

*Washington State*

# Performance-Based Incentives and Recognition Report

Annual Report to the Governor and State Legislature

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*Submitted in fulfillment of the annual reporting requirements of  
RCW 41.06.133(4)*

Office of Financial Management  
State Human Resources Division  
December 2016



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## About this Report

This annual Performance-Based Incentives and Recognition Report is produced by the State Human Resources Division at the Office of Financial Management (OFM). House Bill 2049, which was signed into law in 2009 and codified in RCW 41.06.133(4), mandates its publication.

This report presents information for permanent and nonpermanent employees in executive branch agencies only. It does not include data for higher education institutions or the judicial or legislative branch agencies.

Data is presented on a fiscal year basis (July 1 through June 30) unless otherwise noted. This report focuses on fiscal year 2016, with comparison to the previous fiscal year, where applicable. The data source is the Human Resource Management System (HRMS), which is the central personnel and payroll system for state agencies. Slight head count variations may occur because HRMS data may be affected by retroactive updates or other adjustments.

### Publication and contact information

This publication is available on OFM's State Human Resources Division website at [hr.ofm.wa.gov](http://hr.ofm.wa.gov).

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# Executive Summary

## Background

RCW 41.06.133(4) directs the Office of Financial Management (OFM), in cooperation with state agencies, to report annually to the governor and the Legislature the following information:

- **Number of state employees:** The number of classified employees, including Washington Management Service (WMS), the number of exempt employees and the change compared to the previous report. The remainder of the report refers to exempt employees who serve at the pleasure of the appointing authority as “at-will.” At-will employees are exempt from civil service provisions and not covered under a collective bargaining agreement or similar provision.
- **Performance-based incentives and recognition:** The number of bonuses and performance-based incentives awarded to state agency employees, the base wages of those employees and the cost of each recognition or incentive awarded.

For purposes of this report, bonuses and performance-based incentives include cash awards or lump-sum payments that appointing authorities have discretion to grant to employees in recognition of special job performance, outstanding achievements or special accomplishments. Such payments do not become a permanent addition to base pay.

The Legislature mandated a moratorium on monetary performance awards that began February 15, 2010, and ended June 30, 2013. On July 1, 2013, OFM suspended the performance-based awards and incentives portion of the Performance Management Confirmation program (WAC 357.28.295). This suspension is continued due to the need to realign with industry standards and Results Washington Employer of Choice strategies.

## Summary

### Number of state employees

The executive branch head count increased from 60,068 to 61,578 employees in fiscal year 2016. Of that 1,510 head count increase:

- 94.2 percent were classified employees.
- 5.8 percent were at-will employees.

Head count comparisons by agency are in [Section A](#) of this report.

### **Performance-based incentives and recognition**

Since the initial performance-based incentives and recognition report in 2009:

- Total number of awards dropped from 9,323 awards totaling \$1.9 million to 573 awards totaling \$56,607.
- Number of agencies presenting awards dropped from 24 to 15.

### **Recognition awards under RCW 41.60.150**

Cash recognition awards range from \$5 to \$250; the average award is \$98.79. These are the most common type of award granted to employees for outstanding achievements, safety, recruitment referrals, performance or longevity, or for employee suggestion evaluators and implementers.

### **Performance-based incentives – per various authorities**

The only performance-based incentives awards granted in fiscal year 2016 were given to Washington State Patrol troopers. More information about this and other award detail are in [Section B](#) of this report.

## Section A: State workforce head count by agency

### Types of employment

State employees are either “classified” or “at-will.” Classified employees are subject to the civil service law, Chapter 41.06 RCW, or similar statutory provisions. At-will employees are exempt from civil service provisions and serve at the pleasure of the appointing authority. They are not covered under a collective bargaining agreement or similar provision.

### Classified employees

Classified employees compose the majority of the executive branch workforce and are predominantly covered by collective bargaining agreements. WMS employees are included in the classified service, but are excluded by statute from the collective bargaining process. The majority of WMS employees are managers of people; the rest are high-level program and policy experts as defined in RCW 41.06.022.

### At-will employees

At-will employees compose 5.5 percent of the workforce. Examples of at-will employees are assistant attorneys general, seasonal workers and executive support staff. Examples of at-will managers are elected and appointed officials and agency senior managers.

### Overview

	Classified Workforce			At-will Workforce			Total Classified & At-will
	Classified Employees*	Classified WMS	Total Classified	At-will Non-Managers	At-will Managers	Total At-will	
<b>2015</b>	52,653	4,093	<b>56,746</b>	2,413	909	<b>3,322</b>	<b>60,068</b>
<b>2016</b>	53,880	4,288	<b>58,168</b>	2513	897	<b>3410</b>	<b>61,578</b>

\* Nonclassified employees who are exempt from civil service law but still covered under a bargaining agreement or regulation are included in the classified employee counts (approximately 2,855 in fiscal year 2016). These are mainly the Department of Transportation's ferry workers and the Washington State Patrol's commissioned officers and troopers.

The executive branch workforce increased by 2.5 percent from the previous fiscal year. At the end of fiscal year 2016, the workforce was:

- 87.5 percent classified
- 5.5 percent at-will
- 7.0 percent classified WMS employees

Employees identified as “manager” by the employing agency represent 7.6 percent of the executive branch workforce. This includes at-will employees, elected officials, agency directors, classified Washington General Service (WGS) managers and classified WMS managers.

In fiscal year 2016, WMS workforce changes occurred in the majority of the 56 agencies with WMS employees:

- 26 agencies showed a total increase of 221 WMS employees.
- 13 agencies showed a combined decrease of 24 WMS employees.
- 17 agencies showed no change in WMS employees.

Even though the overall WMS head count increased, agencies continue to manage within their assigned WMS control point. Agency control points are a cap on the number of WMS positions allowed for each agency. The executive branch continues to remain below the statewide cap of 7.5 percent established to ensure management of WMS growth.

The following pages of Section A contain data on the state workforce head count by agency.

Agency	2016 Classified Employees	2015 Classified Employees	Difference 2016-15 Classified Employees	2016 Classified WMS	2015 Classified WMS	Difference 2016-15 Classified WMS	2016 At-Will Managers	2015 At-Will Managers	Difference 2016-15 At-Will Managers	2016 At-Will Non-Managers	2015 At-Will Non-Managers	Difference 2016-15 At-Will Non-Managers	2016 Total Workforce	2015 Total Workforce	Difference 2016-15 Total Workforce
Accountancy, State Board of	6	6	0	2	3	(1)	0	0	0	1	8	(7)	9	17	(8)
Administrative Hearings, Office of	65	70	(5)	0	1	(1)	8	9	(1)	90	97	(7)	163	177	(14)
African-American Affairs, Washington State Commission on	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Agriculture, Department of	842	829	13	40	38	2	9	8	1	55	52	3	946	927	19
Archaeology and Historic Preservation, Department of	15	15	0	3	3	0	1	1	0	0	0	0	19	19	0
Arts Commission, Washington State	6	5	1	8	6	2	2	2	0	1	1	0	17	14	3
Asian-Pacific American Affairs, State of Washington Commission on	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Attorney General, Office of the	607	598	9	37	35	2	119	124	(5)	486	459	27	1,249	1,216	33
Auditor, Office of the State	330	327	3	28	25	3	0	0	0	36	41	(5)	394	393	1
Blind, Department of Services for the	83	82	1	7	8	(1)	4	4	0	2	2	0	96	96	0
Blind, State School for the	116	115	1	4	6	(2)	4	4	0	4	4	0	128	129	(1)
Caseload Forecast Council	0	0	0	0	0	0	0	0	0	9	9	0	9	9	0
Charter School Commission, Washington	0	0	0	0	1	(1)	0	0	0	2	2	0	2	3	(1)
Childhood Deafness and Hearing Loss, Washington State Center for	160	145	15	0	0	0	4	4	0	4	4	0	168	153	15
Columbia River Gorge Commission	0	0	0	0	0	0	1	0	1	6	5	1	7	5	2
Commerce, Department of	234	234	0	32	31	1	7	6	1	24	23	1	297	294	3
Conservation Commission, State	8	6	2	12	13	(1)	2	2	0	0	6	(6)	22	27	(5)
Consolidated Technology Services	389	174	215	25	5	20	20	20	0	122	70	52	556	269	287
Corrections, Department of	7,612	7,550	62	438	418	20	136	137	(1)	114	112	2	8,300	8,217	83
County Road Administration Board	7	8	(1)	6	7	(1)	0	0	0	2	2	0	15	17	(2)
Criminal Justice Training Commission, Washington State	27	24	3	17	15	2	2	2	0	1	1	0	47	42	5
Early Learning, Department of	257	222	35	28	25	3	8	8	0	8	6	2	301	261	40
Ecology, Department of	1,403	1,477	(74)	147	143	4	26	26	0	2	2	0	1,578	1,648	(70)
Economic and Revenue Forecast Council	2	1	1	0	0	0	0	0	0	4	5	(1)	6	6	0
Economic Development Financial Authority, Washington	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0
Employment Security Department	1,263	1,229	34	84	90	(6)	22	25	(3)	2	2	0	1,371	1,346	25
Enterprise Services, Department of	668	891	(223)	104	97	7	9	9	0	12	33	(21)	793	1,030	(237)
Environmental and Land Use Hearings Office	0	1	(1)	0	0	0	0	0	0	15	14	1	15	15	0
Financial Institutions, Department of	162	155	7	24	24	0	14	14	0	4	4	0	204	197	7
Financial Management, Office of	13	20	(7)	0	0	0	16	16	0	211	217	(6)	240	253	(13)
Fish and Wildlife, Department of	1,780	1,704	76	101	102	(1)	18	15	3	6	6	0	1,905	1,827	78
Freight Mobility Strategic Investment Board	0	1	(1)	0	0	0	0	0	0	4	3	1	4	4	0



