

# Director's Meeting Agenda

State Human Resources  
Office of Financial Management

Meeting Date: Thursday, August 14, 2025

Meeting Time: 8:30 a.m.

Hosted By: State Human Resources  
Office of Financial Management

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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

June 23, 2025

## Section B: Exempt Compensation

Item 1	B1462 Deputy Assistant Director for Strategic Operations, DLS - HCA .....	B1-B2
Item 2	B1790 Dir., Office of Planning, Evaluation & Professional Development, TIA-DSHS .....	B3-B4
Item 3	B2565 Division Director, Compliance and Contracts - COM .....	B5-B6
Item 4	B2643 Chief Human Resource Officer - COM.....	B7-B8
Item 5	B4160 Assistant Secretary – DOT/WSF .....	B9-B10
Item 6	B4181 Senior Director of Fleet Operations – DOT/WSF .....	B11-B12
Item 7	B4468 Government Relations Director - ESD .....	B13-B14
Item 8	B5932 Puget Sound Recovery Integration Manager .....	B15-B16
Item 9	B6299 Tribal Relations Director – DOC.....	B17-B18
Item 10	B6490 Assistant to Secretary for Policy and Siting – DOC .....	B19-B20
Item 11	B8381 Chief of Global and One Health – DOH.....	B21-B22

## Section C: Classification

Item 12	101G Facility Communications Specialist.....	C1
Item 13	101H Facility Communications Supervisor .....	C2
Item 14	295F Pharmacist 2 - TEAMSTERS .....	C3
Item 15	502H Research Investigator 4 .....	C4
Item 16	Multiple Shadow Class Estab. 100H – 197I, eff. July 1, 2025, <a href="#">Permanent Adoption</a> .....	C5-C7
Item 17	Multiple Shadow Class Estab. 201E – 523W, eff. July 1, 2025, <a href="#">Permanent Adoption</a> .....	C8-C11
Item 18	Multiple Shadow Class Estab. 523Y – 703A, eff. July 1, 2025, <a href="#">Permanent Adoption</a> .....	C12-C14
	<ul style="list-style-type: none"><li>• 518K Forest Check Cruiser 1 - WPEA</li><li>• 350E Corrections Specialist Assistant – Teamsters</li><li>• 285N Occupational Nurse Consultant - Teamsters</li><li>• 602V Wastewater Treatment Plant Operator 3 - Teamsters</li><li>• 621H Plumber/Pipefitter/Steamfitter Supervisor - Teamsters</li><li>• 608J Electrician Supervisor - Teamsters</li></ul>	

## Section D: Compensation

Item 19	Salary Range Adjustments, effective July 1, 2026, <a href="#">Permanent Adoption</a> .....	D1
	<ul style="list-style-type: none"><li>• 291C Physician Assistant, Certified</li><li>• 291D Physician Assistant, Certified - Lead</li></ul>	
Item 20	Premium Pay, effective July 1, 2025, <a href="#">Permanent Adoption</a> .....	D2-D3
Item 21	Multiple Range Updates <a href="#">Revision/Correction</a> .....	D4
	<ul style="list-style-type: none"><li>• 143M Fiscal Analyst 5 – Teamsters</li><li>• 350F Corrections Specialist 4 - Teamsters</li></ul>	
Item 22	Assignment Pay Group B.....	D5
Item 23	WSU Higher Education Special Pay for .....	D6
	<ul style="list-style-type: none"><li>• 596M Facilities Operations Maintenance Specialist</li></ul>	
Item 24	CWU and WWU Higher Ed Special Pay .....	D7-D8
	<ul style="list-style-type: none"><li>• 621F Plumber/Pipefitter/Steamfitter,</li><li>• 621G Plumber/Pipefitter/Steamfitter Lead,</li><li>• 621H Plumber/Pipefitter/Steamfitter Supervisor</li></ul>	
Item 25	WSU Higher Education Special Pay.....	D9-D10
	<ul style="list-style-type: none"><li>• 622E Refrigeration Mechanic,</li><li>• 622F Refrigeration Mechanic Lead,</li><li>• 622G Refrigeration Supervisor</li></ul>	
Item 26	WMS Salary Structure for SEIU 1199NW, effective 7/1/2025.....	D11
Item 27	WMS Salary Structure for SEIU 1199NW, effective 7/1/2026.....	D12

## **Section E: Rule Amendments**

None.

### **Website Information**

This publication and other State Human Resources Director's meeting related information is available at <https://ofm.wa.gov/state-human-resources/hr-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](mailto:classandcomp@ofm.wa.gov).

### **Meeting Coordinator**

For question and concerns, contact the Meeting Coordinator at <mailto: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 the meeting.

## 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.

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### Exempt Exhibit

#### Exempt Information

Item #: 1

**Requester** (Agency/Institution): Health Care Authority

**C&C Specialist:** Barb Ursini

#### Primary Action (check all that apply):

Abolishment     Establishment     Exemption Change     Substantial Scope Change

#### Secondary Action - As a result of Primary Action (check all that apply):

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** B1462 Deputy Assistant Director for Strategic Operations DLS - HCA

**Current EMS Band/Rate:** EMS Band III (\$82,344 - \$146,784)

**Proposed Class Code/Title:** N/A

**Proposed EMS Band/Rate:** N/A

**Current RCW Exemption (indicate number and description):** RCW 41.06.070(3) Governor's Pool: "...involving directing and controlling program operations of an agency or a major administrative division...".

**Proposed RCW Exemption (indicate number and description):** RCW 41.05.021(1) Health Care Authority enabling statute. "...director may employ a deputy director, and such assistant directors and special assistants as may be needed to administer the authority..."

**Effective Date:** 8/15/2025

#### Scope

Reporting to the Chief Legal Officer, the Deputy Assistant Director for Strategic Operations, Division of Legal Service (DLS), is responsible for executive level direction of multiple sections and programs within the DLS, including the Office of Rules and Publications and the Enterprise Risk Management Office. It ensures strategic oversight and implementation of various initiatives providing operational leadership and direction in support of DLS and the agency. The position manages DLS's portfolio of projects, including employer of choice activities, strategic planning, agency-wide management of the ADA compliance program, and administration of DLS's legislative and bill analysis processes. It provides project leadership for the implementation of the OneWashington project, and develops, organizes, and leads various agency-wide strategic projects on behalf of the Chief Legal Officer.

## 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.

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### Explanation

The Health Care Authority’s establishment of B1462 Deputy Assistant Director for Strategic Operations DLS – HCA was adopted at the November 14, 2024, Director’s meeting with RCW 41.06.070(3) Governor’s Pool: “...involving directing and controlling program operations of an agency or a major administrative division...” However, it is determined a clearer interpretation of this exempt class would serve better under RCW 41.05.021(1) Health Care Authority enabling statute. “...The director may employ a deputy director, and such assistant directors and special assistants as may be needed to administer the authority, who shall be exempt from chapter [41.06](#) RCW...” HCA and State HR agree with this change as it appropriately reflects the current scope of work.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director’s Meeting Date:** 8/14/2025

**Management Type:** Management

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 7/31/2024

**Current Number of Approved Position(s):** 1

**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.

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### Exempt Exhibit

#### Exempt Information

**Item #: 2**

**Requester (Agency/Institution):** Department of Social and Health Services

**C&C Specialist:** Barb Ursini

#### Primary Action (check all that apply):

Abolishment     Establishment     Exemption Change     Substantial Scope Change

#### Secondary Action - As a result of Primary Action (check all that apply):

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** B1790 Director, Office of Planning, Evaluation and Professional Development

**Current EMS Band/Rate:** EMS Band IV (\$98,712 - \$170,076)

**Proposed Class Code/Title:** N/A

**Proposed EMS Band/Rate:** N/A

**Current RCW Exemption (indicate number and description):** RCW 41.06.070(3) Governor's Pool "...a senior expert in enterprise IT infrastructure..."

**Proposed RCW Exemption (indicate number and description):** N/A

**Effective Date:** 8/14/2025

#### Scope

Reporting to the Secretary, plans, organizes and directs delivery of programs for Children and Family Services, Juvenile Rehabilitation, Family Planning and Maternal and Child Health.

#### Explanation

The State HR staff and the Department of Social and Health Services has requested to abolish exempt class titled Director, Office of Planning, Evaluation and Professional Development, as the current and only incumbent will be transferred to a proposed establishment with a revised scope of work to be presented for adoption August 14, 2025, Director's meeting effective August 14, 2025. The agency will no longer be using exempt class B1790 and proposes abolishment effective August 14, 2025. A Fiscal Impact Statement is not required as there is no cost associated with this request.

