

Washington State

Performance-Based Incentives and Recognition Report

Annual Report to the Governor and State Legislature

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

Office of Financial Management
State Human Resources Division
December 2015



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About this Report

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

It 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 are presented on a fiscal-year basis (July 1 through June 30) unless otherwise noted. The report focuses on fiscal year 2015, with comparison to the previous fiscal year, where applicable. The source of the data is the Human Resource Management System (HRMS), the central personnel and payroll system for state agencies. Slight headcount variations may occur because HRMS data may be affected by retroactive updates or other adjustments.

Publication and Contact Information

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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). On June 11, 2015, OFM eliminated the performance-based pay portion of the PMC program. State HR is working with the state human resources community to review and realign the program to ensure that it continues to be an effective performance management tool.

Summary

Number of State Employees

The executive branch headcount increased from 59,878 to 60,068 employees in fiscal year 2015. Of that 190 headcount increase, approximately:

- 51.6 percent were classified employees.
- 48.4 percent were at-will employees.

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

Performance-based Incentives and Recognition

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

- Total number of awards dropped from 9,323 awards totaling \$1.9 million to 276 awards totaling \$39,929.50.
- Number of agencies presenting awards dropped from 24 to 13.

Recognition Awards

Cash recognition awards allowed under RCW 41.60.150 range from \$25 to \$200; the median award is \$150. These are the most common type of award granted to employees for outstanding achievements, safety, performance or longevity, or for employee suggestion evaluators and implementers.

Performance-Based Incentives

The only performance-based incentives awards granted in fiscal year 2015 were given to Washington State Patrol troopers. More information about this and other award detail is in [Section B](#) of this report.

Section A: State Workforce Headcount 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 those who 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; others 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 and include nonmanagerial and managerial positions. Examples of nonmanagerial 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	
2014	52,742	3,906	56,648	2,331	899	3,230	59,878
2015	52,653	4,093	56,746	2,413	909	3,322	60,068

* 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 2,882 in fiscal year 2015). 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 0.3 percent from the previous fiscal year. At the end of fiscal year 2015, the workforce was:

- 87.7 percent classified.
- 6.8 percent classified WMS.
- 5.5 percent at-will.

Employees identified as “manager” by the employing agency represent 7.8 percent of the executive branch workforce. This includes at-will employees, elected officials, agency directors, classified Washington General Service managers and classified WMS managers.

The Department of Corrections, Department of Health and Department of Social and Health Services increased their number of WMS employees in fiscal year 2015 while the Employment Security Department decreased its numbers. Even though the overall WMS headcount 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 that was established in 2007 to manage WMS growth.

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

Agency	2015 Classified Employees	2014 Classified Employees	Difference 2014-15 Classified Employees	2015 Classified WMS	2014 Classified WMS	Difference 2014-15 Classified WMS	2015 At-Will Managers	2014 At-Will Managers	Difference 2014-15 At-Will Managers	2015 At-Will Non-Managers	2014 At-Will Non-Managers	Difference 2014-15 At-Will Non-Managers	2015 Total Workforce	2014 Total Workforce	Difference 2014-15 Total Workforce
Accountancy, State Board of	6	5	1	3	2	1	0	0	0	8	9	(1)	17	16	1
Administrative Hearings, Office of	70	74	(4)	1	0	1	9	9	0	97	109	(12)	177	192	(15)
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	829	772	57	38	39	(1)	8	9	(1)	52	50	2	927	870	57
Archaeology and Historic Preservation, Department of	15	15	0	3	5	(2)	1	0	1	0	0	0	19	20	(1)
Arts Commission, Washington State	5	4	1	6	6	0	2	2	0	1	1	0	14	13	1
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	598	584	14	35	32	3	124	119	5	459	434	25	1216	1169	47
Auditor, Office of the State	327	313	14	25	27	(2)	0	0	0	41	38	3	393	378	15
Blind, Department of Services for the	82	85	(3)	8	4	4	4	4	0	2	3	(1)	96	96	0
Blind, State School for the	115	112	3	6	5	1	4	4	0	4	4	0	129	125	4
Caseload Forecast Council	0	0	0	0	0	0	0	0	0	9	10	(1)	9	10	(1)
Childhood Deafness and Hearing Loss, Washington State Center for	145	148	(3)	0	0	0	4	4	0	4	4	0	153	156	(3)
Columbia River Gorge Commission	0	0	0	0	0	0	0	1	(1)	5	11	(6)	5	12	(7)
Commerce, Department of	234	228	6	31	35	(4)	6	6	0	23	23	0	294	292	2
Conservation Commission, State	6	7	(1)	13	10	3	2	2	0	6	5	1	27	24	3
Consolidated Technology Services	174	184	(10)	5	4	1	20	21	(1)	70	70	0	269	279	(10)
Corrections, Department of	7550	7560	(10)	418	390	28	137	141	(4)	112	99	13	8217	8190	27
County Road Administration Board	8	7	1	7	7	0	0	0	0	2	2	0	17	16	1
Criminal Justice Training Commission, Washington State	24	25	(1)	15	14	1	2	2	0	1	2	(1)	42	43	(1)
Early Learning, Department of	222	230	(8)	25	18	7	8	8	0	6	7	(1)	261	263	(2)
Ecology, Department of	1477	1461	16	143	143	0	26	27	(1)	2	2	0	1648	1633	15