Agency	2016 Classified Employees	2015 Classified Employees	Difference 2016-15 Classified Employees	2016 Classified WMS	2015 Classified WMS	Difference 2016-15 Classified WMS	2016 At-Will Managers	2015 At-Will Managers	Difference 2016-15 At-Will Managers	2016 At-Will Non-Managers	2015 At-Will Non-Managers	Difference 2016-15 At-Will Non-Managers	2016 Total Workforce	2015 Total Workforce	Difference 2016-15 Total Workforce
Gambling Commission, Washington State	35	39	(4)	5	7	(2)	8	11	(3)	56	58	(2)	104	115	(11)
Governor, Office of the	0	0	0	0	0	0	0	0	0	55	58	(3)	55	58	(3)
Health Care Authority, State	897	936	(39)	165	139	26	9	10	(1)	23	23	0	1,094	1,108	(14)
Health Care Facilities Authority, Washington	0	0	0	0	0	0	0	0	0	5	5	0	5	5	0
Health, Department of	1,571	1,495	76	175	166	9	16	19	(3)	6	7	(1)	1,768	1,687	81
Hispanic Affairs, Washington State Commission on	0	0	0	0	0	0	0	0	0	3	2	1	3	2	1
Historical Society, Eastern Washington State	30	24	6	2	2	0	0	0	0	2	4	(2)	34	30	4
Historical Society, Washington State	43	42	1	4	3	1	2	1	1	0	0	0	49	46	3
Horse Racing Commission, Washington	18	17	1	1	1	0	1	1	0	25	22	3	45	41	4
Housing Finance Commission, Washington State	20	18	2	48	45	3	2	2	0	1	1	0	71	66	5
Human Rights Commission	22	22	0	1	1	0	0	0	0	5	7	(2)	28	30	(2)
Indian Affairs, Governor's Office of	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Industrial Insurance Appeals, Board of	141	137	4	7	8	(1)	10	11	(1)	4	4	0	162	160	2
Insurance Commissioner, Office of the	178	172	6	18	19	(1)	13	14	(1)	19	17	2	228	222	6
Investment Board, State	30	34	(4)	6	6	0	9	9	0	51	51	0	96	100	(4)
Labor and Industries, Department of	2,722	2,700	22	162	157	5	35	34	1	4	4	0	2,923	2,895	28
Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board	0	0	0	5	5	0	0	0	0	3	3	0	8	8	0
Licensing, Department of	1,142	1,087	55	102	94	8	46	48	(2)	1	1	0	1,291	1,230	61
Lieutenant Governor, Office of the	0	0	0	0	0	0	0	0	0	6	6	0	6	6	0
Liquor Control Board	291	273	18	18	18	0	9	10	(1)	6	6	0	324	307	17
Lottery Commission, State	99	99	0	1	1	0	14	15	(1)	16	16	0	130	131	(1)
Military Department	315	285	30	23	18	5	8	8	0	0	0	0	346	311	35
Minority and Women's Business Enterprises, Office of	12	11	1	3	3	0	0	0	0	2	4	(2)	17	18	(1)
Natural Resources, Department of	1,280	1,235	45	142	139	3	28	28	0	496	403	93	1,946	1,805	141
Parks and Recreation Commission, State	902	845	57	32	33	(1)	7	7	0	1	1	0	942	886	56
Patrol, Washington State	2,093	2,124	(31)	60	59	1	14	14	0	19	22	(3)	2,186	2,219	(33)
Pilotage Commissioners, Board of	0	0	0	0	0	0	0	0	0	9	9	0	9	9	0
Pollution Liability Insurance Program, Washington	6	5	1	0	0	0	0	0	0	2	2	0	8	7	1
Public Disclosure Commission	12	11	1	2	2	0	2	2	0	2	5	(3)	18	20	(2)
Public Employment Relations Commission	25	23	2	1	1	0	0	0	0	5	5	0	31	29	2
Public Instruction, Superintendent of	167	162	5	103	108	(5)	1	1	0	152	156	(4)	423	427	(4)
Puget Sound Partnership	3	4	(1)	0	0	0	0	0	0	40	44	(4)	43	48	(5)
Recreation and Conservation Funding Board	34	33	1	16	14	2	0	0	0	11	13	(2)	61	60	1

Agency	2016 Classified Employees	2015 Classified Employees	Difference 2016-15 Classified Employees	2016 Classified WMS	2015 Classified WMS	Difference 2016-15 Classified WMS	2016 At-Will Managers	2015 At-Will Managers	Difference 2016-15 At-Will Managers	2016 At-Will Non-Managers	2015 At-Will Non-Managers	Difference 2016-15 At-Will Non-Managers	2016 Total Workforce	2015 Total Workforce	Difference 2016-15 Total Workforce
Retirement Systems, Department of	212	206	6	27	25	2	7	7	0	1	0	1	247	238	9
Revenue, Department of	1,053	1,000	53	120	117	3	20	19	1	0	0	0	1,193	1,136	57
Salaries for Elected Officials, Washington Citizens' Commission on	0	0	0	0	0	0	0	0	0	2	1	1	2	1	1
Secretary of State, Office of the	248	206	42	15	16	(1)	7	8	(1)	10	12	(2)	280	242	38
Social and Health Services, Department of	17,000	16,302	698	1,233	1,163	70	141	140	1	50	47	3	18,424	17,652	772
Student Achievement Council	24	23	1	0	0	0	0	0	0	83	102	(19)	107	125	(18)
Tax Appeals, Board of	4	4	0	0	0	0	1	1	0	7	8	(1)	12	13	(1)
Tobacco Settlement Authority	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Traffic Safety Commission, Washington	8	8	0	11	11	0	0	0	0	2	2	0	21	21	0
Transportation Commission	1	1	0	0	0	0	0	0	0	8	7	1	9	8	1
Transportation Improvement Board	7	6	1	1	1	0	0	0	0	2	2	0	10	9	1
Transportation, Department of	6,288	6,284	4	564	548	16	38	35	3	33	26	7	6,923	6,893	30
Treasurer, Office of the State	30	30	0	5	5	0	0	0	0	30	29	1	65	64	1
Utilities and Transportation Commission	108	100	8	30	30	0	6	6	0	13	12	1	157	148	9
Veterans Affairs, Department of	736	744	(8)	26	25	1	8	9	(1)	3	3	0	773	781	(8)
Volunteer Firefighters and Reserve Officers, Board for	2	2	0	0	0	0	0	0	0	1	2	(1)	3	4	(1)
Workforce Training and Education Coordinating Board	16	15	1	7	7	0	3	3	0	2	2	0	28	27	1

## Section B: Performance-based incentives and recognition

There is no clear definition in law or rule of the terms “performance-based incentives” and “bonuses.” For purposes of this report, OFM interprets these terms to include cash awards or lump-sum payments that appointing authorities have discretion to grant to employees in recognition of special job performance, outstanding achievements or special accomplishments. Such payments do not become a permanent addition to base pay.

Legislation enacted in February 2009 prohibited any wage or salary increase for all exempt and WMS employees for one year. Senate Bill 6382 from 2010 continued the prohibition on wage and salary increases and, with House Bill 2998, placed moratoriums on most types of monetary recognition awards between Feb. 15, 2010, and June 30, 2011. This moratorium was extended through June 30, 2013, with Senate Bill 5860 (RCW 41.06.070).

OFM suspended the performance-based awards and incentives portion of the Performance Management Confirmation (PMC) program until June 30, 2015 (WAC 357.28.295). On June 11, 2015, the OFM Director removed the performance-based pay from the PMC program. Any Washington Administrative Codes (WAC) associated with performance-based pay being tied to the PMC program have been subsequently adjusted.

In the eight years of reporting on performance-based incentives and recognition awards, 2016 ranks as the fourth-lowest year in terms of the dollar amount awarded:

- FY 2009: 9,323 awards totaling \$1.9 million
- FY 2010: 1,096 awards totaling \$205,436
- FY 2011: 260 awards totaling \$141,837
- FY 2012: 54 awards totaling \$11,660
- FY 2013: 38 awards totaling \$4,799
- FY 2014: 185 awards totaling \$191,597
- FY 2015: 276 awards totaling \$39,929
- FY 2016: 573 awards totaling \$56,607

### Summary of awards granted by award type

The authority to provide the following awards can be found in both statute and rule. In addition, collective bargaining agreements for Washington State Patrol troopers provide for specific recognition awards.