## 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.

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### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director's Meeting Date:** 8/14/2025

**Management Type:** Management

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148587 At-Will Governor's Pool

**Date of Exempt Position Description on File:** 1/9/2013

**Current Number of Approved Position(s):** 1

**Total Number of Approved Position(s):** 0

## 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.

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### Exempt Exhibit

#### Exempt Information

**Item #:** 3

**Requester (Agency/Institution):** Department of Commerce

**C&C Specialist:** Meiklynn Flannery

#### Primary Action (check all that apply):

Abolishment     Establishment     Exemption Change     Substantial Scope Change

#### Secondary Action - As a result of Primary Action (check all that apply):

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** N/A

**Current EMS Band/Rate:** N/A

**Proposed Class Code/Title:** B2565 Division Director, Compliance & Contracts - COM

**Proposed EMS Band/Rate:** EMS Band IV (\$98,712 - \$170,076)

**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: ...division directors...who report directly to the...deputy agency heads"

**Effective Date:** 8/15/2025

#### Scope

Reporting to the Chief Operating Officer, the Division Director, Compliance & Contracts, is a member of the executive leadership team and is responsible for the direct oversight of the agency's Compliance & Contracts Division. This exempt class is a designated appointing authority and is responsible for the development of the agency's internal audit charter and administers and manages the internal audit division to ensure it operates in accordance with professional standards as prescribed by RCW 43.88, SAAM Chapter 20, 22, and Executive Order 16-06. Responsible for setting the agency's strategic direction of internal control efforts, implementing the foundational internal control services, and ensuring safeguards to mitigate risk.



## 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.

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### Explanation

The Department of Commerce is requesting the establishment of exempt class Division Director, Compliance & Contracts – COM at the EMS Band IV level. The establishment of the Division Director, Compliance & Contracts (Chief Compliance & Contracts Officer (CCCO)) is due to the restructuring of the organization to meet growing business needs.

This exempt class is exempt from civil service in accordance with RCW 41.06.070(1)(v): “In each agency with fifty or more employees: ... division directors... who report directly to the... deputy agency heads.”

State HR staff evaluated this exempt class with a JVAC score of D4X-976, which meets the EMS Band IV level.

OFM Budget has reviewed the Fiscal Impact Statement and verified the agency can absorb all costs associated with this request.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director’s Meeting Date:** 8/14/2025

**Management Type:** Management

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 5/15/2025

**Current Number of Approved Position(s):** N/A

**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.

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### Exempt Exhibit

#### Exempt Information

Item #: 4

Requester (Agency/Institution): Department of Commerce

C&C Specialist: Meiklynn Flannery

#### Primary Action (check all that apply):

Abolishment     Establishment     Exemption Change     Substantial Scope Change

#### Secondary Action - As a result of Primary Action (check all that apply):

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** B2643 Chief Human Resource Officer - COM

**Current EMS Band/Rate:** EMS Band III (\$82,344 - \$146,784)

**Proposed Class Code/Title:** N/A

**Proposed EMS Band/Rate:** N/A

**Current RCW Exemption (indicate number and description):** RCW 41.06.070(1)(u) - "Executive assistants for personnel administration and labor relations..."

**Proposed RCW Exemption (indicate number and description):** RCW 41.06.070(1)(v) - "In each agency with fifty or more employees: ... assistant directors..."

**Effective Date:** 8/15/2025

#### Scope

The Chief Human Resource Officer reports to the Deputy Director, Organizational Health and is a member of the agency's Executive Leadership Team and is a key advisor to the agency's Executive Operations Team. This exempt class is responsible for developing and leading human resource strategy and policies that support the agency and translates them into strategies that mitigate risk and leverages opportunities. This exempt class leads the human resource office in support of the enterprise-wide and strategic direction of the organization and is responsible for the following services: labor relations, employee training, learning and development, workforce planning, workforce analytics, employee policy development and management, classification and compensation, reasonable accommodation and leave management.

## 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.

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### Explanation

This exempt class was established at the May 11, 2023, Director’s Meeting with an incorrect RCW exemption. This action is housekeeping in nature to correct the RCW exemption from *RCW 41.06.070(1)(u)* - “Executive assistants for personnel administration and labor relations...” to *RCW 41.06.070(1)(v)* - “In each agency with fifty or more employees: ... assistant directors...”.

There is no fiscal impact related to this action.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director’s Meeting Date:** 8/14/2025

**Management Type:** Management

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 3/10/2023

**Current Number of Approved Position(s):** 2 (1 position is temporary through August 15, 2025)

**Total Number of Approved Position(s):** 2 (1 position is temporary through August 15, 2025)

## 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.

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### Exempt Exhibit

#### Exempt Information

Item #: 5

Requester (Agency/Institution): Department of Transportation

C&C Specialist: Marty Graf

#### Primary Action (check all that apply):

Abolishment     Establishment     Exemption Change     Substantial Scope Change

#### Secondary Action - As a result of Primary Action (check all that apply):

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** B4160 Assistant Secretary – DOT/WSF

**Current EMS Band/Rate:** EMS Special Market Rates Band (\$141,000-\$226,320)

**Proposed Class Code/Title:** B4160 Deputy Secretary – DOT/WSF

**Proposed EMS Band/Rate:** N/A

**Current RCW Exemption (indicate number and description):** 41.06.079 “the provisions of this chapter shall not apply in the department of transportation to...one assistant secretary for each division...”

**Proposed RCW Exemption (indicate number and description):** 41.06.070 (1)(v) “In each agency with fifty or more employees: Deputy agency heads...”

**Effective Date:** 8/15/2025

#### Scope

Reporting directly to the ~~Deputy~~ Secretary of Transportation, the ~~Assistant~~ Deputy Secretary of Marine Transportation is responsible for leading and managing the largest ferry system in the United States.; This exempt class develops and recommends ferry system policies and business directions implementing goals articulated by the Legislature and the Transportation Commission. This exempt class is responsible for management oversight for all operational and capital programs, their budgets and to maintain transparent and open communication with all public, private, and governmental stakeholders. Serving as a member of the Executive Management Team this exempt class provides leadership, strategic vision and direction to the Department of Transportation’s second largest division in the accomplishment of Washington State Ferries’ mission.

## 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.

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### Explanation

In his announcement on March 6, 2025, Governor Ferguson shared that he elevated the Assistant Secretary of WA State Ferries (WSF) role to Deputy Secretary. The Deputy Secretary now reports directly to the Secretary of Transportation.

The current RCW, 41.06.079, only allows for one Deputy Secretary in the Department of Transportation. The elevation of this class to a Deputy means DOT now has two Deputy positions. Because of this, State HR will need to move the class under 41.06.070 (1)(v) to allow for the second Deputy.

This is a no cost impact proposal, so a Fiscal Impact Statement was not submitted.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director's Meeting Date:** 8/14/2025

**Management Type:** Management

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 2/18/2025

**Current Number of Approved Position(s):** 1

**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.

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### Exempt Exhibit

#### Exempt Information

**Item #:** 6

**Requester (Agency/Institution):** Department of Transportation

**C&C Specialist:** Melissa Bovenkamp

**Primary Action (check all that apply):**

Abolishment     Establishment     Exemption Change     Substantial Scope Change

**Secondary Action - As a result of Primary Action (check all that apply):**

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** N/A

**Current EMS Band/Rate:** N/A

**Proposed Class Code/Title:** B4181 Senior Director of Fleet Operations – DOT/WSF

**Proposed EMS Band/Rate:** EMS Band V (\$119,856 - \$194,772)

**Current RCW Exemption (indicate number and description):** N/A

**Proposed RCW Exemption (indicate number and description):** RCW 41.06.070 (3), "...involving directing and controlling program operations of...a major administrative division...".

**Effective Date:** 8/15/2025

#### Scope

Within the Washington State Department of Transportation, this exempt class reports to the Deputy Assistant Secretary, Washington State Ferries and provides strategic direction and operational oversight of the departments that make up the core of WSF's operational delivery, including Marine Operations, Vessel Maintenance, Terminal Engineering, Training, and Security and Emergency Management. Ensures long-term strategic planning, resource management, and continuous improvement efforts for these operational areas align with WSF's operational goals. Leads the development and implementation of operational policies, workforce development initiatives, capital planning, and emergency preparedness programs that protect WSF's assets, workforce, and customers. Responsible for integrating and directing operational delivery to support WSF's mission of delivering reliable marine transportation.

## 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.

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### Explanation

The Department of Transportation Washington State Ferries is requesting the establishment of an exempt class, Senior Director of Fleet Operations – DOT/WSF, at an EMS Band IV level. The establishment of this exempt class is due a major reorganization of WSF’s management structure and in part to legislative directive SB5550 to evaluate the workforce and structure of WSF as well as gubernatorial support for implementing organizational change and culture enhancements to ensure the agency is properly staffed to deliver services.

