

Director's Meeting Agenda

State Human Resources

Office of Financial Management

Meeting Date: Thursday, February 11, 2021

Meeting Time: 8:30 a.m.

Hosted By: State Human Resources
Office of Financial Management

Special Note: Due to current COVID-19 safety and health recommendations, this meeting is via conference call only.

Audio Conferencing Only: · Dial-in: (888) 285-8919
· Enter pin: 8101730
· Code (if asked): 415

Exhibits: The Exempt, Classification, Compensation, and Rules items on the following pages have been submitted to staff for study and presentation to the State Human Resources Director at a quarterly scheduled public meeting.

Section A – Previous Minutes Approval

Meeting Minutes for November 12, 2020

Section B – Exempt Compensation

Item 1	B1593 Chief of Staff, WSH/BHA - DSHS.....	B1-B2
Item 2	B1633 Director, Strat. Planning & Quality Compliance Monitoring, DDA - DSHS.	B3-B4
Item 3	B1634 Chief, State Op. Programs, Transition & Training Office, DDA - DSHS	B5-B6
Item 4	B2024 Director, Division of Field Services, DDA - DSHS	B7-B8
Item 5	B2333 Deputy Chief Executive Officer, WSH/BHA - DSHS.....	B9-B10
Item 6	B4522 Chief Information Officer – DFW	B11-B12

Section C – Classification

None

Section D – Compensation

Item 7	University of Washington special pay request	D1-D2
	▪ 107N Program Coordinator	
Item 8	University of Washington special pay request	D3-D4
	▪ 298E Nuclear Medicine Technologist 1	
	▪ 298F Nuclear Medicine Technologist 2	
	▪ 298G Nuclear Medicine P.E.T. Technologist	
	▪ 298H Nuclear Medicine Technologist Lead	
	▪ 298I Nuclear Medicine Technologist Supervisor	
Item 9	University of Washington special pay request	D5-D6
	▪ 299E Vascular Technologist Trainee	

- Item 10 University of Washington special pay request D7-D8
- 301E Diagnostic Medical Sonographer
 - 301F Diagnostic Medical Sonographer Specialist
 - 301G Diagnostic Medical Sonographer Clinical Instructor
 - 301H Diagnostic Medical Sonographer Lead
 - 301I Diagnostic Medical Sonographer Supervisor

Section E – Rule Amendments

None

Website Information

This publication and other State Human Resources Director's meeting related information is available at <http://hr.ofm.wa.gov/meetings/directors-meetings>.

Proposal Package Submittals

All proposal packages should be routed to your assigned classification analyst. Classification and compensation email address classandcomp@ofm.wa.gov.

Meeting Coordinator

For question and concerns, contact the Meeting Coordinator at classandcomp@ofm.wa.gov.

Individuals with Disabilities

If you are a person with a disability and require accommodation for attendance, contact the Meeting Coordinator no later than the first Thursday of the month.

Alternate Publication Formats

This publication will be made available in alternate formats upon request.

What is a Revision

When changes occur to an exhibit after the original Director's meeting agenda has been posted to the State HR website, a revised exhibit is created which reflects the most up-to-date information proposed for adoption. The revised exhibit appears in a separate Revised Agenda that will be available on the day of

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

Item 1	
Requester (Agency/HE Institution) Department of Social and Health Services	Analyst Angie Strozyk
Primary Action (check all that apply) <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Exemption Change <input type="checkbox"/> Substantial Scope Change	
Secondary Action - As a result of Primary Action (check all that apply) <input type="checkbox"/> Add Position <input type="checkbox"/> Band Change <input type="checkbox"/> Minor Scope Change <input type="checkbox"/> Title Change <input type="checkbox"/> Remove Position	
Current Code/Title N/A	Current EMS Band/Rate N/A
Proposed Code/Title B1593 Chief of Staff, WSH/BHA - DSHS	Proposed EMS Band/Rate EMS Band III (\$72,276 - \$128,856)
Current RCW Exemption (indicate number and description) N/A	Proposed RCW Exemption (indicate number and description) RCW 41.06.070(3) "Governor's pool "...involving substantial responsibility for the formulation of basic agency or executive policy ... the director shall grant the request..."
Effective Date 2/12/2021	