Agency	2015 Classified Employees	2014 Classified Employees	Difference 2014-15 Classified Employees	2015 Classified WMS	2014 Classified WMS	Difference 2014-15 Classified WMS	2015 At-Will Managers	2014 At-Will Managers	Difference 2014-15 At-Will Managers	2015 At-Will Non-Managers	2014 At-Will Non-Managers	Difference 2014-15 At-Will Non-Managers	2015 Total Workforce	2014 Total Workforce	Difference 2014-15 Total Workforce
Economic and Revenue Forecast Council	1	1	0	0	0	0	0	0	0	5	5	0	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	1229	1438	(209)	90	109	(19)	25	23	2	2	2	0	1346	1572	(226)
Enterprise Services, Department of	891	903	(12)	97	87	10	9	9	0	33	37	(4)	1030	1036	(6)
Environmental and Land Use Hearings Office	1	2	(1)	0	0	0	0	0	0	14	14	0	15	16	(1)
Financial Institutions, Department of	155	156	(1)	24	20	4	14	14	0	4	4	0	197	194	3
Financial Management, Office of	20	25	(5)	0	0	0	16	15	1	217	205	12	253	245	8
Fish and Wildlife, Department of	1704	1665	39	102	103	(1)	15	14	1	6	10	(4)	1827	1792	35
Freight Mobility Strategic Investment Board	1	1	0	0	0	0	0	0	0	3	4	(1)	4	5	(1)
Gambling Commission, State	39	48	(9)	7	9	(2)	11	11	0	58	67	(9)	115	135	(20)
Governor, Office of the	0	0	0	0	0	0	0	0	0	58	55	3	58	55	3
Health Care Authority, State	936	920	16	139	134	5	10	10	0	23	22	1	1108	1086	22
Health Care Facilities Authority, Washington	0	0	0	0	0	0	0	0	0	5	5	0	5	5	0
Health, Department of	1495	1459	36	166	140	26	19	18	1	7	6	1	1687	1623	64
Hispanic Affairs, Washington State Commission on	0	0	0	0	0	0	0	0	0	2	3	(1)	2	3	(1)
Historical Society, Eastern Washington State	24	28	(4)	2	0	2	0	0	0	4	3	1	30	31	(1)
Historical Society, Washington State	42	43	(1)	3	3	0	1	1	0	0	1	(1)	46	48	(2)
Horse Racing Commission, Washington	17	19	(2)	1	1	0	1	1	0	22	20	2	41	41	0
Housing Finance Commission, Washington State	18	19	(1)	45	44	1	2	2	0	1	1	0	66	66	0
Human Rights Commission	22	23	(1)	1	2	(1)	0	0	0	7	7	0	30	32	(2)
Indian Affairs, Governor's Office of	0	0	0	0	0	0	0	0	0	2	3	(1)	2	3	(1)
Industry Insurance Appeals, Board of	137	133	4	8	7	1	11	11	0	4	4	0	160	155	5

Agency	2015 Classified Employees	2014 Classified Employees	Difference 2014-15 Classified Employees	2015 Classified WMS	2014 Classified WMS	Difference 2014-15 Classified WMS	2015 At-Will Managers	2014 At-Will Managers	Difference 2014-15 At-Will Managers	2015 At-Will Non-Managers	2014 At-Will Non-Managers	Difference 2014-15 At-Will Non-Managers	2015 Total Workforce	2014 Total Workforce	Difference 2014-15 Total Workforce
Insurance Commissioner, Office of the	172	167	5	19	19	0	14	15	(1)	17	16	1	222	217	5
Investment Board, State	34	31	3	6	6	0	9	8	1	51	46	5	100	91	9
Labor and Industries, Department of	2700	2635	65	157	150	7	34	36	(2)	4	4	0	2895	2825	70
Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board	0	1	(1)	5	4	1	0	0	0	3	3	0	8	8	0
Licensing, Department of	1087	1094	(7)	94	89	5	48	47	1	1	3	(2)	1230	1233	(3)
Lieutenant Governor, Office of the	0	0	0	0	0	0	0	0	0	6	5	1	6	5	1
Liquor and Cannabis Board	273	249	24	18	22	(4)	10	9	1	6	6	0	307	286	21
Lottery Commission, State	99	99	0	1	1	0	15	14	1	16	18	(2)	131	132	(1)
Military Department	285	286	(1)	18	20	(2)	8	9	(1)	0	3	(3)	311	318	(7)
Minority and Women's Business Enterprise, Office of	11	13	(2)	3	3	0	0	0	0	4	4	0	18	20	(2)
Natural Resources, Department of	1235	1239	(4)	139	133	6	28	29	(1)	403	358	45	1805	1759	46
Parks and Recreation Commission, State	845	849	(4)	33	28	5	7	7	0	1	1	0	886	885	1
Patrol, Washington State	2124	2153	(29)	59	57	2	14	13	1	22	20	2	2219	2243	(24)
Pilotage Commissioner, Board of	0	0	0	0	0	0	0	0	0	9	9	0	9	9	0
Pollution Liability Insurance Program, Washington	5	5	0	0	0	0	0	0	0	2	2	0	7	7	0
Public Disclosure Commission	11	12	(1)	2	2	0	2	1	1	5	5	0	20	20	0
Public Employment Relations Commission	23	26	(3)	1	1	0	0	0	0	5	5	0	29	32	(3)
Public Instruction, Superintendent of	162	160	2	108	105	3	1	1	0	156	155	1	427	421	6
Puget Sound Partnership	4	4	0	0	0	0	0	0	0	44	48	(4)	48	52	(4)
Recreation and Conservation Funding Board	33	33	0	14	14	0	0	1	(1)	13	13	0	60	61	(1)
Retirement Systems, Department of	206	201	5	25	23	2	7	7	0	0	0	0	238	231	7
Revenue, Department of	1000	1056	(56)	117	114	3	19	20	(1)	0	0	0	1136	1190	(54)

