

References

Assignment Pay

Effective July 1, 2025
Rev. June 16, 2025

Below are individual Assignment Pay (AP) References that are identified by a specific number. Each reference describes the specific circumstance and applications that apply to the category. The "premium" is stated in ranges or a specific dollar amount. If stated in ranges, the number of ranges would be added to the base range of the classification.

If you have questions regarding the application of a reference please email classandcomp@ofm.wa.gov.

Reference Number	Reference Description
1	Within the Department of Social and Health Services for the supervision, training, and mentoring of individuals with intellectual disabilities, or individuals with symptoms and behaviors related to significant mental illness; or in the Department of Children, Youth and Families for the supervision, training and mentoring of Juvenile Rehabilitation Institution Residents or Department of Corrections offenders residing in JR facilities. Basic salary range plus five percent (5%). (Eff. 7/69; Rev 7/78; 12/78; 10/79; 4/98; 1/02; 7/19)
2	For full-time assignment to forklift operations. Basic salary plus ten dollars (\$10.00) a month shall be paid to employees in this class. (Eff. 7/69; Rev 7/19)
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)
3	For required SCUBA diving and/or serving as Designated Person In Charge (DPIC). Basic salary plus ten dollars (\$10.00) per diving or DPIC hour to employees in any class. (Eff. 7/15; Rev. 7/17, 7/19)
4	For direct supervisory responsibility over PBX and Telephone Operators. Basic salary range plus five percent (5%). (Rev. 3/70, 7/78, 10/79, 9/91, 11/91, 11/06, 8/09; 7/19)
5	For assigned operation of highway equipment rated above the employee's classification. Basic salary plus the hourly difference between step M of the Highway Maintenance Worker 2 class and step M of the salary range representing a four (4) range increase over the Highway Maintenance Worker 2 class. Employees operating this equipment shall be paid for actual operations that continue for at least one (1) hour. Equipment operation that lasts for less than one (1) continuous hour shall not qualify the operator for premium pay. Employees operating this equipment in a bonafide training assignment are not entitled to the higher rate. (Eff. 7/75; Rev. 7/78; 10/79; 1/91; 7/17; 7/19, 7/25)
7	Law enforcement employees that are assigned a 171-hour, 28 day work period will receive their base salary plus ten percent (10%). (Eff. 12/85; Rev. 12/89; 12/97; 7/17, 7/19)

Reference Number	Reference Description
9	For full-time assignment to a floor care crew and the operation of heavy-duty floor cleaning and waxing equipment. Basic salary range plus five percent (5%). Basic salary range plus five percent (5%) will also be paid to designated working supervisor of floor crew. (Rev. 10/79, 1/01, 9/01; 7/19)
10	Basic salary range plus ten percent (10%) shall be paid to Department of Revenue employees in Revenue Auditor and Financial Examiner classifications which are permanently assigned to maintain an office at an out-of-state location or are on a one-year roving assignment out-of-state. (Eff. 7/69; Rev. 7/17; 7/19)
11	For successful completion of the Department of Social and Health Services approved core curriculum which consists of forty-five (45) college quarter credit hours or its equivalent in semester hours and current participation in the development and implementation of assigned aspects of individual resident treatment activities. Basic salary plus five percent (5%). (Eff. 7/82; Rev 11/86, 7/90, 1/01; 7/19)
12	Employees assigned to operate equipment above this level shall be compensated basic salary plus ten percent (10%), and shall be credited with a minimum of four (4) hours at the higher rate on each day they operate the higher-level equipment. (Eff. 6/84; WPEA 2013-15 contract; Rev. 7/19)
12	Teamsters Local 117 DOC only: Employees assigned to operate equipment above this level shall be compensated four (4) ranges above their base rate and shall be credited with a minimum of four (4) hours at the higher rate on each day they operate the higher-level equipment. (Eff. 6/84; WPEA 2013-15 contract; Rev. 2/14/2024 to indicate 117 DOC Only)
14	For all hours worked when assigned to bridge painting inspection duties which involve climbing and work in exposed positions at heights from which an employee might fall thirty (30) feet or more; excludes work on bridges or overpasses within areas protected by walls or guardrails. Basic salary plus ten percent (10%). (Eff. 11/85; Rev. 7/19, 7/25)
16	For mixing, record keeping, and application of pesticides by a licensed Department of Transportation spray operator. Basic salary plus the hourly difference between step M of the Highway Maintenance Worker 2 class and step M of the salary range representing a four-range (4) increase over the Highway Maintenance Worker 2 class. Employees who are responsible for actual mixing, record keeping, and spraying of pesticide as documented by completion and signature of a "Pesticide Application Record" shall be paid for actual hours of operation that continues for at least one (1) hour. Mixing, record keeping, and application of pesticides that last for less than one (1) hour shall not qualify employees for assignment pay. (Eff. 1/89; Rev. 2/00; 7/17; 7/19, 7/25)
17	Payable to DSHS staff in classification below the Truck Driver salary range when they are qualified to operate, and are operating equipment, which is on the DSHS equipment list calling for Truck Driver 1, 2, or 3. Pay will be the basic salary plus ten percent (10%). Payable for the greater of actual operating time or two (2) hours. Applicable only to the Department of Social and Health Services. (Eff. 3/89; Rev. 4/94; Rev. 7/19)