This exempt class is exempt from civil service in accordance with enabling statute RCW 41.06.070(3), the Governor’s Pool as it involves “...directing and controlling program operations of...a major administrative division...”.

State HR staff evaluated this exempt class with a JVAC score of E5Y-1410, which meets the EMS Band V level.

OFM Budget has reviewed the Fiscal Impact Statement and verified the agency can absorb all costs associated with this request.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director’s Meeting Date:** 8/14/2025

**Management Type:** Management

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148587 At-Will Governor's Pool

**Date of Exempt Position Description on File:** 5/14/2025

**Current Number of Approved Position(s):** N/A

**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.

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### Exempt Exhibit

#### Exempt Information

**Item #:** 7

**Requester (Agency/Institution):** Employment Security Department

**C&C Specialist:** Crystal Mungarro

**Primary Action (check all that apply):**

Abolishment     Establishment     Exemption Change     Substantial Scope Change

**Secondary Action - As a result of Primary Action (check all that apply):**

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** N/A

**Current EMS Band/Rate:** N/A

**Proposed Class Code/Title:** B4468 Government Relations Director – ESD

**Proposed EMS Band/Rate:** EMS Band III (\$82,344-\$146,784)

**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...not more than three principal policy assistants who report directly to... deputy agency heads.”

**Effective Date:** 8/15/2025

#### Scope

Reporting to the Chief of Staff, the Government Relations Director is a member of the Executive Leadership team and contributes to the development and delivery of the agency strategic plan. This exempt class serves as the primary point of contact for federal, state, and local elected officials, and represents the agency's interests and priorities in public forums, hearings, and meetings. This exempt class is responsible for developing and executing the agency's government relations function including advising the Commissioner and executive leadership on policy, budget, and legislative matters. The Government Relations Director has decision-making authority on behalf of the Commissioner.



## 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.

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### Explanation

The Employment Security Department (ESD) requested to establish a new exempt class titled Government Relations Director - ESD due to broader staffing plan and strategy the Director must move forward on.

This exempt class reports to Chief of Staff, a deputy agency head, and meets the following exemption criteria in accordance with RCW 41.06.070(1)(v): *“In each agency with fifty or more employees... not more than three principal policy assistants who report directly to... deputy agency heads.”* State HR staff verified that ESD does not have more than three principal policy assistants.

This incumbent was in a WMS Band III role, which will be abolished, and is currently performing this work in a temporary double-filled exempt class B4430 Director of Communications, EMS Band III. The temporary addition to exempt class B4430 will be removed upon approval of this establishment.

State HR evaluated this exempt class at C5X-828, which meets the EMS Band III level.

A fiscal impact statement was approved on May 21, 2025, by OFM Budget, confirming the agency can absorb all costs associated with this request.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director’s Meeting Date:** 8/14/2025

**Management Type:** Policy

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 5/13/2025

**Current Number of Approved Position(s):** N/A

**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.

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### Exempt Exhibit

#### Exempt Information

**Item #:** 8

**Requester (Agency/Institution):** Puget Sound Partnership

**C&C Specialist:** Julie Moultime

**Primary Action (check all that apply):**

Abolishment     Establishment     Exemption Change     Substantial Scope Change

**Secondary Action - As a result of Primary Action (check all that apply):**

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** B5932 Puget Sound Recovery Integration Manager

**Current EMS Band/Rate:** EMS Band II (\$71,004 - \$130,320)

**Proposed Class Code/Title:** N/A

**Proposed EMS Band/Rate:** N/A

**Current RCW Exemption (indicate number and description):** PSP's enabling statute - RCW 41.06.098  
"...the provisions of this chapter shall not apply in the Puget Sound partnership to the executive director, to one confidential secretary, and to all professional staff."

**Proposed RCW Exemption (indicate number and description):** N/A

**Effective Date:** 8/15/2025

#### Explanation

Puget Sound Partnership (PSP) is requesting abolishment of exempt class B5932 Puget Sound Recovery Integration Manager in response to a directive dated January 24, 2025, from the Office of Financial Management requiring most state agencies to identify operating budget reductions for the 2025-2027 biennial budget. In response to this directive, PSP made the decision to eliminate the four-person Puget Sound Recovery Integration team and the Puget Sound Recovery Integration Manager's job duties.

State HR supports the agency's request to abolish this exempt class. There is no fiscal impact with this action.

## 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.

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### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director's Meeting Date:** 8/14/2025

**Management Type:** Management

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 10/21/2024

**Current Number of Approved Position(s):** 1

**Total Number of Approved Position(s):** 0

## 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.

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### Exempt Exhibit

#### Exempt Information

Item #: 9

Requester (Agency/Institution): Department of Corrections

C&C Specialist: Meiklynn Flannery

#### Primary Action (check all that apply):

Abolishment     Establishment     Exemption Change     Substantial Scope Change

#### Secondary Action - As a result of Primary Action (check all that apply):

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** N/A

**Current EMS Band/Rate:** N/A

**Proposed Class Code/Title:** B6299 Tribal Relations Director - DOC

**Proposed EMS Band/Rate:** EMS Band III (\$82,344 - \$146,784)

**Current RCW Exemption (indicate number and description):** N/A

**Proposed RCW Exemption (indicate number and description):** agency enabling statute RCW 41.06.071: "...provisions of this chapter shall not apply in the department of corrections to the... program administrators..."

**Effective Date:** 8/15/2025

#### Scope

Reports to the Secretary or Designee and is a member of the DOC Executive Leadership Team. Supports the mission of the agency by providing strategic and effective policy direction to the DOC Secretary and Executive Leadership Team on tribal matters with the primary goal of ensuring that individuals in the care and custody of DOC are safe and healthy.

#### Explanation

Department of Corrections submitted a request for a title change, a substantial scope change, and a band review for exempt class B6490 Assistant to Secretary for Policy and Siting – DOC. Upon review of the updated position description, State HR staff determined that the work performed by that exempt class had significantly changed over time and no longer met the current scope. State HR staff determined it was more appropriate to abolish exempt class B6490 and replace it with this newly established EMS class B6299 Tribal Relations Director - DOC. The agency agrees with this action, and the current incumbent in B6490 will move into this exempt class upon approval of this establishment.

## 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.

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This exempt class meets the following exemption criteria in accordance with the agency's enabling statute RCW 41.06.071: "...provisions of this chapter shall not apply in the department of corrections to the...program administrators...".

State HR reviewed the position description and evaluated the exempt class with a JVAC score of C4X-800, which is within the EMS Band III level.

Because this exempt class will be replacing exempt class B6490 Assistant to Secretary for Policy & Citing – DOC, and there are no changes to the EMS Band, there is no fiscal impact associated with this request.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director's Meeting Date:** 8/14/2025

**Management Type:** Policy

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 8/28/2024

**Current Number of Approved Position(s):** N/A

**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.

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### Exempt Exhibit

#### Exempt Information

Item #: 10

**Requester (Agency/Institution):** Department of Corrections

**C&C Specialist:** Meiklynn Flannery

#### Primary Action (check all that apply):

Abolishment     Establishment     Exemption Change     Substantial Scope Change

#### Secondary Action - As a result of Primary Action (check all that apply):

Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** B6490 Assistant to Secretary for Policy and Siting - DOC

**Current EMS Band/Rate:** EMS Band III (\$82,344 - \$146,784)

**Proposed Class Code/Title:** N/A

**Proposed EMS Band/Rate:** N/A

**Current RCW Exemption (indicate number and description):** agency enabling statute RCW 41.06.071: "...provisions of this chapter shall not apply in the department of corrections to the...program administrators..."

**Proposed RCW Exemption (indicate number and description):** N/A

**Effective Date:** 8/15/2025

#### Scope

Reports to the Secretary and is responsible for department policy analysis and coordination, siting of new correctional facilities, ensuring accreditation with the American Corrections Association, and coordination of grants.

#### Explanation

Department of Corrections (DOC) submitted a request for a title change and a major scope change for B6490 Assistant to Secretary for Policy and Siting – DOC. Upon review of the updated position description, State HR staff noted that the work performed by this exempt class has significantly changed over time and no longer meets the current scope. State HR staff determined it would be more effective to abolish B6490 and replace it with a newly established EMS position. DOC agrees with this action.