Scope

The Chief of Staff – WSH/BHA, DSHS reports directly to the Chief Executive Officer, Western State Hospital. This exempt class executes the strategic direction and provides clinical operational oversight of Western State Hospital. Ensures compliance with federal requirements to receive Medicare and Medicaid reimbursements. Directs hospital-wide activities and formulates policies, protocols and practices to deliver patient care within required statutory and regulatory compliance. Plans, organizes, directs, controls and evaluates hospital programs with particular focus on nursing, medical and other clinical activities. Possesses delegated authority to take personnel action resulting from clinical issues involving employees of WSH.

Explanation

DSHS is requesting the establishment of this exempt class in response to changing business needs of WSH as it implements process and service improvements. These improvements are in response to the Governor's five year plan to transform the state's mental health system and service delivery. This exempt class is responsible for the clinical operational oversight of WSH and formulates policies, protocols and practices in accordance with RCW 41.06.070(3). The COS is responsible for compliance with state and federal laws and regulations, monitors and oversees key initiatives and serves as executive advisor to the CEO and the executive cabinet members.

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

State Human Resources scored this exempt class at C4Y-888, which meets the EMS Band III level. A Fiscal Impact Statement was submitted and approved by OFM Budget, confirming the agency can absorb all costs associated with this request.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 2/11/2021	
Management Type Management	Date of Exempt Position Description on File 7/1/2019
EEOC Code 41 Officials & Administrators	Current Number of Approved Position(s) N/A
Workforce Indicator 80148587 At-Will Governor's Pool	Total Number of Approved Position(s) 1

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

Item 2	
Requester (Agency/HE Institution) Department of Social and Health Services	Analyst Chelsea Lee
Primary Action (check all that apply) <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Exemption Change <input type="checkbox"/> Substantial Scope Change	
Secondary Action - As a result of Primary Action (check all that apply) <input type="checkbox"/> Add Position <input type="checkbox"/> Band Change <input type="checkbox"/> Minor Scope Change <input type="checkbox"/> Title Change <input type="checkbox"/> Remove Position	
Current Code/Title N/A	Current EMS Band/Rate N/A
Proposed Code/Title B1633 Director, Strategic Planning & Quality Compliance Monitoring, DDA – DSHS	Proposed EMS Band/Rate EMS Band IV (\$86,640 - \$149,292)
Current RCW Exemption (indicate number and description) N/A	Proposed RCW Exemption (indicate number and description) RCW 41.06.070(3) Governor’s Pool “...directing and controlling program operations of an agency...”
Effective Date 2/12/2021	

Scope

The Director of Strategic Planning & Quality Compliance Monitoring reports to the Assistant Secretary of Developmental Disabilities Administration, with full-delegated authority to act on their behalf, and is a member of the administration’s executive leadership team. This exempt class is responsible for issues that cross the divisions of DDA, such as strategic planning, performance management, human resources, employer relations, quality assurance and implementation oversight of executive projects. This exempt class oversees the operations of Quality Assurance, Communications, Financial Eligibility and Pay Systems to ensure effective management of the administration. This exempt class also represents the administration to the legislature, the Governor’s office, media and in other venues, as needed.

Explanation

The Department of Social and Health Services is requesting to establish a Director of Strategic Planning & Quality Compliance Monitoring as a result of changing business needs within the Development Disabilities Administration. This exempt class is responsible for overseeing the developmental disabilities strategic projects, planning, and implementation of legislative budget and operational mandates; human resources and personnel; special projects; and quality assurance, performance management and compliance.

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

This position is exempt from civil service in accordance with RCW 41.06.070(3) Governor's Pool, as this exempt class directs and controls program operations of an agency.

