

Section E: Rule Amendments

There are no rule amendments for this meeting.

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 #: 333

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 #3: (Coalition & WAFWP Only) For required SCUBA diving, snorkeling, and/or serving as Designated Person In Charge (DPIC). Basic salary plus ten dollars (\$10.00) per diving and snorkeling or DPIC hour to employees in any class. (Eff. 7/15; Rev. 7/17; Rev. 7/19, 7/25)

REFERENCE #37C: (WDFW FWOG ONLY) This reference does not apply to employees who are currently assigned as a Master Instructor. Certified instructors of defensive tactics, tactical advanced first aid Certified instructors of defensive tactics, tactical advanced first aid (excluding basic first aid/AED training), patrol tactics, firearms, boating safety, MOCC, and EVOC will be compensated an additional fifteen dollars (\$150.00) (~~ten dollars~~) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to or receiving re-certification training. Time spent for certified instructors receiving additional instruction in classes pre-approved by the Chief in disciplines identified in the reference shall receive ~~ten~~ fifteen dollars (\$150.00) per hour and above regular salary benefits. (Eff. 7/21; Rev. 7/22, 7/25).

REFERENCE #37D: (TEAMSTERS Local 760 ONLY) Certified instructors of defensive tactics, tactical advanced first aid (excluding basic first aid/AED training), firearms, boating safety, MOCC, and EVOC, will be compensated an additional ~~ten~~ fifteen dollars (\$150.00) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to WDFW Enforcement staff at trainings authorized by the Chief. (Eff. 7/22; Rev. 2/14/2024 to indicate Local 760 Only, 7/25)

REFERENCE #42: Within the Department of Corrections, employees who are certified instructors of defensive tactics, firearms and fitness, and electronic immobilization devices will be compensated an additional fifteen dollars (\$15.00) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction or in receiving initial and recertification training. (Rev. 7/23, 7/25)

Reference #56A: Within the Department of Labor and Industries, conditional to serious hazardous exposure as defined by RCW 49.17.180(7): Compliance Industrial Safety and Health Investigators, ~~and~~ Occupational Safety & Health Professionals and Ergonomists 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; 7/23; 3/24 revised RCW from section 6 to section 7, 7/25)

REFERENCE #67: Employees who are assigned by the Chief as Detective will receive their base salary plus four and a half percent (4.5%). For employees who have successfully completed trial service and are employed as Fish and Wildlife Detectives at the time of execution of the Amended Agreement, the assignment of Detective shall continue unless:

- a. There is just cause to remove the assignment
- b. The employee leaves employment with the Department of Fish and Wildlife Enforcement;
- c. The employee is promoted to a higher rank, or
- d. The employee requests and is granted by the Chief removal of the assignment.
- e. If there is a WDFW Enforcement Program change that impacts Detective assignments, the Employer will provide notice and an opportunity to bargain.
- f. In the event an officer receiving Detective Assignment Pay returns to uniformed Fish and Wildlife Officer assignment and is no longer receiving Detective Assignment Pay, the officer will be allowed to return to their previous position and maintain their previous residence. This provision will not adversely affect any other officer and those officers will be allowed to retain their location.

(Eff. 7/22, rev. 7/25)

Reference #75: Basic salary plus twenty percent (20%) payable to positions for heavy equipment mechanics, within the Equipment Technician series, for hours worked required to regularly performing as part of their assigned duties hands-on mechanical maintenance, diagnostics, fabrications, calibrations, and repair work on heavy-duty vehicles and/or heavy equipment and vehicles greater than twenty-six thousand (26,000) GVWR. (Eff. 7/23, rev. 7/25)

Reference #76: (WFSE Only) ~~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 directly supervising and employee performing these duties. These employees are responsible for performing work on towers, 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 this work at a remote communication tower site or are at the same remote location directly 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. 7/25)

Reference #77A: Part A – DSHS: Basic salary range plus ten percent (10%) for Social Service Specialist 3, 4, and 5s who independently perform the full scope of work during unannounced visits in unregulated environments, such as private residences, to conduct investigations for allegations of abuse and/or neglect to access the safety of vulnerable adults. Positions in an in-training capacity are not eligible until they reach the goal class(es) noted above. (Eff. 7/23, rev. 7/25)

Reference #77B: Part B – DCYF: Basic salary range plus ten percent (10%) for Social Service Specialist 3, 4, and 5s who independently perform the full scope of work during 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. Positions in an in-training capacity are not eligible until they reach the goal class(es) noted above. (Eff. 7/23, rev. 7/25)

Group A:

