

Washington State Nurses Association Wage Matrix Ranges 23 - 40

2019 Hourly Matrix - Effective January 2019 (+2.50%)

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
23	\$15.98	\$16.77	\$17.56	\$18.41	\$19.31	\$20.25	\$21.31	\$22.12	\$22.23	\$22.34	\$22.45	\$22.57	\$22.68	\$22.79	\$22.91
24	\$17.12	\$17.90	\$18.70	\$19.57	\$20.47	\$21.43	\$22.57	\$23.42	\$23.53	\$23.65	\$23.77	\$23.89	\$24.01	\$24.13	\$24.25
33	\$19.83	\$20.75	\$21.77	\$22.85	\$23.95	\$25.11	\$26.36	\$27.35	\$27.49	\$27.63	\$27.77	\$27.90	\$28.04	\$28.18	\$28.33
36	\$20.99	\$21.98	\$23.07	\$24.23	\$25.39	\$26.62	\$27.92	\$28.99	\$29.13	\$29.28	\$29.43	\$29.57	\$29.72	\$29.87	\$30.02
40	\$23.03	\$24.17	\$25.37	\$26.60	\$27.89	\$29.25	\$30.67	\$31.83	\$31.99	\$32.15	\$32.31	\$32.47	\$32.64	\$32.80	\$32.96

2019 Monthly Matrix - For Reference Purposes Only

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
23	\$2,770	\$2,907	\$3,044	\$3,191	\$3,347	\$3,509	\$3,693	\$3,834	\$3,853	\$3,872	\$3,892	\$3,911	\$3,931	\$3,950	\$3,970
24	\$2,968	\$3,103	\$3,242	\$3,392	\$3,549	\$3,715	\$3,912	\$4,059	\$4,079	\$4,100	\$4,120	\$4,141	\$4,161	\$4,182	\$4,203
33	\$3,437	\$3,597	\$3,773	\$3,961	\$4,151	\$4,352	\$4,569	\$4,741	\$4,765	\$4,789	\$4,813	\$4,837	\$4,861	\$4,885	\$4,910
36	\$3,638	\$3,811	\$3,998	\$4,200	\$4,401	\$4,614	\$4,839	\$5,025	\$5,050	\$5,075	\$5,100	\$5,126	\$5,152	\$5,177	\$5,203
40	\$3,992	\$4,190	\$4,397	\$4,610	\$4,835	\$5,070	\$5,316	\$5,517	\$5,545	\$5,573	\$5,601	\$5,629	\$5,657	\$5,685	\$5,713

2020 Hourly Matrix - Effective January 2020 (+2.0%)

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
23	\$16.30	\$17.11	\$17.91	\$18.78	\$19.70	\$20.65	\$21.73	\$22.56	\$22.67	\$22.79	\$22.90	\$23.02	\$23.13	\$23.25	\$23.36
24	\$17.47	\$18.26	\$19.08	\$19.96	\$20.88	\$21.86	\$23.02	\$23.89	\$24.00	\$24.12	\$24.25	\$24.37	\$24.49	\$24.61	\$24.73
33	\$20.23	\$21.17	\$22.21	\$23.31	\$24.43	\$25.61	\$26.89	\$27.90	\$28.04	\$28.18	\$28.32	\$28.46	\$28.61	\$28.75	\$28.89
36	\$21.41	\$22.42	\$23.53	\$24.71	\$25.90	\$27.15	\$28.48	\$29.57	\$29.72	\$29.87	\$30.01	\$30.16	\$30.32	\$30.47	\$30.62
40	\$23.49	\$24.66	\$25.88	\$27.13	\$28.45	\$29.83	\$31.28	\$32.47	\$32.63	\$32.79	\$32.96	\$33.12	\$33.29	\$33.45	\$33.62

2020 Monthly Matrix - For Reference Purposes Only

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
23	\$2,826	\$2,965	\$3,105	\$3,255	\$3,414	\$3,580	\$3,767	\$3,911	\$3,930	\$3,950	\$3,970	\$3,989	\$4,009	\$4,029	\$4,050
24	\$3,027	\$3,165	\$3,306	\$3,460	\$3,620	\$3,789	\$3,990	\$4,140	\$4,161	\$4,182	\$4,202	\$4,223	\$4,245	\$4,266	\$4,287
33	\$3,506	\$3,669	\$3,849	\$4,040	\$4,234	\$4,439	\$4,661	\$4,836	\$4,860	\$4,884	\$4,909	\$4,933	\$4,958	\$4,983	\$5,008
36	\$3,711	\$3,887	\$4,078	\$4,284	\$4,489	\$4,706	\$4,936	\$5,125	\$5,151	\$5,177	\$5,202	\$5,228	\$5,255	\$5,281	\$5,307
40	\$4,072	\$4,274	\$4,485	\$4,702	\$4,932	\$5,171	\$5,422	\$5,628	\$5,656	\$5,684	\$5,713	\$5,741	\$5,770	\$5,799	\$5,828