Agency	2015 Classified Employees	2014 Classified Employees	Difference 2014-15 Classified Employees	2015 Classified WMS	2014 Classified WMS	Difference 2014-15 Classified WMS	2015 At-Will Managers	2014 At-Will Managers	Difference 2014-15 At-Will Managers	2015 At-Will Non-Managers	2014 At-Will Non-Managers	Difference 2014-15 At-Will Non-Managers	2015 Total Workforce	2014 Total Workforce	Difference 2014-15 Total Workforce
Salaries for Elected Officials, Washington Citizen's Commission on	0	0	0	0	0	0	0	0	0	1	2	(1)	1	2	(1)
Secretary of State, Office of The	206	202	4	16	14	2	8	8	0	12	13	(1)	242	237	5
Social and Health Services, Department of	16302	16269	33	1163	1079	84	140	140	0	47	45	2	17652	17533	119
Student Achievement Council	23	20	3	0	0	0	0	0	0	102	85	17	125	105	20
Tax Appeals, Board of	4	4	0	0	0	0	1	1	0	8	8	0	13	13	0
Tobacco Settlement Authority	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Traffic Safety Commission, Washington	8	9	(1)	11	11	0	0	0	0	2	1	1	21	21	0
Transportation Commission	1	1	0	0	0	0	0	0	0	7	4	3	8	5	3
Transportation Improvement Board	6	8	(2)	1	1	0	0	0	0	2	2	0	9	11	(2)
Transportation, Department of	6284	6327	(43)	548	543	5	35	29	6	26	25	1	6893	6924	(31)
Treasurer, Office of State	30	30	0	5	5	0	0	0	0	29	30	(1)	64	65	(1)
Utilities and Transportation Commission	100	98	2	30	30	0	6	5	1	12	14	(2)	148	147	1
Veterans Affairs, Department of	744	747	(3)	25	24	1	9	8	1	3	4	(1)	781	783	(2)
Volunteer Firefighters and Reserve Officers, Board for	2	2	0	0	0	0	0	0	0	2	2	0	4	4	0
Washington Charter School Commission	0	0	0	1	0	1	0	0	0	2	2	0	3	2	1
Work Force Training and Education Coordinating Board	15	15	0	7	8	(1)	3	3	0	2	2	0	27	28	(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 2009 prohibited any wage or salary increase for all exempt and WMS employees for one year. Substitute Senate Bill 6382 from 2010 continued the prohibition on wage and salary increases and, with Substitute House Bill 2998, placed moratoriums on most types of monetary recognition awards between February 15, 2010, and June 30, 2011. This moratorium was extended through June 30, 2013, with Engrossed Substitute Senate Bill 5860 (RCW 41.06.070). OFM suspended the performance-based awards and incentives portion of the Performance Management Confirmation program until June 30, 2015 (WAC 357.28.295). On June 11, 2015, OFM eliminated the performance-based pay portion of the PMC program. State HR is working with the state human resources community to review and realign the program to ensure that it continues to be an effective performance management tool.

In the seven years of reporting on performance-based incentives and recognition awards, 2015 ranks as the third-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

Summary of Awards Granted by Award Type

The authority to provide the following awards is 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 2015 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 evaluators and implementers. Cash recognition awards may not exceed \$200 in value per award.	244	\$35,980	\$147.46
Washington State Patrol – Trooper of the Year, Certified Technician of the Year, Auto Theft of the Year WSPTA CBA Article 28.7	3 percent is added to select WSP employees' regular base pay for one year.	32	\$3,949	\$123.42
Performance Recognition RCW 41.06.133 WAC 357-28-295,300 <i>Suspended in fiscal year 2015</i>	Agencies that have received performance management confirmation from OFM may authorize additional pay on a lump-sum basis to recognize outstanding accomplishments or the achievement of predefined work goals. Additional information available at hr.wa.gov .	0	\$0.00	\$0.00
WMS-Lump Sum Recognition RCW 41.06.500 WAC 357-58-135,140 <i>Suspended in fiscal year 2015</i>	See performance recognition above. Applies to WMS employees only.	0	\$0.00	\$0.00
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 2015, 13 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
Arts Commission, Washington State	1	7.7	1	\$200.00	\$200.00
Ecology, Department of	41	2.5	41	\$4,350	\$106.10
Economic and Revenue Forecast Council	4	76.2	4	\$800	\$200.00
Financial Institutions, Department of	31	15.9	33	\$6,600	\$200.00
Gambling Commission, Washington State	16	12.9	16	\$2,200	\$137.50
Industry Insurance Appeals, Board of	22	14.1	22	\$2,270	\$103.18
Licensing, Department of	69	5.5	69	\$8,980	\$130.14
Liquor and Cannabis Board	1	0.3	1	\$200	\$200.00
Natural Resources, Department of	47	3.1	50	\$9,350	\$187.00
Patrol, Washington State	9	0.4	35	\$4399	\$125.70
Pollution Liability Insurance Program, Washington	1	14.3	1	\$200	\$200.00
Transportation Improvement Board	1	10.3	1	\$200	\$200.00
Transportation, Department of	2	0.03	2	\$180	\$90.00

Awards per employee ranged from \$25 to \$200, with a median award of \$150. The total amount of awards represents .001 percent of the state's \$4.5 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 2015.