## 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.

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A Fiscal Impact Statement is not required as there are no costs associated with the above actions.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director's Meeting Date:** 8/14/2025

**Management Type:** Policy

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 1/30/2025

**Current Number of Approved Position(s):** 1

**Total Number of Approved Position(s):** N/A

## 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.

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### Exempt Exhibit

#### Exempt Information

Item #: 11

Requester (Agency/Institution): Department of Health

C&C Specialist: Marty Graf

#### Primary Action (check all that apply):

- Abolishment     Establishment     Exemption Change     Substantial Scope Change  
 Revision/Correction

#### Secondary Action - As a result of Primary Action (check all that apply):

- Add Position     Band Change     Minor Scope Change     Pay Outside Band  
 Title Change     Remove Position

**Current Class Code/Title:** B8381 Chief of Global and One Health – DOH

**Current EMS Band/Rate:** EMS Medical Band (\$179,004-\$360,360)

**Proposed Class Code/Title:** N/A

**Proposed EMS Band/Rate:** N/A

**Current RCW Exemption (indicate number and description):** RCW 41.06.074 “In addition to the exemptions under RCW 41.06.070, the provisions of this chapter shall not apply in the department of health to any...person who administers the necessary divisions, offices, bureaus, and programs...”

**Proposed RCW Exemption (indicate number and description):** N/A

**Effective Date:** 8/15/2025

#### Scope

Reporting to the Secretary, this exempt class is responsible for setting strategic direction, policy development and fostering of Global and One Health relations in support of the mission of the agency. This exempt class is responsible for leading the agency’s activities related to Global and One Health and will enact strategies and initiatives to ensure that collaboration and mission objectives are met effectively and consistently. This position is expected to work closely with the agency’s Office of Strategic Partnerships (and others) to ensure connection with appropriate partnership opportunities are available with global, federal, state, local, and academic leaders, and agencies. This exempt class brings a lens to those partnerships of expert understanding in human, animal, and environmental global health in both community and clinical settings; experiences in outbreak management; and pandemic response and planning.



## 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.

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### Explanation

This request is housekeeping in nature. When this exempt class was established in May 2024, the explanation included an incorrect class title and band. This request is to clarify the Department of Health was requesting the establishment of B8381, Chief of Global and One Health - DOH in the medical band, under RCW 41.06.074: “In addition to the exemptions under RCW 41.06.070, the provisions of this chapter shall not apply in the department of health to any...person who administers the necessary divisions, offices, bureaus, and programs...” This exempt class is appropriate for EMS Medical Band placement due to the requirement of a Medical Doctorate degree applicable to a Global and/or One Health-related technical, educational, public policy or another relevant field; and an active license to practice medicine.

This action does not require a Fiscal Impact Statement.

### HRMS Information

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.

**Director’s Meeting Date:** 8/14/2025

**Management Type:** Management

**EEOC Code:** 41 Officials & Administrators

**Workforce Indicator:** 80148586 At-Will

**Date of Exempt Position Description on File:** 2/27/2024

**Current Number of Approved Position(s):** 1

**Total Number of Approved Position(s):** 1

## Section C: Classification

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### Classified Exhibit

#### Exhibit Information

Item #: 12

Agency/HE Institution: Department of Social and Health Services

C&C Specialist: Julie Moultime

Director's Meeting Action(s) – select all that apply:

Abolishment    Establishment    Revision    Salary Adjustment

If Revision(s) – select all that apply:

Title Change    Class Series Concept    Definition    Distinguishing Characteristics

Current Class Code/Title: 101G Facility Communications Specialist

Current Salary Range/Rate: 38

Proposed Class Code/Title: 101G PBX and Telephone Operator

Proposed Salary Range/Rate: N/A

**Definition:** Operates an electronic switchboard and is available to communicate at all times with staff via telephone, radio, and/or overhead paging systems. Monitors the fire panels, emergency alarms, radio alarms, ward radio traffic, treatment team radio traffic while providing emergency communication within the facility and outside of the facility during all emergencies. Serving an institution, teaching hospital, or medical center, receives and routes incoming calls through private branch telephone exchange (PBX) or other telephone switching system, and is responsible for receiving and transmitting to staff information concerning security, safety, medical or behavioral situations requiring immediate investigative or corrective action.

**Explanation:** This action is for class plan maintenance to correct the job title and definition to the Facility Communications Specialist, which was updated in error on the June 23, 2025, special meeting agenda. This correction is a result of the 2025-2027 Collective Bargaining Negotiations and Budget Process.

#### HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 8/14/2025

Effective Date: 8/15/2025

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 46 Office and Clerical

Number of Position(s) Affected: 39

## Section C: Classification

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### Classified Exhibit

#### Exhibit Information

Item #: 13

**Agency/HE Institution:** Department of Social and Health Services

**C&C Specialist:** Julie Moultime

**Director's Meeting Action(s) – select all that apply:**

Abolishment    Establishment    Revision    Salary Adjustment

**If Revision(s) – select all that apply:**

Title Change    Class Series Concept    Definition    Distinguishing Characteristics

**Current Class Code/Title:** 101H Facility Communications Supervisor

**Current Salary Range/Rate:** 40

**Proposed Class Code/Title:** 101H PBX Chief Operator

**Proposed Salary Range/Rate:** N/A

**Definition:** Directs the workflow and operation of a large private branch telephone exchange; supervises several Facility Communications Specialists PBX operators within the agency's 24-hour facilities.

**Explanation:** This action is for class plan maintenance to correct the job title and definition to the Facility Communications Supervisor, which was updated in error on the June 23, 2025, special meeting agenda. This correction is a result of the 2025-2027 Collective Bargaining Negotiations and Budget Process.

#### HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

**Director's Meeting Date:** 8/14/2025

**Effective Date:** 8/15/2025

**Management Type:** N/A

**Workforce Indicator:** 80148588 Classified WA General Service

**EEOC Code:** 46 Office and Clerical

**Number of Position(s) Affected:** 2

## Classified Exhibit

### Exhibit Information

Item #: 14

**Agency/HE Institution:** Office of Financial Management

**C&C Specialist:** Mindy Portschy

**Director's Meeting Action(s) – select all that apply:**

Abolishment    Establishment    Revision    Salary Adjustment

**If Revision(s) – select all that apply:**

Title Change    Class Series Concept    Definition    Distinguishing Characteristics

**Current Class Code/Title:** 295F Pharmacist 2 - TEAMSTERS

**Current Salary Range/Rate:** 71G

**Proposed Class Code/Title:** N/A

**Proposed Salary Range/Rate:** 74G

**Explanation:** The job class titled 295F Pharmacist 2 -TEAMSTERS was presented at the June 23, 2025 meeting with an incorrect proposed salary range of 71G on item 102 of the agenda. This was an administrative error and is being corrected. No positions were impacted as the salary range was correct in the HRMS system. The effective date of this correction is July 1, 2025.

### HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

**Director's Meeting Date:** 8/14/2025

**Effective Date:** 7/1/2025

**Management Type:** N/A

**Workforce Indicator:** 80148588 Classified WA General Service

**EEOC Code:** 42 Professionals

**Number of Position(s) Affected:** 10

## Classified Exhibit

### Exhibit Information

Item #: 15

Agency/HE Institution: Office of Financial Management

C&C Specialist: Chelsea Lee

Director's Meeting Action(s) – select all that apply:

Abolishment    Establishment    Revision    Salary Adjustment

If Revision(s) – select all that apply:

Title Change    Class Series Concept    Definition    Distinguishing Characteristics

Current Class Code/Title: 125M Research Investigator 4

Current Salary Range/Rate: 70

Proposed Class Code/Title: 502H Research Investigator 4

Proposed Salary Range/Rate: N/A

#### Explanation:

During the 2025-2027 Collective Bargaining Negotiations and Budget process it was determined the job class originally titled Operations Research Specialist (125M) be revised to Research Investigator 4. During class plan maintenance, the occupation category was updated to Science and Engineering from Administrative Services. Due to this change, it is necessary to create a new job class code in the 500 series to keep alignment with the remainder of the job class series and for the Science and Engineering category.

### HRMS/CC Jobs Information

This information is entered into Human Resources Management System and CC Jobs.