Group A Class Code/Title: 390G / LCB Enforcement 2 Recruit

Premium(s)/Reference #(s): \$10 per hour / Ref 37A

Group A Class Code/Title: 390H / LCB Enforcement Officer 3

Premium(s)/Reference #(s): \$10 per hour / Ref 37A

Group A Class Code/Title: 390I / LCB Enforcement Officer 4 Lieutenant

Premium(s)/Reference #(s): \$10 per hour / Ref 37A

Group A Class Code/Title: 108F / LCB Administrative ~~en~~ Regulations Analyst 3

Premium(s)/Reference #(s): \$10 per hour / Ref 37A

Group A Class Code/Title: 108F / LCB Administrative ~~en~~ Regulations Analyst 3

Premium(s)/Reference #(s): 7.5% / Ref 53

Group A Class Code/Title: 305 C / Ergonomist 3

Premium(s)/Reference #(s): 10% / Ref 56A

Group A Class Code/Title: 305 D / Ergonomist 4

Premium(s)/Reference #(s): 10% / Ref 56A

Group B:

Group B Assigned Duty: SCUBA Diving, Snorkeling, DPIC Requirement

Premium(s)/Reference #(s): Ref 3

Group B Assigned Duty: Verified Instructor (WSP Commercial Vehicle Enforcement Officer 4)

Premium(s)/Reference #(s): \$10 per hour/37E

Group B Assigned Duty: Heavy Equipment Mechanic maintenance work greater than 26,000 GVWR

Premium(s)/Reference #(s): 20% / Ref 75

Group B Assigned Duty: Work at Heights on Communication Towers

Premium(s)/Reference #(s): 10% / Ref 76

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 A & B” Assignment Pay Listing.

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**

Item # 334

2025-27 Premium and Assignment Pay Changes

All changes must be adopted at the June 23, 2025, State HR Director's Meeting

Enterprise Wide Premium Pays

Agency unique premium pays are not identified below.

Revisions

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 requirement will receive ~~an additional~~ a five percent (5%) premium pay for all hours actually spent working on location. Expires on June 29, 2027~~5~~. 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

DVA: Orting; Port Orchard; Spokane; Walla Walla

Military Department: Washington Youth Challenge Academy

Assignment Pay

Abolishment

REFERENCE #38: Within the Department of Social and Health Services, Defensive Tactics Instructors with a current certification from the Criminal Justice Training Commission will be compensated an additional \$10.00 (ten dollars) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction in defensive tactics to or in receiving defensive tactics re-certification training. (Adopted 8/15)

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)

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)

Establishment

REFERENCE #79: Within the Department of Ecology and the Department of Natural Resources, basic salary plus seven and one half percent (7.5%) for designated specialty Hydrogeologist 3, 4, and 5 and Natural Resource Scientist 1, 2, 3, and 4 employees whose work includes consultation, design and execution of geological investigations, being in responsible charge (RCW 18.220.010 (14)) of geological or specialty geological work, or the drawing of geological conclusions and recommendations in a way that affects the public health, safety, or welfare; or testimony, or preparation and presentation of exhibits or documents for the sole purpose of being placed in evidence before any administrative or judicial tribunal or hearing. (Eff. 7/25)

REFERENCE #80: Within the Washington State Patrol, base salary-plus ten percent (10%) while performing assigned job responsibilities requiring work in confined spaces, as defined in WAC 296-809, at a weigh station or are at the same weigh station operating as the “Entry supervisor” defined in WAC 296-809 supervising while an employee is performing these duties. These employees are responsible for performing inspection, maintenance, and certification of weigh station scales, which includes working in confined space and dangers associated with a confined space. Employees will be paid a minimum of four (4) hours at the higher rate on each day they perform this work. The higher rate of pay is not to be for travel to/from the weigh station, and does not include administrative time. (Eff. 7/25)

Revision

REFERENCE #3: (WAFWP & Coalition Only) For required SCUBA diving, snorkeling, and/or serving as Designated Person In Charge (DPIC). Basic salary plus ten dollars (\$10.00) per diving and snorkeling or DPIC hour to employees in any class. (Eff. 7/15; Rev. 7/17; Rev. 7/19, 7/25)

REFERENCE #37C: (WDFW FWOG ONLY) This reference does not apply to employees who are currently assigned as a Master Instructor. Certified instructors of defensive tactics, tactical advanced first aid Certified instructors of defensive tactics, tactical advanced first aid (excluding basic first aid/AED training), patrol tactics, firearms, boating safety, MOCC, and

EVOC will be compensated an additional fifteen dollars \$150.00 (~~ten dollars~~) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to or receiving re-certification training. Time spent for certified instructors receiving additional instruction in classes pre-approved by the Chief in disciplines identified in the reference shall receive ~~ten~~ fifteen dollars (\$150.00) per hour and above regular salary benefits. (Eff. 7/21; Rev. 7/22, 7/25).