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Arts Commission, Washington State							
Arts Commission, Washington State	Cash Recognition	06/2015	20015671	PRESERVATION & MUSEUM SPECIALIST 4	\$50,568.00	1	\$ 200.00
Total Washington State Arts Commission Performance Based Incentives and Recognition Awards						1	\$ 200.00
Ecology, Department of							
Ecology, Department of	Cash Recognition	11/2014	13319	WMS BAND 1	\$70,800.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	43437	WMS BAND 2	\$92,184.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	165952	WMS BAND 2	\$83,430.48	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	279898	ENVIRONMENTAL SPECIALIST 3	\$53,148.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	322423	ENVIRONMENTAL SPECIALIST 5	\$66,419.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	344809	ENVIRONMENTAL SPECIALIST 4	\$61,632.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	423945	COMMUNICATIONS CONSULTANT 5	\$69,756.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	426312	ENVIRONMENTAL SPECIALIST 4	\$61,632.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	456715	ENVIRONMENTAL SPECIALIST 5	\$68,016.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	468600	IT SPECIALIST 5	\$78,900.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	11/2014	499581	ENVIRONMENTAL SPECIALIST 4	\$61,632.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	500169	ENVIRONMENTAL SPECIALIST 4	\$60,120.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	531656	ENVIRONMENTAL SPECIALIST 4	\$61,632.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	549021	ENVIRONMENTAL SPECIALIST 4	\$61,632.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	558089	HYDROGEOLOGIST 4	\$80,892.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	710951	ENVIRONMENTAL SPECIALIST 3	\$51,864.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	753625	ENVIRONMENTAL SPECIALIST 5	\$66,419.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	855629	IT SPECIALIST 5	\$63,120.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	11/2014	863315	MARINE TRANSPORTATION SAFETY SPEC 2	\$69,756.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	883263	IT SPECIALIST 5	\$78,900.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	11/2014	910838	ENVIRONMENTAL SPECIALIST 5	\$68,016.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	917257	ENVIRONMENTAL SPECIALIST 5	\$66,419.00	1	\$ 150.00
Ecology, Department of	Cash Recognition	11/2014	1015559	WMS BAND 1	\$73,056.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	1016208	ENVIRONMENTAL PLANNER 4	\$68,016.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	1033758	ENVIRONMENTAL SPECIALIST 3	\$51,864.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	1064491	ENVIRONMENTAL SPECIALIST 4	\$60,120.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	1128046	ENVIRONMENTAL SPECIALIST 3	\$53,148.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	1141263	ENVIRONMENTAL SPECIALIST 4	\$60,120.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	1180556	ENVIRONMENTAL ENGINEER 5	\$89,280.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20001610	ENVIRONMENTAL SPECIALIST 3	\$51,864.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20002015	HYDROGEOLOGIST 2	\$64,740.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20002204	WMS BAND 1	\$68,630.76	1	\$ 150.00
Ecology, Department of	Cash Recognition	11/2014	20004695	ENVIRONMENTAL SPECIALIST 2	\$44,712.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20005304	ENVIRONMENTAL SPECIALIST 5	\$66,419.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20009966	ENVIRONMENTAL PLANNER 4	\$66,420.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20011781	ENVIRONMENTAL SPECIALIST 4	\$61,632.00	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	11/2014	20020821	ENVIRONMENTAL SPECIALIST 4	\$60,120.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20027216	ENVIRONMENTAL SPECIALIST 4	\$60,120.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20060141	ENVIRONMENTAL SPECIALIST 3	\$48,168.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20060150	ENVIRONMENTAL SPECIALIST 4	\$53,148.00	1	\$ 100.00
Ecology, Department of	Cash Recognition	11/2014	20068859	ENVIRONMENTAL ENGINEER 1	\$50,568.00	1	\$ 100.00
Total Department of Ecology Performance Based Incentives and Recognition Awards						41	\$ 4,350.00
Economic and Revenue Forecast Council							
Economic and Revenue Forecast Council	Cash Recognition	04/2015	416805	EC REV FORCST SP	\$103,176.00	1	\$ 200.00
Economic and Revenue Forecast Council	Cash Recognition	04/2015	680758	OPERATIONS MGR	\$63,000.00	1	\$ 200.00
Economic and Revenue Forecast Council	Cash Recognition	04/2015	884904	EC REV FORCST SP	\$97,188.00	1	\$ 200.00
Economic and Revenue Forecast Council	Cash Recognition	04/2015	1101626	EC REV FORCST SP	\$72,744.00	1	\$ 200.00
Total Economic and Revenue Forecast Council Performance Based Incentives and Recognition Awards						4	\$ 800.00
Financial Institutions, Department of							
Financial Institutions, Department of	Cash Recognition	12/2014	237681	HUMAN RESOURCE CONSULTANT 4	\$61,632.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	06/2015	318032	IT SPECIALIST 4	\$71,496.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	07/2014	425127	ADMINISTRATIVE ASSISTANT 5	\$53,148.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	06/2015	427454	IT SPECIALIST 5	\$78,900.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	06/2015	502350	WMS BAND 3	\$99,754.58	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	06/2015	687497	IT SYSTEMS/APP SPEC 6	\$93,816.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	12/2014	784187	CUSTOMER SERVICE SPECIALIST 3	\$41,508.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	06/2015	796273	IT SYSTEMS/APP SPEC 6	\$91,447.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	06/2015	842819	IT SYSTEMS/APP SPEC 6	\$91,524.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	12/2014	881969	PROGRAM SPECIALIST 2	\$42,588.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	06/2015	988181	WMS BAND 3	\$92,395.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	12/2014	1012604	COMMUNICATIONS CONSULTANT 4	\$60,120.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	03/2015	1012604	COMMUNICATIONS CONSULTANT 4	\$60,120.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	09/2014	1046480	WMS BAND 3	\$99,754.58	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	01/2015	1096245	FINANCIAL LEGAL EXAMINER 4	\$87,044.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	02/2015	1096245	FINANCIAL LEGAL EXAMINER 4	\$87,044.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	02/2015	1134742	FINANCIAL EXAMINER 4	\$82,896.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	04/2015	20003965	FISCAL ANALYST 1	\$41,508.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	07/2014	20008723	FINANCIAL EXAMINER 4	\$85,386.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	03/2015	20014372	FINANCIAL EXAMINER 4	\$76,992.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	04/2015	20015589	FISCAL ANALYST 3	\$50,568.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2015	20026600	FINANCIAL EXAMINER 4	\$82,896.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	01/2015	20046631	FINANCIAL EXAMINER 2	\$63,192.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	02/2015	20047051	FINANCIAL LEGAL EXAMINER 4	\$82,896.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	06/2015	20048309	IT SPECIALIST 4	\$71,496.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	02/2015	20048586	FINANCIAL LEGAL EXAMINER 4	\$82,896.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	02/2015	20049737	FINANCIAL LEGAL EXAMINER 4	\$82,896.00	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	12/2014	20051047	IT SPECIALIST 3	\$47,016.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	01/2015	20053269	FINANCIAL LEGAL EXAMINER 3	\$75,084.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2015	20054866	MANAGEMENT ANALYST 3	\$43,572.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	12/2014	20060072	LEGAL SECRETARY 1	\$33,468.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2015	20067078	ADMINISTRATIVE ASSISTANT 3	\$38,556.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	01/2015	20068292	FINANCIAL EXAMINER 2	\$64,740.00	1	\$ 200.00