Following is a summary of awards granted in fiscal year 2016 by award type:

Award /Authority	Description	Number of Awards	Total Amount	Average Award
Cash Recognition RCW 41.60.150	Payment for outstanding achievements, safety, performance, longevity, outstanding public service or service as employee suggestion, recruitment referrals, evaluators and implementers. Cash recognition awards may not exceed \$200 in value per award.	536	\$51,431.85	\$96.00
Washington State Patrol – Trooper of the Year, Certified Technician of the Year, Auto Theft of the Year WSPTA CBA Article 28.7	An additional 3 percent is added to selected WSP employees' regular base pay for one year.	36	\$5,055.29	\$140.00
Lump-Sum Performance Recognition RCW 41.06.133 WAC 357-28-295, 300	With OFM Director approval, agencies may authorize additional pay on a lump-sum basis to recognize outstanding accomplishments or the achievement of predefined work goals.	0	\$0.00	\$0.00
WMS-Lump Sum Performance Recognition RCW 41.06.500 WAC 357-58-135,140	See lump-sum performance recognition above. Applies to WMS employees only.	1	\$120.00	\$120.00
At-Will Management Service Performance Pay	Payment to an at-will employee to recognize outstanding performance or the achievement of predefined work goals.	0	\$0.00	\$0.00

## Summary of awards granted by agency

In fiscal year 2016, 15 agencies presented awards to their employees. Following is a summary of awards granted by agency:

Agency	Number of Employees Awarded	Percentage of Employees Awarded	Number of Awards Given	Total Amount of Awards	Average Award Given
Conservation Commission, State	1	4.4	1	\$200.00	\$200.00
Consolidated Technology Services	2	0.4	2	\$370.00	\$185.00
Ecology, Department of	112	7.3	126	\$13,250.00	\$105.00
Economic and Revenue Forecast Council	1	19	1	\$200.00	\$200.00
Financial Institutions, Department of	35	17.3	39	\$6,000.00	\$153.85
Fish and Wildlife, Department of	46	2.5	46	\$440.00	\$10.00
Gambling Commission, Washington State	5	4.8	5	\$650.00	\$130.00
Investment Board, State	29	30	34	\$2,275.00	\$67.00
Licensing, Department of	12	1	12	\$310.00	\$26.00
Liquor and Cannabis Board	1	0.3	1	\$50.00	\$50.00
Lottery Commission, State	1	0.8	1	\$160.00	\$160.00
Natural Resources, Department of	38	2.5	41	\$7,700.00	\$188.00
Patrol, Washington State	39	1.8	73	\$12,055.00	\$165.00
Social and Health Services, Department of	2	0	3	\$300.00	\$100.00
Transportation, Department of	180	2.6	188	\$12,646.00	\$67.00

Awards per employee ranged from \$5 to \$250, with a median award of \$100. The total amount of awards represents .001 percent of the state's \$4.8 billion annual payroll and benefits costs (excluding higher education institutions).

The following pages detail the number of awards given to state agency employees, the base wages of those employees and the cost of each award for fiscal year 2016.

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
<b>Conservation Commission, State</b>							
Conservation Commission, State	Cash Recognition	2016/05	985792	FISCAL ANALYST 3	\$ 48,432.00	1	\$ 200.00
<b>Total State Conservation Commission Performance-Based Incentives and Recognition Awards</b>						<b>1</b>	<b>\$ 200.00</b>
<b>Consolidated Technology Services</b>							
Consolidated Technology Services	Cash Recognition	2015/11	51258	IT SYSTEMS/APP SPEC 6	\$ 91,956.00	1	\$ 250.00
Consolidated Technology Services	WMS Lump sum recognition	2016/02	239002	WMS BAND 2	\$ 99,804.00	1	\$ 120.00
<b>Total Consolidated Technology Services Performance-Based Incentives and Recognition Awards</b>						<b>2</b>	<b>\$ 370.00</b>
<b>Ecology, Department of</b>							
Ecology, Department of	Cash Recognition	2015/12	13548	COMMUNITY OUTREACH & ENVIRON ED SPEC 3	\$ 54,747.36	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/11	31528	ENVIRONMENTAL SPECIALIST 5	\$ 70,056.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	43209	IT SPECIALIST 4	\$ 75,456.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	43209	IT SPECIALIST 4	\$ 75,456.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	70899	ENVIRONMENTAL SPECIALIST 5	\$ 70,056.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	75389	HYDROGEOLOGIST 4	\$ 83,316.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	86938	SECRETARY LEAD	\$ 39,708.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	87781	NATURAL RESOURCE SPECIALIST 5	\$ 68,251.92	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	120304	IT SYSTEMS/APP SPEC 6	\$ 91,956.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	171643	FISCAL ANALYST 1	\$ 42,756.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	174461	WMS BAND 2	\$ 90,252.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	195147	IT SPECIALIST 5	\$ 83,316.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	218723	IT SPECIALIST 5	\$ 83,316.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	242296	SECRETARY SUPERVISOR	\$ 43,860.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	246834	FISCAL ANALYST 3	\$ 54,744.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	246834	FISCAL ANALYST 3	\$ 54,744.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	246834	FISCAL ANALYST 3	\$ 54,744.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	246834	FISCAL ANALYST 3	\$ 54,744.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/12	248346	NATURAL RESOURCE SCIENTIST 3	\$ 65,088.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	267647	ENVIRONMENTAL PLANNER 3	\$ 63,480.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	272045	IT SYSTEMS/APP SPEC 6	\$ 91,956.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	272045	IT SYSTEMS/APP SPEC 6	\$ 91,956.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	276926	HYDROGEOLOGIST 3	\$ 75,456.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	280369	WMS BAND 1	\$ 60,300.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	280369	WMS BAND 1	\$ 60,300.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/11	291555	ENVIRONMENTAL SPECIALIST 1	\$ 40,704.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	291555	ENVIRONMENTAL SPECIALIST 1	\$ 40,704.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/10	317655	ENVIRONMENTAL SPECIALIST 4	\$ 61,920.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	322169	IT SYSTEMS/APP SPEC 6	\$ 91,956.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	322423	ENVIRONMENTAL SPECIALIST 5	\$ 68,402.88	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	324127	ENVIRONMENTAL SPECIALIST 4	\$ 63,480.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	358230	IT SPECIALIST 2	\$ 60,420.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	391682	ENVIRONMENTAL SPECIALIST 4	\$ 61,920.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	392356	IT SYSTEMS/APP SPEC 6	\$ 89,712.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/12	427147	FORMS & RECORDS ANALYST 3	\$ 52,080.00	1	\$ 25.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Ecology, Department of	Cash Recognition	2015/10	448507	ENVIRONMENTAL SPECIALIST 1	\$ 40,704.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	450999	ADMINISTRATIVE ASSISTANT 4	\$ 49,608.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/10	451965	HYDROGEOLOGIST 4	\$ 81,264.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	454852	ENVIRONMENTAL PLANNER 3	\$ 63,480.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	457217	ENVIRONMENTAL SPECIALIST 4	\$ 63,480.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	457340	ENVIRONMENTAL SPECIALIST 4	\$ 63,480.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	467356	SECRETARY SENIOR	\$ 36,999.36	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	468600	IT SPECIALIST 5	\$ 81,264.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	481757	IT SPECIALIST 4	\$ 75,456.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	488805	ENVIRONMENTAL SPECIALIST 4	\$ 63,480.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	523093	ENVIRONMENTAL SPECIALIST 4	\$ 63,480.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	526690	ENVIRONMENTAL SPECIALIST 4	\$ 63,480.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	611167	ENVIRONMENTAL ENGINEER 5	\$ 96,636.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	670417	IT SPECIALIST 5	\$ 81,264.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	797685	ENVIRONMENTAL SPECIALIST 4	\$ 61,930.08	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	810788	FISCAL ANALYST 2	\$ 48,432.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	820971	ENVIRONMENTAL SPECIALIST 3	\$ 53,424.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	825239	IT SYSTEMS/APP SPEC 6	\$ 89,712.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	843919	IT SPECIALIST 5	\$ 81,264.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	843919	IT SPECIALIST 5	\$ 81,264.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	848143	ENVIRONMENTAL SPECIALIST 5	\$ 65,088.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	852843	ENVIRONMENTAL SPECIALIST 4	\$ 61,920.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	852924	ENVIRONMENTAL SPECIALIST 4	\$ 61,920.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	872164	IT SPECIALIST 2	\$ 61,930.08	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	881384	ENVIRONMENTAL SPECIALIST 4	\$ 61,920.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	884544	ENVIRONMENTAL SPECIALIST 2	\$ 46,056.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	892310	SECRETARY SENIOR	\$ 36,999.36	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	895454	ENVIRONMENTAL SPECIALIST 5	\$ 68,412.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	899498	ENVIRONMENTAL SPECIALIST 5	\$ 65,088.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	928094	ENVIRONMENTAL SPECIALIST 5	\$ 70,056.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	968103	ENVIRONMENTAL ENGINEER 3	\$ 85,380.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	1062106	GROUPS & NURSERY SERVICES SPECIALIST 3	\$ 37,008.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/12	1065413	FORMS & RECORDS ANALYST 2	\$ 44,880.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	1156244	FISCAL ANALYST 5	\$ 61,920.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	1164224	IT SPECIALIST 4	\$ 70,056.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	1165448	COMMUNITY OUTREACH & ENVIRON ED SPEC 2	\$ 39,708.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	1169398	HUMAN RESOURCE CONSULTANT 4	\$ 66,684.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	1169642	ADMINISTRATIVE ASSISTANT 4	\$ 54,568.80	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	1178952	ADMINISTRATIVE ASSISTANT 3	\$ 41,736.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/12	1190753	COMMUNITY OUTREACH & ENVIRON ED SPEC 3	\$ 54,747.36	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/12	1196616	HYDROGEOLOGIST 2	\$ 58,956.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	20001259	ENVIRONMENTAL SPECIALIST 4	\$ 61,920.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20005304	ENVIRONMENTAL SPECIALIST 4	\$ 61,930.08	1	\$ 100.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Ecology, Department of	Cash Recognition	2015/11	20005809	IT SPECIALIST 1	\$ 49,608.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20005809	IT SPECIALIST 1	\$ 49,608.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/11	20007811	COMMUNICATIONS CONSULTANT 5	\$ 66,684.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20009509	FISCAL ANALYST 3	\$ 54,744.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	20009595	ENVIRONMENTAL ENGINEER 3	\$ 83,316.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	20010891	COMMUNICATIONS CONSULTANT 2	\$ 47,208.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20010891	COMMUNICATIONS CONSULTANT 2	\$ 47,208.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/12	20011902	SECRETARY SENIOR	\$ 36,096.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/10	20014475	ENVIRONMENTAL SPECIALIST 4	\$ 60,420.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	20015131	IT SYSTEMS/APP SPEC 6	\$ 89,712.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	20017746	ENVIRONMENTAL SPECIALIST 4	\$ 53,424.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	20017746	ENVIRONMENTAL SPECIALIST 4	\$ 53,424.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	20020165	ENVIRONMENTAL ENGINEER 3	\$ 85,380.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20025252	FISCAL ANALYST 2	\$ 36,096.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	20026446	FISCAL ANALYST 2	\$ 42,756.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20026502	NATURAL RESOURCE SCIENTIST 3	\$ 70,056.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20026521	IT SPECIALIST 5	\$ 81,264.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/09	20026671	FISCAL ANALYST 2	\$ 49,608.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20027202	NATURAL RESOURCE SCIENTIST 4	\$ 77,340.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20040065	IT SPECIALIST 4	\$ 73,644.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20040737	COMMUNICATIONS CONSULTANT 5	\$ 73,644.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/12	20040910	SECRETARY SENIOR	\$ 36,096.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/11	20042505	FISCAL ANALYST 2	\$ 46,056.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	20042506	ENVIRONMENTAL SPECIALIST 3	\$ 53,424.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20052206	HYDROGEOLOGIST 3	\$ 73,644.00	1	\$ 50.00
Ecology, Department of	Cash Recognition	2015/11	20052558	ENVIRONMENTAL ENGINEER 2	\$ 69,149.76	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20055591	ENVIRONMENTAL SPECIALIST 2	\$ 42,756.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20056226	ENVIRONMENTAL ENGINEER 3	\$ 77,340.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	20056338	ENVIRONMENTAL ENGINEER 2	\$ 70,056.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20057952	HYDROGEOLOGIST 4	\$ 81,264.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	20058592	IT SPECIALIST 3	\$ 53,424.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	20058592	IT SPECIALIST 3	\$ 53,424.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20060166	SECRETARY SENIOR	\$ 36,096.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/10	20062073	ENVIRONMENTAL PLANNER 4	\$ 63,480.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	20066984	SECRETARY SUPERVISOR	\$ 39,708.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	20067118	ENVIRONMENTAL SPECIALIST 4	\$ 57,516.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20067476	FISCAL ANALYST 2	\$ 37,860.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	20067931	ENVIRONMENTAL ENGINEER 2	\$ 63,480.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/10	20068291	SECRETARY SENIOR	\$ 35,292.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/11	20068456	CUSTOMER SERVICE SPECIALIST 2	\$ 35,292.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20068456	CUSTOMER SERVICE SPECIALIST 2	\$ 37,008.00	1	\$ 25.00
Ecology, Department of	Cash Recognition	2015/11	20073126	ENVIRONMENTAL PLANNER 3	\$ 61,920.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/09	20073678	FISCAL ANALYST 2	\$ 36,096.00	1	\$ 100.00



Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Ecology, Department of	Cash Recognition	2015/10	20073782	IT SPECIALIST 3	\$ 50,844.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	20074204	IT SPECIALIST 4	\$ 65,088.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/10	20074230	FORMS & RECORDS ANALYST 1	\$ 36,096.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	2015/11	20078229	SECRETARY SENIOR	\$ 31,416.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	2015/12	20078229	SECRETARY SENIOR	\$ 31,416.00	1	\$ 25.00
<b>Total Department of Ecology Performance-Based Incentives and Recognition Awards</b>						<b>126</b>	<b>\$ 13,250.00</b>
<b>Economic and Revenue Forecast Council</b>							
Econ and Revenue Forecast Council	Cash Recognition	2016/3	680758	OPERATIONS MGR	\$ 66,828.00	1	\$ 200.00
<b>Total Econ and Revenue Forecast Council Performance-Based Incentives and Recognition Awards</b>						<b>1</b>	<b>\$ 200.00</b>
<b>Financial Institutions, Department of</b>							
Financial Institutions, Department of	Cash Recognition	2015/12	99383	PARALEGAL 1	\$ 53,424.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/04	236692	FINANCIAL EXAMINER 4	\$ 92,403.36	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2015/11	247191	FINANCIAL LEGAL EXAMINER 4	\$ 89,712.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/05	247191	FINANCIAL LEGAL EXAMINER 4	\$ 89,712.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/04	280384	SECRETARY SENIOR	\$ 35,292.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2016/05	288394	FINANCIAL EXAMINER 4	\$ 94,197.60	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/08	313663	MANAGEMENT ANALYST 5	\$ 71,844.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/03	699661	PROGRAM SPECIALIST 5	\$ 70,056.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/03	728890	FINANCIAL EXAMINER 4	\$ 89,712.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2015/12	771754	LEGAL ASSISTANT 4	\$ 52,080.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/04	771754	LEGAL ASSISTANT 4	\$ 52,080.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2015/08	854123	WMS BAND 3	\$ 100,284.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/05	865657	FINANCIAL EXAMINER 4	\$ 94,197.60	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/05	868745	MANAGEMENT ANALYST 3	\$ 57,516.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/06	879461	FISCAL ANALYST 3	\$ 56,136.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2015/08	917037	IT SPECIALIST 3	\$ 68,342.40	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/12	1170269	LEGAL ASSISTANT 2	\$ 42,756.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/08	1171020	FINANCIAL EXAMINER 4	\$ 79,296.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/12	20010255	FINANCIAL LEGAL EXAMINER 4	\$ 89,712.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/10	20014372	FINANCIAL EXAMINER 4	\$ 87,528.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/12	20018384	WMS BAND 3	\$ 100,284.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/07	20020773	BUDGET ANALYST 3	\$ 53,424.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/12	20028705	FINANCIAL EXAMINER 4	\$ 94,197.60	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/06	20034681	FINANCIAL EXAMINER 4	\$ 87,528.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/10	20041275	FINANCIAL LEGAL EXAMINER 3	\$ 81,264.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/05	20047048	WMS BAND 3	\$ 100,284.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/12	20049673	FINANCIAL LEGAL EXAMINER 2	\$ 71,844.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/04	20049673	FINANCIAL LEGAL EXAMINER 3	\$ 71,844.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2016/06	20051167	ADMINISTRATIVE ASSISTANT 4	\$ 49,608.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2016/05	20053269	FINANCIAL LEGAL EXAMINER 4	\$ 85,380.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/02	20054142	FINANCIAL LEGAL EXAMINER 3	\$ 81,264.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2016/01	20054307	FINANCIAL EXAMINER 2	\$ 61,920.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/12	20059191	FINANCIAL LEGAL EXAMINER 2	\$ 71,844.00	1	\$ 200.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Financial Institutions, Department of	Cash Recognition	2016/06	20059191	FINANCIAL LEGAL EXAMINER 3	\$ 71,844.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2015/12	20060072	LEGAL ASSISTANT 3	\$ 40,704.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	2016/06	20061241	FINANCIAL EXAMINER 2	\$ 61,920.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2016/06	20067078	ADMINISTRATIVE ASSISTANT 4	\$ 43,860.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2016/06	20076379	PROGRAM SPECIALIST 2	\$ 34,476.00	1	\$ 50.00
Financial Institutions, Department of	Cash Recognition	2016/04	20077072	SECRETARY SENIOR	\$ 35,292.00	1	\$ 50.00
<b>Total Department of Financial Institutions Performance-Based Incentives and Recognition Awards</b>						<b>39</b>	<b>\$ 6,000.00</b>
<b>Fish and Wildlife, Department of</b>							
Fish and Wildlife, Department of	Cash Recognition	2015/08	80952	Wildlife - Chief Scientist	\$ 96,396.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	81221	Region 5 - Fish Program	\$ 90,984.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	88206	Fish & Wildlife Biologist 4	\$ 71,316.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	88388	IT Specialist 5	\$ 84,816.00	1	\$ 25.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	115402	Fiscal Analyst 2	\$ 48,060.00	1	\$ 25.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	134521	Communications Consultant 5	\$ 76,812.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	231553	Wildlife Admin Ops Manager	\$ 82,404.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	234545	IT Systems/App Spec 6	\$ 87,528.00	1	\$ 25.00
Fish and Wildlife, Department of	Cash Recognition	2016/04	237560	Fish & Wildlife Biologist 3	\$ 67,884.00	1	\$ 35.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	315636	Region 2 Director	\$ 95,736.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	318080	Region 1 - Fish Program	\$ 83,700.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	324432	Fish Hatchery Specialist 4	\$ 53,016.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	357035	Fish & Wildlife Biologist 3	\$ 67,884.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	363042	Region 6 Director	\$ 99,924.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	420942	Management Analyst 3	\$ 57,516.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	425250	Fish & Wildlife Biologist 3	\$ 66,264.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	458241	Enforcement Captain	\$ 98,604.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	496362	Customer Service Specialist 2	\$ 39,444.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	511238	IT Specialist 4	\$ 76,812.00	1	\$ 25.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	662498	Program Specialist 5	\$ 71,316.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	784954	Fish & Wildlife Biologist 3	\$ 66,264.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	837610	Fish & Wildlife Biologist 3	\$ 63,480.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	928631	Scientific Tech 2	\$ 39,444.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	941876	Customer Service Specialist 3	\$ 41,736.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	947921	Fish & Wildlife Biologist 4	\$ 71,316.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	1038678	Sergeant	\$ 84,816.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	1047775	Fish & Wildlife Biologist 2	\$ 57,144.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2016/04	1096491	Fish & Wildlife Biologist 2	\$ 55,728.00	1	\$ 25.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	1108450	Management Analyst 4	\$ 60,420.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	1113552	Budget Officer	\$ 86,292.00	1	\$ 25.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20001184	Fish & Wildlife Research Scientist 2	\$ 78,732.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20004500	Fish & Wildlife Biologist 4	\$ 65,088.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20012947	Scientific Tech 2	\$ 38,544.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20018659	Forms & Records Analyst 3	\$ 49,611.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20019182	Licensing Program Manager	\$ 94,764.00	1	\$ 5.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Fish and Wildlife, Department of	Cash Recognition	2015/08	20019533	Fish & Wildlife Biologist 3	\$ 66,264.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20025803	Environmental Planner 2	\$ 33,437.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2016/04	20039684	Scientific Tech 2	\$ 39,444.00	1	\$ 25.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20040858	Fish & Wildlife Biologist 3	\$ 66,264.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20061912	Lean Performance Manager	\$ 87,084.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20065238	Customer Service Specialist 2	\$ 31,224.00	1	\$ 25.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20066136	Community Outreach & Env Ed Spec 4	\$ 55,744.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20068929	Fish & Wildlife Biologist 3	\$ 61,920.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20079182	IT Specialist 3	\$ 48,432.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20081091	Engineer Aide 3	\$ 57,144.00	1	\$ 5.00
Fish and Wildlife, Department of	Cash Recognition	2015/08	20085278	Fiscal Analyst 1	\$ 36,096.00	1	\$ 25.00
<b>Total Department of Fish and Wildlife Performance-Based Incentives and Recognition Awards</b>						<b>46</b>	<b>\$ 440.00</b>
<b>Gambling Commission, State</b>							
Gambling Commission, State	Cash Recognition	2015/12	111617	WMS BAND 1	\$ 73,764.00	1	\$ 150.00
Gambling Commission, State	Cash Recognition	2015/12	553479	GAMB SP AGENT 3	\$ 64,116.00	1	\$ 200.00
Gambling Commission, State	Cash Recognition	2016/06	602972	GAMB SP AGENT 3	\$ 68,280.00	1	\$ 100.00
Gambling Commission, State	Cash Recognition	2015/08	604407	WMS BAND 2	\$ 77,220.00	1	\$ 100.00
Gambling Commission, State	Cash Recognition	2015/07	857419	GAMB COM PRG MG	\$ 80,088.00	1	\$ 100.00
<b>Total State Gambling Commission Performance-Based Incentives and Recognition Awards</b>						<b>5</b>	<b>\$ 650.00</b>
<b>Investment Board, State</b>							
Investment Board, State	Cash Recognition	2016/05	249769	Portfolio Administrator	\$ 115,319.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2015/07	340412	Institutional Relations Director	\$ 174,829.00	1	\$ 200.00
