

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.

Item 222	
Requester (Agency/HE Institution) Office of Financial Management	Analyst Shelby Sheldon
Action <input checked="" type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input checked="" type="checkbox"/> Revision	
Reference #(s) and Description Revisions: REFERENCE #18: Employees in any position whose current assigned job responsibilities include proficient use of written and oral English and proficiency in speaking and/or writing one or more foreign <u>additional</u> languages, American Sign Language, or Unified English Braille, provided that proficiency or formal training in such additional language is not required in the specifications for the job class. Basic salary plus five percent (5%). (Rev. 5/92; Rev. 7/17; Rev. 7/19; <u>7/23</u>) REFERENCE #42: Within the Department of Corrections, employees who are certified instructors of defensive tactics, firearms and fitness will be compensated an additional ten fifteen dollars (\$10.00 <u>15.00</u>) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction or in receiving initial and recertification training. (<u>Rev. 7/23</u>) REFERENCE #49: Basic salary plus two dollars (\$2.00) per hour for Department of Transportation employees permanently or temporarily assigned to crews that maintain <u>and/or inspect</u> designated corridors on night shift because heavy congestion on the roadway prevents these activities from occurring during the day. Employees temporarily assigned to night shift to perform snow and ice removal do not qualify for this premium. (Eff. 7/15; Rev. 7/17; 7/19; <u>7/23</u>) REFERENCE #56A: Within the Department of Labor and Industries, conditional to serious hazardous exposure as defined by RCW 49.17.180(6): <u>Compliance Industrial Safety and Health Investigators Hygienists and Occupational Safety & Health Professionals Specialists</u> will be compensated basic salary plus ten percent (10%) for each hour they are required to use personal protective equipment (excluding hard hat, boots, hearing and eye protection) to enter a hazardous worksite to conduct, inspect or investigate where hazards are present. (Eff. 7/17; Rev. 7/19; <u>7/23</u>). REFERENCE #62: Within the Washington State Patrol, basic salary plus five percent (5%) shall be paid to Northwest High Intensity Drug Trafficking Area <u>and Organized Crime Intelligence Unit</u> employees for performing criminal intelligence and investigative analysis work. Activities include de-confliction communication with other government public safety agencies for officer safety, <u>De-confliction of case information to ensure that officers are not taking action in conflict of another active investigation.</u> Developing criminal link to associates and family members for known or potential criminal activities, <u>Participating in proffer and interviewing with detectives, subjects' individuals and their attorneys.</u> <u>Participating in the service of state and federal search warrants.</u>	

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Abolishment's:

~~REFERENCE #40: Basic salary plus ten percent (10%) will be paid to the Department of Transportation employees in the northwest region permanently assigned to the I-90 tunnel and are responsible to monitor, maintain, and operate the highly complex and specialized tunnel systems located only at the I-90 tunnel. (2007-09 WFSE contract; Rev. 7/19)~~

~~REFERENCE #65 (1A2): Basic salary plus two (2) ranges 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), Critical Incident Stress Management (CISM), and Honor Guard. Assignment pay under this reference shall be on an hour for hour basis for every hour worked during an authorized team related assignment or training.~~

Explanation

As a result of the 2023-25 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to the Assignment Pay Reference listing.

Internal Use Only		
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023	Reference Type (select all that apply) <input type="checkbox"/> Group A <input type="checkbox"/> Group B <input checked="" type="checkbox"/> Reference Change

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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.

Item 223	
Requester (Agency/HE Institution) Office of Financial Management	Analyst Shelby Sheldon
Action <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Revision	
Reference #(s) and Description <u>REFERENCE #37E: Commercial Vehicle Officers and Commercial Vehicle Enforcement Officers of the Washington State Patrol. Instructors of Hazardous Materials/Dangerous Goods, defensive tactics, post collision/brake technician, CVSA course materials, firearms and EVOG, will be compensated an additional (ten dollars) \$10.00 per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to or receiving re-certification or instructor training. (Eff. 7/23)</u> <u>REFERENCE #56B: (Coalition Only) Within the Department of Labor and Industries, conditional to serious hazard exposure as defined by RCW 49.17.180(6): Electrical Construction Inspector, Electrical Construction Inspector Lead, Electrical Inspector Field Supervisor/Technician Specialist, Electrical Plans Examiner, and Factory & Mobile Home Plan Examiner will be compensated basic salary plus ten percent (10%) for each hour they are required to use personal protective equipment (excluding hard hat, boots, hearing and eye protection) to enter a hazardous worksite to consult, inspect or investigate where serious hazards are present. (Eff. 7/23)</u> <u>REFERENCE #71: Within the Washington State Patrol, basic salary plus five percent (5%) shall be paid to Commercial Vehicle Enforcement Officers (CVEO) permanently assigned to Compliance Review. (Eff. 7/23)</u> <u>REFERENCE #72: Basic salary plus five percent (5%) shall be paid to CVEOs permanently assigned to the New Entrant program completing duties to include performing the safety investigations on motor carriers in the State of Washington. (Eff. 7/23)</u> <u>REFERENCE #73: Employees who are assigned by the appointing authority to work as a Field Training Officer (FTO) – or the Communications Officer equivalent – will be compensated for documenting daily observations of a Student Officer for up to one (1) hour at the overtime rate for each duty day worked as an FTO, and up to one (1) hour at the overtime rate for time spent on the end of phase report. (Eff. 7/23)</u> <u>REFERENCE #74: Basic salary plus five (5%) percent for WSP Commercial Vehicle Officers and Commercial Vehicle Enforcement Officers for certified Cargo Tank or Level VI Radioactive Material (RAM) inspectors while they conduct said inspections. (Eff. 7/23)</u> <u>REFERENCE #75: Base salary plus twenty percent (20%) for heavy equipment mechanics, within the Equipment Technician series, required to regularly perform as part of their assigned duties hands-on mechanical</u>	

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maintenance, diagnostics, fabrication, calibration, and repair work on heavy equipment and vehicles greater than 26,000 GVW. (Eff. 7/23)

REFERENCE #76: Within the Washington State Patrol, basic salary plus ten percent (10%) while performing assigned job responsibilities requiring work at heights above four feet at communication tower sites or are at the same remote location supervising an employee performing these duties. These employees are responsible for performing tower maintenance, which includes working at heights from which an employee might fall in excess of four (4) feet. Employees will be paid a minimum of four (4) hours at the higher rate on each day they perform work at a remote communication tower site or are at the same remote location supervising an employee performing these duties. The higher rate of pay is not to be paid for travel to/from remote tower locations, and does not include administrative time. (Eff. 7/23)

REFERENCE #77A: Part A – DSHS: Basic salary range plus ten percent (10%) for Social Service Specialists 3, 4 and 5s who perform unannounced visits in unregulated environments, such as private residences, to conduct investigations for allegations of abuse and/or neglect of vulnerable adults. (Eff. 7/23)

REFERENCE #77B: Part B – DCYF: Basic salary range plus ten percent (10%) for Social Service Specialists 3, 4 and 5s who perform visits in unregulated environments, such as private residences, to conduct investigations for allegations of abuse and/or neglect to assess the safety of vulnerable children. (Eff. 7/23)

REFERENCE #78: Certified instructors of defensive tactics, firearms, taser, verbal tactics, and pistol maintenance within the Criminal Justice Training Commission will be compensated at basic salary plus ten dollars (\$10.00) per hour for every hour engaged in giving instruction in certification and re-certification training. (Eff. 7/23)

Explanation

As a result of the 2023-25 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification/addition to the Assignment Pay Reference listing.