Director's Meeting Date: 8/14/2025

Effective Date: 7/1/2025

Management Type: N/A

Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 42 Professionals

Number of Position(s) Affected: 65

## Section C: Classification

### Multiple Shadow Job Class Establishments

Permanent Adoption

**Item:** 16

**Action:** Establish

**Agency/HE Institution:** Office of Financial Management

**C&C Specialist:** Mindy Portschy

Job Class Code	Job Class Title	Salary Range
100H	OFFICE ASSISTANT 1 - WPEA	30
100I	OFFICE ASSISTANT 2 - WPEA	32
100J	OFFICE ASSISTANT 3 - WPEA	34
100K	OFFICE ASSISTANT LEAD - WPEA	36
100L	OFFICE SUPPORT SUPERVISOR 1 - WPEA	38
100M	OFFICE SUPPORT SUPERVISOR 2 - WPEA	40
100R	OFFICE SUPPORT SUPERVISOR 3 - WPEA	43
100S	SECRETARY - WPEA	33
100T	SECRETARY SENIOR - WPEA	35
100U	SECRETARY LEAD - WPEA	37
100V	SECRETARY SUPERVISOR - WPEA	40
102A	CUSTOMER SERVICE SPECIALIST 1 - WPEA	35
102B	CUSTOMER SERVICE SPECIALIST 2 - WPEA	37
102C	CUSTOMER SERVICE SPECIALIST 3 - WPEA	39
102D	CUSTOMER SERVICE SPECIALIST 4 - WPEA	43
105E	ADMINISTRATIVE ASSISTANT 1 - WPEA	35
105F	ADMINISTRATIVE ASSISTANT 2 - WPEA	37
105G	ADMINISTRATIVE ASSISTANT 3 - WPEA	40
105H	ADMINISTRATIVE ASSISTANT 4 - WPEA	46
105I	ADMINISTRATIVE ASSISTANT 5 - WPEA	50
106E	ADMINISTRATIVE SERVICES MANAGER A - WPEA	46
106F	ADMINISTRATIVE SERVICES MANAGER B - WPEA	51
106G	ADMINISTRATIVE SERVICES MANAGER C - WPEA	56
106H	CENTRAL SERVICES SUPERVISOR - WPEA	44
106K	OFFICE SERVICES MANAGER 1 - WPEA	47
106L	OFFICE SERVICES MANAGER 2 - WPEA	49
107M	PROGRAM ASSISTANT - WPEA	37

## Section C: Classification

Job Class Code	Job Class Title	Salary Range
107N	PROGRAM COORDINATOR - WPEA	40
107P	PROGRAM SUPPORT SUPERVISOR 1 - WPEA	41
107Q	PROGRAM SUPPORT SUPERVISOR 2 - WPEA	44
107R	PROGRAM MANAGER A - WPEA	48
109K	MANAGEMENT ANALYST 3 - WPEA	54
109L	MANAGEMENT ANALYST 4 - WPEA	60
109M	MANAGEMENT ANALYST 5 - WPEA	64
111A	EVENTS COORDINATOR 1 - WPEA	30
111B	EVENTS COORDINATOR 2 - WPEA	35
111C	EVENTS COORDINATOR 3 - WPEA	39
111D	EVENTS COORDINATOR 4 - WPEA	46
112I	FORMS & RECORDS ANALYST 1 - WPEA	36
113I	MAIL CARRIER-DRIVER - WPEA	30
113J	MAIL PROCESSING-DRIVER - WPEA	34
113K	MAIL PROCESSING-DRIVER LEAD - WPEA	36
113L	MAIL PROCESSING MANAGER - WPEA	40
115E	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 1 - WPEA	32
115F	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 2 - WPEA	34
115G	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 3 - WPEA	36
116E	STOCKROOM ATTENDANT 1 - WPEA	30
116F	STOCKROOM ATTENDANT 2 - WPEA	32
116G	STOCKROOM ATTENDANT 3 - WPEA	35
116I	STOCKROOM SUPERVISOR - WPEA	37
117I	WAREHOUSE OPERATOR 1 - WPEA	32G
117J	WAREHOUSE OPERATOR 2 - WPEA	34G
118E	SURPLUS INVENTORY CONTROL SPECIALIST 2 - WPEA	37
119E	HUMAN RESOURCE CONSULTANT 1 - WPEA	47
119F	HUMAN RESOURCE CONSULTANT 2 - WPEA	53
123E	HUMAN RESOURCE CONSULTANT ASSISTANT 1 - WPEA	36
123F	HUMAN RESOURCE CONSULTANT ASSISTANT 2 - WPEA	42
125A	DATA CONSULTANT 1 - WPEA	43
125B	DATA CONSULTANT 2 - WPEA	46
125C	DATA CONSULTANT 3 - WPEA	56
125D	DATA CONSULTANT 4 - WPEA	60
143I	FISCAL ANALYST 1 - WPEA	40
143J	FISCAL ANALYST 2 - WPEA	44
143K	FISCAL ANALYST 3 - WPEA	50

## Section C: Classification

Job Class Code	Job Class Title	Salary Range
143L	FISCAL ANALYST 4 - WPEA	54
143M	FISCAL ANALYST 5 - WPEA	59
144E	CONTRACTS ASSISTANT - WPEA	37
148L	FISCAL TECHNICIAN 1 - WPEA	30
148M	FISCAL TECHNICIAN 2 - WPEA	34
148N	FISCAL TECHNICIAN 3 - WPEA	36
148O	FISCAL TECHNICIAN LEAD - WPEA	37
148P	FISCAL TECHNICIAN SUPERVISOR - WPEA	40
149E	CASHIER 1 - WPEA	30
149F	CASHIER 2 - WPEA	32
149G	CASHIER 3 - WPEA	34
149H	CASHIER 4 - WPEA	37
150G	INSURANCE TECHNICIAN 3 - WPEA	37
165G	PUBLIC BENEFITS SPECIALIST 1 - WPEA	41
172K	EXCISE TAX ASSISTANT - WPEA	34
177O	TAX SERVICE REPRESENTATIVE 1 - WPEA	35
177P	TAX SERVICE REPRESENTATIVE 2 - WPEA	37
179I	PROPERTY & ACQUISITION SPECIALIST 1 - WPEA	42
179J	PROPERTY & ACQUISITION SPECIALIST 2 - WPEA	49
179K	PROPERTY & ACQUISITION SPECIALIST 3 - WPEA	54
179L	PROPERTY & ACQUISITION SPECIALIST 4 - WPEA	57
179M	PROPERTY & ACQUISITION SPECIALIST 5 - WPEA	60
179N	PROPERTY & ACQUISITION SPECIALIST 6 - WPEA	62
196A	EVENT ATTENDANT/USHER - WPEA	30
197I	COMMUNICATIONS CONSULTANT 1 - WPEA	38

This request is from the Office of Financial Management for the establishment of shadow job classifications as identified. These changes are a result of the 2025-2027 Collective Bargaining Negotiations and Budget Process.

This item was presented as an emergency item at the June 23, 2025 meeting and is coming back for permanent adoption.

### Internal Use Only

**Director's Meeting Date:** 8/14/2025

**Effective Date:** 7/1/2025



**Section C: Classification**

**Multiple Shadow Job Class Establishments**

Permanent Adoption

**Item:** 17

**Action:** Establish

**Agency/HE Institution:** Office of Financial Management

**C&C Specialist:** Mindy Portschy

<b>Job Class Code</b>	<b>Job Class Title</b>	<b>Salary Range</b>
201E	BROADCAST TECHNICIAN 1 - WPEA	37
203E	MEDIA TECHNICIAN - WPEA	30
203F	MEDIA TECHNICIAN SENIOR - WPEA	36
203G	MEDIA TECHNICIAN LEAD - WPEA	39
203H	MEDIA TECHNICIAN SUPERVISOR - WPEA	42
203O	MEDIA ASSISTANT 1 - WPEA	30
203P	MEDIA ASSISTANT 2 - WPEA	32
203Q	MEDIA ASSISTANT 3 - WPEA	35
203R	MEDIA LABORATORY COORDINATOR - WPEA	35
205E	PRINTING & DUPLICATION SPECIALIST 1 - WPEA	30G
205F	PRINTING & DUPLICATION SPECIALIST 2 - WPEA	32G
205G	PRINTING & DUPLICATION SPECIALIST 3 - WPEA	35G
205I	PRINTING & DUPLICATION SUPERVISOR - WPEA	39G
206H	DIGITAL PRINTING OPERATOR - WPEA	30
206I	DIGITAL PRINTING OPERATOR LEAD - WPEA	32
227E	CHECKSTAND OPERATOR - WPEA	30
227F	RETAIL CLERK 1 - WPEA	32
227G	RETAIL CLERK 2 - WPEA	34
227H	RETAIL CLERK LEAD - WPEA	36
230E	BOOKSTORE BUYER - WPEA	38
230G	BOOKSTORE SUPERVISOR - WPEA	39
254E	CREDENTIALS EVALUATOR 1 - WPEA	30
254F	CREDENTIALS EVALUATOR 2 - WPEA	33
254G	CREDENTIALS EVALUATOR 3 - WPEA	38
256A	EARLY CHILDHOOD PROGRAM SPECIALIST 1 - WPEA	30
256B	EARLY CHILDHOOD PROGRAM SPECIALIST 2 - WPEA	36
256C	EARLY CHILDHOOD PROGRAM SPECIALIST 3 - WPEA	42