State HR and the agency evaluated this exempt class at D4X-976, which meets the EMS Band IV. OFM Budget has reviewed their fiscal impact statement and verified the agency can absorb all costs associated with this request.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 2/11/2021	
Management Type Management	Date of Exempt Position Description on File 04/23/2020
EEOC Code 41 Officials & Administrators	Current Number of Approved Position(s) N/A
Workforce Indicator 80148587 At-Will Governor's Pool	Total Number of Approved Position(s) 1

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

Item 3	
Requester (Agency/HE Institution) Department of Social and Health Services	Analyst Shelby Sheldon
Primary Action (check all that apply) <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Exemption Change <input type="checkbox"/> Substantial Scope Change	
Secondary Action - As a result of Primary Action (check all that apply) <input type="checkbox"/> Add Position <input type="checkbox"/> Band Change <input type="checkbox"/> Minor Scope Change <input type="checkbox"/> Title Change <input type="checkbox"/> Remove Position	
Current Code/Title N/A	Current EMS Band/Rate N/A
Proposed Code/Title B1634 Chief, State Operated Programs, Transition and Training Office, DDA - DSHS	Proposed EMS Band/Rate EMS Band III (\$72,276 - \$128,856)
Current RCW Exemption (indicate number and description)	Proposed RCW Exemption (indicate number and description) 41.06.070 (3) Governor's Pool "...involving directing and controlling program operations of an administrative division..."
Effective Date 2/12/2021	

Scope

The Chief, State Operated Programs, Transition and Training Office, DDA exempt class reports to the Deputy Assistant Secretary and is a member of the administration's management team. This exempt class serves as an advisor to the Assistant Secretary and Deputy Assistant Secretary implementing the mission of the program and holding overall responsibility for the implementation of key operational and policy initiatives. This exempt class has decision making authority as designated by the Deputy Assistant Secretary related to internal and external establishment of policy and procedure, strategic initiatives and program messaging. In addition, this exempt class has program responsibility for multiple functional areas including, but not limited to, Roads to Community Living Unit, Statewide Investigation Unit, Residential training unit serving community residential services and residential habilitation services, Residential Habilitation Center Program management, State Operated Community Residential Policy and program management and Medicare Part D collections. This exempt class oversees the coordination of policy teams and facilitates the development of clear and coherent policies. This exempt class is responsible for the development and implementation of administration goals and strategies, which have administration wide impact

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

Explanation

The Department of Social and Health Services is requesting the establishment of an exempt class, Chief, State Operated Programs, Transition and Training Office, DDA – DSHS, in response to the changing business needs of the administration. These changes have resulted in the reorganization of the administration, dramatic caseload growth, and significant increase in the administration’s budget. The agency states this establishment will increase operation efficiency, establish more monitoring and accountability, and improve services.

State HR reviewed and evaluated the submitted position descriptions and concurs with the agency’s JVAC score of C3Y-848, which meets EMS Band III level. The Governor’s Office approved the additional position and State HR staff agrees with the agency regarding meeting the Governor’s Pool exemption “... involving directing and controlling program operations of an administrative division”

OFM Budget has reviewed the agency’s fiscal impact statement and verified the agency can absorb all costs associated with this request. State HR proposes an effective date of February 12, 2021.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director’s Meeting Date 2/11/2021	
Management Type Management	Date of Exempt Position Description on File 04/15/2020
EEOC Code 41 Officials & Administrators	Current Number of Approved Position(s) N/A
Workforce Indicator 80148587 At-Will Governor's Pool	Total Number of Approved Position(s) 1

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

Item 4	
Requester (Agency/HE Institution) Department of Social and Health Services	Analyst Mindy Portschy
Primary Action (check all that apply) <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Exemption Change <input type="checkbox"/> Substantial Scope Change	
Secondary Action - As a result of Primary Action (check all that apply) <input type="checkbox"/> Add Position <input type="checkbox"/> Band Change <input type="checkbox"/> Minor Scope Change <input type="checkbox"/> Title Change <input type="checkbox"/> Remove Position	
Current Code/Title N/A	Current EMS Band/Rate N/A
Proposed Code/Title B2024 Director, Division of Field Services, DDA - DSHS	Proposed EMS Band/Rate EMS Band IV (\$86,640 - \$149,292)
Current RCW Exemption (indicate number and description) N/A	Proposed RCW Exemption (indicate number and description) RCW 41.06.076: "...the provisions of this chapter shall not apply in the department of social and health services... not to exceed six bureau chiefs..."
Effective Date 2/12/2021	