Internal Use Only		
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023	Reference Type (select all that apply) <input type="checkbox"/> Group A <input type="checkbox"/> Group B <input checked="" type="checkbox"/> Reference Change

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Assignment Pay Exhibit

Group A

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.

Item 224			
Requester (Agency/HE Institution) Office of Financial Management, State Human Resource		Analyst Shelby Sheldon	
Action <input checked="" type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input checked="" type="checkbox"/> Revision			
<p>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.</p> <p>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.</p>			
Reference #(s) and Description Reference # 40 , 11, 36, 56A			
Group A Class Title(s)	Class Code(s)	Premium(s)	Reference #(s)
Highway Maintenance Worker 3	596S	See References	5, 14, 16, 21, 22, <u>36</u>
Psychiatric Security Attendant 1 Forensic Care Associate <u>1</u>	347J	<u>5%</u>	11
Traffic Safety Systems Operator 1	401A	10%	40
Traffic Safety Systems Operator 3	401C	10%	40
Traffic Safety Systems Operator 4	401D	10%	40
Industrial Hygienist Compliance Industrial Safety and Health Investigator 2	394E <u>406B</u>	10%	<u>56A</u>
Industrial Hygienist Compliance Industrial Safety and Health Investigator 3	394F <u>406C</u>	10%	<u>56A</u>
Industrial Hygienist Compliance Industrial Safety and Health Investigator 4	394G <u>406D</u>	10%	<u>56A</u>
Occupational Safety and Health Specialist Professional 1	392E	10%	<u>56A</u>
Occupational Safety and Health Specialist Professional 2	392F	10%	<u>56A</u>
Occupational Safety and Health Specialist Professional 3	392G	10%	<u>56A</u>
Occupational Safety and Health Specialist Professional 4	392H	10%	<u>56A</u>

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Explanation

As a result of the 2023-25 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to the "Group A" Assignment Pay Listing.

Internal Use Only		
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023	Reference Type (select all that apply) <input checked="" type="checkbox"/> Group A <input type="checkbox"/> Group B <input type="checkbox"/> Reference Change

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Assignment Pay Exhibit

Group A

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.

Item 225			
Requester (Agency/HE Institution) Office of Financial Management, State Human Resource	Analyst Shelby Sheldon		
Action <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Revision			
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.			
Reference #(s) and Description Reference # 11, 37E, 56A, 56B, 71, 72, 77A, 77B			
Group A Class Title(s)	Class Code(s)	Premium(s)	Reference #(s)
<u>Forensic Care Associate 2</u>	<u>501A</u>	<u>5%</u>	<u>11</u>
<u>Forensic Care Associate 3</u>	<u>501B</u>	<u>5%</u>	<u>11</u>
<u>Commercial Vehicle Officer 1</u>	<u>457E</u>	<u>See Reference</u>	<u>37E</u>
<u>Commercial Vehicle Enforcement Officer 1</u>	<u>457K</u>	<u>See Reference</u>	<u>37E, 71, 72</u>
<u>Commercial Vehicle Enforcement Officer 2</u>	<u>457L</u>	<u>See Reference</u>	<u>37E, 71, 72</u>
<u>Commercial Vehicle Enforcement Officer 3</u>	<u>457M</u>	<u>See Reference</u>	<u>37E, 71, 72</u>
<u>Commercial Vehicle Enforcement Officer 4</u>	<u>457N</u>	<u>See Reference</u>	<u>37E, 71, 72</u>
<u>Compliance Industrial Safety and Health Investigator 1</u>	<u>406A</u>	<u>10%</u>	<u>56A</u>
<u>Compliance Industrial Safety and Health Investigator 5</u>	<u>406E</u>	<u>10%</u>	<u>56A</u>
<u>Compliance Industrial Safety and Health Investigator 6</u>	<u>406F</u>	<u>10%</u>	<u>56A</u>
<u>Electrical Construction Inspector (Coalition Only)</u>	<u>391I</u>	<u>10%</u>	<u>56B</u>
<u>Electrical Construction Inspector Lead (Coalition Only)</u>	<u>391J</u>	<u>10%</u>	<u>56B</u>
<u>Electrical Inspector Field Supervisor/Technician Specialist (Coalition Only)</u>	<u>391K</u>	<u>10%</u>	<u>56B</u>
<u>Electrical Plans Examiner (Coalition Only)</u>	<u>391L</u>	<u>10%</u>	<u>56B</u>
<u>Factory Assembly Structures Plan Examiner 1 (Coalition Only)</u>	<u>391R</u>	<u>10%</u>	<u>56B</u>
<u>Social Service Specialist 3 (DSHS & DCYF)</u>	<u>351Q</u>	<u>10%</u>	<u>77A & 77B</u>
<u>Social Service Specialist 4 (DSHS & DCYF)</u>	<u>351M</u>	<u>10%</u>	<u>77A & 77B</u>
<u>Social Service Specialist 5 (DSHS & DCYF)</u>	<u>351R</u>	<u>10%</u>	<u>77A & 77B</u>

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Explanation

As a result of the 2023-25 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to the "Group A" Assignment Pay Listing.

Internal Use Only		
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023	Reference Type (select all that apply) <input checked="" type="checkbox"/> Group A <input type="checkbox"/> Group B <input type="checkbox"/> Reference Change

Section D: Compensation

Assignment Pay Exhibit

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.

Item 226	
Requester (Agency/HE Institution) Office of Financial Management, State Human Resource	Analyst Shelby Sheldon
Action <input checked="" type="checkbox"/> Abolishment <input type="checkbox"/> Establishment <input type="checkbox"/> Revision	
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.	
Reference #(s) and Description Reference # 65 (IA2)	

Group B Assigned Duty	Premium(s)	Reference #(s)
Specialty Teams (Teamsters Only)	5%	65 (IA2)

Explanation

As a result of the 2023-25 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to the "Group B" Assignment Pay Listing.

Internal Use Only		
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023	Reference Type (select all that apply) <input type="checkbox"/> Group A <input checked="" type="checkbox"/> Group B <input type="checkbox"/> Reference Change

Section D: Compensation

Assignment Pay Exhibit

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.

Item 227	
Requester (Agency/HE Institution) Office of Financial Management, State Human Resource	Analyst Shelby Sheldon
Action <input type="checkbox"/> Abolishment <input checked="" type="checkbox"/> Establishment <input type="checkbox"/> Revision	
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.	
Reference #(s) and Description Reference # 73, 74, 75, 76, 78	

Group B Assigned Duty	Premium(s)	Reference #(s)
<u>Field Training Officer (WSP)</u>	<u>See Reference</u>	<u>73</u>
<u>Certified Cargo Tank or Level VI Radioactive Materials Inspectors</u>	<u>5%</u>	<u>74</u>
<u>Heavy Equipment Mechanic work greater than 26,000 GVW.</u>	<u>20%</u>	<u>75</u>
<u>Communication Tower Maintenance</u>	<u>10%</u>	<u>76</u>
<u>Training Certification and Re-Certification</u>	<u>\$10.00/hour</u>	<u>78</u>

Explanation

As a result of the 2023-25 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modification to the "Group B" Assignment Pay Listing.