## Section C: Classification

Job Class Code	Job Class Title	Salary Range
256D	EARLY CHILDHOOD PROGRAM SPECIALIST 4 - WPEA	49
257E	DEAF INTERPRETER 1 - WPEA	38
257F	DEAF INTERPRETER 2 - WPEA	41
257G	DEAF INTERPRETER 3 - WPEA	47
262I	LIBRARY & ARCHIVES PARAPROFESSIONAL 1 - WPEA	31
262J	LIBRARY & ARCHIVES PARAPROFESSIONAL 2 - WPEA	37
262L	LIBRARY AND ARCHIVES PARAPROFESSIONAL 3 - WPEA	39
262M	LIBRARY AND ARCHIVES PARAPROFESSIONAL 4 - WPEA	46
264A	INTERPRETER/TRANSLATOR - WPEA	38
312G	DIETETIC TECHNICIAN - WPEA	36
312I	DIETETIC TECHNICIAN SUPERVISOR - WPEA	41
396K	ASSISTANT DEPUTY STATE FIRE MARSHAL - WPEA	48
396L	DEPUTY STATE FIRE MARSHAL - WPEA	62
399E	SAFETY OFFICER ASSISTANT - WPEA	44
399F	SAFETY OFFICER 1 - WPEA	49
399G	SAFETY OFFICER 2 - WPEA	53
399H	SAFETY OFFICER 3 - WPEA	55
399I	SAFETY PROGRAM ASSISTANT MANAGER - WPEA	56
402A	WILDLAND FIRE MANAGEMENT LEAD - WPEA	40
402B	WILDLAND FIRE MANAGEMENT SUPERVISOR - WPEA	44
402G	WILDLAND FIRE MGMT TECHNICIAN - WPEA	38
402H	WILDLAND FIRE DISPATCHER 1 - WPEA	38
402I	WILDLAND FIRE DISPATCHER 2 - WPEA	40
402J	WILDLAND FIRE DISPATCHER 3 - WPEA	42
402K	WILDLAND FIRE DISPATCHER 4 - WPEA	44
425D	LEGAL OFFICE ASSISTANT - WPEA	36
425E	LEGAL ASSISTANT 1 - WPEA	38
425F	LEGAL ASSISTANT 2 - WPEA	41
425G	LEGAL ASSISTANT 3 - WPEA	44
425H	LEGAL ASSISTANT 4 - WPEA	48
425I	LEGAL ADMINISTRATIVE MANAGER - WPEA	52
451F	COMMUNICATIONS OFFICER 1 - WPEA	49SP
451G	COMMUNICATIONS OFFICER 2 - WPEA	53SP
451H	COMMUNICATIONS OFFICER 3 - WPEA	57SP
451I	COMMUNICATIONS OFFICER 4 - WPEA	61SP
452E	COMMUNICATIONS SYSTEMS DESIGNER - WPEA	63
452F	COMMUNICATIONS SYSTEMS MANAGER - WPEA	65

## Section C: Classification

Job Class Code	Job Class Title	Salary Range
452G	COMMUNICATIONS SYSTEMS DIRECTOR - WPEA	69
457K	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1 - WPEA	50SP
457L	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 2 - WPEA	54SP
457M	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 3 - WPEA	60SP
457N	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 4 - WPEA	66SP
458M	LICENSING SPECIALIST - WPEA	42
458N	LICENSING SPECIALIST SENIOR - WPEA	45
458O	LICENSING SPECIALIST SUPERVISOR - WPEA	48
510E	LABORATORY ASSISTANT 1 - WPEA	38
516K	NATURAL RESOURCE SCIENTIST 1 - WPEA	47
516L	NATURAL RESOURCE SCIENTIST 2 - WPEA	52
516M	NATURAL RESOURCE SCIENTIST 3 - WPEA	60
516N	NATURAL RESOURCE SCIENTIST 4 - WPEA	67
519I	NATURAL RESOURCES TECHNICIAN 2 - WPEA	34
519J	NATURAL RESOURCES TECHNICIAN 3 - WPEA	39
521G	NATURAL RESOURCE WORKER 1 - WPEA	30
521H	NATURAL RESOURCE WORKER 2 - WPEA	32
521J	FOREST NURSERY LABORER - WPEA	30
521K	FOREST NURSERY LEAD - WPEA	33
521M	FOREST NURSERY CREW SUPERVISOR - WPEA	36
521P	FOREST CREW SUPERVISOR 1 - WPEA	34
521Q	FOREST CREW SUPERVISOR 2 - WPEA	38
522E	SCIENTIFIC TECHNICIAN 1 - WPEA	30
523S	NATURAL RESOURCE SPECIALIST 1 - WPEA	44
523T	NATURAL RESOURCE SPECIALIST 2 - WPEA	49
523U	NATURAL RESOURCE SPECIALIST 3 - WPEA	54
523V	NATURAL RESOURCE SPECIALIST 4 - WPEA	57
523W	NATURAL RESOURCE SPECIALIST 5 - WPEA	60

This request is from the Office of Financial Management for the establishment of shadow job classifications as identified. These changes are a result of the 2025-2027 Collective Bargaining Negotiations and Budget Process.

**Section C: Classification**

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This item was presented as an emergency item at the June 23, 2025 meeting and is coming back for permanent adoption.

**Internal Use Only**

**Director’s Meeting Date:** 8/14/2025

**Effective Date:** 7/1/2025

## Section C: Classification

### Multiple Shadow Job Class Establishments

Permanent Adoption

**Item:** 18

**Action:** Establish

**Agency/HE Institution:** Office of Financial Management

**C&C Specialist:** Mindy Portschy

Job Class Code	Job Class Title	Salary Range
523Y	FISH & WILDLIFE BIOLOGIST 1 - WPEA	42
523Z	FISH & WILDLIFE BIOLOGIST 2 - WPEA	50
527E	LAND SURVEYOR 2 - WPEA	55
527F	LAND SURVEYOR 3 - WPEA	61
532K	ELECTRONIC DESIGN ENGINEER - WPEA	69
532M	ELECTRONICS ENGINEERING MANAGER - WPEA	73
538N	ENGINEERING AIDE 2 - WPEA	48
538O	ENGINEERING AIDE 3 - WPEA	51
538P	ENGINEERING AIDE 4 - WPEA	53
565I	FARMER 1 - WPEA	30
565J	FARMER 2 - WPEA	33
565K	FARMER 3 - WPEA	38
565L	FARMER 4 - WPEA	44
565M	FARMER 5 - WPEA	46
565N	FARMER 6 - WPEA	49
570E	AGRICULTURAL RESEARCH TECHNOLOGIST 1 - WPEA	35
570J	PLANT TECHNICIAN 1 - WPEA	32
570K	PLANT TECHNICIAN 2 - WPEA	37
570L	PLANT TECHNICIAN 3 - WPEA	42
591I	GROUPS & NURSERY SERVICES SPECIALIST 1 - WPEA	32
591J	GROUPS & NURSERY SERVICES SPECIALIST 2 - WPEA	34
591K	GROUPS & NURSERY SERVICES SPECIALIST 3 - WPEA	36
591L	GROUPS & NURSERY SERVICES SPECIALIST 4 - WPEA	38
591M	GROUPS & NURSERY SERVICES SPECIALIST 5 - WPEA	41
591N	GROUPS & NURSERY SERVICES SPECIALIST 6 - WPEA	45
592E	MEDIA MAINTENANCE TECHNICIAN 1 - WPEA	37
592R	LAW ENFORCEMENT EQUIPMENT TECH 2 - WPEA	44E