Scope

Reporting to the Assistant Secretary, the Director, Division of Field Services, DDA, is a member of the Administration's management team and is responsible for developing, proposing, and implementing standards and operational strategies for governing programs and services and ensuring they operate in a manner that meets state and federal regulatory requirements. This exempt class leads development of policies, rules, waivers, RCW and WAC development and modifications; manages, monitors and controls the budget for DDA's Division Field Services; is responsible for policies and procedures directly influencing the Department's tort liability by affecting the frequency and outcome of multi-million dollar personal injury litigation, labor and employment litigation, and Equal Employment Opportunity Commission complaints.

Explanation

The Department of Social and Health Services, Developmental Disabilities Administration is requesting establishment of the exempt job class Director, Division of Field Services, DDA-DSHS, due to changing business needs and reorganization. The Administration has seen substantial growth in multiple areas and determined the infrastructure must grow to meet the increasing needs and improve services.

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

State HR staff reviewed the position description, dated April 15, 2020, and evaluated the work with a JVAC score of D4X - 976, which is within the EMS Band IV level. This exempt class meets the proposed exemption as it is a bureau chief within the Agency.

A fiscal impact statement has been reviewed and approved by OFM budget for this action.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 2/11/2020	
Management Type Management	Date of Exempt Position Description on File 4/15/2020
EEOC Code 41 Officials & Administrators	Current Number of Approved Position(s) N/A
Workforce Indicator 80148586 At-Will	Total Number of Approved Position(s) 1

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

Item 5	
Requester (Agency/HE Institution) Department of Social and Health Services	Analyst Angie Strozyk
Primary Action (check all that apply) <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Exemption Change <input type="checkbox"/> Substantial Scope Change	
Secondary Action - As a result of Primary Action (check all that apply) <input type="checkbox"/> Add Position <input type="checkbox"/> Band Change <input type="checkbox"/> Minor Scope Change <input type="checkbox"/> Title Change <input type="checkbox"/> Remove Position	
Current Code/Title N/A	Current EMS Band/Rate N/A
Proposed Code/Title B2333 Deputy Chief Executive Officer – WSH/BHA - DSHS	Proposed EMS Band/Rate EMS Band III (\$72,276 - \$128,856)
Current RCW Exemption (indicate number and description) N/A	Proposed RCW Exemption (indicate number and description) RCW 41.06.070(3) "...Governor's Pool involving substantial responsibility... directing and controlling program operations of an agency or a major administrative division thereof..."
Effective Date 2/12/2021	

Scope

The Deputy Chief Executive Officer – WSH/BHA, DSHS reports directly to the Chief Executive Officer, Western State Hospital. This exempt class plans, organizes, controls and evaluates the non-clinical hospital administration and develops and implements executive strategic direction. Ensures compliance with health and safety standards and initiates corrective actions to support patient care. Manages budget allocations and directs resources to maintain patient services. Oversees long-term human resource planning and is the appointing authority for personnel matters. Possesses delegated authority during the CEO's absence.

Explanation

DSHS is requesting the establishment of this exempt class in response to changing business needs of WSH as it implements process and service improvements. These improvements are in response to the Governor's five year plan to transform the state's mental health system and service delivery. This exempt class is responsible for the non-clinical administration of WSH in accordance with RCW 41.06.070(3). The Deputy CEO is responsible for compliance of health and safety standards and has responsibility for daily hospital-wide administrative and business operations.