Total Department of Financial Institutions Performance Based Incentives and Recognition Awards						33	\$ 6,600.00
Gambling Commission, State							
Gambling Commission, State	Cash Recognition	03/2015	105765	GAMB SP AGENT 3	\$62,244.00	1	\$ 200.00
Gambling Commission, State	Cash Recognition	11/2014	160514	GAMB SP AGENT 3	\$62,244.00	1	\$ 200.00
Gambling Commission, State	Cash Recognition	09/2014	213440	FORMS & RECORDS ANALYST SUPERVISOR	\$54,504.00	1	\$ 100.00
Gambling Commission, State	Cash Recognition	05/2015	265346	RESEARCH ANALYST 2	\$45,828.00	1	\$ 200.00
Gambling Commission, State	Cash Recognition	11/2014	275887	GAMB COM PRG MG	\$79,692.00	1	\$ 200.00
Gambling Commission, State	Cash Recognition	03/2015	307606	GAMB SP AGENT 3	\$62,244.00	1	\$ 100.00
Gambling Commission, State	Cash Recognition	03/2015	341413	SECRETARY SENIOR	\$35,928.00	1	\$ 200.00
Gambling Commission, State	Cash Recognition	07/2014	342956	GAMBLING SPECIAL AGENT SUPERVISOR	\$63,828.00	1	\$ 200.00
Gambling Commission, State	Cash Recognition	09/2014	386021	WMS BAND 1	\$65,124.00	1	\$ 150.00
Gambling Commission, State	Cash Recognition	11/2014	545527	SECRETARY SENIOR	\$35,928.00	1	\$ 200.00
Gambling Commission, State	Cash Recognition	10/2014	595668	GAMBLING SPECIAL AGENT SUPERVISOR	\$70,452.00	1	\$ 150.00
Gambling Commission, State	Cash Recognition	11/2014	832485	GAMB SP AGENT 3	\$63,828.00	1	\$ 100.00
Gambling Commission, State	Cash Recognition	05/2015	857378	GAMB SP AGENT 3	\$62,243.00	1	\$ 100.00
Gambling Commission, State	Cash Recognition	04/2015	1116158	LEGAL SECRETARY 1	\$39,516.00	1	\$ 50.00
Gambling Commission, State	Cash Recognition	06/2015	20038801	FISCAL ANALYST 2	\$45,828.00	1	\$ 25.00
Gambling Commission, State	Cash Recognition	01/2015	20038958	GAMB SP AGENT 3	\$56,400.00	1	\$ 25.00
Total State Gambling Commission Performance Based Incentives and Recognition Awards						16	\$ 2,200.00
Industry Insurance Appeals, Board of							
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	67972	LEGAL ASSISTANT 3	\$43,572.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	197826	LEGAL ASSISTANT 3	\$43,572.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	237091	LEGAL ASSISTANT 3	\$42,588.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	245623	LEGAL ASSISTANT 3	\$42,588.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	313484	LEGAL ASSISTANT 3	\$43,572.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	396021	HEARINGS SCHEDULER	\$37,620.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	438482	LEGAL ASSISTANT 4	\$47,016.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	467799	HEARINGS SCHEDULER	\$35,928.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	498162	INDUSTRIAL INSUR APPEALS JUDGE 4	\$89,280.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	508057	LEGAL ASSISTANT 2	\$40,524.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	518335	LEGAL ASSISTANT 2	\$39,516.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	573110	LEGAL ASSISTANT 3	\$43,572.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	609034	LEGAL ASSISTANT 3	\$43,572.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	742210	LEGAL ASSISTANT 3	\$21,294.00	1	\$ 100.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	770221	HEARINGS SCHEDULER	\$37,620.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	930217	LEGAL ASSISTANT 3	\$43,572.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	1055721	HEARINGS SCHEDULER	\$36,756.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	20013117	LEGAL ASSISTANT 3	\$42,588.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	20038790	INDUSTRIAL INSUR APPEALS JUDGE 4	\$89,280.00	1	\$ 170.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	20062384	FORMS & RECORDS ANALYST 3	\$37,620.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	20065074	LEGAL ASSISTANT 3	\$42,588.00	1	\$ 100.00
Industry Insurance Appeals, Board of	Cash Recognition	12/2014	20065097	LEGAL ASSISTANT 2	\$39,516.00	1	\$ 100.00
Total Board of Industry Insurance Appeals Performance Based Incentives and Recognition Awards						22	\$ 2,270.00
Licensing, Department of							
Licensing, Department of	Cash Recognition	06/2015	32268	IT SYSTEMS/APP SPEC 6	\$89,280.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	56331	IT SPECIALIST 5	\$80,892.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	57230	IT SYSTEMS/APP SPEC 6	\$89,280.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	78268	IT SPECIALIST 4	\$73,260.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	232494	WMS BAND 2	\$94,200.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	239062	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	239743	IT SPECIALIST 3	\$64,740.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	283919	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	307825	IT SPECIALIST 5	\$80,892.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	308655	WMS BAND 3	\$101,004.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	313499	IT SPECIALIST 5	\$78,900.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	356931	IT SPECIALIST 4	\$69,756.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	364549	IT SPECIALIST 5	\$78,900.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	418530	IT SPECIALIST 5	\$80,892.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	424085	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	431812	IT SPECIALIST 2	\$60,120.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	432792	IT SPECIALIST 5	\$78,900.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	464131	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	498598	IT SPECIALIST 4	\$71,496.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	502573	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	505858	IT SPECIALIST 5	\$80,892.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	507095	IT SYSTEMS/APP SPEC 6	\$89,280.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	507319	IT SPECIALIST 5	\$75,084.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	611248	IT SYSTEMS/APP SPEC 6	\$89,280.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	648160	IT SPECIALIST 5	\$80,892.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	663139	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	736929	IT SPECIALIST 4	\$73,260.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	739513	IT SPECIALIST 5	\$80,892.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	751972	IT SYSTEMS/APP SPEC 6	\$89,280.