

2026 King County Standardized Annual/FLSA Exempt Salary Schedule (3.75% General Wage Increase (GWI))

Pay Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$25,683.84	\$26,855.76	\$27,471.36	\$28,100.16	\$28,746.72	\$29,408.16	\$30,084.72	\$30,781.68	\$31,495.44	\$32,225.04
2	\$26,271.60	\$27,471.36	\$28,100.16	\$28,746.72	\$29,408.16	\$30,084.72	\$30,781.68	\$31,495.44	\$32,225.04	\$32,972.88
3	\$26,871.60	\$28,100.16	\$28,746.72	\$29,408.16	\$30,084.72	\$30,781.68	\$31,495.44	\$32,225.04	\$32,972.88	\$33,741.60
4	\$27,486.96	\$28,746.72	\$29,408.16	\$30,084.72	\$30,781.68	\$31,495.44	\$32,225.04	\$32,972.88	\$33,741.60	\$34,526.88
5	\$28,114.32	\$29,408.16	\$30,084.72	\$30,781.68	\$31,495.44	\$32,225.04	\$32,972.88	\$33,741.60	\$34,526.88	\$35,334.00
6	\$28,759.44	\$30,084.72	\$30,781.68	\$31,495.44	\$32,225.04	\$32,972.88	\$33,741.60	\$34,526.88	\$35,334.00	\$36,160.56
7	\$29,424.72	\$30,781.68	\$31,495.44	\$32,225.04	\$32,972.88	\$33,741.60	\$34,526.88	\$35,334.00	\$36,160.56	\$37,006.56
8	\$30,104.40	\$31,495.44	\$32,225.04	\$32,972.88	\$33,741.60	\$34,526.88	\$35,334.00	\$36,160.56	\$37,006.56	\$37,875.12
9	\$30,796.80	\$32,225.04	\$32,972.88	\$33,741.60	\$34,526.88	\$35,334.00	\$36,160.56	\$37,006.56	\$37,875.12	\$38,767.20
10	\$31,512.48	\$32,972.88	\$33,741.60	\$34,526.88	\$35,334.00	\$36,160.56	\$37,006.56	\$37,875.12	\$38,767.20	\$39,680.16
11	\$32,244.24	\$33,741.60	\$34,526.88	\$35,334.00	\$36,160.56	\$37,006.56	\$37,875.12	\$38,767.20	\$39,680.16	\$40,614.72
12	\$32,991.60	\$34,526.88	\$35,334.00	\$36,160.56	\$37,006.56	\$37,875.12	\$38,767.20	\$39,680.16	\$40,614.72	\$41,573.76
13	\$33,760.32	\$35,334.00	\$36,160.56	\$37,006.56	\$37,875.12	\$38,767.20	\$39,680.16	\$40,614.72	\$41,573.76	\$42,556.08
14	\$34,545.84	\$36,160.56	\$37,006.56	\$37,875.12	\$38,767.20	\$39,680.16	\$40,614.72	\$41,573.76	\$42,556.08	\$43,561.20
15	\$35,353.20	\$37,006.56	\$37,875.12	\$38,767.20	\$39,680.16	\$40,614.72	\$41,573.76	\$42,556.08	\$43,561.20	\$44,596.08
16	\$36,181.44	\$37,875.12	\$38,767.20	\$39,680.16	\$40,614.72	\$41,573.76	\$42,556.08	\$43,561.20	\$44,596.08	\$45,653.76
17	\$37,026.96	\$38,767.20	\$39,680.16	\$40,614.72	\$41,573.76	\$42,556.08	\$43,561.20	\$44,596.08	\$45,653.76	\$46,736.64
18	\$37,896.96	\$39,680.16	\$40,614.72	\$41,573.76	\$42,556.08	\$43,561.20	\$44,596.08	\$45,653.76	\$46,736.64	\$47,849.52
19	\$38,787.84	\$40,614.72	\$41,573.76	\$42,556.08	\$43,561.20	\$44,596.08	\$45,653.76	\$46,736.64	\$47,849.52	\$48,989.28
20	\$39,700.32	\$41,573.76	\$42,556.08	\$43,561.20	\$44,596.08	\$45,653.76	\$46,736.64	\$47,849.52	\$48,989.28	\$50,157.36