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

State Human Resources scored this exempt class at C4Y-888, which meets the EMS Band III level. A Fiscal Impact Statement was submitted and approved by OFM Budget, confirming the agency can absorb all costs associated with this request.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 2/11/2021	
Management Type Management	Date of Exempt Position Description on File 7/1/2019
EEOC Code 41 Officials & Administrators	Current Number of Approved Position(s) N/A
Workforce Indicator 80148587 At-Will Governor's Pool	Total Number of Approved Position(s) 1

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

Item 6	
Requester (Agency/HE Institution) Department of Fish & Wildlife	Analyst Tricia Mackin
Primary Action (check all that apply) <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Exemption Change <input type="checkbox"/> Substantial Scope Change	
Secondary Action - As a result of Primary Action (check all that apply) <input type="checkbox"/> Add Position <input type="checkbox"/> Band Change <input type="checkbox"/> Minor Scope Change <input type="checkbox"/> Title Change <input type="checkbox"/> Remove Position	
Current Code/Title N/A	Current EMS Band/Rate N/A
Proposed Code/Title B4522 Chief Information Officer - DFW	Proposed EMS Band/Rate EMS Band IV (\$86,640 – \$149,292)
Current RCW Exemption (indicate number and description) N/A	Proposed RCW Exemption (indicate number and description) RCW 41.06.070(1)(v) "in each agency with fifty or more employees: Deputy agency heads, assistant directors or division directors..."
Effective Date 2/12/2020	

Scope

Serving as the Chief Information Officer, this exempt class is responsible for planning and implementing enterprise IT strategy and IT systems in support of the agency operations. This exempt class directs and manages the Information Technology division which includes IT Strategy, IT Consulting, Research and Development, Geographical Information Services, Services Desk, Information and Records Governance, Systems Engineering, Cyber Security, Quality Assurance, Desktop Support, Datacenter Operations, Networking, System Administration and Database Services. They are responsible for planning and developing policies and procedures, IT strategic plan, long-term vision, application development methodologies, technologies, investments, agency systems and process.

Explanation

The Department of Fish and Wildlife is requesting the establishment of an exempt class, Chief Information Officer-DFW. Currently DFW has a Washington Management Service Band III position performing this work. Due to a recent reorganization this position and the IT Division now report to the Deputy Director, it was determined this position is more appropriate in the Exempt Management Service. This exempt class serves as the Chief Information Officer directing, developing and implementing information technology initiatives that support agency operations. They are responsible for all aspects of information technology and systems and final decision maker for IT policies and procedures. Based on the roles and responsibilities, this exempt class meets the criteria for RCW

Section B: Exempt Compensation

Positions in this listing are under the State Human Resources Director for the setting of salaries and fringe benefits, but are otherwise exempt from civil service.

41.06.070(1)(v) "in each agency with fifty or more employees: Deputy agency heads, assistant directors or division directors...".

State Human Resources and the agency scored this exempt class at C5Y-948, which meets the EMS Band IV level. A Fiscal Impact Statement was submitted and approved by OFM Budget, confirming the agency can absorb all costs associated with this request.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 2/11/2020	
Management Type Management	Date of Exempt Position Description on File 11/13/2020
EEOC Code 41 Officials & Administrators	Current Number of Approved Position(s) N/A
Workforce Indicator 80148586 At-Will	Total Number of Approved Position(s) 1

Section C: Classification

No classified items for this review period.

Section D: Compensation

Higher Education Special Pay

Item 7				
Requester (HE Institution) University of Washington		Analyst Brett Alongi		
Action <input type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input checked="" type="checkbox"/> Revision		Effective Date 11/16/2020		
WAC 357-28-025 The director may adopt special pay salary ranges for positions based upon pay practices found in private industry or other governmental units. This includes special pay salary ranges and/or compensation practices for higher education institutions and related higher education boards as authorized in RCW 41.06.133. The classes or positions assigned special pay ranges and the associated special salary schedule must be specified in the compensation plan.				
Class Title(s)	Class Code(s)	Current Salary Range or Special Pay Range	Proposed Special Pay Range	Proposed Special Pay Increase
Program Coordinator	107N	38	40	5%

Category (select all that apply):

- Unique Skills/Duties
 Recruitment/Retention
 Effective Operations
 Salary Compression/Inversion

Explanation

The University of Washington is requesting a special pay increase for the Program Coordinator. The basis for this request is effective operations and has been substantiated by data from the Milliman 2020 Health Care Salary Survey. The data is from January 1, 2020 and has been aged to June 1, 2020 at an annual rate of three (3) percent.