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	760328	IT SPECIALIST 5	\$80,892.00	1	\$ 200.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Licensing, Department of	Cash Recognition	06/2015	789031	WMS BAND 2	\$94,200.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	808293	IT SPECIALIST 5	\$78,900.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	810330	IT SYSTEMS/APP SPEC 6	\$89,280.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	889320	IT SPECIALIST 4	\$71,496.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	913223	IT SPECIALIST 3	\$77,352.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	974139	IT SPECIALIST 4	\$71,496.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	1013990	IT SPECIALIST 5	\$80,892.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	1015000	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	1033830	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	1058141	IT SPECIALIST 4	\$61,632.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	1184998	IT SPECIALIST 5	\$78,900.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	1192908	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	1199104	IT SPECIALIST 4	\$73,260.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20008713	IT SPECIALIST 5	\$80,892.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20016899	IT SPECIALIST 4	\$71,496.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	20018726	IT SPECIALIST 5	\$78,900.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	20018840	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20020087	IT SPECIALIST 3	\$66,420.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	20021370	IT SPECIALIST 4	\$66,420.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	20023150	IT SPECIALIST 4	\$69,756.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20024574	IT SPECIALIST 5	\$76,992.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20024926	IT SPECIALIST 5	\$78,900.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	20032647	IT SPECIALIST 2	\$47,016.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	20032688	WMS BAND 2	\$91,452.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	20042313	IT SYSTEMS/APP SPEC 6	\$87,096.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	20048816	IT SPECIALIST 4	\$71,496.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	20049811	IT SPECIALIST 4	\$71,496.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20051270	IT SPECIALIST 4	\$71,496.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20058690	IT SPECIALIST 4	\$54,504.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	02/2015	20059376	CUSTOMER SERVICE SPECIALIST 4	\$39,516.00	1	\$ 40.00
Licensing, Department of	Cash Recognition	06/2015	20060009	IT SPECIALIST 4	\$69,756.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	20061342	IT SPECIALIST 3	\$60,120.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20061562	IT SPECIALIST 4	\$64,740.00	1	\$ 50.00
Licensing, Department of	Cash Recognition	06/2015	20061961	IT SPECIALIST 4	\$54,504.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20064860	IT SPECIALIST 3	\$54,504.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	02/2015	20072778	OFFICE ASSISTANT 3	\$27,192.00	1	\$ 40.00
Licensing, Department of	Cash Recognition	06/2015	20075459	PROJECT AND PLANNING MANAGER	\$101,400.00	1	\$ 100.00
Licensing, Department of	Cash Recognition	06/2015	20075460	IT SPECIALIST 2	\$47,016.00	1	\$ 200.00
Licensing, Department of	Cash Recognition	06/2015	20075955	IT SPECIALIST 5	\$61,632.00	1	\$ 200.00
Total Department of Licensing Performance Based Incentives and Recognition Awards						69	\$ 8,980.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Liquor and Cannabis Board							
Liquor and Cannabis Board	Cash Recognition	06/2015	476569	CUSTOMER SERVICE SPECIALIST 2	\$37,620.00	1	\$ 200.00
Total Liquor and Cannabis Board Performance Based Incentives and Recognition Awards						1	\$ 200.00
Natural Resources, Department of							
Natural Resources, Department of	Cash Recognition	06/2015	51838	NATURAL RESOURCE SPECIALIST 4	\$61,632.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	86000	NATURAL RESOURCE SPECIALIST 2	\$51,864.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	153266	NATURAL RESOURCE SPECIALIST 2	\$50,568.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	168346	NATURAL RESOURCE SPECIALIST 2	\$51,864.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	176390	HUMAN RESOURCE CONSULTANT 2	\$51,864.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	204592	NATURAL RESOURCE SPECIALIST 2	\$50,568.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	214688	WMS BAND 1	\$54,456.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	249909	NATURAL RESOURCE ENGINEER 3	\$69,756.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	04/2015	265641	NATURAL RESOURCES TECHNICIAN 2	\$35,928.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	308554	NATURAL RESOURCES TECHNICIAN 3	\$41,508.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	320070	WMS BAND 1	\$75,084.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	320070	WMS BAND 1	\$75,084.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	349196	WMS BAND 2	\$74,460.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	354111	EQUIPMENT OPERATOR SUPERVISOR	\$55,836.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	06/2015	391984	HUMAN RESOURCE CONSULTANT 4	\$66,420.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	394268	NATURAL RESOURCE ENGINEER 2	\$61,632.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	06/2015	421760	WMS BAND 1	\$62,868.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	430239	ADMIN ASST DNR	\$60,120.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	459450	MAINTENANCE MECHANIC 1	\$44,712.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	499132	EQUIPMENT TECHNICIAN LEAD	\$53,148.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	501769	FOREST NURSERY TECHNICIAN	\$43,572.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	505978	CARTOGRAPHER 3	\$60,120.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	12/2014	518663	ADMINISTRATIVE ASSISTANT 4	\$48,168.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	08/2014	684985	NATURAL RESOURCE SPECIALIST 1	\$45,828.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	824482	WMS BAND 2	\$74,460.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	824482	WMS BAND 2	\$74,460.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	847951	WMS BAND 2	\$76,560.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	06/2015	848179	NATURAL RESOURCE ENGINEER 2	\$75,084.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	06/2015	894354	NATURAL RESOURCE ENGINEER 2	\$61,632.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	04/2015	1012329	NATURAL RESOURCE SPECIALIST 2	\$50,568.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	1158928	NATURAL RESOURCE SPECIALIST 1	\$39,516.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	1158928	NATURAL RESOURCE SPECIALIST 1	\$39,516.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	20000575	NATURAL RESOURCE SPECIALIST 2	\$50,568.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	20026960	NATURAL RESOURCE SPECIALIST 2	\$50,568.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	20030046	SCIENTIFIC TECHNICIAN 2	\$34,260.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	05/2015	20035277	FOREST TECHNICIAN	\$31,176.00	1	\$ 100.00