REFERENCE #37D: (TEAMSTERS Local 760 ONLY) Certified instructors of defensive tactics, tactical advanced first aid (excluding basic first aid/AED training), firearms, boating safety, MOCC, and EVOC, will be compensated an additional ~~ten~~ fifteen dollars (\$150.00) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to WDFW Enforcement staff at trainings authorized by the Chief. (Eff. 7/22; Rev. 2/14/2024 to indicate Local 760 Only, 7/25)

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REFERENCE #67: Employees who are assigned by the Chief as Detective will receive their base salary plus four and a half percent (4.5%). For employees who have successfully completed trial service and are employed as Fish and Wildlife Detectives at the time of execution of the Amended Agreement, the assignment of Detective shall continue unless:

- a. There is just cause to remove the assignment
- b. The employee leaves employment with the Department of Fish and Wildlife Enforcement;
- c. The employee is promoted to a higher rank, or
- d. The employee requests and is granted by the Chief removal of the assignment.
- e. If there is a WDFW Enforcement Program change that impacts Detective assignments, the Employer will provide notice and an opportunity to bargain.
- f. In the event an officer receiving Detective Assignment Pay returns to uniformed Fish and Wildlife Officer assignment and is no longer receiving Detective Assignment Pay,

the officer will be allowed to return to their previous position and maintain their previous residence. This provision will not adversely affect any other officer and those officers will be allowed to retain their location.

(Eff. 7/22, rev. 7/25)

REFERENCE #75: Basic salary plus twenty percent (20%) payable to positions for heavy equipment mechanics, within the Equipment Technician series, for hours worked required to regularly performing as part of their assigned duties hands-on mechanical maintenance, diagnostics, fabrications, calibrations, and repair work on heavy-duty vehicles, and/or heavy equipment and vehicles greater than twenty-six thousand (26,000) GVWR. (Eff. 7/23; Rev. 7/25)

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Reference #77B: Part B – DCYF: Basic salary range plus ten percent (10%) for Social Service Specialist 3, 4, and 5s who independently perform the full scope of work during 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. Positions in an in-training capacity are not eligible until they reach the goal class(es) noted above. (Eff. 7/23, rev. 7/25)

Premium Pay Exhibit

Item #: 335

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:

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, 2027~~5~~. 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.

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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

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.

Internal Use Only

Director's Meeting Date: 6/23/2025

Item # 336

DRAFT

1% Grid (As calculated by the UW Compensation Office) Rounded to the nearest dollar.

3% Adjustment, effective July 1, 2025

STEP																									
AA1	BB1	CC1	DD1	EE1	FF1	GG1	HH1	II1	JJ1	KK1	LL1	MM1	NN1	OO1	PP1	QQ1	RR1	SS1	TT1	UU1	VV1	WW1	XX1	YY1	ZZ1
1965	1988	2006	2025	2041	2066	2087	2108	2129	2150	2171	2195	2213	2237	2260	2284	2304	2328	2349	2374	2400	2422	2446	2473	2495	2519
A1	B1	C1	D1	E1	F1	G1	H1	I1	J1	K1	L1	M1	N1	O1	P1	Q1	R1	S1	T1	U1	V1	W1	X1	Y1	Z1
2547	2572	2598	2623	2649	2677	2703	2730	2761	2783	2815	2840	2869	2899	2925	2956	2983	3016	3044	3078	3105	3139	3169	3201	3232	3264
A2	B2	C2	D2	E2	F2	G2	H2	I2	J2	K2	L2	M2	N2	O2	P2	Q2	R2	S2	T2	U2	V2	W2	X2	Y2	Z2
3298	3332	3366	3397	3432	3468	3503	3538	3571	3608	3642	3681	3716	3755	3788	3829	3868	3906	3948	3987	4026	4064	4107	4146	4189	4230
A3	B3	C3	D3	E3	F3	G3	H3	I3	J3	K3	L3	M3	N3	O3	P3	Q3	R3	S3	T3	U3	V3	W3	X3	Y3	Z3
4272	4314	4357	4401	4445	4489	4534	4580	4627	4671	4719	4766	4816	4861	4911	4960	5010	5057	5111	5163	5215	5266	5320	5372	5426	5479
A4	B4	C4	D4	E4	F4	G4	H4	I4	J4	K4	L4	M4	N4	O4	P4	Q4	R4	S4	T4	U4	V4	W4	X4	Y4	Z4
5537	5592	5645	5703	5760	5818	5875	5932	5992	6053	6113	6175	6238	6297	6364	6426	6493	6555	6622	6687	6757	6821	6892	6960	7032	7104
A5	B5	C5	D5	E5	F5	G5	H5	I5	J5	K5	L5	M5	N5	O5	P5	Q5	R5	S5	T5	U5	V5	W5	X5	Y5	Z5
7172	7246	7316	7388	7463	7538	7610	7686	7763	7841	7920	7998	8078	8161	8241	8322	8408	8490	8579	8662	8749	8835	8927	9014	9105	9193
A6	B6	C6	D6	E6	F6	G6	H6	I6	J6	K6	L6	M6	N6	O6	P6	Q6	R6	S6	T6	U6	V6	W6	X6	Y6	Z6
9290	9378	9473	9572	9666	9760	9860	9959	10058	10158	10259	10364	10467	10570	10678	10783	10891	11001	11109	11221	11333	11447	11561	11676	11792	11911
A7	B7	C7	D7	E7	F7	G7	H7	I7	J7	K7	L7	M7	N7	O7	P7	Q7	R7	S7	T7	U7	V7	W7	X7	Y7	Z7
12028	12152	12271	12393	12518	12643	12769	12898	13026	13156	13290	13422	13556	13692	13829	13966	14105	14246	14390	14534	14680	14824	14977	15127	15277	15427
A8	B8	C8	D8	E8	F8	G8	H8	I8	J8	K8	L8	M8	N8	O8	P8	Q8	R8	S8	T8	U8	V8	W8	X8	Y8	Z8
15584	15738	15897	16055	16217	16378	16543	16708	16873	17043	17213	17384	17560	17734	17911	18091	18272	18453	18640	18824	19014	19204	19396	19592	19788	19986
A9	B9	C9	D9	E9	F9	G9	H9	I9	J9	K9	L9	M9	N9	O9	P9	Q9	R9	S9	T9	U9	V9	W9	X9	Y9	Z9
20186	20388	20591	20797	21005	21215	21427	21641	21858	22076	22297	22520	22744	22972	23202	23435	23668	23905	24144	24386	24629	24876	25124	25376	25629	25886
A10	B10	C10	D10	E10	F10	G10	H10	I10	J10	K10	L10	M10	N10	O10	P10	Q10	R10	S10	T10	U10	V10	W10	X10	Y10	Z10
26144	26406	26670	26937	27205	27477	27752	28030	28311	28594	28880	29169	29460	29755	30052	30352	30656	30963	31272	31585	31901	32220	32543	32868	33198	33530

If you have questions or comments please contact Mindy Portschy at Mindy.Portschy@ofm.wa.gov or (564) 233-2512

Prepared by UW Human Resources Compensation

Effective July 1, 2025

Classified Exhibit

Exhibit Information

Item #: 337

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: N/A

Current Salary Range/Rate: N/A

Proposed Class Code/Title: 112E Correctional Records Technician – DOC WFSE

Proposed Salary Range/Rate: 45

Definition: Independently performs correctional records technical tasks and sentencing structure duties within a correctional records office. Interprets Supreme, Appellant, and Superior court decisions, RCWs, and/or Indeterminate Sentencing Review Board redeterminations. Calculates length of incarceration, community supervision time, and/or determines release dates. Responds to inquiries and requests for information from management, staff, and external entities.

Explanation: The request for establishment of the shadow class titled Correctional Records Technician – DOC WFSE 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: 6/23/2025

Effective Date: 7/1/2025

Management Type: N/A

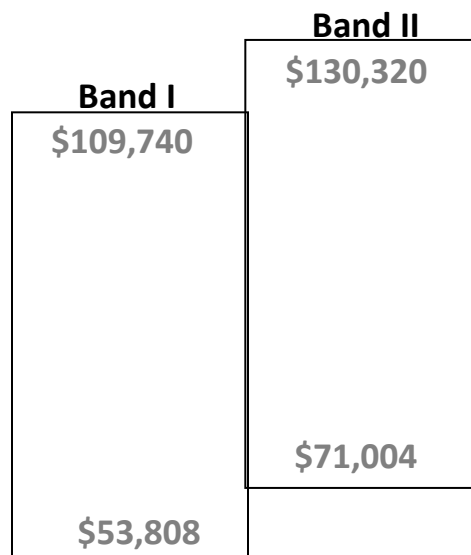
Workforce Indicator: 80148588 Classified WA General Service

EEOC Code: 46 Office and Clerical

Number of Position(s) Affected: N/A

Effective July 1, 2025

DRAFT



Effective July 1, 2026

	Band II
Band I	\$132,924
\$111,936	
	\$72,420
\$54,888	