This special pay request increases the job class by approximately five (5) percent but would not exceed the market average. The approximate five (5) percent increase will better align UW to the market, which will aide in the efforts to recruit and retain highly skilled and critical positions. UW provided a certification of funds, which identifies local funds to support this request. UW is requesting an effective date of November 16, 2020.

This item was adopted on an emergency basis at the November 12, 2020 Director's meeting and returns for final adoption effective February 12, 2021.

Section D: Compensation

Internal Use Only

Director's Meeting Date

2/11/2021

Section D: Compensation

Higher Education Special Pay

Item 8				
Requester (HE Institution) University of Washington		Analyst Shelby Sheldon		
Action <input type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input checked="" type="checkbox"/> Revision		Effective Date 11/16/2020		
WAC 357-28-025 - The director may adopt special pay salary ranges for positions based upon pay practices found in private industry or other governmental units. This includes special pay salary ranges and/or compensation practices for higher education institutions and related higher education boards as authorized in RCW 41.06.133. The classes or positions assigned special pay ranges and the associated special salary schedule must be specified in the compensation plan.				
Class Title(s)	Class Code(s)	Current Salary Range or Special Pay Range	Proposed Special Pay Range	Proposed Special Pay Increase
Nuclear Medicine Technologist 1	298E	A5-N6	F5-S6	5.1%
Nuclear Medicine Technologist 2	298F	H5-U6	M5-Z6	5.1%
Nuclear Medicine P.E.T. Technologist	298G	P5-C7	U5-H7	5.1%
Nuclear Medicine Technologist Lead	298H	U5-H7	Z5-M7	5.1%
Nuclear Medicine Technologist Supervisor	298I	B6-O7	G6-T7	5.1%

Category (select all that apply):

- Unique Skills/Duties
 Recruitment/Retention
 Effective Operations
 Salary Compression/Inversion

Explanation

The University of Washington is requesting a special pay increase for the Nuclear Medicine Technologist 1, Nuclear Medicine Technologist 2, Nuclear Medicine P.E.T Technologist, Nuclear Medicine Technologist Lead, and Nuclear Medicine Technologist Supervisor. The basis for this request is effective operations and has been substantiated by data from the Milliman 2020 Health Care Salary Survey. This data is from January 1, 2020 and has been aged to June 1, 2020 at an annual rate of three (3) percent.

Section D: Compensation

This special pay request increases the Nuclear Medicine Technologist 1, Nuclear Medicine Technologist 2, Nuclear Medicine P.E.T Technologist, Nuclear Medicine Technologist Lead, and Nuclear Medicine Technologist Supervisor job classes by approximately five (5) percent, but will not exceed the market average, which will aide in efforts to recruit and retain highly skilled and critical positions. UW has certified the funding does not include tuition dollars and they have identified local funds to support these health care special pay salary increases. UW is requesting an effective date of November 16, 2020.

This item was adopted on an emergency basis at the November 12, 2020 Director's meeting, and returns for final adoption effective February 12, 2021.