Internal Use Only		
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023	Reference Type (select all that apply) <input type="checkbox"/> Group A <input checked="" type="checkbox"/> Group B <input type="checkbox"/> Reference Change

D: Compensation

Washington Federation of State Employees Department of Retirement Systems

Item #228		
Action Salary Adjustment	Agency/HE Institution Department of Retirement Systems	Analyst Tina Cooley

Item subsection number	Job Class Code	Current Job Title	Current Salary Range	Proposed Salary Range
a	163L	Retirement Specialist 1	40	44
b	163M	Retirement Specialist 2	47	51
c	163N	Retirement Specialist 3	49	53
d	163O	Retirement Specialist 4	52	56

Explanation

The proposed salary range adjustments for these job classes are a result of Washington Federation of State Employees and the Department of Retirement Systems 2023-2025 collective bargaining and are a result of higher-level duties.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023

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Salary Range Increases

Revised

Item 229				
Action Base Range Salary Adjustments Teamsters 117			Analyst David Kelley	
Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
a	105E	ADMINISTRATIVE ASSISTANT 1 - TEAMSTERS	34	36
b	105F	ADMINISTRATIVE ASSISTANT 2 - TEAMSTERS	37	39
c	105G	ADMINISTRATIVE ASSISTANT 3 - TEAMSTERS	41	43
d	114F	PROCUREMENT/SUPPLY SPEC 2 TEAMSTERS	49	54
e	114G	PROCUREMENT/SUPPLY SPEC 3 TEAMSTERS	55	60
f	114H	PROCUREMENT/SUPPLY SPEC 4 TEAMSTERS	59	64
g	115G	PROCUREMENT/SUPPLY SUPPT SPEC 2 - TMSTRS	40	45
h	354E	CLASSIFICATION COUNSELOR 1 - TEAMSTERS	46	50
i	354G	CLASSIFICATION COUNSELOR 2 - TEAMSTERS	53	55
j	354I	CLASSIFICATION COUNSELOR 3 - TEAMSTERS	56	58
k	362C	PSYCHOLOGIST 3 - TEAMSTERS	69	71
l	384B	CORR & CUSTODY OFFICER 2 - TEAMSTERS	47	48
m	384C	CORR & CUSTODY OFFICER 3 - TEAMSTERS	53	54
n	384D	CORR & CUSTODY OFFICER 4 - TEAMSTERS	59	60
o	592N	ELECTRONICS TECHNICIAN SUPV - TEAMSTERS	55G	57G
p	600L	EQUIPMENT TECHNICIAN LEAD - TEAMSTERS	53G	55G
q	678H	MAINTENANCE CUSTODIAN - TEAMSTERS	31	33

The proposed salary range adjustments of these shadow classes are a result of 23-25 Teamsters 117 Department of Corrections Collective Bargaining and Budget approval process.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023

Section D: Compensation

Salary Range Increases

Revised

Item 230				
Action Base Range Salary Adjustments			Analyst David Kelley	
Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
a	107M	PROGRAM ASSISTANT	35	37
b	107N	PROGRAM COORDINATOR	38	40
c	114E	PROCUREMENT & SUPPLY SPECIALIST 1	39	41
d	115E	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 1	30	32
e	115F	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 2	33	34
f	115G	PROCUREMENT/SUPPLY SUPPT SPEC 3 TMSTRS	40	45
g	125C	DATA CONSULTANT 3	54	56
h	125D	DATA CONSULTANT 4	58	60
i	165G	PUBLIC BENEFITS SPECIALIST 1	40	41
j	165H	PUBLIC BENEFITS SPECIALIST 2	45	46
k	165I	PUBLIC BENEFITS SPECIALIST 3	48	49
l	165J	PUBLIC BENEFITS SPECIALIST 4	50	51
m	165K	PUBLIC BENEFITS SPECIALIST 5	53	54
n	206Q	ENVELOPE OPERATOR	31G	35G
o	206S	PRESS ASSISTANT	32G	35G
p	206V	COLOR DIGITAL PRESS OPERATOR	43G	44G
q	257G	DEAF INTERPRETER 3	45	47
r	261D	LIBRARY & ARCHIVAL PROFESSIONAL 4	58	61
s	262J	LIBRARY & ARCHIVES PARAPROFESSIONAL 2	35	37
t	283E	LONG TERM CARE SURVEYOR	57	59
u	285F	REGISTERED NURSE 2	66N	68N
v	285G	REGISTERED NURSE 3	70N	72N
w	285H	REGISTERED NURSE 4	74N	75N
x	285S	COMMUNITY NURSE SPECIALIST	70N	74N
y	285T	NURSING CONSULTANT, PUBLIC HEALTH	70N	74N
z	285U	NURSING CARE CONSULTANT	70N	74N
1a	285V	NURSING CONSULTANT, INSTITUTIONAL	70N	74N
1b	285W	NURSING CONSULTATION ADVISOR	74N	78N
1c	285X	CLINICAL NURSE SPECIALIST	76N	80N

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Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
1d	287E	NURSING ASSISTANT	40	42
1e	287F	NURSING ASSISTANT LEAD	38	44
1f	291C	PHYSICIAN ASSISTANT - CERTIFIED	74N	78N
1g	291D	PHYSICIAN ASSISTANT - LEAD	76N	80N
1h	291E	ADVANCED REGISTERED NURSE PRACTITIONER	76N	80N
1i	291F	ADV REGISTERED NURSE PRACTITIONER - LEAD	80N	84N
1j	306J	RECREATION THERAPIST 2	47	49
1k	306N	OCCUPATIONAL THERAPIST 1	50	52
1l	306O	OCCUPATIONAL THERAPIST 2	52	54
1m	306P	OCCUPATIONAL THERAPIST 3	54	56
1n	344E	REHABILITATION TECHNICIAN 1	38	40
1o	351M	SOCIAL SERVICE SPECIALIST 4	60	61
1p	351O	SOCIAL SERVICE SPECIALIST 1	49	51
1q	351P	SOCIAL SERVICE SPECIALIST 2	55	56
1r	351Q	SOCIAL SERVICE SPECIALIST 3	57	58
1s	351R	SOCIAL SERVICE SPECIALIST 5	63	64
1t	351V	DEVELOPMENTAL DISABILITY OUTSTATION MANAGER	59	60
1u	351X	DEVELOPMENTAL DISABILITY ADMINISTRATOR	64	65
1v	352I	PSYCHIATRIC SOCIAL WORKER 1	60GS1	60
1w	352J	PSYCHIATRIC SOCIAL WORKER 2	64GS1	66
1x	352L	PSYCHIATRIC SOCIAL WORKER 4	73GS1	73
1y	358G	WORKSOURCE SPECIALIST 3	44	47
1z	358H	WORKSOURCE SPECIALIST 4	48	50
2a	358I	WORKSOURCE SPECIALIST 5	50	52
2b	358J	WORKSOURCE SPECIALIST 6	52	55
2c	385K	SECURITY GUARD 1	41	43
2d	385L	SECURITY GUARD 2	45	46
2e	385M	SECURITY GUARD 3	47	48
2f	389A	PARK RANGER 1	44	46
2g	389B	PARK RANGER 2	49	51
2h	390F	LCB ENFORCEMENT OFFICER 1	53	55
2i	390G	LCB ENFORCEMENT OFFICER 2	56	58
2j	390H	LCB ENFORCEMENT OFFICER 3	59	61
2k	390I	LCB ENFORCEMENT OFFICER 4	63	65
2l	391I	ELECTRICAL CONSTRUCTION INSPECTOR	61E	65E