21	\$40,637.04	\$42,556.08	\$43,561.20	\$44,596.08	\$45,653.76	\$46,736.64	\$47,849.52	\$48,989.28	\$50,157.36	\$51,355.44
22	\$41,595.12	\$43,561.20	\$44,596.08	\$45,653.76	\$46,736.64	\$47,849.52	\$48,989.28	\$50,157.36	\$51,355.44	\$52,580.64
23	\$42,578.64	\$44,596.08	\$45,653.76	\$46,736.64	\$47,849.52	\$48,989.28	\$50,157.36	\$51,355.44	\$52,580.64	\$53,838.24
24	\$43,586.64	\$45,653.76	\$46,736.64	\$47,849.52	\$48,989.28	\$50,157.36	\$51,355.44	\$52,580.64	\$53,838.24	\$55,127.28
25	\$44,620.08	\$46,736.64	\$47,849.52	\$48,989.28	\$50,157.36	\$51,355.44	\$52,580.64	\$53,838.24	\$55,127.28	\$56,450.16
26	\$45,679.68	\$47,849.52	\$48,989.28	\$50,157.36	\$51,355.44	\$52,580.64	\$53,838.24	\$55,127.28	\$56,450.16	\$57,803.28
27	\$46,763.28	\$48,989.28	\$50,157.36	\$51,355.44	\$52,580.64	\$53,838.24	\$55,127.28	\$56,450.16	\$57,803.28	\$59,191.68
28	\$47,878.32	\$50,157.36	\$51,355.44	\$52,580.64	\$53,838.24	\$55,127.28	\$56,450.16	\$57,803.28	\$59,191.68	\$60,614.64
29	\$49,015.68	\$51,355.44	\$52,580.64	\$53,838.24	\$55,127.28	\$56,450.16	\$57,803.28	\$59,191.68	\$60,614.64	\$62,072.40
30	\$50,184.96	\$52,580.64	\$53,838.24	\$55,127.28	\$56,450.16	\$57,803.28	\$59,191.68	\$60,614.64	\$62,072.40	\$63,567.60
31	\$51,384.00	\$53,838.24	\$55,127.28	\$56,450.16	\$57,803.28	\$59,191.68	\$60,614.64	\$62,072.40	\$63,567.60	\$65,100.24
32	\$52,610.88	\$55,127.28	\$56,450.16	\$57,803.28	\$59,191.68	\$60,614.64	\$62,072.40	\$63,567.60	\$65,100.24	\$66,671.28
33	\$53,868.24	\$56,450.16	\$57,803.28	\$59,191.68	\$60,614.64	\$62,072.40	\$63,567.60	\$65,100.24	\$66,671.28	\$68,281.92
34	\$55,156.80	\$57,803.28	\$59,191.68	\$60,614.64	\$62,072.40	\$63,567.60	\$65,100.24	\$66,671.28	\$68,281.92	\$69,932.64
35	\$56,483.76	\$59,191.68	\$60,614.64	\$62,072.40	\$63,567.60	\$65,100.24	\$66,671.28	\$68,281.92	\$69,932.64	\$71,624.64

2026 King County Standardized Annual/FLSA Exempt Salary Schedule (3.75% General Wage Increase (GWI))

Pay Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
36	\$57,837.84	\$60,614.64	\$62,072.40	\$63,567.60	\$65,100.24	\$66,671.28	\$68,281.92	\$69,932.64	\$71,624.64	\$73,356.96
37	\$59,225.28	\$62,072.40	\$63,567.60	\$65,100.24	\$66,671.28	\$68,281.92	\$69,932.64	\$71,624.64	\$73,356.96	\$75,135.60
38	\$60,649.92	\$63,567.60	\$65,100.24	\$66,671.28	\$68,281.92	\$69,932.64	\$71,624.64	\$73,356.96	\$75,135.60	\$76,955.76
39	\$62,110.80	\$65,100.24	\$66,671.28	\$68,281.92	\$69,932.64	\$71,624.64	\$73,356.96	\$75,135.60	\$76,955.76	\$78,824.16
40	\$63,606.48	\$66,671.28	\$68,281.92	\$69,932.64	\$71,624.64	\$73,356.96	\$75,135.60	\$76,955.76	\$78,824.16	\$80,737.20