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	04/2015	20037394	ENVIRONMENTAL PLANNER 5	\$73,260.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	20040999	EQUIPMENT OPERATOR 2	\$47,016.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	04/2015	20047299	NATURAL RESOURCE SPECIALIST 2	\$43,572.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	05/2015	20051577	ADMIN ASST DNR	\$50,400.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	20052230	ADMIN ASST DNR	\$60,120.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	20052851	NATURAL RESOURCE SPECIALIST 2	\$50,568.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2015	20054545	DNR INTERN	\$28,512.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	02/2015	20060271	NATURAL RESOURCE SPECIALIST 1	\$43,572.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	20063373	WMS BAND 2	\$62,400.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	20063730	DEP SUP	\$106,500.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	20069607	NATURAL RESOURCE SPECIALIST 4	\$61,632.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	02/2015	20070573	FISCAL TECHNICIAN 2	\$30,504.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	04/2015	20073451	NATURAL RESOURCE SPECIALIST 3	\$44,712.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	04/2015	20077767	NATURAL RESOURCE SPECIALIST 3	\$42,588.00	1	\$ 200.00
Total Department of Natural Resources Performance Based Incentives and Recognition Awards						50	\$ 9,350.00
Patrol, Washington State							
Patrol, Washington State	WSP Trooper of the year	07/2014	148250	WSP TROOPER GREATER THAN 5 YEARS	\$72,504.00	1	\$ 155.69
Patrol, Washington State	WSP Trooper of the year	08/2014	148250	WSP TROOPER GREATER THAN 5 YEARS	\$72,504.00	1	\$ 164.98
Patrol, Washington State	WSP Trooper of the year	09/2014	148250	WSP TROOPER GREATER THAN 5 YEARS	\$72,504.00	1	\$ 142.98
Patrol, Washington State	WSP Trooper of the year	10/2014	148250	WSP TROOPER GREATER THAN 5 YEARS	\$72,504.00	1	\$ 112.92
Patrol, Washington State	WSP Trooper of the year	11/2014	148250	WSP TROOPER GREATER THAN 5 YEARS	\$72,504.00	1	\$ 123.43
Patrol, Washington State	WSP Trooper of the year	12/2014	148250	WSP TROOPER GREATER THAN 5 YEARS	\$72,504.00	1	\$ 87.99
Patrol, Washington State	WSP Trooper of the year	05/2015	149249	WSP TROOPER GREATER THAN 5 YEARS	\$76,603.00	1	\$ 154.21
Patrol, Washington State	WSP Trooper of the year	06/2015	149249	WSP TROOPER GREATER THAN 5 YEARS	\$76,603.00	1	\$ 107.98
Patrol, Washington State	Cash Recognition	02/2015	494133	IT SPECIALIST 4	\$71,496.00	1	\$ 150.00
Patrol, Washington State	WSP Auto Theft of the YR	05/2015	962510	WSP TROOPER GREATER THAN 5 YEARS	\$68,977.00	1	\$ 134.73
Patrol, Washington State	WSP Auto Theft of the YR	06/2015	962510	WSP TROOPER GREATER THAN 5 YEARS	\$68,977.00	1	\$ 119.08
Patrol, Washington State	WSP Auto Theft of the YR	07/2014	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 125.95
Patrol, Washington State	WSP Auto Theft of the YR	08/2014	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 82.90
Patrol, Washington State	WSP Auto Theft of the YR	09/2014	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 86.32
Patrol, Washington State	WSP Auto Theft of the YR	10/2014	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 134.48
Patrol, Washington State	WSP Auto Theft of the YR	11/2014	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 116.69
Patrol, Washington State	WSP Auto Theft of the YR	12/2014	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 134.39
Patrol, Washington State	WSP Auto Theft of the YR	01/2015	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 130.59
Patrol, Washington State	WSP Auto Theft of the YR	02/2015	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 95.03
Patrol, Washington State	WSP Auto Theft of the YR	03/2015	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 99.84
Patrol, Washington State	WSP Auto Theft of the YR	04/2015	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$66,324.00	1	\$ 139.46
Patrol, Washington State	WSP Cert Tech of the Year	07/2014	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 100.88
Patrol, Washington State	WSP Cert Tech of the Year	08/2014	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 137.41
Patrol, Washington State	WSP Cert Tech of the Year	09/2014	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 33.16