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Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
2m	391J	ELECTRICAL CONSTRUCTION INSPECTOR LEAD	65E	67E
2n	391L	ELECTRICAL PLANS EXAMINER	65E	67E
2o	396E	ASSISTANT FIRE CHIEF	53	56
2p	396F	FIRE CHIEF	59	62
2q	396L	DEPUTY STATE FIRE MARSHALL	59	62
2r	422I	HEARINGS EXAMINER 1	54	55
2s	422J	HEARINGS EXAMINER 2	62	63
2t	422K	HEARINGS EXAMINER 3	66	68
2u	422P	FINANCIAL LEGAL EXAMINER 1	56	57
2v	422Q	FINANCIAL LEGAL EXAMINER 2	61	62
2w	422R	FINANCIAL LEGAL EXAMINER 3	66	68
2x	422S	FINANCIAL LEGAL EXAMINER 4	70	72
2y	425D	LEGAL OFFICE ASSISTANT	34	36
2z	425E	LEGAL ASSISTANT 1	36	38
3a	425F	LEGAL ASSISTANT 2	40	41
3b	429C	AGO INVESTIGATOR/ANALYST	61	63
3c	429D	AGO SENIOR INVESTIGATOR/ANALYST	65	66
3d	429E	AGO INVESTIGATOR/ANALYST SUPERVISOR	68	69
3e	450I	COMMUNICATIONS OFFICER ASSISTANT	41	41SP
3f	451F	COMMUNICATIONS OFFICER 1	45SP	49SP
3g	454E	VEHICLE IDENTIFICATION NUMBER OFFICER	42	44
3h	457E	COMMERCIAL VEHICLE OFFICER 1	40SP	44SP
3i	457K	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1	46SP	50SP
3j	457L	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 2	50SP	54SP
3k	457M	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 3	56SP	60SP
3l	457N	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 4	62SP	66SP
3m	507E	PROPERTY & EVIDENCE CUSTODIAN	40	43
3n	507H	FINGERPRINT TECHNICIAN 1	44	46
3o	507I	FINGERPRINT TECHNICIAN 2	48	50
3p	507J	FINGERPRINT LEAD TECHNICIAN	50	52
3q	507K	FINGERPRINT SUPERVISOR	54	56
3r	515J	MICROBIOLOGIST 1	48	50
3s	516E	FISH & WILDLIFE HEALTH SPECIALIST	56	66
3t	517E	NATURAL RESOURCE OPERATIONS SUPERVISOR 1	48	50
3u	520E	FISH HATCHERY TECHNICIAN	31	32

Section D: Compensation

Item subject3xion number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
3v	520F	FISH HATCHERY SPECIALIST 1	36	37
3w	520G	FISH HATCHERY SPECIALIST 2	40	41
3x	520H	FISH HATCHERY SPECIALIST 3	46	47
3y	520I	FISH HATCHERY SPECIALIST 4	52	53
3z	533K	MARINE ENGINEER	63	65
4a	536E	ENVIRONMENTAL ENGINEER 1	55	56
4b	536I	ENVIRONMENTAL ENGINEER 5	71	72
4c	536J	ENVIRONMENTAL ENGINEER 6	73	75
4d	538R	TRANSPORTATION TECHNICIAN 1	42	43
4f	591I	GROUNDS & NURSERY SERVICES SPECIALIST 1	30	32
4g	591J	GROUNDS & NURSERY SERVICES SPECIALIST 2	32	34
4h	591L	GROUNDS & NURSERY SERVICES SPECIALIST 4	37	38
4i	592M	ELECTRONICS TECHNICIAN 4	50G	52G
4j	592N	ELECTRONICS TECHNICIAN SUPERVISOR	53G	55G
4k	594F	ELECTRONIC COMMUNICATIONS SYST TECH, FI	59E	60E
4l	596P	HIGHWAY MAINTENANCE WORKER 1	40E	41E
4m	597F	BRIDGE MAINTENANCE SPECIALIST 1	45G	48G
4n	597G	BRIDGE MAINTENANCE SPECIALIST 2	49G	51G
4o	597K	BRIDGE MAINTENANCE SPECIALIST 3	51G	53G
4p	597N	BRIDGE MAINTENANCE SPECIALIST LEAD	53G	55G
4q	599B	AVALANCHE FORECAST AND CONTROL SPECIALIST	54	55
4r	602N	CHIEF ENGINEER	58	61
4s	618M	AUTOMOTIVE MECHANIC	42G	44G
4t	618N	AUTOMOTIVE MECHANIC LEAD	44G	46G
4u	618O	AUTOMOTIVE MECHANIC SUPERVISOR	46G	48G
4v	618Q	AUTOMOTIVE BODY REPAIR TECHNICIAN	42E	44G
4w	632J	TRUCK DRIVER 2	41G	43G
4x	632K	TRUCK DRIVER 3	45G	47G
4y	652R	MARINE VESSEL OPERATOR	56	60
4z	674G	COOK 1	33	35
5a	674H	COOK 2	36	38
5b	674I	COOK 3	38	40
5c	675F	FOOD SERVICE WORKER	32	34
5d	675G	FOOD SERVICE WORKER LEAD	35	37
5e	675H	FOOD SERVICE SUPERVISOR 1	39	41
5f	675I	FOOD SERVICE SUPERVISOR 2	41	43

Section D: Compensation

Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
5g	677E	FOOD SERVICE MANAGER 1	43	45
5h	677F	FOOD SERVICE MANAGER 2	46	48
5i	677G	FOOD SERVICE MANAGER 3	48	50
5j	677H	FOOD SERVICE MANAGER 4	50	52
5k	678H	MAINTENANCE CUSTODIAN	34	36
5l	678I	CUSTODIAN 1	30	32
5m	678J	CUSTODIAN 2	32	34
5n	678K	CUSTODIAN 3	35	37
5o	678L	CUSTODIAN 4	37	40
5p	678M	CUSTODIAN 5	40	43
5q	678O	SENIOR PARK AIDE	34E	36E
5r	701F	RECREATION & ATHLETICS SPECIALIST 2	42	45
5s	701G	RECREATION & ATHLETICS SPECIALIST 3	45	48
5t	701H	RECREATION & ATHLETICS SPECIALIST 4	49	51
5u	EX093	LEAD ALJ	72	73
5v	EX094	SENIOR ALJ	74	76
5w	M0234	DISPATCH COORD	M011	M012
5x	M0235	DISPATCHER	M009	M010
5y	M0237	BID ADMINISTRATOR	M012	M013
5z	M0292	RELIEF DISPATCHER	M010	M011

The proposed salary range adjustments are a result of the 23-25 Collective Bargaining Negotiations and Budget approval process.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023

D: Compensation

Washington Federation of State Employees IAA Department of Corrections Only

Item #231		
Action Job Class Title Revision	Agency/HE Institution Office of Financial Management	Analyst David Kelley

Item subsection number	Job Class Code	Current Job Title	Proposed Job Title	Current Salary Range	Proposed Salary Range
a	354P	CORRECTIONS MENTAL HEALTH COUNSELOR 3 - WFSE	CORR MENTAL HEALTH COUNS 3 - DOC WFSE	55CC	59
b	383F	COMMUNITY CORRECTIONS OFFICER 1 - WFSE	COMMUNITY CORRECTIONS OFFICER 1 - DOC WFSE	45CC	46
c	421C	CORRECTIONAL HEARINGS OFFICER 3 - WFSE	CORRECTIONAL HEARINGS OFFICER 3 - DOC WFSE	60CC	63
d	421D	CORRECTIONAL HEARINGS OFFICER 4 - WFSE	CORRECTIONAL HEARINGS OFFICER 4 - DOC WFSE	63CC	66

Explanation

The proposed job class title and salary range adjustments of these job classes are a result of Washington Federation of State Employees Department of Corrections Interest Arbitration Award, dated September 23, 2022. These job classifications are revised using the DOC WFSE salary schedule.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023

D: Compensation

Washington Federation of State Employees IAA Shadow Classes Department of Corrections Only

Item #232		
Action Establishment	Agency/HE Institution Office of Financial Management	Analyst Mindy Portschy