2020 Hourly Matrix - Effective July 2020 (+1.0%)

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
23	\$16.47	\$17.28	\$18.09	\$18.96	\$19.89	\$20.86	\$21.95	\$22.79	\$22.90	\$23.02	\$23.13	\$23.25	\$23.36	\$23.48	\$23.60
24	\$17.64	\$18.44	\$19.27	\$20.16	\$21.09	\$22.08	\$23.25	\$24.12	\$24.24	\$24.37	\$24.49	\$24.61	\$24.73	\$24.86	\$24.98
33	\$20.43	\$21.38	\$22.43	\$23.54	\$24.67	\$25.87	\$27.16	\$28.18	\$28.32	\$28.46	\$28.60	\$28.75	\$28.89	\$29.04	\$29.18
36	\$21.63	\$22.65	\$23.76	\$24.96	\$26.16	\$27.42	\$28.76	\$29.86	\$30.01	\$30.16	\$30.31	\$30.47	\$30.62	\$30.77	\$30.93
40	\$23.73	\$24.90	\$26.13	\$27.40	\$28.74	\$30.13	\$31.60	\$32.79	\$32.96	\$33.12	\$33.29	\$33.45	\$33.62	\$33.79	\$33.96

2020 Monthly Matrix - For Reference Purposes Only

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
23	\$2,854	\$2,995	\$3,136	\$3,287	\$3,448	\$3,615	\$3,805	\$3,950	\$3,970	\$3,989	\$4,009	\$4,029	\$4,050	\$4,070	\$4,090
24	\$3,058	\$3,196	\$3,339	\$3,495	\$3,656	\$3,827	\$4,030	\$4,181	\$4,202	\$4,223	\$4,244	\$4,266	\$4,287	\$4,308	\$4,330
33	\$3,541	\$3,706	\$3,887	\$4,081	\$4,276	\$4,484	\$4,707	\$4,884	\$4,909	\$4,933	\$4,958	\$4,983	\$5,008	\$5,033	\$5,058
36	\$3,748	\$3,926	\$4,119	\$4,326	\$4,534	\$4,753	\$4,985	\$5,176	\$5,202	\$5,228	\$5,254	\$5,281	\$5,307	\$5,334	\$5,360
40	\$4,113	\$4,316	\$4,530	\$4,749	\$4,981	\$5,223	\$5,477	\$5,684	\$5,712	\$5,741	\$5,770	\$5,799	\$5,828	\$5,857	\$5,886

Ranges 47 - 52

2019 Hourly Matrix - Effective January 2019 (+2.50%)

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
47	\$31.46	\$33.03	\$34.67	\$36.32	\$37.71	\$39.15	\$40.97	\$42.51	\$42.73	\$42.94	\$43.15	\$43.37	\$43.59	\$43.80	\$44.02
48	\$32.87	\$34.44	\$36.08	\$37.73	\$39.14	\$40.60	\$42.42	\$44.01	\$44.23	\$44.45	\$44.68	\$44.90	\$45.13	\$45.35	\$45.58
49	\$33.59	\$35.27	\$37.05	\$38.79	\$40.26	\$41.79	\$43.71	\$45.36	\$45.58	\$45.81	\$46.04	\$46.27	\$46.50	\$46.73	\$46.97
51	\$35.70	\$37.38	\$39.15	\$40.98	\$42.49	\$44.07	\$46.01	\$47.75	\$47.99	\$48.23	\$48.47	\$48.71	\$48.95	\$49.20	\$49.44
52	\$35.46	\$37.25	\$39.06	\$40.91	\$42.48	\$44.10	\$46.11	\$47.87	\$48.11	\$48.35	\$48.59	\$48.84	\$49.08	\$49.33	\$49.57

2019 Monthly Matrix - For Reference Purposes Only

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
47	\$5,453	\$5,725	\$6,010	\$6,295	\$6,536	\$6,786	\$7,101	\$7,369	\$7,406	\$7,443	\$7,480	\$7,517	\$7,555	\$7,593	\$7,631
48	\$5,697	\$5,969	\$6,254	\$6,540	\$6,784	\$7,036	\$7,353	\$7,629	\$7,667	\$7,705	\$7,744	\$7,783	\$7,822	\$7,861	\$7,900
49	\$5,822	\$6,114	\$6,423	\$6,724	\$6,978	\$7,244	\$7,576	\$7,862	\$7,901	\$7,940	\$7,980	\$8,020	\$8,060	\$8,100	\$8,141
51	\$6,188	\$6,479	\$6,786	\$7,103	\$7,365	\$7,639	\$7,975	\$8,276	\$8,317	\$8,359	\$8,401	\$8,443	\$8,485	\$8,527	\$8,570
52	\$6,147	\$6,456	\$6,771	\$7,091	\$7,363	\$7,645	\$7,993	\$8,298	\$8,339	\$8,381	\$8,423	\$8,465	\$8,507	\$8,550	\$8,592