Reference Number	Reference Description
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 additional 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; 7/23)
18	Teamsters Local 117 DOC Only: 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 additional 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 two (2) additional ranges. (Rev. 5/92; Rev 7/17; 7/23; Rev. 2/14/2024 to indicate 117 DOC only)
20	Basic salary plus ten percent (10%) for certified asbestos workers while they are required to wear and change into or out of full-body protective clothing and pressurized respirator. (Eff. 5/89; Rev. 7/19)
21	Basic salary plus ten percent (10%) for a minimum of four (4) hours per working day when assigned to perform repairs or maintenance on the Tacoma Narrows Bridge excluding routine maintenance or roadway, sidewalks, railing, bridge approaches, signs, etc. (Eff. 7/89; Rev. 7/19)
22	Basic salary plus ten percent (10%) for a minimum of four (4) hours per working day while either operating an under-bridge inspection truck (UBIT) from the bucket or while serving as back-up operator on the bridge deck. (Eff. 2/91; Rev. 10/97, 3/02; Rev. 7/19)
24	Part A - Within the Department of Ecology, basic salary plus ten percent (10%) to designated employees permanently assigned to the Emergency Spill Response Team. Part B - Within the Department of Ecology, two dollars and forty-four cents (\$2.44) for each hour on duty in the assigned duty week outside of normal work hours to designated employees not permanently assigned to the Emergency Spill Response Team. (Eff. 10/00; Rev. 7/19)
25	Basic salary plus five percent (5%) for crime lab support staff performing evidence-handling activities. (Eff. 9/91; Rev. 7/19)
26	Within the Department of Fish and Wildlife, basic salary plus ten percent (10%) for employees with a Class A or Class B Commercial Driver's License performing the following duties: driving CDL fish-hauling trucks to transport fish or to deliver a CDL truck for authorized maintenance, fish loading or unloading, pre and post trip inspections, fuel stops. The advanced pay level shall be for a one (1) hour minimum and thereafter on an hour-for-hour basis, rounded up to an hour. (Eff. 1/91; Rev 7/17; 7/19)
27	Basic salary plus three percent (3%) to designated forensic scientist of the Washington State Patrol assigned to either the Crime Scene Response Team and/or Statewide Incident Response Team. (Eff. 5/94; Rev. 6/98, 7/25)

Reference Number	Reference Description
29	(WFSE Only) Upon review from OFM State Human Resources and negotiations with OFM/SHR Labor Relations & Compensation Policy Section employees in any position located where the cost of living impacts the agency's ability to recruit and/or retain employees which would severely impair the effective operation of the agency, will be compensated basic salary plus specified percentages as detailed in the Group C listing. (Eff. 5/01;Rev. 7/17; 7/19, 7/25)
29	Upon review and approval from OFM/State Human Resources, employees in any position located where the cost of living impacts the agency's ability to recruit and/or retain employees, which would severely impair the effective operation of the agency, will be compensated a specified number of ranges as detailed within the Group C listing. (Eff. 5/01)
30	Basic salary range plus five percent (5%) shall be paid to permanent Department of Revenue employees in Revenue Auditor classifications assigned to the Computer Assisted Audit Program Unit and are responsible for performing the retrieval and analysis of electronic data, the development of statistical sampling plans, or the evaluations of results. (Eff. 3/01; Rev. 7/17; 7/19)
32	For employees located at McNeil Island Special Commitment Center who are fully trained and qualified, assignment pay will be paid when performing fuel oil transfer duties at the McNeil Island Oil Transfer Facility. Entitlement to assignment pay under this reference shall be on an hour-for-hour basis for all hours while actually performing all relevant fuel oil transfer duties. These duties include: maintenance of all tanks and affiliated systems, the transfer of fuel from bulk storage tanks to oil tankers, and relevant training. Basic salary range plus ten percent (10%). (Eff. 9/01, Rev. 11/01, 7/17; 7/19)
33	Basic salary range plus five percent (5%) shall be paid to State Auditor's Office employees assigned to the IT Audit Team and who are independently responsible for: developing technology tools to address audit risks; deconstruct electronic financial transaction processes to identify risk; or conduct evaluations of technological security controls. Employees in these positions make recommendations to address the audit risk and protect the confidentiality and integrity of data and recommend security controls. (Eff. 7/02, Rev. 5/06; 06/19; 7/19)
34	Basic salary range plus ten percent (10%) shall be paid to Washington Military Department employees that are qualified and required to carry a firearm while on duty.(Eff. 7/02; Rev. 7/19)
35	Basic salary plus five percent (5%) for each day that an eligible employee is assigned the role of the Presiding Steward for the Washington Horse Racing Commission. (Eff.9/03; Rev. 7/19)
36	Basic salary range plus ten percent (10%) while performing back flow valve testing. (Eff. 5/03; Rev. 7/19)