Investment Board, State	Cash Recognition	2016/01	385967	AA5	\$ 54,744.00	1	\$ 170.00
Investment Board, State	Cash Recognition	2016/04	385967	AA5	\$ 54,744.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/04	397511	Confidential Secretary	\$ 89,768.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/06	427236	HRC3	\$ 57,516.00	1	\$ 140.00
Investment Board, State	Cash Recognition	2016/06	431203	FA5	\$ 63,480.00	1	\$ 15.00
Investment Board, State	Cash Recognition	2016/04	436253	Assistant Investment Officer	\$ 67,928.00	1	\$ 15.00
Investment Board, State	Cash Recognition	2016/04	461725	Investment and Accounting Controller	\$ 161,094.00	1	\$ 15.00
Investment Board, State	Cash Recognition	2015/11	467676	Investment and Accounting Supervisor	\$ 99,833.00	1	\$ 200.00
Investment Board, State	Cash Recognition	2016/04	494998	AA4	\$ 49,608.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/04	504950	AA4	\$ 65,088.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2015/08	507276	Investment Officer	\$ 118,892.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2015/09	507276	Investment Officer	\$ 118,892.00	1	\$ 140.00
Investment Board, State	Cash Recognition	2031/05	512125	AA4	\$ 50,844.00	1	\$ 100.00
Investment Board, State	Cash Recognition	2016/04	512125	AA4	\$ 50,844.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/05	609881	FA4	\$ 58,956.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/04	811450	AA1	\$ 35,292.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/04	901115	Chief Investment Officer	\$ 575,564.00	1	\$ 100.00
Investment Board, State	Cash Recognition	2015/12	1034519	Assistant Senior Investment Officer	\$ 160,186.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/04	1103533	AA4	\$ 49,608.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2015/12	1178778	Assistant Senior Investment Officer	\$ 148,166.00	1	\$ 75.00
Investment Board, State	Cash Recognition	2016/04	1188212	AA4	\$ 43,860.00	1	\$ 75.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Investment Board, State	Cash Recognition	2016/04	1188212	AA4	\$ 43,860.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/04	20000634	AA3	\$ 41,736.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/04	20001499	Sr Business Analyst and Project Specialist	\$ 86,637.00	1	\$ 15.00
Investment Board, State	Cash Recognition	2016/04	20009975	Secretary Sr.	\$ 36,096.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/06	20037337	Travel Program Manager	\$ 60,420.00	1	\$ 15.00
Investment Board, State	Cash Recognition	2015/11	20044269	Compliance Officer	\$ 95,172.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/06	20060678	FA1	\$ 41,736.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2015/12	20062323	AA5	\$ 54,744.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/04	20062323	AA5	\$ 54,744.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2015/09	20077385	Travel Program Coordinator	\$ 39,444.00	1	\$ 50.00
Investment Board, State	Cash Recognition	2016/06	20086823	Investment Officer	\$ 125,000.00	1	\$ 50.00
<b>Total State Investment Board Performance-Based Incentives and Recognition Awards</b>						<b>34</b>	<b>\$ 2,275.00</b>
<b>Licensing, Department of</b>							
Licensing, Department of	Cash Recognition	2015/11	208529	CONTRACTS SPECIALIST 2	\$ 44,880.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	276946	WMS BAND 2	\$ 81,000.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	658391	WMS BAND 2	\$ 60,364.80	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	752992	IT SPECIALIST 5	\$ 81,264.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	780196	ADMINISTRATIVE ASSISTANT 4	\$ 49,608.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/07	916303	IT SYSTEMS/APP SPEC 6	\$ 91,956.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	2015/11	1202969	LICENSING SERVICES REPRESENTATIVE 2	\$ 48,432.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	20025732	CUSTOMER SERVICE SPECIALIST 4	\$ 46,056.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	20058266	CUSTOMER SERVICE SPECIALIST 3	\$ 39,708.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	20061182	LICENSING SERVICES REPRESENTATIVE 2	\$ 38,748.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	20075772	CUSTOMER SERVICE SPECIALIST 4	\$ 42,756.00	1	\$ 10.00
Licensing, Department of	Cash Recognition	2015/11	20081425	LICENSING SERVICES REPRESENTATIVE 1	\$ 30,672.00	1	\$ 10.00
<b>Total Department of Licensing Performance-Based Incentives and Recognition Awards</b>						<b>12</b>	<b>\$ 310.00</b>
<b>Liquor and Cannabis Board</b>							
Liquor and Cannabis Board	Cash Recognition	2016/04	20053591	FISCAL ANALYST 3	\$ 48,432.00	1	\$ 50.00
<b>Total Liquor and Cannabis Board Performance-Based Incentives and Recognition Awards</b>						<b>1</b>	<b>\$ 50.00</b>
<b>Lottery Commission, State</b>							
Lottery Commission, State	Cash Recognition	2015/09	213248	IT SYSTEMS/APP SPEC 6	\$ 91,956.00	1	\$ 160.00
<b>Total State Lottery Commission Performance-Based Incentives and Recognition Awards</b>						<b>1</b>	<b>\$ 160.00</b>
<b>Natural Resources, Department of</b>							
Natural Resources, Department of	Cash Recognition	2015/11	72643	OFFICE ASSISTANT 3	\$ 34,476.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/09	198745	NATURAL RESOURCES TECHNICIAN 3	\$ 42,756.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/09	246758	NATURAL RESOURCES DIVISION MANAGER	\$ 91,752.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/09	278176	WMS BAND 2	\$ 76,692.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/09	346876	NATURAL RESOURCES DIVISION MANAGER	\$ 84,084.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/11	422808	PROPERTY & ACQUISITION SPECIALIST 2	\$ 53,424.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/11	469396	FORMS & RECORDS ANALYST 2	\$ 44,880.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/07	502503	NATURAL RESOURCE SPECIALIST 2	\$ 54,744.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2016/01	518663	ADMINISTRATIVE ASSISTANT 4	\$ 49,608.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/09	522943	NATURAL RESOURCE SPECIALIST 3	\$ 58,956.00	1	\$ 200.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Natural Resources, Department of	Cash Recognition	2015/10	555841	WMS BAND 1	\$ 71,532.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2016/03	555841	WMS BAND 1	\$ 71,532.00	1	\$ 50.00
Natural Resources, Department of	Cash Recognition	2015/07	576605	NATURAL RESOURCE SPECIALIST 1	\$ 47,208.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2016/06	576605	NATURAL RESOURCE SPECIALIST 3	\$ 52,080.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/10	832573	IT SPECIALIST 4	\$ 73,644.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/09	837023	ADMIN ASST DNR	\$ 90,852.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/11	837128	OFFICE ASSISTANT 3	\$ 30,672.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/07	860876	WMS BAND 1	\$ 62,508.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2016/06	860876	WMS BAND 1	\$ 64,752.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2016/06	861726	NATURAL RESOURCE SPECIALIST 2	\$ 54,744.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/10	920697	IT SPECIALIST 4	\$ 73,644.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/07	1046419	NATURAL RESOURCE SPECIALIST 3	\$ 47,208.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/07	1046932	NATURAL RESOURCE SPECIALIST 4	\$ 65,088.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/09	1093188	NATURAL RESOURCE SPECIALIST 2	\$ 53,424.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/10	1151719	ELECTRONIC COMMUNICATIONS SYST TECH, FI	\$ 70,056.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	2015/09	1163530	NATURAL RESOURCE SPECIALIST 2	\$ 53,424.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/11	1166710	PROPERTY & ACQUISITION SPECIALIST 3	\$ 60,420.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/07	20000180	WMS BAND 1	\$ 61,680.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2016/02	20000754	FISCAL ANALYST 4	\$ 57,516.00	1	\$ 50.00
Natural Resources, Department of	Cash Recognition	2015/10	20001939	ENVIRONMENTAL PLANNER 4	\$ 53,431.92	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	2015/07	20004732	MAINTENANCE MECHANIC 1	\$ 44,880.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/09	20020462	NATURAL RESOURCE SCIENTIST 4	\$ 77,340.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/11	20045115	PROPERTY & ACQUISITION SPECIALIST 1	\$ 38,748.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/10	20060111	IT SPECIALIST 5	\$ 81,264.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/10	20063803	NATURAL RESOURCE SPECIALIST 2	\$ 53,424.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/07	20067678	PROCUREMENT & SUPPLY SPECIALIST 1	\$ 37,008.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/11	20068110	OFFICE ASSISTANT LEAD	\$ 36,096.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/11	20068907	PROPERTY & ACQUISITION SPECIALIST 3	\$ 56,136.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2015/11	20072099	OFFICE ASSISTANT 3	\$ 34,476.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	2016/01	20072691	CONSTRUCTION PROJECT COORDINATOR 2	\$ 68,412.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	2015/09	20076658	COMMUNICATIONS CONSULTANT 3	\$ 53,424.00	1	\$ 200.00
<b>Total Department of Natural Resources Performance-Based Incentives and Recognition Awards</b>						<b>41</b>	<b>\$ 7,700.00</b>
<b>Patrol, Washington State</b>							
Patrol, Washington State	WSP Trooper of the year	2015/07	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 129.69
Patrol, Washington State	WSP Trooper of the year	2015/08	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 173.65
Patrol, Washington State	WSP Trooper of the year	2015/09	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 130.61
Patrol, Washington State	WSP Trooper of the year	2015/10	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 158.47
Patrol, Washington State	WSP Trooper of the year	2015/11	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 115.38
Patrol, Washington State	WSP Trooper of the year	2015/12	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 84.95
Patrol, Washington State	WSP Trooper of the year	2016/01	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 161.25
Patrol, Washington State	WSP Trooper of the year	2016/02	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 151.15
Patrol, Washington State	WSP Trooper of the year	2016/03	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 140.82
Patrol, Washington State	WSP Trooper of the year	2016/04	149249	WSP TROOPER GREATER THAN 5 YEARS	\$ 81,971.28	1	\$ 129.08