2020 Hourly Matrix - Effective January 2020 (+2.0%)

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
47	\$32.09	\$33.69	\$35.37	\$37.05	\$38.46	\$39.94	\$41.79	\$43.36	\$43.58	\$43.80	\$44.02	\$44.24	\$44.46	\$44.68	\$44.90
48	\$33.53	\$35.13	\$36.81	\$38.49	\$39.92	\$41.41	\$43.27	\$44.89	\$45.12	\$45.34	\$45.57	\$45.80	\$46.03	\$46.26	\$46.49
49	\$34.26	\$35.98	\$37.80	\$39.57	\$41.06	\$42.63	\$44.58	\$46.26	\$46.49	\$46.73	\$46.96	\$47.20	\$47.43	\$47.67	\$47.91
51	\$36.41	\$38.13	\$39.94	\$41.80	\$43.34	\$44.95	\$46.93	\$48.70	\$48.95	\$49.19	\$49.44	\$49.68	\$49.93	\$50.18	\$50.43
52	\$36.17	\$37.99	\$39.84	\$41.73	\$43.33	\$44.99	\$47.03	\$48.83	\$49.07	\$49.32	\$49.56	\$49.81	\$50.06	\$50.31	\$50.56

2020 Monthly Matrix - For Reference Purposes Only

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
47	\$5,562	\$5,839	\$6,130	\$6,421	\$6,667	\$6,922	\$7,243	\$7,516	\$7,554	\$7,592	\$7,630	\$7,668	\$7,706	\$7,745	\$7,783
48	\$5,811	\$6,088	\$6,380	\$6,671	\$6,920	\$7,177	\$7,500	\$7,781	\$7,820	\$7,859	\$7,899	\$7,938	\$7,978	\$8,018	\$8,058
49	\$5,939	\$6,236	\$6,551	\$6,858	\$7,117	\$7,389	\$7,728	\$8,019	\$8,059	\$8,099	\$8,140	\$8,180	\$8,221	\$8,262	\$8,304
51	\$6,312	\$6,609	\$6,922	\$7,245	\$7,512	\$7,791	\$8,134	\$8,442	\$8,484	\$8,526	\$8,569	\$8,612	\$8,655	\$8,698	\$8,741
52	\$6,270	\$6,585	\$6,906	\$7,233	\$7,510	\$7,797	\$8,152	\$8,463	\$8,506	\$8,548	\$8,591	\$8,634	\$8,677	\$8,721	\$8,764

2020 Hourly Matrix - Effective July 2020 (+1.0%)

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
47	\$32.41	\$34.02	\$35.72	\$37.42	\$38.85	\$40.33	\$42.21	\$43.80	\$44.02	\$44.24	\$44.46	\$44.68	\$44.90	\$45.13	\$45.35
48	\$33.86	\$35.48	\$37.17	\$38.87	\$40.32	\$41.82	\$43.70	\$45.34	\$45.57	\$45.80	\$46.03	\$46.26	\$46.49	\$46.72	\$46.95
49	\$34.61	\$36.34	\$38.17	\$39.96	\$41.47	\$43.05	\$45.03	\$46.73	\$46.96	\$47.19	\$47.43	\$47.67	\$47.91	\$48.15	\$48.39
51	\$36.78	\$38.51	\$40.33	\$42.22	\$43.77	\$45.40	\$47.40	\$49.19	\$49.44	\$49.68	\$49.93	\$50.18	\$50.43	\$50.68	\$50.94
52	\$36.53	\$38.37	\$40.24	\$42.15	\$43.76	\$45.44	\$47.50	\$49.32	\$49.56	\$49.81	\$50.06	\$50.31	\$50.56	\$50.82	\$51.07

2020 Monthly Matrix - For Reference Purposes Only

Range	12 months of service to move to next step									36 months of service to move to next step (36 months at step 10 required to move to step 11)					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
47	\$5,618	\$5,897	\$6,192	\$6,486	\$6,733	\$6,991	\$7,315	\$7,591	\$7,629	\$7,668	\$7,706	\$7,744	\$7,783	\$7,822	\$7,861
48	\$5,869	\$6,149	\$6,443	\$6,737	\$6,989	\$7,249	\$7,575	\$7,859	\$7,899	\$7,938	\$7,978	\$8,018	\$8,058	\$8,098	\$8,139
49	\$5,998	\$6,298	\$6,617	\$6,927	\$7,189	\$7,462	\$7,805	\$8,099	\$8,139	\$8,180	\$8,221	\$8,262	\$8,303	\$8,345	\$8,387
51	\$6,375	\$6,675	\$6,991	\$7,317	\$7,587	\$7,869	\$8,216	\$8,526	\$8,569	\$8,611	\$8,655	\$8,698	\$8,741	\$8,785	\$8,829
52	\$6,333	\$6,651	\$6,975	\$7,305	\$7,585	\$7,875	\$8,234	\$8,548	\$8,591	\$8,634	\$8,677	\$8,720	\$8,764	\$8,808	\$8,852