<i>Internal Use Only</i>
Director's Meeting Date 2/11/2021

Section D: Compensation

Higher Education Special Pay

Item 9				
Requester (HE Institution) University of Washington		Analyst Brett Alongi		
Action <input type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input checked="" type="checkbox"/> Revision		Effective Date 11/16/2020		
WAC 357-28-025 The director may adopt special pay salary ranges for positions based upon pay practices found in private industry or other governmental units. This includes special pay salary ranges and/or compensation practices for higher education institutions and related higher education boards as authorized in RCW 41.06.133. The classes or positions assigned special pay ranges and the associated special salary schedule must be specified in the compensation plan.				
Class Title(s)	Class Code(s)	Current Salary Range or Special Pay Range	Proposed Special Pay Range	Proposed Special Pay Increase
Vascular Technologist Trainee	299E	I4-S5	R4-B6	9.4%

Category (select all that apply):

- Unique Skills/Duties Recruitment/Retention Effective Operations
 Salary Compression/Inversion

Explanation

This request is housekeeping in nature. The University of Washington is requesting a special pay increase for the Vascular Technologist Trainee, which was inadvertently omitted from a previous Special pay request from the May 2020 Director’s Meeting. The basis for this request is effective operations and has been substantiated by data from the Milliman 2019 Health Care Salary Survey. The data is from January 1, 2019 and has been aged to March 1, 2020 at an annual rate of three (3) percent.

This special pay request increases each job class by approximately nine (9) percent but would not exceed the market average. The approximate nine (9) percent increase will better align UW to the market, which will aid in the efforts to recruit and retain highly skilled and critical positions. UW states that this request does not have a salary impact. UW is requesting an effective date of November 16, 2020.

This item was adopted on an emergency basis at the November 12, 2020 Director’s meeting, and returns for final adoption effective February 12, 2021.

Section D: Compensation

Internal Use Only

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2/11/2020

Section D: Compensation

Higher Education Special Pay

Item 10				
Requester (HE Institution) University of Washington		Analyst Shelby Sheldon		
Action <input type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input checked="" type="checkbox"/> Revision		Effective Date 11/16/2020		
WAC 357-28-025 - The director may adopt special pay salary ranges for positions based upon pay practices found in private industry or other governmental units. This includes special pay salary ranges and/or compensation practices for higher education institutions and related higher education boards as authorized in RCW 41.06.133. The classes or positions assigned special pay ranges and the associated special salary schedule must be specified in the compensation plan.				
Class Title(s)	Class Code(s)	Current Salary Range or Special Pay Range	Proposed Special Pay Range	Proposed Special Pay Increase
Diagnostic Medical Sonographer	301E	D5-Q6	E5-R6	1%
Diagnostic Medical Sonographer Lead	301H	M5-Z6	N5-A7	1%
Diagnostic Medical Sonographer Supervisor	301I	Y5-L7	C6-P7	4.1%
Diagnostic Medical Sonographer Specialist	301F	G5-T6	H5-U6	1%
Diagnostic Medical Sonographer Clinical Instructor	301G	O5-B7	P5-C7	1%

Category (select all that apply):

- Unique Skills/Duties
 Recruitment/Retention
 Effective Operations
 Salary Compression/Inversion

Explanation

The University of Washington is requesting a special pay increase for the Diagnostic Medical Sonographer, Diagnostic Medical Sonographer Lead, Diagnostic Medical Sonographer Supervisor, Diagnostic Medical Sonographer Specialist, and Diagnostic Medical Sonographer Clinical Instructor. The basis for this request is effective operations and has been substantiated by data from the Milliman 2020 Health Care Salary Survey. This data is from January 1, 2020 and has been aged to June 1, 2020 at an annual rate of three (3) percent.

This special pay request increases the Diagnostic Medical Sonographer, Diagnostic Medical Sonographer Lead, Diagnostic Medical Sonographer Specialist, and Diagnostic Medical Sonographer Clinical Instructor job classes by one (1) percent. Additionally, this special pay request increases the

Section D: Compensation

Diagnostic Medical Sonographer Supervisor job class by approximately four (4) percent, but will not exceed the market average, which will aid in efforts to recruit and retain highly skilled and critical positions. UW has certified the funding does not include tuition dollars and they have identified local funds to support these health care special pay salary increases. UW is requesting an effective date of November 16, 2020.

This item was adopted on an emergency basis at the November 12, 2020 Director's meeting, and returns for final adoption effective February 12, 2021.

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Director's Meeting Date 2/11/2021

Section E: Rule Amendments

There are no rules amendments for this period.