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Patrol, Washington State	WSP Trooper of the year	2016/05	212506	WSP TROOPER GREATER THAN 5 YEARS	\$ 77,583.84	1	\$ 115.05
Patrol, Washington State	WSP Trooper of the year	2016/06	212506	WSP TROOPER GREATER THAN 5 YEARS	\$ 77,583.84	1	\$ 174.23
Patrol, Washington State	Cash Recognition	2015/07	248340	WSP TROOPER GREATER THAN 5 YEARS	\$ 79,090.32	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/04	254060	WSP SERGEANT PAY GRADE	\$ 84,839.04	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/04	254060	WSP SERGEANT PAY GRADE	\$ 84,839.04	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/06	274245	WSP TROOPER GREATER THAN 5 YEARS	\$ 73,848.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/02	287055	WSP TROOPER GREATER THAN 5 YEARS	\$ 76,063.44	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/07	318149	WSP SERGEANT PAY GRADE	\$ 90,896.40	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/01	400597	COMMUNICATIONS OFFICER 4	\$ 59,664.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/07	426951	WSP TROOPER GREATER THAN 5 YEARS	\$ 82,856.40	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/04	426951	WSP TROOPER GREATER THAN 5 YEARS	\$ 82,856.40	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/10	436366	WSP LIEUTENANT PAY GRADE	\$ 98,712.00	1	\$ 100.00
Patrol, Washington State	Cash Recognition	2015/11	470012	WSP TROOPER GREATER THAN 5 YEARS	\$ 79,017.36	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/09	549801	WSP CAPTAIN PAY GRADE	\$ 122,364.00	1	\$ 100.00
Patrol, Washington State	Cash Recognition	2015/07	635709	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,324.96	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/06	649506	WSP SERGEANT PAY GRADE	\$ 84,876.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/09	806891	WSP SERGEANT PAY GRADE	\$ 89,119.92	1	\$ 100.00
Patrol, Washington State	Cash Recognition	2016/06	832777	WSP SERGEANT PAY GRADE	\$ 96,758.64	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/12	924091	WSP TROOPER GREATER THAN 5 YEARS	\$ 79,635.60	1	\$ 200.00
Patrol, Washington State	WSP Auto Theft of the YR	2015/07	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 133.59
Patrol, Washington State	WSP Auto Theft of the YR	2015/08	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 83.72
Patrol, Washington State	WSP Auto Theft of the YR	2015/09	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 155.24
Patrol, Washington State	WSP Auto Theft of the YR	2015/10	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 78,064.80	1	\$ 177.42
Patrol, Washington State	WSP Auto Theft of the YR	2015/11	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 78,064.80	1	\$ 131.95
Patrol, Washington State	WSP Auto Theft of the YR	2015/12	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 78,064.80	1	\$ 147.16
Patrol, Washington State	WSP Auto Theft of the YR	2016/01	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 78,064.80	1	\$ 150.93
Patrol, Washington State	WSP Auto Theft of the YR	2016/02	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 79,635.84	1	\$ 168.56
Patrol, Washington State	WSP Auto Theft of the YR	2016/03	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 79,635.84	1	\$ 174.01
Patrol, Washington State	WSP Auto Theft of the YR	2016/04	962510	WSP TROOPER GREATER THAN 5 YEARS	\$ 79,635.84	1	\$ 89.37
Patrol, Washington State	Cash Recognition	2016/06	1019414	WSP TROOPER GREATER THAN 5 YEARS	\$ 77,463.84	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/02	1065907	FISCAL ANALYST 2	\$ 47,208.00	1	\$ 200.00
Patrol, Washington State	WSP Cert Tech of the Year	2016/05	1133212	WSP TROOPER GREATER THAN 5 YEARS	\$ 80,193.84	1	\$ 161.65
Patrol, Washington State	WSP Cert Tech of the Year	2016/06	1133212	WSP TROOPER GREATER THAN 5 YEARS	\$ 80,193.84	1	\$ 157.71
Patrol, Washington State	Cash Recognition	2015/08	1162895	FORENSIC SCIENTIST 3	\$ 73,644.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/02	20007385	FISCAL ANALYST 3	\$ 54,744.00	1	\$ 200.00
Patrol, Washington State	WSP Cert Tech of the Year	2015/07	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 85.09
Patrol, Washington State	WSP Cert Tech of the Year	2015/08	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 171.04
Patrol, Washington State	WSP Cert Tech of the Year	2015/09	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 155.18
Patrol, Washington State	WSP Cert Tech of the Year	2015/10	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 172.03
Patrol, Washington State	WSP Cert Tech of the Year	2015/11	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 117.53
Patrol, Washington State	WSP Cert Tech of the Year	2015/12	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 151.43
Patrol, Washington State	WSP Cert Tech of the Year	2016/01	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 137.99
Patrol, Washington State	WSP Cert Tech of the Year	2016/02	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 64.07