## Section C: Classification

Job Class Code	Job Class Title	Salary Range
592S	LAW ENFORCEMENT EQUIPMENT TECH LEAD - WPEA	47E
594E	ELECTRONICS COMMUNICATIONS SYST TECH, SHOP - WPEA	53E
594F	ELECTRONIC COMMUNICATIONS SYSTEMS TECHNICIAN, FIELD TECHNICIAN - WPEA	60E
594H	SENIOR TELECOMMUNICATIONS SPECIALIST - WPEA	63E
595K	UTILITY WORKER 1 - WPEA	30G
595L	UTILITY WORKER 2 - WPEA	33G
595M	UTILITY WORKER 3 - WPEA	36G
595N	UTILITY WORKER 4 - WPEA	39G
600I	EQUIPMENT TECHNICIAN 1 - WPEA	33G
600J	EQUIPMENT TECHNICIAN 2 - WPEA	46G
600K	EQUIPMENT TECHNICIAN 3 - WPEA	50G
600L	EQUIPMENT TECHNICIAN LEAD - WPEA	53G
600M	EQUIPMENT TECHNICIAN SUPERVISOR - WPEA	57G
608F	ELECTRICIAN - WPEA	50G
608G	ELECTRICIAN - HIGH VOLTAGE - WPEA	52G
608H	ELECTRICIAN LEAD - WPEA	53G
608I	ELECTRICIAN LEAD-HIGH VOLTAGE - WPEA	55G
608J	ELECTRICIAN SUPERVISOR - WPEA	57G
618R	EQUIPMENT OPERATOR 1 - WPEA	38E
619F	PAINTER - WPEA	42G
619H	PAINTER LEAD - WPEA	45G
619J	PAINTER SUPERVISOR - WPEA	49G
626J	MAINTENANCE MECHANIC 1 - WPEA	44G
626K	MAINTENANCE MECHANIC 2 - WPEA	47G
626L	MAINTENANCE MECHANIC 3 - WPEA	50G
626M	MAINTENANCE MECHANIC 4 - WPEA	53G
674G	COOK 1 - WPEA	35
674H	COOK 2 - WPEA	38
674I	COOK 3 - WPEA	40
674O	SNACK BAR LEAD - WPEA	34
675F	FOOD SERVICE WORKER - WPEA	34
678H	MAINTENANCE CUSTODIAN - WPEA	36
678I	CUSTODIAN 1 - WPEA	32
678J	CUSTODIAN 2 - WPEA	34
678K	CUSTODIAN 3 - WPEA	37
701E	RECREATION & ATHLETICS SPECIALIST 1 - WPEA	35

## Section C: Classification

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Job Class Code	Job Class Title	Salary Range
702G	SPORTS EQUIPMENT MANAGER 1 - WPEA	32
702H	SPORTS EQUIPMENT MANAGER 2 - WPEA	34
703A	ART MODEL - WPEA	31

This request is from the Office of Financial Management for the establishment of shadow job classifications as identified. These changes are a result of the 2025-2027 Collective Bargaining Negotiations and Budget Process.

This item was presented as an emergency item at the June 23, 2025 meeting and is coming back for permanent adoption.

### Internal Use Only

**Director's Meeting Date:** 8/14/2025

**Effective Date:** 7/1/2025

## Section C: Classification

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### Multiple Shadow Job Class Establishments

**Item:** 19

**Action:** Establish

**Agency/HE Institution:** Office of Financial Management

**C&C Specialist:** Mindy Portschy

Job Class Code	Job Class Title	Salary Range
518K	FOREST CHECK CRUISER 1 - WPEA	51
350E	CORRECTIONS SPECIALIST ASSISTANT - TEAMSTERS	39
285N	OCCUPATIONAL NURSE CONSULTANT - TEAMSTERS	70N
602V	WASTERWATER TREATMENT PLANT OPERATOR 3 - TEAMSTERS	56E
621H	PLUMBER/PIPEFITTER/STEAMFITTER SUPERVISOR - TEAMSTERS	57G
608J	ELECTRICIAN SUPERVISOR - TEAMSTERS	57G

This request is from the Office of Financial Management for the establishment of shadow job classifications as identified above. These changes are a result of the 2025-2027 Collective Bargaining Negotiations and Budget Process.

#### Internal Use Only

**Director's Meeting Date:** 8/14/2025

**Effective Date:** 7/1/2025



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## Multiple Salary Range Adjustments

Permanent Adoption

**Item:** 20

**Action:** Salary Range Increase

**Agency/HE Institution:** Office of Financial Management

**C&C Administrative Specialist:** Cassie Roudabush

Item Subsection Number: A

Job Class Code: 291C

Current Job Class Title: PHYSICIAN ASSISTANT, CERTIFIED

Current Salary Range: 79N

Proposed Salary Range: 80N

Item Subsection Number: B

Job Class Code: 291D

Current Job Class Title: PHYSICIAN ASSISTANT, CERTIFIED - LEAD

Current Salary Range: 81N

Proposed Salary Range: 82N

**Explanation:** This request is from the Office of Financial Management for range increases as identified. These changes are a result of the 2025-2027 Collective Bargaining Negotiations and Budget Process.

### Internal Use Only

**Director's Meeting Date:** 8/14/2025

**Effective Date:** 7/1/2026

Section D: Compensation

Premium Pay Exhibit

Permanent Adoption

Item #: 21

Requester (Agency/HE Institution): Office of Financial Management

C&C Specialist: Shelby Sheldon

Effective Date: 7/1/2025

Action:  Abolishment  Establishment  Revision

Premium Pay(s) and Description:

Revision:

**24/7 Facility Premium Pay: (DCYF, DSHS, DVA & Military Department)**

Employees who are assigned to a 24/7 facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed on identified location and meet specified requirements will receive an additional a five percent (5%) premium pay for all hours actually spent working on location. Expires on June 29, 2025. Hours worked does not include hours designated as vacation leave, sick leave, and compensatory time or overtime hours shall not be eligible for the five percent (5%) premium.

DCYF: JR Secure Residential Facilities; JR Community Residential Facilities; CW – Exceptional Placement Facilities

DSHS - BHA: Eastern State Hospital; Western State Hospital (Civil & Gage); Special Commitment Center (to include Secure Community Transition Facilities); Child Study Treatment Center; Behavioral Health Treatment Centers – Steilacoom Unit and Maple Lane Campus; Fort Steilacoom Competency Restoration Program; Maple Lane Competency Restoration Program; Maple Lane Residential Treatment Facility; Maple Lane NGRI; Brockmann Campus Residential Treatment Facility; Olympic Heritage Behavioral Health Facility  
DSHS – DDA: Lakeland Village RHC; Rainier School RHC; Fircrest School RHC; Yakima RHC; State Operated Community Residential; Lake Burien Transitional Care Facility

DVA: Orting; Port Orchard; Spokane; Walla Walla

Military Department: Washington Youth Challenge Academy

Establishment:

**Supplement Basic Shift Premium 24/7 Facilities: (DCYF, DSHS, DVA & Military Department)**

Employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and who duties are required to be performed on location will receive an additional one dollar (\$1.00) per hour of supplemental basic shift premium for each hour of basic shift premium. Hours worked in an overtime status shall not be eligible for supplemental basic shift premium. The supplemental basic shift premium shall expire on June 29, 2027.

DCYF: JR Secure Residential Facilities; JR Community Residential Facilities

DSHS - BHA: Eastern State Hospital; Western State Hospital (Civil & Gage); Special Commitment Center (to include Secure Community Transition Facilities); Child Study Treatment Center; Behavioral Health Treatment Centers – Steilacoom Unit and Maple Lane Campus; Brockmann Campus; Olympic Heritage Behavioral Health Facility

## Section D: Compensation

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DSHS – DDA: Lakeland Village RHC; Rainier School RHC; Fircrest School RHC; Yakima RHC; State Operated Community Residential; Lake Burien Transitional Care Facility  
DVA: Orting; Port Orchard; Spokane; Walla Walla  
Military Department: Washington Youth Challenge Academy

**Explanation:** As a result of the 2025-27 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources, is requesting modification to the Premium Pay Listing for non-represented employees. Employees represented by a collective bargaining agreement would reference the respective CBA.

This exhibit item was adopted on an emergency basis at the June 23, 2025, Director’s meeting, and now returns for final adoption at the August 14, 2025, Director’s meeting.

***Internal Use Only***

**Director’s Meeting Date:** 8/14/2025

## Multiple Range Updates Exhibit

Revision/Correction

**Item:** 22

**Action:** Salary Range Correction

**Agency/HE Institution:** Office of Financial Management

**C&C Administrative Specialist:** Mindy Portschy

Subsection item #: A

Job Class Code: 143M

Current Job Class Title: FISCAL ANALYST 5 - TEAMSTERS

Current Salary Range: 61\*

Proposed Salary Range: 62

\*Job class 143M was presented at the June 23, 2025 meeting with an incorrect starting wage of 59 and proposed range of 60. This is correcting the salary range for July 1, 2026.

Subsection item #: B

Job Class Code: 350F

Current Job Class Title: CORRECTIONS SPECIALIST 4 - TEAMSTERS

Current Salary Range: 65\*\*

Proposed Salary Range: 62

\*\*Job class 350F was presented for establishment at the June 23, 2025 meeting with an incorrect proposed salary range of 65. It should have reflected salary range 62. This is correcting the salary range for establishment on July 1, 2026

**Explanation:** This request is from the Office of Financial Management for salary range corrections as identified. These are a result a Teamsters interest arbitration award dated 9/24/2024.

### Internal Use Only

**Director's Meeting Date:** 6/16/2025

**Effective Date:** 7/1/2026

## Section D: Compensation

### Assignment Pay Exhibit Group A and Group B

**WAC 357-28-175** - Assignment pay is a premium added to base salary to recognize specialized skills, assigned duties, and/or unique circumstances that exceed the ordinary. Assignment pay is intended to be used only as long as skills, duties, or circumstances it is based on are in effect.

**WAC 357-28-180** - Employers may authorize assignment pay to a position when the director has approved the assignment pay for a specific skill, duty, or unique circumstance and the employer determines that the position qualifies for the premium. Approved assignment pay designations must be listed in the compensation plan.

### Assignment Pay Exhibit Information

**Item #:** 23

**Requester (Agency/HE Institution):** Office of Financial Management, State Human Resource

**C&C Specialist:** Shelby Sheldon

**Action:**

- Abolishment       Establishment       Revision

### Reference #(s) and Description:

**Reference #59:** Basic salary plus five percent (5%) shall be paid to trained and qualified employees who are assigned members of the following designated specialty teams: Emergency Response Team (ERT), Special Emergency Response Team (SERT), Inmate Recovery Team (IRT), Crisis Negotiation Team (CRT) and Critical Incident Stress Management (CISM). Assignment pay under this reference shall be paid on an hour for hour basis for every hour worked during an authorized team related assignment or training. (Eff. 7/17; Rev. 7/19)

### Group B:

**Group B Assigned Duty:** Specialty Teams (DOC)

**Premium(s)/Reference #(s):** Ref 59

**Explanation:** As a result of the 2025-27 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to the "Group B" Assignment Pay Listing.

This exhibit item was adopted as an abolishment inadvertently at the June 23, 2025, Director's meeting, and now returns for adoption at the August 14, 2025, Director's meeting to re-establish Reference #59 as there are non-represented employees that continue to use this reference.

### Internal Use Only

**Director's Meeting Date:** 6/23/2025

**Effective Date:** 7/1/2025

**Reference Type (select all that apply):**  Group A  Group B  Reference Change

Section D: Compensation

Higher Education Special Pay Exhibit

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.

Item #: 24

Requester (HE Institution): Office of Financial Management, State Human Resource

C&C Specialist: Shelby Sheldon

Action:  Abolishment  Establishment  Revision

Effective Date: 7/1/2025

Class Title: Facilities Operations Maintenance Specialist - WSU

Class Code: 596M

Current Salary Range or Special Pay Range: 48G

Proposed Special Pay Range: 52G

Proposed Special Pay Increase: 10%

Category (select all that apply):

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

Explanation:

As a result of the 2025-27 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to Higher Education Special Pay for Washington State University.

This exhibit was inadvertently missed on the June 23, 2025, Director’s meeting, and now is being brought to the August 14, 2025, Director’s meeting for adoption.

Internal Use Only

Director’s Meeting Date: 8/14/2025

Section D: Compensation

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# Higher Education Special Pay Exhibit

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.

**Item #: 25**

**Requester (HE Institution):** Office of Financial Management, State Human Resource

**C&C Specialist:** Shelby Sheldon

**Action:**  Abolishment  Establishment  Revision

**Effective Date:** 7/1/2025

**Class Title:** Plummer/Pipefitter/Steamfitter - CWU

**Class Code:** 621F

**Current Salary Range or Special Pay Range:** 50G

**Proposed Special Pay Range:** 56G

**Proposed Special Pay Increase:** 15%

**Class Title:** Plummer/Pipefitter/Steamfitter - WWU

**Class Code:** 621F

**Current Salary Range or Special Pay Range:** 51G

**Proposed Special Pay Range:** 57G

**Proposed Special Pay Increase:** 15%

**Class Title:** Plummer/Pipefitter/Steamfitter Lead - CWU

**Class Code:** 621G

**Current Salary Range or Special Pay Range:** 53G

**Proposed Special Pay Range:** 59G

**Proposed Special Pay Increase:** 15%

**Section D: Compensation**

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**Class Title:** Plumber/Pipefitter/Steamfitter Lead - WWU

**Class Code:** 621G

**Current Salary Range or Special Pay Range:** 54G

**Proposed Special Pay Range:** 60G

**Proposed Special Pay Increase:** 15%

**Class Title:** Plumber/Pipefitter/Steamfitter Supervisor- CWU

**Class Code:** 621H

**Current Salary Range or Special Pay Range:** 57G

**Proposed Special Pay Range:** 63G

**Proposed Special Pay Increase:** 15%

**Class Title:** Plumber/Pipefitter/Steamfitter Supervisor – WWU

**Class Code:** 621H

**Current Salary Range or Special Pay Range:** 58G

**Proposed Special Pay Range:** 64G

**Proposed Special Pay Increase:** 15%

**Category (select all that apply):**

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

**Explanation:**

As a result of the 2025-27 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to Higher Education Special Pay for Central Washington University and Western Washington University.

This exhibit was inadvertently missed on the June 23, 2025, Director’s meeting, and now is being brought to the August 14, 2025, Director’s meeting for adoption.

**Internal Use Only**

**Director’s Meeting Date:** 8/14/2025



Section D: Compensation

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# Higher Education Special Pay Exhibit

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.

**Item #: 26**

**Requester (HE Institution):** Office of Financial Management, State Human Resource

**C&C Specialist:** Shelby Sheldon

**Action:**  Abolishment  Establishment  Revision

**Effective Date:** 7/1/2025

**Class Title:** Refrigeration Mechanic - WSU

**Class Code:** 622E

**Current Salary Range or Special Pay Range:** 46G

**Proposed Special Pay Range:** 50G

**Proposed Special Pay Increase:** 10%

**Class Title:** Refrigeration Mechanic Lead - WSU

**Class Code:** 622F

**Current Salary Range or Special Pay Range:** 49G

**Proposed Special Pay Range:** 52G

**Proposed Special Pay Increase:** 7.5%

**Class Title:** Refrigeration Supervisor- WSU

**Class Code:** 622G

**Current Salary Range or Special Pay Range:** 53G

**Proposed Special Pay Range:** 55G

**Proposed Special Pay Increase:** 5%

## Section D: Compensation

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### Category (select all that apply):

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

### Explanation:

As a result of the 2025-27 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to Higher Education Special Pay for Washington State University.

This exhibit was inadvertently missed on the June 23, 2025, Director's meeting, and now is being brought to the August 14, 2025, Director's meeting for adoption.

### Internal Use Only

**Director's Meeting Date:** 8/14/2025

**Section D: Compensation**

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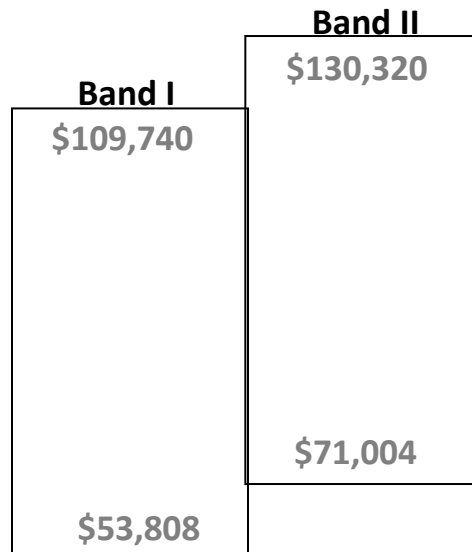
Item # 27

**State of Washington, Office of Financial Management**

Service Employees International Union Healthcare 1199NW  
(SEIU 1199NW) Washington Management Service Salary Structure

Effective July 1, 2025

Employers should include in their WMS job postings the most reasonable and genuinely expected wage information, as defined in the employer’s salary administration policy.



**Section D: Compensation**

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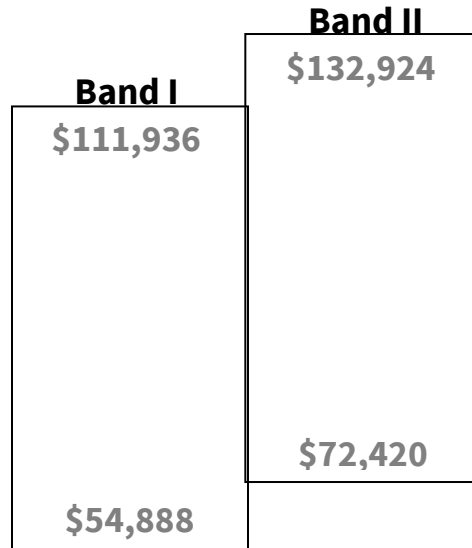
Item # 28

**State of Washington, Office of Financial Management**

Service Employees International Union Healthcare 1199NW  
(SEIU 1199NW) Washington Management Service Salary Structure

Effective July 1, 2026

Employers should include in their WMS job postings the most reasonable and genuinely expected wage information, as defined in the employer’s salary administration policy.



## Section E: Rule Amendments

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There are no rule amendments for this meeting.