Item subsection number	Job Class Code	Job Title	Proposed Salary Range
a	100J	OFFICE ASSISTANT 3 - DOC WFSE	38
b	100K	OFFICE ASSISTANT LEAD - DOC WFSE	40
c	100S	SECRETARY - DOC WFSE	35
d	100T	SECRETARY SENIOR - DOC WFSE	37
e	100U	SECRETARY LEAD - DOC WFSE	39
f	100V	SECRETARY SUPERVISOR - DOC WFSE	42
g	105F	ADMINISTRATIVE ASSISTANT 2 - DOC WFSE	39
h	105G	ADMINISTRATIVE ASSISTANT 3 - DOC WFSE	42
i	119E	HUMAN RESOURCE CONSULTANT 1 - DOC WFSE	46
j	119F	HUMAN RESOURCE CONSULTANT 2 - DOC WFSE	51
k	119G	HUMAN RESOURCE CONSULTANT 3 - DOC WFSE	59
l	119H	HUMAN RESOURCE CONSULTANT 4 - DOC WFSE	63
m	626J	MAINTENANCE MECHANIC 1 - DOC WFSE	46G
n	626K	MAINTENANCE MECHANIC 2 - DOC WFSE	49G
o	626L	MAINTENANCE MECHANIC 3 - DOC WFSE	52G
p	626M	MAINTENANCE MECHANIC 4 - DOC WFSE	55G
q	627E	CONSTRUCTION & MAINTENANCE PROJECT SPECIALIST - DOC WFSE	53G
r	627F	CONSTRUCTION & MAINTENANCE PROJECT LEAD - DOC WFSE	56G
s	627G	CONSTRUCTION & MAINTENANCE PROJECT SUPERVISOR - DOC WFSE	58G
t	674G	COOK 1 - DOC WFSE	36
	674H	COOK 2 - DOC WFSE	39
u	674I	COOK 3 - DOC WFSE	41
v	677E	FOOD SERVICE MANAGER 1 - DOC WFSE	46
w	677F	FOOD SERVICE MANAGER 2 - DOC WFSE	49
x	677G	FOOD SERVICE MANAGER 3 - DOC WFSE	51

D: Compensation

Explanation

The proposed establishments and salary ranges of these shadow classes are a result of Washington Federation of State Employees Department of Corrections Interest Arbitration Award, dated September 23, 2022. These job classifications are established using the DOC WFSE salary schedule.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023

D: Compensation

Teamsters 117 – Department of Corrections Shadow Classes

Item #233		
Action Establishment	Agency/HE Institution Office of Financial Management	Analyst David Kelley

Item subsection number	Proposed Job Class Code	Job Title	Proposed Salary Range
a	113J	MAIL PROCESS DRIVER - TEAMSTERS	36
b	143M	FISCAL ANALYST 5 - TEAMSTERS	61
c	197K	COMMUNICATIONS CONSULTANT 3 - TEAMSTERS	60
d	197L	COMMUNICATIONS CONSULTANT 4 - TEAMSTERS	65
e	287G	MEDICAL ASSISTANT - TEAMSTERS	43
f	354K	SEX OFFENDER TREATMENT SPECIALIST - TEAMSTERS	61
g	354L	SEX OFFENDER TREATMENT SUPERVISOR - TEAMSTERS	65
h	362D	PSYCHOLOGIST 4 - TEAMSTERS	81
i	363I	RELIGIOUS COORDINATOR - TEAMSTERS	52
j	384A	CORRECTIONS & CUSTODY OFFICER 1 - TEAMSTERS	45
k	523H	ENVIRONMENTAL SPECIALIST 4 - TEAMSTERS	59
l	591L	GROUPS & NURSERY SVCS SPEC 4-TEAMSTERS	37
m	592M	ELECTRONICS TECHNICIAN 4 - TEAMSTERS	52G
n	592T	ELECTRONICS SUPERVISOR - TEAMSTERS	58G
o	600M	EQUIPMENT TECHNICIAN SUPERVISOR - TEAMSTERS	59G
p	627G	CONSTRUCTION & MAINTENANCE PROJECT SUPV-TEAMSTERS	58G
q	632I	TRUCK DRIVER 1 - TEAMSTERS	38G
r	632J	TRUCK DRIVER 2 - TEAMSTERS	45G
s	632K	TRUCK DRIVER 3 - TEAMSTERS	49G
t	653P	FERRY OPERATOR ASSISTANT - TEAMSTERS	41E
u	701G	RECREATION & ATHLETICS SPECIALIST 3 - TEAMSTERS	50
v	701H	RECREATION & ATHLETICS SPECIALIST 4 - TEAMSTERS	54
w	287E	NURSING ASSISTANT-TEAMSTERS	42

Explanation

The proposed salary ranges and establishments of these shadow classes are a result of the 2023-2025 Collective Negotiations with Teamsters 117 (Department of Corrections) and the budget process. These job classifications are established using the Teamsters 117 salary schedule.

D: Compensation

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023

D: Compensation

Teamsters 117 – DES Shadow Classes

Item #234		
Action Establishment	Agency/HE Institution Office of Financial Management	Analyst David Kelley

Item subsection number	Proposed Job Class Code	Job Title	Proposed Salary Range
a	117I	WAREHOUSE OPERATOR 1 - TEAMSTERS DES	35G
b	206W	DIGITAL PRINTING SPECIALIST - TEAMSTERS DES	37G

Explanation

The proposed salary ranges and establishments of these shadow classes are a result of the 2023-2025 Collective Negotiations with Teamsters 117 (DES) and the budget process.

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Director's Meeting Date 6/22/2023	Effective Date 7/1/2023

D: Compensation

Emergency

Service Employees International Union Healthcare 1199NW Shadow Class

Item #235		
Action Establishment	Agency/HE Institution Office of Financial Management	Analyst David Kelley

Item subsection number	Job Class Code	Job Title	Proposed Salary Range
A	285E	Registered Nurse 1	60N

Explanation

The proposed establishment of this shadow class and the proposed salary range are a result of the 23-25 Collective Bargaining Negotiations and Budget approval process.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2023

D: Compensation

**Washington Federation of State Employees IAA Shadow Classes
Department of Corrections Only**

Item #236	
Action Base Range Salary Adjustments	Analyst Mindy Portschy

Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
a	350D	CORRECTIONS SPECIALIST 3 – DOC WFSE	58	59
b	383J	COMMUNITY CORRECTIONS OFFICER 4	62	63

Explanation

The proposed salary range establishments of these shadow classes are a result of Washington Federation of State Employees Department of Corrections Interest Arbitration Award, dated September 23, 2022.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director’s Meeting Date 6/22/2023	Effective Date 1/1/2024

D: Compensation

**Washington Federation of State Employees IAA Shadow Classes
Department of Corrections Only**

Item #237	
Action Base Range Salary Adjustments	Analyst Mindy Portschy

Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
a	626J	MAINTENANCE MECHANIC 1 - DOC WFSE	46G	47G
b	626K	MAINTENANCE MECHANIC 2 - DOC WFSE	49G	50G
c	626L	MAINTENANCE MECHANIC 3 - DOC WFSE	52G	53G
d	626M	MAINTENANCE MECHANIC 4 - DOC WFSE	55G	56G
e	627E	CONSTRUCTION & MAINTENANCE PROJECT SPECIALIST - DOC WFSE	53G	54G
f	627F	CONSTRUCTION & MAINTENANCE PROJECT LEAD - DOC WFSE	56G	57G
g	627G	CONSTRUCTION & MAINTENANCE PROJECT SUPERVISOR - DOC WFSE	58G	59G

Explanation

The proposed salary range adjustments of these shadow classes are a result of Washington Federation of State Employees Department of Corrections Interest Arbitration Award, dated September 23, 2022.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2024

D: Compensation

Salary Range Increases

Item #238	
Action Base Range Salary Adjustments	Analyst David Kelley

Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
a	652R	MARINE VESSEL OPERATOR	60	62

The proposed salary range adjustments are a result of the 23-25 Collective Bargaining Negotiations and Budget approval process.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/22/2023	Effective Date 7/1/2024

D: Compensation

Washington Federation of State Employees IAA Shadow Classes Department of Corrections Only

Item #239	
Action Base Range Salary Adjustments	Analyst Mindy portschy

Item subsection number	Class Code	Job Title	Current Salary Range	Proposed Salary Range
a	350D	CORRECTIONS SPECIALIST 3 – DOC WFSE	59	60
b	383J	COMMUNITY CORRECTIONS OFFICER 4	63	64

Explanation

The proposed salary range establishments of these shadow classes are a result of Washington Federation of State Employees Department of Corrections Interest Arbitration Award, dated September 23, 2022.

