

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**

Premium Pay Exhibit

Revised

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:

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, 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; 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.

F: Addendum

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

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.

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

State of Washington, Office of Financial Management

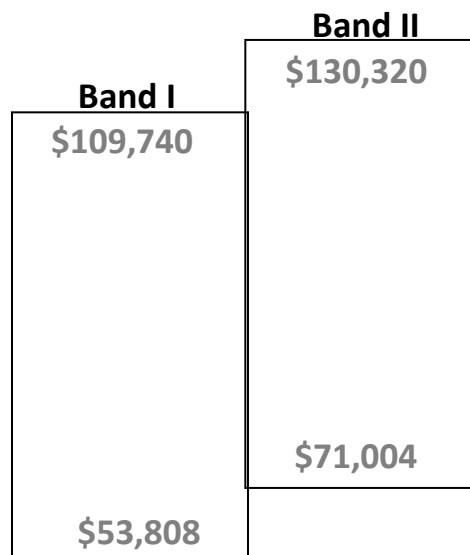
Item # 338

Washington Federation of State Employees - 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.

DRAFT



State of Washington, Office of Financial Management

Item # 339

Washington Federation of State Employees - 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.

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

Multiple Range Updates Exhibit

Emergency

Item: 340

Action: Salary Range Increase

Agency/HE Institution: Office of Financial Management

C&C Administrative Specialist: Mindy Portschy

Item Subsection Number: A

Job Class Code: 112K

Current Job Class Title: FORMS & RECORDS ANALYST 3 - TEAMSTERS

Current Salary Range: 46

Proposed Salary Range: 47

Item Subsection Number: B

Job Class Code: 113J

Current Job Class Title: MAIL PROCESS DRIVER - TEAMSTERS

Current Salary Range: 36

Proposed Salary Range: 37

Item Subsection Number: C

Job Class Code: 117J

Current Job Class Title: WAREHOUSE OPERATOR 2 - TEAMSTERS

Current Salary Range: 36

Proposed Salary Range: 37

Item Subsection Number: D

Job Class Code: 117K

Current Job Class Title: WAREHOUSE OPERATOR 3 - TEAMSTERS

Current Salary Range: 40

Proposed Salary Range: 41

Item Subsection Number: E

Job Class Code: 117L

Current Job Class Title: WAREHOUSE OPERATOR 4 - TEAMSTERS

Current Salary Range: 44

Proposed Salary Range: 45

Item Subsection Number: F

Job Class Code: 119E

Current Job Class Title: HUMAN RESOURCE CONSULTANT 1 - TEAMSTERS

Current Salary Range: 46

Proposed Salary Range: 47

Item Subsection Number: G

Job Class Code: 123E

Current Job Class Title: HUMAN RESOURCE CONSULT ASSISTANT 1 - TEAMSTERS

Current Salary Range: 35

Proposed Salary Range: 36

Item Subsection Number: H

Job Class Code: 123F

Current Job Class Title: HUMAN RESOURCE CONSULT ASSISTANT 2 - TEAMSTERS

Current Salary Range: 42

Proposed Salary Range: 43

Item Subsection Number: I

Job Class Code: 143I

Current Job Class Title: FISCAL ANALYST 1 - TEAMSTERS

Current Salary Range: 44

Proposed Salary Range: 45

Item Subsection Number: J

Job Class Code: 143J

Current Job Class Title: FISCAL ANALYST 2 - TEAMSTERS

Current Salary Range: 48

Proposed Salary Range: 49

Item Subsection Number: K

Job Class Code: 143K

Current Job Class Title: FISCAL ANALYST 3 - TEAMSTERS

Current Salary Range: 54

Proposed Salary Range: 55

Item Subsection Number: L

Job Class Code: 143L

Current Job Class Title: FISCAL ANALYST 4 - TEAMSTERS

Current Salary Range: 58

Proposed Salary Range: 59

Item Subsection Number: M
Job Class Code: 143M
Current Job Class Title: FISCAL ANALYST 5 - TEAMSTERS
Current Salary Range: 59
Proposed Salary Range: 60

Item Subsection Number: N
Job Class Code: 148M
Current Job Class Title: FISCAL TECHNICIAN 2 - TEAMSTERS
Current Salary Range: 36
Proposed Salary Range: 37

Item Subsection Number: O
Job Class Code: 354E
Current Job Class Title: CLASSIFICATION COUNSELOR 1 - TEAMSTERS
Current Salary Range: 50
Proposed Salary Range: 51

Item Subsection Number: P
Job Class Code: 354G
Current Job Class Title: CLASSIFICATION COUNSELOR 2 - TEAMSTERS
Current Salary Range: 55
Proposed Salary Range: 56

Item Subsection Number: Q
Job Class Code: 354I
Current Job Class Title: CLASSIFICATION COUNSELOR 3 - TEAMSTERS
Current Salary Range: 58
Proposed Salary Range: 59

Item Subsection Number: R
Job Class Code: 363I
Current Job Class Title: RELIGIOUS COORDINATOR - TEAMSTERS
Current Salary Range: 52
Proposed Salary Range: 53

Item Subsection Number: S
Job Class Code: 384B
Current Job Class Title: CORRECTIONS & CUSTODY OFFICER 2 - TEAMSTERS
Current Salary Range: 48
Proposed Salary Range: 49

Item Subsection Number: T
Job Class Code: 384C
Current Job Class Title: CORRECTIONS & CUSTODY OFFICER 3 - TEAMSTERS
Current Salary Range: 54
Proposed Salary Range: 55