41	\$65,137.92	\$68,281.92	\$69,932.64	\$71,624.64	\$73,356.96	\$75,135.60	\$76,955.76	\$78,824.16	\$80,737.20	\$82,699.44
42	\$66,710.88	\$69,932.64	\$71,624.64	\$73,356.96	\$75,135.60	\$76,955.76	\$78,824.16	\$80,737.20	\$82,699.44	\$84,709.92
43	\$68,320.80	\$71,624.64	\$73,356.96	\$75,135.60	\$76,955.76	\$78,824.16	\$80,737.20	\$82,699.44	\$84,709.92	\$86,771.28
44	\$69,972.96	\$73,356.96	\$75,135.60	\$76,955.76	\$78,824.16	\$80,737.20	\$82,699.44	\$84,709.92	\$86,771.28	\$88,882.56
45	\$71,664.96	\$75,135.60	\$76,955.76	\$78,824.16	\$80,737.20	\$82,699.44	\$84,709.92	\$86,771.28	\$88,882.56	\$91,046.64
46	\$73,399.68	\$76,955.76	\$78,824.16	\$80,737.20	\$82,699.44	\$84,709.92	\$86,771.28	\$88,882.56	\$91,046.64	\$93,265.92
47	\$75,176.64	\$78,824.16	\$80,737.20	\$82,699.44	\$84,709.92	\$86,771.28	\$88,882.56	\$91,046.64	\$93,265.92	\$95,541.36
48	\$77,000.40	\$80,737.20	\$82,699.44	\$84,709.92	\$86,771.28	\$88,882.56	\$91,046.64	\$93,265.92	\$95,541.36	\$97,875.60
49	\$78,866.16	\$82,699.44	\$84,709.92	\$86,771.28	\$88,882.56	\$91,046.64	\$93,265.92	\$95,541.36	\$97,875.60	\$100,265.04
50	\$80,784.96	\$84,709.92	\$86,771.28	\$88,882.56	\$91,046.64	\$93,265.92	\$95,541.36	\$97,875.60	\$100,265.04	\$102,713.76
51	\$82,746.24	\$86,771.28	\$88,882.56	\$91,046.64	\$93,265.92	\$95,541.36	\$97,875.60	\$100,265.04	\$102,713.76	\$105,223.92
52	\$84,759.36	\$88,882.56	\$91,046.64	\$93,265.92	\$95,541.36	\$97,875.60	\$100,265.04	\$102,713.76	\$105,223.92	\$107,799.36
53	\$86,820.72	\$91,046.64	\$93,265.92	\$95,541.36	\$97,875.60	\$100,265.04	\$102,713.76	\$105,223.92	\$107,799.36	\$110,438.16
54	\$88,935.36	\$93,265.92	\$95,541.36	\$97,875.60	\$100,265.04	\$102,713.76	\$105,223.92	\$107,799.36	\$110,438.16	\$113,140.08
55	\$91,102.08	\$95,541.36	\$97,875.60	\$100,265.04	\$102,713.76	\$105,223.92	\$107,799.36	\$110,438.16	\$113,140.08	\$115,913.28
56	\$93,321.36	\$97,875.60	\$100,265.04	\$102,713.76	\$105,223.92	\$107,799.36	\$110,438.16	\$113,140.08	\$115,913.28	\$118,754.40
57	\$95,597.76	\$100,265.04	\$102,713.76	\$105,223.92	\$107,799.36	\$110,438.16	\$113,140.08	\$115,913.28	\$118,754.40	\$121,666.56
58	\$97,930.56	\$102,713.76	\$105,223.92	\$107,799.36	\$110,438.16	\$113,140.08	\$115,913.28	\$118,754.40	\$121,666.56	\$124,652.64
59	\$100,323.84	\$105,223.92	\$107,799.36	\$110,438.16	\$113,140.08	\$115,913.28	\$118,754.40	\$121,666.56	\$124,652.64	\$127,708.80
60	\$102,774.48	\$107,799.36	\$110,438.16	\$113,140.08	\$115,913.28	\$118,754.40	\$121,666.56	\$124,652.64	\$127,708.80	\$130,820.64
61	\$105,284.64	\$110,438.16	\$113,140.08	\$115,913.28	\$118,754.40	\$121,666.56	\$124,652.64	\$127,708.80	\$130,820.64	\$133,797.84
62	\$107,860.32	\$113,140.08	\$115,913.28	\$118,754.40	\$121,666.56	\$124,652.64	\$127,708.80	\$130,820.64	\$133,797.84	\$136,846.56
63	\$110,501.76	\$115,913.28	\$118,754.40	\$121,666.56	\$124,652.64	\$127,708.80	\$130,820.64	\$133,797.84	\$136,846.56	\$139,969.20
64	\$113,209.20	\$118,754.40	\$121,666.56	\$124,652.64	\$127,708.80	\$130,820.64	\$133,797.84	\$136,846.56	\$139,969.20	\$143,174.16
65	\$115,982.40	\$121,666.56	\$124,652.64	\$127,708.80	\$130,820.64	\$133,797.84	\$136,846.56	\$139,969.20	\$143,174.16	\$146,454.48
66	\$118,824.72	\$124,652.64	\$127,708.80	\$130,820.64	\$133,797.84	\$136,846.56	\$139,969.20	\$143,174.16	\$146,454.48	\$149,821.20
67	\$121,737.60	\$127,708.80	\$130,820.64	\$133,797.84	\$136,846.56	\$139,969.20	\$143,174.16	\$146,454.48	\$149,821.20	\$153,270.72
68	\$124,721.76	\$130,820.64	\$133,797.84	\$136,846.56	\$139,969.20	\$143,174.16	\$146,454.48	\$149,821.20	\$153,270.72	\$156,804.96
69	\$127,787.76	\$133,797.84	\$136,846.56	\$139,969.20	\$143,174.16	\$146,454.48	\$149,821.20	\$153,270.72	\$156,804.96	\$160,430.16
70	\$130,893.60	\$136,846.56	\$139,969.20	\$143,174.16	\$146,454.48	\$149,821.20	\$153,270.72	\$156,804.96	\$160,430.16	\$164,144.40

2026 King County Standardized Annual/FLSA Exempt Salary Schedule (3.75% General Wage Increase (GWI))

Pay Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
71	\$133,868.88	\$139,969.20	\$143,174.16	\$146,454.48	\$149,821.20	\$153,270.72	\$156,804.96	\$160,430.16	\$164,144.40	\$167,949.12
72	\$136,920.24	\$143,174.16	\$146,454.48	\$149,821.20	\$153,270.72	\$156,804.96	\$160,430.16	\$164,144.40	\$167,949.12	\$171,853.68
73	\$140,045.28	\$146,454.48	\$149,821.20	\$153,270.72	\$156,804.96	\$160,430.16	\$164,144.40	\$167,949.12	\$171,853.68	\$175,853.28
74	\$143,250.24	\$149,821.20	\$153,270.72	\$156,804.96	\$160,430.16	\$164,144.40	\$167,949.12	\$171,853.68	\$175,853.28	\$179,953.44
75	\$146,537.76	\$153,270.72	\$156,804.96	\$160,430.16	\$164,144.40	\$167,949.12	\$171,853.68	\$175,853.28	\$179,953.44	\$184,153.92
76	\$149,903.52	\$156,804.96	\$160,430.16	\$164,144.40	\$167,949.12	\$171,853.68	\$175,853.28	\$179,953.44	\$184,153.92	\$188,461.68
77	\$153,353.28	\$160,430.16	\$164,144.40	\$167,949.12	\$171,853.68	\$175,853.28	\$179,953.44	\$184,153.92	\$188,461.68	\$192,876.72
78	\$156,891.60	\$164,144.40	\$167,949.12	\$171,853.68	\$175,853.28	\$179,953.44	\$184,153.92	\$188,461.68	\$192,876.72	\$197,403.12
79	\$160,517.76	\$167,949.12	\$171,853.68	\$175,853.28	\$179,953.44	\$184,153.92	\$188,461.68	\$192,876.72	\$197,403.12	\$202,040.64