For Office of Financial Management, State Human Resources use only. This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director’s Meeting Date 6/22/2023	Effective Date 1/1/2025

Item #240

Section D: Compensation

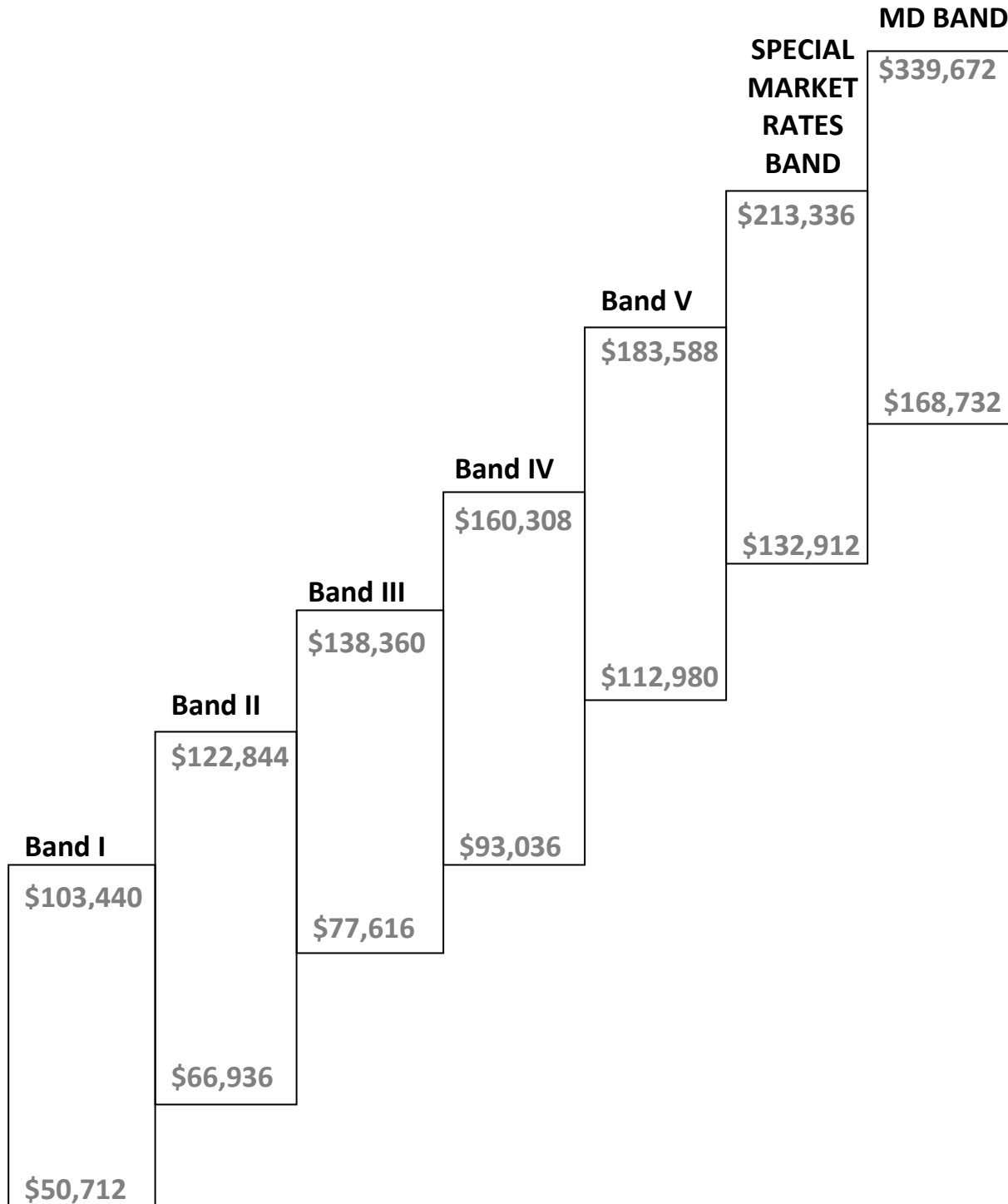
State of Washington, Office of Financial Management

Exempt Management Service Salary Structure

DRAFT

Effective July 1, 2023

Agencies should include in their EMS job postings the most reasonable and genuinely expected wage information, as defined in the employer's policy.



Section D: Compensation

Item #241

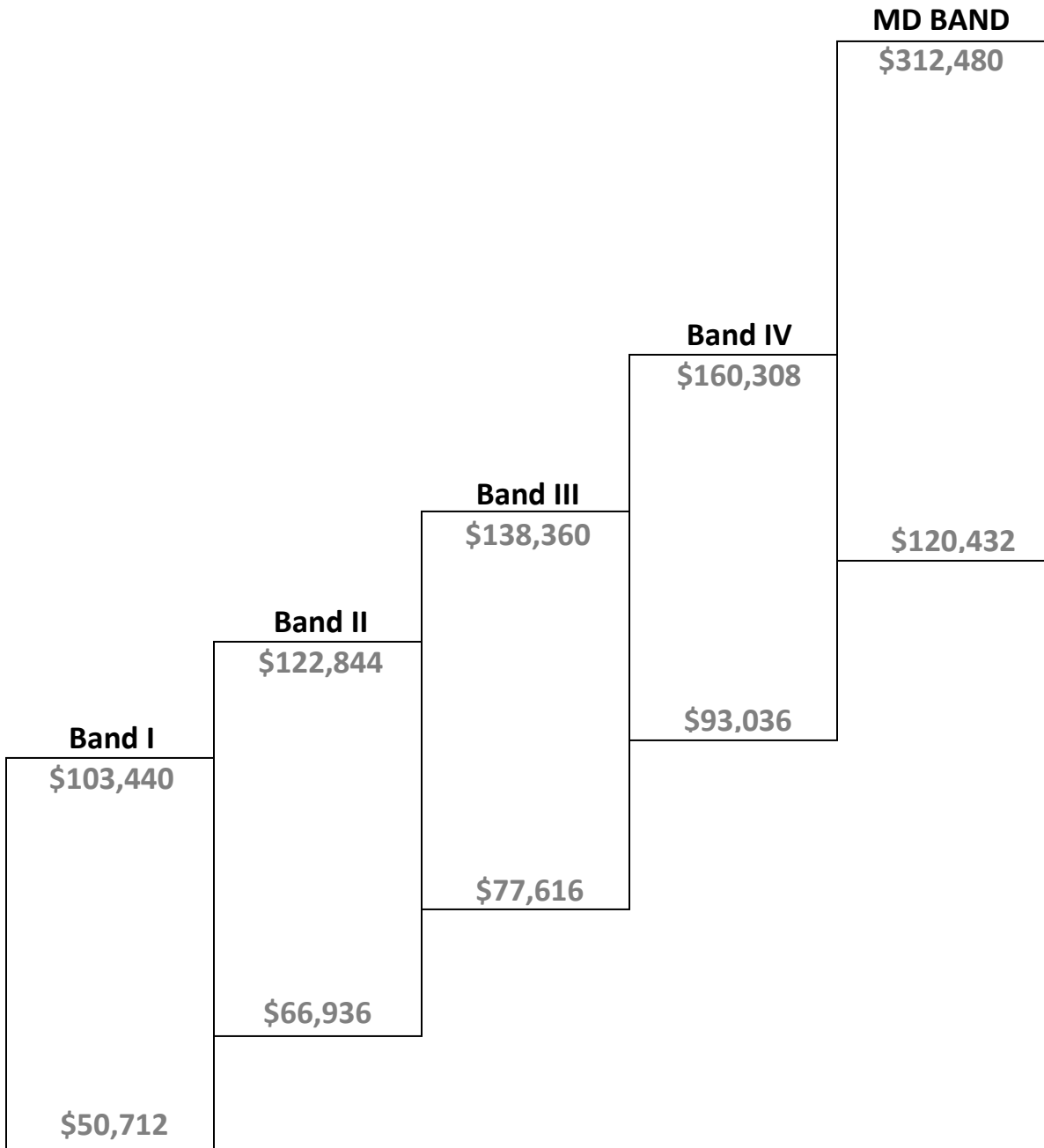
State of Washington, Office of Financial Management