Item Subsection Number: U
Job Class Code: 384D
Current Job Class Title: CORRECTIONS & CUSTODY OFFICER 4 - TEAMSTERS
Current Salary Range: 60
Proposed Salary Range: 61

Item Subsection Number: V
Job Class Code: 592M
Current Job Class Title: ELECTRONICS TECHNICIAN 4 -TEAMSTERS
Current Salary Range: 52
Proposed Salary Range: 54

Item Subsection Number: W
Job Class Code: 592N
Current Job Class Title: ELECTRONICS TECHNICIAN SUPERVISOR - TEAMSTERS
Current Salary Range: 57
Proposed Salary Range: 59

Item Subsection Number: X
Job Class Code: 592T
Current Job Class Title: ELECTRONICS SUPERVISOR -TEAMSTERS
Current Salary Range: 58
Proposed Salary Range: 60

Item Subsection Number: Y
Job Class Code: 596K
Current Job Class Title: MAINTENANCE SPECIALIST 4 - TEAMSTERS
Current Salary Range: 60
Proposed Salary Range: 61

Item Subsection Number: Z
Job Class Code: 602K
Current Job Class Title: STATIONARY ENGINEER 2 - TEAMSTERS
Current Salary Range: 48
Proposed Salary Range: 49

Item Subsection Number: AA
Job Class Code: 602L
Current Job Class Title: STATIONARY ENGINEER 3 - TEAMSTERS
Current Salary Range: 52
Proposed Salary Range: 53

Item Subsection Number: AB
Job Class Code: 602N
Current Job Class Title: CHIEF ENGINEER - TEAMSTERS
Current Salary Range: 60
Proposed Salary Range: 61

Item Subsection Number: AC
Job Class Code: 602U
Current Job Class Title: WASTERWATER TREATMENT PLANT OPERATOR 2 - TEAMSTERS
Current Salary Range: 52E
Proposed Salary Range: 53E

Item Subsection Number: AD
Job Class Code: 605G
Current Job Class Title: CARPENTER SUPERVISOR - TEAMSTERS
Current Salary Range: 51G
Proposed Salary Range: 52G

Item Subsection Number: AE
Job Class Code: 618S
Current Job Class Title: EQUIPMENT OPERATOR 2 - TEAMSTERS
Current Salary Range: 47G
Proposed Salary Range: 48G

Subsection Number: AF
Job Class Code: 619J
Current Job Class Title: PAINTER SUPERVISOR - TEAMSTERS
Current Salary Range: 51G
Proposed Salary Range: 52G

Item Subsection Number: AG
Job Class Code: 619J
Current Job Class Title: MAINTENANCE MECHANIC 1 - TEAMSTERS
Current Salary Range: 46G
Proposed Salary Range: 47G

Item Subsection Number: AH
Job Class Code: 626K
Current Job Class Title: MAINTENANCE MECHANIC 2 - TEAMSTERS
Current Salary Range: 49G
Proposed Salary Range: 50G

Item Subsection Number: AI
Job Class Code: 626L
Current Job Class Title: MAINTENANCE MECHANIC 3 - TEAMSTERS
Current Salary Range: 52G
Proposed Salary Range: 53G

Item Subsection Number: AJ
Job Class Code: 626M
Current Job Class Title: MAINTENANCE MECHANIC 4 - TEAMSTERS
Current Salary Range: 55G
Proposed Salary Range: 56G

Item Subsection Number: AK
Job Class Code: 627G
Current Job Class Title: CONSTRUCTION & MAINTENANCE PROJECT SUPERVISOR - TEAMSTERS
Current Salary Range: 58G
Proposed Salary Range: 59G

Item Subsection Number: AL
Job Class Code: 653P
Current Job Class Title: FERRY OPERATOR ASSISTANT - TEAMSTERS
Current Salary Range: 41E
Proposed Salary Range: 42E

Explanation: This request is from the Office of Financial Management for range increases as identified. These changes 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

Multiple Shadow Job Class Establishments Emergency

Item: 341

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
107N	PROGRAM COORDINATOR - WPEA	40

F: Addendum

Job Class Code	Job Class Title	Salary Range
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
143L	FISCAL ANALYST 4 - WPEA	54
143M	FISCAL ANALYST 5 - WPEA	59
144E	CONTRACTS ASSISTANT - WPEA	37

Job Class Code	Job Class Title	Salary Range
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.

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Director's Meeting Date: 6/23/2025

Effective Date: 7/1/2025

Multiple Shadow Job Class Establishments Emergency

Item: 342

Action: Establish

Agency/HE Institution: Office of Financial Management

C&C Specialist: Mindy Portschy

Job Class Code	Job Class Title	Salary Range
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
256D	EARLY CHILDHOOD PROGRAM SPECIALIST 4 - WPEA	49

F: Addendum

Job Class Code	Job Class Title	Salary Range
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
452G	COMMUNICATIONS SYSTEMS DIRECTOR - WPEA	69
457K	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1 - WPEA	50SP
457L	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 2 - WPEA	54SP

Job Class Code	Job Class Title	Salary Range
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

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Director's Meeting Date: 6/23/2025

Effective Date: 7/1/2025

Multiple Shadow Job Class Establishments Emergency

Item: 343

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
592S	LAW ENFORCEMENT EQUIPMENT TECH LEAD - WPEA	47E

F: Addendum

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

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