80	\$164,233.20	\$171,853.68	\$175,853.28	\$179,953.44	\$184,153.92	\$188,461.68	\$192,876.72	\$197,403.12	\$202,040.64	\$206,795.76
81	\$168,043.92	\$175,853.28	\$179,953.44	\$184,153.92	\$188,461.68	\$192,876.72	\$197,403.12	\$202,040.64	\$206,795.76	\$211,669.68
82	\$171,948.48	\$179,953.44	\$184,153.92	\$188,461.68	\$192,876.72	\$197,403.12	\$202,040.64	\$206,795.76	\$211,669.68	\$216,663.12
83	\$175,952.64	\$184,153.92	\$188,461.68	\$192,876.72	\$197,403.12	\$202,040.64	\$206,795.76	\$211,669.68	\$216,663.12	\$221,784.96
84	\$180,051.84	\$188,461.68	\$192,876.72	\$197,403.12	\$202,040.64	\$206,795.76	\$211,669.68	\$216,663.12	\$221,784.96	\$227,032.32
85	\$184,255.44	\$192,876.72	\$197,403.12	\$202,040.64	\$206,795.76	\$211,669.68	\$216,663.12	\$221,784.96	\$227,032.32	\$232,413.84
86	\$188,567.28	\$197,403.12	\$202,040.64	\$206,795.76	\$211,669.68	\$216,663.12	\$221,784.96	\$227,032.32	\$232,413.84	\$237,926.88
87	\$192,984.24	\$202,040.64	\$206,795.76	\$211,669.68	\$216,663.12	\$221,784.96	\$227,032.32	\$232,413.84	\$237,926.88	\$243,576.96
88	\$197,512.80	\$206,795.76	\$211,669.68	\$216,663.12	\$221,784.96	\$227,032.32	\$232,413.84	\$237,926.88	\$243,576.96	\$249,370.08
89	\$202,155.36	\$211,669.68	\$216,663.12	\$221,784.96	\$227,032.32	\$232,413.84	\$237,926.88	\$243,576.96	\$249,370.08	\$255,307.92
90	\$206,910.96	\$216,663.12	\$221,784.96	\$227,032.32	\$232,413.84	\$237,926.88	\$243,576.96	\$249,370.08	\$255,307.92	\$261,396.00
91	\$211,787.52	\$221,784.96	\$227,032.32	\$232,413.84	\$237,926.88	\$243,576.96	\$249,370.08	\$255,307.92	\$261,396.00	\$267,632.64
92	\$216,785.28	\$227,032.32	\$232,413.84	\$237,926.88	\$243,576.96	\$249,370.08	\$255,307.92	\$261,396.00	\$267,632.64	\$274,027.44
93	\$221,909.28	\$232,413.84	\$237,926.88	\$243,576.96	\$249,370.08	\$255,307.92	\$261,396.00	\$267,632.64	\$274,027.44	\$280,581.36
94	\$227,161.68	\$237,926.88	\$243,576.96	\$249,370.08	\$255,307.92	\$261,396.00	\$267,632.64	\$274,027.44	\$280,581.36	\$287,298.96
95	\$232,543.92	\$243,576.96	\$249,370.08	\$255,307.92	\$261,396.00	\$267,632.64	\$274,027.44	\$280,581.36	\$287,298.96	\$294,185.76
96	\$238,058.88	\$249,370.08	\$255,307.92	\$261,396.00	\$267,632.64	\$274,027.44	\$280,581.36	\$287,298.96	\$294,185.76	\$301,242.24
97	\$243,715.44	\$255,307.92	\$261,396.00	\$267,632.64	\$274,027.44	\$280,581.36	\$287,298.96	\$294,185.76	\$301,242.24	\$308,479.20
98	\$249,511.20	\$261,396.00	\$267,632.64	\$274,027.44	\$280,581.36	\$287,298.96	\$294,185.76	\$301,242.24	\$308,479.20	\$315,894.24
99	\$255,452.64	\$267,632.64	\$274,027.44	\$280,581.36	\$287,298.96	\$294,185.76	\$301,242.24	\$308,479.20	\$315,894.24	\$323,494.32