Washington Management Service Salary Structure

DRAFT

Effective July 1, 2023

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

APPRENTICE SALARY SCHEDULE

DRAFT

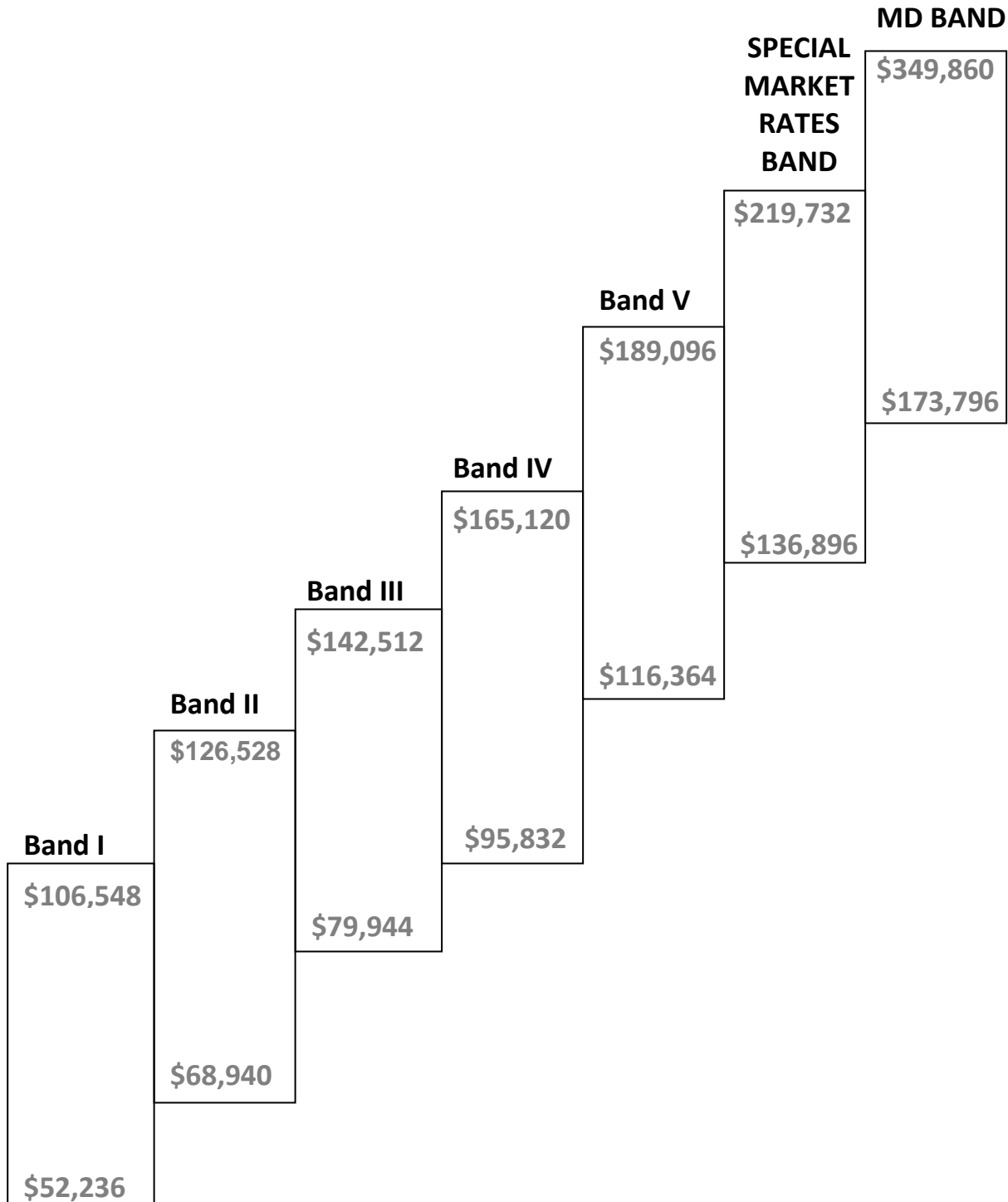
Effective 7/1/2023

APPRENTICE LEVEL JOB CLASSES											
Class Code	Class Title	Percentage of Journey Level Jobs (Monthly Salary Amount)									
154A	APP Auditor 1 (Range 50C)	Entry 80% \$3,598	6 months 85% \$3,822	12 months 90% \$4,047	18 months 95% \$4,272	24 months 100% 4497 Journey Range 50					
152P	Journey Level Labor and Industries Auditor 3										
169E	APP Workers' Compensation Adjudicator 2 (Range 49G)	Entry 87% \$4,109	6 months 90% \$4,251	10 months 93% \$4,392	22 months 100% 4723 Journey Range 49						
168P	Journey Level Workers' Comp Adj 2										
628E	APP Construction and Maintenance Project Specialist 1 (Range 51G)	Entry 80% \$4,070	6 months 82.50% \$4,198	12 months 85% \$4,325	18 months 87.50% \$4,452	24 months 90% \$4,579	30 months 92.50% \$4,706	36 months 95% \$4,834	42 months 97.50% \$4,961	48 months 100% 5088 Journey Range 51G	
627E	Journey Level Const. & Maint Project Spec										
121A	APP Industrial Relations Agent Apprentice 1 (Range 49C)	Entry 75% \$3,289	6 months 80.00% \$3,508	12 months 85% \$3,727	18 months 90.00% \$3,947	24 months 95% \$4,166	27 months 100% \$4,385 Journey Range 49				
124B	Journey Level Industrial Relations Agent 2										
620E	Painter Apprentice (Range 42G)	Entry 70% \$2,850	12 months 80% \$3,258	24 months 90% \$3,665	36 months 100% \$4,072 Journey Range 42G						
619F	Journey Level Painter										
609E	Electrician Apprentice (Range 46G)	Entry 70% \$3,148	12 months 80% \$3,598	24 months 90% \$4,047	36 months 95% \$4,272	48 months 100% \$4,497 Journey Range 46G					
608F	Journey Level Electrician										
606E	Carpenter Apprentice (Range 42G)	Entry 80% \$3,258	6 months 82.5% \$3,359	12 months 85% \$3,461	18 months 87.5% \$3,563	24 months 90% \$3,665	30 months 92.5% \$3,767	36 months 95% \$3,868.40	42 months 97.50% \$3,970	48 months 100% \$4,072 Journey Range 42G	
605E	Journey Level Carpenter										
621D	Plumber/Pipefitter/Steamfitter Apprentice (Range 46G)	Entry 70% \$3,148	12 months 80% \$3,598	24 months 90% \$4,047	36 months 95% \$4,272	48 months 100% \$4,497 Journey Range 46G					
621F	Journey Level Plumber/Pipefitter/Steamfitter										

Exempt Management Service Salary Structure

Effective July 1, 2024

Agencies should include in their EMS job postings the most reasonable and genuinely expected wage information, as defined in the employer's policy.