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Patrol, Washington State	WSP Cert Tech of the Year	2016/03	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 167.66
Patrol, Washington State	WSP Cert Tech of the Year	2016/04	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$ 75,935.76	1	\$ 169.58
Patrol, Washington State	Cash Recognition	2015/11	20024608	WSP TROOPER GREATER THAN 5 YEARS	\$ 72,387.36	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/07	20025574	WSP TROOPER LESS THAN 5 YEARS	\$ 61,308.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/06	20028279	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1	\$ 51,456.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/03	20035593	WSP TROOPER LESS THAN 5 YEARS	\$ 58,996.80	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/07	20037623	WSP TROOPER LESS THAN 5 YEARS	\$ 66,291.84	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/03	20037623	WSP TROOPER GREATER THAN 5 YEARS	\$ 72,387.36	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/11	20042098	WSP TROOPER LESS THAN 5 YEARS	\$ 75,794.40	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/10	20047987	WSP TROOPER LESS THAN 5 YEARS	\$ 62,534.16	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/10	20047987	WSP TROOPER LESS THAN 5 YEARS	\$ 62,534.16	1	\$ 100.00
Patrol, Washington State	WSP Auto Theft of the YR	2016/05	20053789	WSP TROOPER LESS THAN 5 YEARS	\$ 69,278.16	1	\$ 130.30
Patrol, Washington State	WSP Auto Theft of the YR	2016/06	20053789	WSP TROOPER LESS THAN 5 YEARS	\$ 73,440.96	1	\$ 137.75
Patrol, Washington State	Cash Recognition	2015/09	20058952	WSP TROOPER LESS THAN 5 YEARS	\$ 60,153.60	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/05	20059100	COMMUNICATIONS OFFICER 1	\$ 43,368.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/03	20065268	WSP TROOPER LESS THAN 5 YEARS	\$ 57,840.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/12	20065283	WSP TROOPER LESS THAN 5 YEARS	\$ 54,576.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2015/07	20067589	WSP TROOPER LESS THAN 5 YEARS	\$ 58,396.32	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/03	20068891	FISCAL ANALYST 2	\$ 39,708.00	1	\$ 200.00
Patrol, Washington State	Cash Recognition	2016/06	20073379	COMMUNICATIONS OFFICER 1	\$ 41,340.00	1	\$ 200.00
<b>Total Washington State Patrol Performance-Based Incentives and Recognition Awards</b>						<b>73</b>	<b>\$ 12,055.29</b>
<b>Social and Health Services, Department of</b>							
Social and Health Services, Department of	Cash Recognition	2016/02	20026933	REGISTERED NURSE 2	\$ 69,528.00	1	\$ 100.00
Social and Health Services, Department of	Cash Recognition	2016/04	20026933	REGISTERED NURSE 2	\$ 69,528.00	1	\$ 100.00
Social and Health Services, Department of	Cash Recognition	2016/02	20089006	REGISTERED NURSE 2	\$ 86,988.00	1	\$ 100.00
<b>Total Department of Social and Health Services Performance-Based Incentives and Recognition Awards</b>						<b>3</b>	<b>\$ 300.00</b>
<b>Transportation, Department of</b>							
Transportation, Department of	Cash Recognition	2016/02	13071	MAINTENANCE LEAD TECHNICIAN	\$ 55,728.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/01	13634	DIR - TORTS, CLAIMS AND RECORDS MGMT	\$ 126,216.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	38430	FACILITIES PLANNER 2	\$ 76,812.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/06	45691	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/06	46836	ASSISTANT PROGRAM MANAGER	\$ 94,188.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	48111	MAINT SP 3	\$ 55,728.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/11	77813	REGIONAL MATERIALS ENGINEER	\$ 99,588.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2015/11	77813	REGIONAL MATERIALS ENGINEER	\$ 99,588.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2015/07	88217	TRANSPORTATION ENGINEER 4	\$ 82,728.00	1	\$ 105.95
Transportation, Department of	Cash Recognition	2015/07	88217	TRANSPORTATION ENGINEER 4	\$ 82,728.00	1	\$ 105.95
Transportation, Department of	Cash Recognition	2016/04	90225	TRANSPORTATION TECHNICIAN 2	\$ 54,384.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/01	91373	DIR-STRATEGIC ASSESSMENT & PERF ANALYSIS	\$ 126,216.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/03	102033	TRANSPORTATION TECHNICIAN 3	\$ 61,512.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2016/03	102033	TRANSPORTATION TECHNICIAN 3	\$ 61,512.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2015/09	125998	MAINTENANCE MECHANIC 3	\$ 55,728.00	1	\$ 200.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Transportation, Department of	Cash Recognition	2015/12	131391	MGR - COMM	\$ 77,472.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/05	144460	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/05	147921	MAINT LEAD TECH	\$ 57,144.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2015/11	148350	MAINT LEAD TECH	\$ 57,144.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2016/04	160038	PE	\$ 98,604.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/06	162126	MAINTENANCE SPECIALIST 3	\$ 54,384.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	181537	FISCAL TECHNICIAN 2	\$ 35,928.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2015/08	190838	ADMINISTRATIVE ASST 4	\$ 50,496.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/07	195172	TRANSPORTATION ENGINEER 4	\$ 82,728.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/09	195332	TRANSPORTATION SYSTEMS TECHNICIAN D	\$ 74,964.00	1	\$ 200.00
Transportation, Department of	Cash Recognition	2015/11	196432	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 170.00
Transportation, Department of	Cash Recognition	2016/04	197806	MAINTENANCE SPECIALIST 3	\$ 54,384.00	1	\$ 40.00
Transportation, Department of	Cash Recognition	2016/05	197817	MAINTENANCE SUPERINTENDENT	\$ 92,016.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2016/05	198894	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2015/11	199075	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/03	199282	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 40.00
Transportation, Department of	Cash Recognition	2016/04	199390	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/05	199926	MAINTENANCE TECHNICIAN 2	\$ 43,524.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/07	201465	TRANSPORTATION ENGINEER 4	\$ 80,724.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/12	202191	GRAPHIC DESIGNER SUPERVISOR	\$ 58,548.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/11	207459	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2015/12	212937	GRAPHIC DESIGNER	\$ 23,438.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/02	214273	ASST PE -	\$ 90,204.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	231408	TRANSPORTATION TECHNICAL ENGINEER	\$ 91,332.00	1	\$ 150.00
Transportation, Department of	Cash Recognition	2016/04	231895	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 40.00
Transportation, Department of	Cash Recognition	2016/03	238038	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	241463	PROGRAM SPECIALIST 4	\$ 66,264.00	1	\$ 200.00
Transportation, Department of	Cash Recognition	2016/04	249800	TRANSPORTATION PLANNING SPECIALIST 4	\$ 82,728.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	250206	MAINTENANCE LEAD TECHNICIAN	\$ 55,728.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2015/10	253586	ENV MGR - PRG	\$ 114,444.00	1	\$ 54.95
Transportation, Department of	Cash Recognition	2016/03	266931	SECRETARY SUPERVISOR	\$ 44,652.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/11	270326	ASST MATERLS ENG	\$ 90,204.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/11	270326	ASST MATERLS ENG	\$ 90,204.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/12	272562	CONF SEC - DOT	\$ 62,628.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/11	273714	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/04	273714	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/06	274254	TRANSPORTATION TECHNICAL ENGINEER 5	\$ 91,332.00	1	\$ 150.00
Transportation, Department of	Cash Recognition	2016/02	275400	TRANSPORTATION TECHNICIAN 3	\$ 61,512.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/05	277538	MAINTENANCE LEAD TECHNICIAN	\$ 57,144.00	1	\$ 60.00
Transportation, Department of	Cash Recognition	2015/11	281605	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/02	284055	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	289378	TRANSPORTATION ENGINEER 4	\$ 78,732.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	307086	TRANSPORTATION TECHNICAL ENGINEER 5	\$ 91,332.00	1	\$ 100.00



Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Transportation, Department of	Cash Recognition	2016/04	325431	TRANSPORTATION PLANNING SPECIALIST 4	\$ 80,724.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	326691	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	340547	IT SPECIALIST 1	\$ 54,384.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2016/05	342578	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2016/03	349873	MAINTENANCE LEAD TECHNICIAN	\$ 57,144.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	351224	ASST DIRECTOR, ACCOUNTING OPERATIONS	\$ 111,768.00	1	\$ 200.00
Transportation, Department of	Cash Recognition	2016/03	379292	TRANSPORTATION SYSTEMS TECHNICIAN B	\$ 67,884.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/03	381250	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2015/08	384785	TRANSPORTATION ENGINEER 4	\$ 82,728.00	1	\$ 200.00
Transportation, Department of	Cash Recognition	2016/03	385135	TRANSPORTATION TECHNICIAN 2	\$ 54,384.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	389067	MAINTENANCE LEAD TECHNICIAN	\$ 55,728.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/02	389985	TRANSPORTATION TECHNICAL ENGINEER 5	\$ 91,332.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/06	391280	TRANSPORTATION ENGINEER 3	\$ 73,140.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/06	391280	TRANSPORTATION ENGINEER 3	\$ 73,140.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/04	391913	TRANSPORTATION TECHNICIAN 3	\$ 61,512.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/03	397559	PROGRAM MANAGER	\$ 112,224.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/04	400016	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/05	418241	TRANSPORTATION ENGINEER 4	\$ 82,728.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/04	420583	MAINTENANCE LEAD TECHNICIAN	\$ 57,144.00	1	\$ 60.00
Transportation, Department of	Cash Recognition	2016/05	420710	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/04	422584	MGR - EASTERN WA DIVISION RES	\$ 98,604.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	436901	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 40.00
Transportation, Department of	Cash Recognition	2016/02	437800	ASST PE -CONSTR PROJECT ENGR	\$ 82,476.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/05	437800	ASST PE -CONSTR PROJECT ENGR	\$ 82,476.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/01	437926	DIRECTOR, OFFICE OF INFORMATION TECH	\$ 132,108.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/12	454203	MAINT SP 2	\$ 50,496.00	1	\$ 200.00
Transportation, Department of	Cash Recognition	2016/11	457052	TRANSPORTATION SYSTEMS TECHNICIAN C	\$ 71,316.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2015/11	460476	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2015/12	462859	GRAPHIC DESIGNER SENIOR	\$ 54,384.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/06	463068	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/04	463167	TRANSPORTATION PLANNING SPECIALIST 3	\$ 74,964.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	470921	TRANSPORTATION ENGINEER 4	\$ 80,724.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/06	489828	MAINTENANCE SUPERVISOR	\$ 63,036.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2016/06	492197	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2016/05	494506	MAINTENANCE SUPERVISOR	\$ 61,512.00	1	\$ 40.00
Transportation, Department of	Cash Recognition	2016/03	499394	MAINTENANCE LEAD TECHNICIAN	\$ 57,144.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	499974	TRAF SF SYS OP 4	\$ 55,728.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/03	518744	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	533584	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/10	540759	COMMUNICATIONS CONSULTANT 3	\$ 57,144.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/12	551284	COMMUNICATIONS CONSULTANT 3	\$ 58,548.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	554339	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	566122	TRANSPORTATION TECHNICIAN 3	\$ 60,012.00	1	\$ 100.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Transportation, Department of	Cash Recognition	2016/01	580922	LEAN PROCESS IMPROVEMENT OFFICE	\$ 98,808.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/11	593001	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/04	604487	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/08	605939	TRANSPORTATION ENGINEER 3	\$ 74,964.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/12	743159	TRANSPORTATION TECHNICIAN 3	\$ 61,512.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2015/11	752058	EQUIPMENT TECHNICIAN 2	\$ 45,684.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/03	755005	SPOKANE REG TRAFF MGMT & ELECTRONICS MGR	\$ 96,696.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2015/12	771338	INTERACTIVE COMMUNICATIONS LEAD	\$ 86,688.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/06	776452	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2015/09	787579	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 170.00
Transportation, Department of	Cash Recognition	2016/06	802658	IT SPECIALIST 5	\$ 82,728.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/04	811290	SECRETARY SENIOR	\$ 36,744.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/04	815323	TRANSPORTATION TECHNICIAN 3	\$ 60,012.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/10	847685	SECRETARY SENIOR	\$ 37,680.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/03	865802	EQUIPMENT TECHNICIAN 3	\$ 51,756.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	870477	MAINTENANCE TECHNICIAN 3	\$ 49,308.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	889007	MAINTENANCE LEAD TECHNICIAN	\$ 55,728.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/03	891498	TRANSPORTATION ENGINEER 4	\$ 67,884.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/03	898428	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/08	904483	TRANSPORTATION TECHNICIAN 3	\$ 61,512.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	906914	TRANSPORTATION ENGINEER 4	\$ 76,812.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	908232	MAINTENANCE SUPERVISOR	\$ 63,036.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	910777	MAINTENANCE TECHNICIAN 2	\$ 43,524.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/11	924085	TRANSPORTATION TECHNICIAN 3	\$ 61,512.00	1	\$ 30.00
Transportation, Department of	Cash Recognition	2016/05	947825	TRANSPORTATION PLANNING SPECIALIST 4	\$ 80,724.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	948289	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	949081	TRANSPORTATION TECHNICIAN 3	\$ 60,012.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	959838	TRANSPORTATION PLANNING SPECIALIST 2	\$ 61,512.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2015/12	1015961	TRIBAL LIAISON	\$ 92,016.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/01	1043449	LEAN CAPACITY DEVELOPMENT MANAGER	\$ 78,240.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/06	1051742	INTERNAL AUDIT BRANCH MGR	\$ 79,824.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/12	1062988	MANAGEMENT ANALYST 4	\$ 67,884.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/03	1063675	MAINTENANCE LEAD TECHNICIAN	\$ 55,728.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/01	1064631	DIRECTOR, HUMAN RESOURCES	\$ 132,108.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/12	1091675	DEPUTY COMMUNICATIONS DIRECTOR	\$ 94,764.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/03	1095122	TRANSPORTATION SYSTEMS TECHNICIAN D	\$ 69,648.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	1106067	FISCAL ANALYST 2	\$ 48,060.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/02	1141098	PROPERTY & ACQUISITION SPECIALIST 5	\$ 71,316.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2015/12	1150297	IT SPECIALIST 5	\$ 82,728.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/03	1155358	TRANSPORTATION TECHNICIAN 2	\$ 40,428.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	1156140	TRANSPORTATION ENGINEER 2	\$ 67,884.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/10	1174767	FISCAL TECHNICIAN 2	\$ 35,928.00	1	\$ 75.00
Transportation, Department of	Cash Recognition	2016/04	1185313	MAINTENANCE TECHNICIAN 2	\$ 44,652.00	1	\$ 20.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Transportation, Department of	Cash Recognition	2016/01	1186884	COMMUNICATIONS DIRECTOR - DOT	\$ 125,688.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/01	1186884	COMMUNICATIONS DIRECTOR - DOT	\$ 125,688.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/03	1189283	MAINTENANCE SPECIALIST 3	\$ 54,384.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2016/03	1189421	EQUIPMENT TECHNICIAN LEAD	\$ 54,384.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2016/04	1189772	IT SPECIALIST 5	\$ 82,728.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	1210158	TRANSPORTATION ENGINEER 2	\$ 66,264.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/12	20000843	COMMUNICATIONS CONSULTANT 4	\$ 54,384.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/05	20001160	MAINTENANCE SPECIALIST 3	\$ 54,384.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2016/03	20002823	FACILITIES PLANNER 1	\$ 64,620.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2016/04	20003567	TRANSPORTATION PLANNING SPECIALIST 4	\$ 80,724.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2016/05	20003774	SECRETARY SUPERVISOR	\$ 43,524.00	1	\$ 20.00
Transportation, Department of	Cash Recognition	2016/02	20007474	ADMINISTRATIVE ASSISTANT 4	\$ 50,496.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	20009847	TRANSPORTATION TECHNICIAN 3	\$ 60,012.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	20013733	REST AREA ATTENDANT - TRANSPORTATION	\$ 35,100.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/06	20015809	CONTRACTS SPECIALIST 3	\$ 71,316.00	1	\$ 200.00
Transportation, Department of	Cash Recognition	2016/03	20017050	MAINTENANCE LEAD TECHNICIAN	\$ 53,016.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/12	20017455	GRAPHIC DESIGNER	\$ 23,438.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	20018668	TRANSPORTATION ENGINEER 2	\$ 66,264.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	20022820	TRANSPORTATION ENGINEER 2	\$ 66,264.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/12	20023199	GRAPHIC DESIGNER SENIOR	\$ 53,016.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/06	20035510	TRANSPORTATION PLANNING SPECIALIST 3	\$ 73,140.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/01	20036592	ASST SEC STRATEGIC, ENTRPRSE & EMPL SVCS	\$ 68,496.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/04	20045635	MAINTENANCE TECHNICIAN 2	\$ 43,524.00	1	\$ 10.00
Transportation, Department of	Cash Recognition	2016/06	20046883	EMERGENCY MANAGEMENT PROGRAM SPEC 3	\$ 71,316.00	1	\$ 200.00
Transportation, Department of	Cash Recognition	2015/12	20046990	DIRECTOR OF GOVERNMENTAL RELATIONS	\$ 123,216.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/05	20048984	MAINTENANCE TECHNICIAN 2	\$ 43,524.00	1	\$ 10.00
Transportation, Department of	Cash Recognition	2016/05	20051164	MAINTENANCE TECHNICIAN 2	\$ 43,524.00	1	\$ 10.00
Transportation, Department of	Cash Recognition	2016/01	20055782	MAINTENANCE SUPERVISOR	\$ 57,144.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2015/12	20060212	GRAPHIC DESIGNER SENIOR	\$ 53,016.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2016/05	20063411	MAINTENANCE TECHNICIAN 2	\$ 43,524.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2015/12	20063519	CONF SEC - DOT	\$ 50,316.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/03	20066538	MAINTENANCE LEAD TECHNICIAN	\$ 50,496.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	20067627	MAINTENANCE TECHNICIAN 2, BRIDGE	\$ 45,684.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/08	20071042	MAINTENANCE LEAD TECHNICIAN	\$ 55,728.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/03	20071747	MAINTENANCE TECHNICIAN 3	\$ 45,684.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	20074637	MAINTENANCE TECHNICIAN 2	\$ 40,428.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2015/12	20075947	COMMUNICATIONS CONSULTANT 4	\$ 57,144.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/12	20076469	IT SPECIALIST 2	\$ 51,756.00	1	\$ 50.00
Transportation, Department of	Cash Recognition	2015/12	20078194	MANAGEMENT ANALYST 4	\$ 67,884.00	1	\$ 25.00
Transportation, Department of	Cash Recognition	2016/03	20078657	MAINTENANCE TECHNICIAN 2	\$ 39,444.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/04	20078784	SECRETARY SENIOR	\$ 34,284.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	20079084	TRANSPORTATION ENGINEER 1	\$ 54,384.00	1	\$ 100.00
Transportation, Department of	Cash Recognition	2016/03	20088223	MAINTENANCE TECHNICIAN 2	\$ 37,680.00	1	\$ 100.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Transportation, Department of	Cash Recognition	2016/04	20089253	TRANSPORTATION ENGINEER 1	\$ 53,016.00	1	\$ 100.00
<b>Total Department of Transportation Performance-Based Incentives and Recognition Awards</b>						<b>188</b>	<b>\$ 12,646.85</b>
<b>Grand Total Performance-Based Incentives and Recognition Awards</b>						<b>573</b>	<b>\$ 56,607.14</b>

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