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	10/2014	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 157.53
Patrol, Washington State	WSP Cert Tech of the Year	11/2014	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 92.36
Patrol, Washington State	WSP Cert Tech of the Year	12/2014	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 134.62
Patrol, Washington State	WSP Cert Tech of the Year	01/2015	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 138.88
Patrol, Washington State	WSP Cert Tech of the Year	02/2015	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 140.95
Patrol, Washington State	WSP Cert Tech of the Year	03/2015	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 164.78
Patrol, Washington State	WSP Cert Tech of the Year	04/2015	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 118.45
Patrol, Washington State	WSP Cert Tech of the Year	05/2015	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 155.31
Patrol, Washington State	WSP Cert Tech of the Year	06/2015	20008610	WSP TROOPER GREATER THAN 5 YEARS	\$70,967.00	1	\$ 125.53
Patrol, Washington State	Cash Recognition	02/2015	20028273	CORRECTIONAL RECORDS TECHNICIAN 2	\$44,712.00	1	\$ 150.00
Patrol, Washington State	Cash Recognition	02/2015	20040295	CRIMINAL IDENTIFICATION COORD SPEC	\$55,836.00	1	\$ 150.00
Total Washington State Patrol Performance Based Incentives and Recognition Awards						35	\$ 4,399.50
Pollution Liability Insurance Program, Washington							
Pollution Liability Insurance Program, Washington	Cash Recognition	06/2015	20062118	ENVIRONMENTAL SPECIALIST 4	\$58,656.00	1	\$ 200.00
Total Washington Pollution Liability Insurance Program Performance Based Incentives and Recognition Awards						1	\$ 200.00
Transportation Improvement Board							
Transportation Improvement Board	Cash Recognition	11/2014	979889	TRANSPORTATION ENGINEER 5	\$82,896.00	1	\$ 200.00
Total Transportation Improvement Board Performance Based Incentives and Recognition Awards						1	\$ 200.00
Transportation, Department of							
Transportation, Department of	Cash Recognition	09/2014	133659	TRANSPORTATION PLANNING SPECIALIST 5	\$101,004.00	1	\$ 80.00
Transportation, Department of	Cash Recognition	01/2015	423452	WMS BAND 3	\$91,596.00	1	\$ 100.00
Total Department of Transportation Performance Based Incentives and Recognition Awards						2	\$ 180.00
Grand Total Performance Based Incentives and Recognition Awards						276	\$ 39,929.50

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