RULE-MAKING ORDER
PERMANENT RULE ONLY

CR-103P (December 2017)
(Implements RCW 34.05.360)

Agency: Office of Financial Management (OFM)

Effective date of rule:
Permanent Rules
☐ 31 days after filing.
☒ Other (specify) October 1, 2024 **(If less than 31 days after filing, a specific finding under RCW 34.05.380(3) is required and should be stated below)**

Any other findings required by other provisions of law as precondition to adoption or effectiveness of rule?
☐ Yes ☒ No If Yes, explain:

Purpose: To align the civil service rules (Title 357 WAC) with the requirements in Substitute Senate Bill (SSB) 6157, Chapter 330, Laws of 2024. SSB 6157 passed during the 2024 legislative session with an effective date of June 6, 2024. This bill intends to reform civil service by incorporating civil service advantage for bilingual and multilingual applicants, applicants with prior work experience in social services, and applicants with higher education. Section 1 adds a new section to chapter 41.04 RCW, codified as RCW 41.04.012, to state that in all competitive examinations to determine the qualifications of applicants, the agency head within a hiring organization has the discretion to add a maximum of 15% to the passing mark, grade, or rating only in accordance with outlined criteria. Preference points may not be aggregated to exceed more than 15% of an applicant's examination score, shall be added to the passing mark, grade, or rating of competitive examinations until the candidate's first appointment and may not be used in promotional examinations. The bill also defines "full professional fluency" and "native speaker". The new section WAC 357-16-113 addresses when an agency head or higher education institution president may consider granting preference to eligible applicants in the hiring process. The amendment to WAC 357-16-125 requires an employer's certification procedure to address when the employer will consider granting preference to eligible applicants under the provisions of WAC 357-16-113. The new section WAC 357-58-197 addresses when may an agency head consider granting preference to eligible WMS applicants in the hiring process.

Citation of rules affected by this order:
New: WAC 357-16-113, WAC 357-58-197
Repealed:
Amended: WAC 357-16-125
Suspended:

Statutory authority for adoption: RCW 41.06.150

Other authority: RCW 41.04.012

PERMANENT RULE (Including Expedited Rule Making)
Adopted under notice filed as WSR 24-14-103 on July 1, 2024 (date).
Describe any changes other than editing from proposed to adopted version: Amendments to WAC 357-16-113 and WAC 357-58-197 to include updated RCW references from "chapter 41.04 RCW" and "section 1, chapter 330, Laws of 2024" to "RCW 41.04.012".

If a preliminary cost-benefit analysis was prepared under RCW 34.05.328, a final cost-benefit analysis is available by contacting:

Name:
Address:
Phone:
Fax:
TTY:
Email:
Web site:
Other:

Note: If any category is left blank, it will be calculated as zero. No descriptive text.

Count by whole WAC sections only, from the WAC number through the history note. A section may be counted in more than one category.

The number of sections adopted in order to comply with:

	New		Amended		Repealed	
Federal statute:	New	____	Amended	____	Repealed	____
Federal rules or standards:	New	____	Amended	____	Repealed	____
Recently enacted state statutes:	New	2	Amended	1	Repealed	0

The number of sections adopted at the request of a nongovernmental entity:

	New	____	Amended	____	Repealed	____

The number of sections adopted on the agency's own initiative:

	New	2	Amended	1	Repealed	0

The number of sections adopted in order to clarify, streamline, or reform agency procedures:

	New	____	Amended	____	Repealed	____

The number of sections adopted using:

	New		Amended		Repealed	
Negotiated rule making:	New	____	Amended	____	Repealed	____
Pilot rule making:	New	____	Amended	____	Repealed	____
Other alternative rule making:	New	2	Amended	1	Repealed	0

Date Adopted: 8-29-24

Name: Nathan Sherrard

Title: Legal Affairs Counsel
Office of Financial Management

Signature: