\$44.24	\$46.23	\$47.94	\$49.72	\$51.93	\$53.87	\$55.92
51	\$40.96	\$42.89	\$44.92	\$47.02	\$48.75	\$50.56	\$52.79	\$54.78	\$56.86
52	\$40.69	\$42.73	\$44.82	\$46.94	\$48.74	\$50.60	\$52.90	\$54.92	\$57.01

2024 Hourly Matrix - Effective 1st Full Pay Period January, 2024 (+4%)

	12 months of service to move to next step								
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
47	\$37.54	\$39.41	\$41.37	\$43.34	\$44.99	\$46.72	\$48.88	\$50.73	\$52.66
48	\$39.22	\$41.09	\$43.06	\$45.02	\$46.70	\$48.44	\$50.62	\$52.52	\$54.51
49	\$40.08	\$42.09	\$44.21	\$46.29	\$48.04	\$49.87	\$52.15	\$54.12	\$56.17
50	\$41.88	\$43.88	\$46.01	\$48.08	\$49.86	\$51.70	\$54.01	\$56.03	\$58.16
51	\$42.60	\$44.60	\$46.72	\$48.90	\$50.70	\$52.58	\$54.90	\$56.97	\$59.14
52	\$42.32	\$44.44	\$46.61	\$48.82	\$50.69	\$52.62	\$55.02	\$57.12	\$59.29

2025 Hourly Matrix - Effective 1st Full Pay Period January, 2025 (+3%)

	12 months of service to move to next step								
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
47	\$38.66	\$40.59	\$42.62	\$44.64	\$46.34	\$48.12	\$50.35	\$52.25	\$54.24
48	\$40.40	\$42.32	\$44.35	\$46.37	\$48.11	\$49.89	\$52.14	\$54.09	\$56.15
49	\$41.28	\$43.35	\$45.54	\$47.67	\$49.48	\$51.36	\$53.72	\$55.74	\$57.86
50	\$43.13	\$45.20	\$47.39	\$49.53	\$51.36	\$53.26	\$55.63	\$57.71	\$59.90
51	\$43.88	\$45.94	\$48.12	\$50.36	\$52.22	\$54.16	\$56.55	\$58.68	\$60.91
52	\$43.59	\$45.78	\$48.01	\$50.28	\$52.21	\$54.20	\$56.67	\$58.83	\$61.07