Section D: Compensation

Item #244

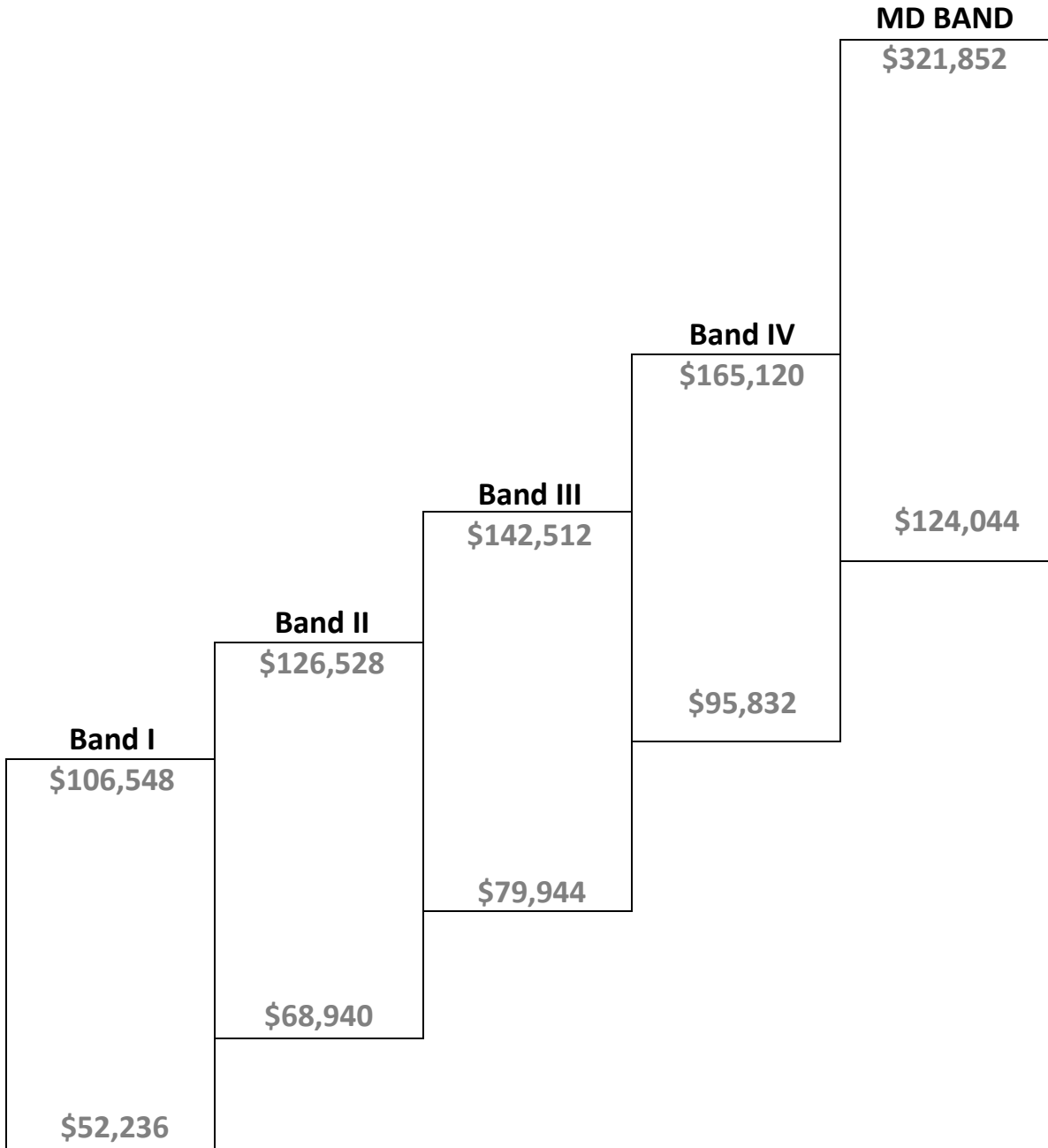
State of Washington, Office of Financial Management

Washington Management Service Salary Structure

DRAFT

Effective July 1, 2024

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.



Item #245

Section D: Compensation

APPRENTICE SALARY SCHEDULE

DRAFT

Effective 7/1/2024

APPRENTICE LEVEL JOB CLASSES										
Class Code	Class Title	Percentage of Journey Level Jobs (Monthly Salary Amount)								
154A	APP Auditor 1 (Range 50C)	Entry 80% \$3,706	6 months 85% \$3,937	12 months 90% \$4,169	18 months 95% \$4,400	24 months 100% 4632				
152P	Journey Level Labor and Industries Auditor 3					Journey Range 50				
169E	APP Workers' Compensation Adjudicator 2 (Range 48G)	Entry 87% \$4,339	6 months 90% \$4,488	10 months 93% \$4,638	22 months 100% 4987					
168P	Journey Level Workers' Comp Adj 2				Journey Range 49					
628E	APP Construction and Maintenance Project Specialist 1 (Range 51G)	Entry 80% \$4,193	6 months 82.50% \$4,324	12 months 85% \$4,455	18 months 87.50% \$4,586	24 months 90% \$4,717	30 months 92.50% \$4,848	36 months 95% \$4,979	42 months 97.50% \$5,110	48 months 100% 5241
627E	Journey Level Const. & Maint Project Spec								Journey Range 51G	
121A	APP Industrial Relations Agent Apprentice 1 (Range 49C)	Entry 75% \$3,388	6 months 80.00% \$3,614	12 months 85% \$3,839	18 months 90.00% \$4,065	24 months 95% \$4,291	27 months 100% 4517			
124B	Journey Level Industrial Relations Agent 2						Journey Range 49			
620E	Painter Apprentice (Range 42G)	Entry 70% \$2,936	12 months 80% \$3,355	24 months 90% \$3,775	36 months 100% 4194					
619F	Journey Level Painter				Journey Range 42G					
609E	Electrician Apprentice (Range 46G)	Entry 70% \$3,242	12 months 80% \$3,706	24 months 90% \$4,169	36 months 95% \$4,400	48 months 100% 4632				
608F	Journey Level Electrician					Journey Range 46G				
606E	Carpenter Apprentice (Range 42G)	Entry 80% \$3,355	6 months 82.5% \$3,460	12 months 85% \$3,565	18 months 87.5% \$3,670	24 months 90% \$3,775	30 months 92.5% \$3,879	36 months 95% \$3,984.30	42 months 97.50% \$4,089	48 months 100% 4194
605E	Journey Level Carpenter								Journey Range 42G	
621D	Plumber/Pipefitter/Steamfitter Apprentice (Range 46G)	Entry 70% \$3,242	12 months 80% \$3,706	24 months 90% \$4,169	36 months 95% \$4,400	48 months 100% 4632				
621F	Journey Level Plumber/Pipefitter/Steamfitter					Journey Range 46G				