Reference Number	Reference Description
37A	LCB Enforcement Officers at the Liquor and Cannabis Board, and Assistant Fire Chiefs of Department of Social and Health Services at the Special Commitment Center, McNeill Island certified instructors of hazardous materials, defensive tactics, tactical advanced first aid (excluding basic first aid/AED training) firearms fitness, bicycle, boating safety, MOCC, EVOC, and pistol maintenance, 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 to or receiving re-certification training. Pistol maintenance instructors are eligible for this additional compensation when they are instructing in a classroom setting, providing one-on-one instruction or repairing at the firing range. (Eff. 7/05; Rev. 7/07; 7/17, 7/19, 7/21, 11/21)
37B	(WFSE ONLY) Excluding employees whose assigned duties are classified specific or position specific, within the Washington State Parks and Recreation Commission, Department of Children, Youth and Families, and the Department of Social and Health Services, certified instructors of defensive tactics, firearms, fitness, bicycle, boating safety, EVOC, and/or pistol maintenance, will be compensated at basic salary plus ten dollars (\$10.00) per hour for every hour engaged in giving instruction to or in receiving re-certification training. Pistol maintenance instructors are eligible for this additional compensation when they are instructing in a classroom setting, providing one-on-one instruction or repairing at the firing range. (Eff. 7/15; Rev. 7/19, 11/21)
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 (excluding basic first aid/AED training), patrol tactics, firearms, boating safety, MOCC, and EVOC 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 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 fifteen dollars (\$15.00) per hour and above regular salary benefits. (Eff. 7/21; Rev. 7/22, 7/25).
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 fifteen dollars (\$15.00) 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)
37E	Commercial Vehicle Officers and Commercial Vehicle Enforcement Officers for the Washington State Patrol - Instructors of hazardous materials/dangerous goods, defensive tactics, post collision/break technician, CVSA course materials, firearms and EVOC, will be compensated an additional (ten dollars) \$10.00 per hour, over and above regular salary benefits, for every hour engaged in giving instruction to or receiving re-certification or instructor training. (Eff. 7/23, rev. 7/25)

Reference Number	Reference Description
39	Construction and Maintenance Project Lead and Construction and Maintenance Project Supervisor positions assigned to marine crew will be compensated ten percent (10%) of their base pay and will be credited with a minimum of four (4) hours at the higher rate on each day they operate Class C equipment. (2005-07 WFSE contract; revised 7/1/2007).
41	Within the Department of Fish and Wildlife, the job classifications listed in Group A performing low level flight operations or chemical immobilization utilizing Schedule 2 drugs vessel-to-vessel transfers (e.g. Commercial Salmon Fishery Monitoring or Marine Mammal Captures) in marine waters of Columbia River below Bonneville Dam, or for employees who are licensed and engaged in set up and detonation for blasting operations (e.g. wildlife captures which require the use of explosives) base pay plus fifteen percent (15%) while engaged in those duties.
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)
43	Basic salary plus ten percent (10%) shall be paid to Department of Licensing employees who have successfully completed the DOL-sponsored Enhanced Drivers License Training Course and have been qualified and permanently assigned to denote US Citizenship and issue a Washington State enhanced driver's license or enhanced identification card.
48	Basic salary plus ten percent (10%) will be paid to Department of Transportation employees when assigned by the employer to work in or remove illegal encampments within State Right of Way. (Eff. 7/15; Rev. 7/19; Rev 7/21)
49	(Protect17 Only) Basic salary plus two dollars (\$2.00) per hour for Department of Transportation employees permanently or temporarily assigned to crews that maintain and/or inspect 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; 7/23; 7/25)
49	(WFSE Only) Basic salary plus two dollars (\$2.00) per hour for Department of Transportation employees permanently or temporarily assigned to crews that maintain 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; 7/23; 7/25)
50	Within the Department of Corrections (excluding those assigned to the Training and Development Unit and Emergency Operations Unit), certified instructors of defensive tactics, firearms, taser, verbal tactics, and pistol maintenance, will be compensated at basic salary plus fifteen dollars (\$15.00) per hour for every hour engaged in giving instruction to or in receiving re-certification training. (Eff. 7/15; Rev. 7/19)

Reference Number	Reference Description
51	Within the Department of Enterprise Services, basic salary plus five percent (5%) for work assigned on and/or testing of high voltage distribution systems of seven hundred and fifty-one (751) volts or more and will be rounded up to the nearest hour. (Eff. 7/15; Rev. 7/19, 7/25)
53	Within the Washington State Parks and Recreation Commission and Liquor and Cannabis Board, basic salary plus seven and one half percent (7.5%) for performing duties as a Field Training Officer (FTO). Such duties will be assigned in writing and as directed by management. (Eff. 7/15; Rev. 7/19, 11/21)
54	Within the Department of Fish and Wildlife, basic salary plus ten percent (10%) for designated employees who are licensed spray operators. The designated employees are responsible for actual mixing, record keeping, and spraying of pesticide as documented by completion and signature of a "Pesticide Application Record." They shall be paid for actual hours of operation that continues for at least one (1) hour. Mixing, record keeping, and application of pesticides that last for less than one (1) hour shall not qualify employees for assignment pay. (Eff. 7/15; Rev 7/17; 7/19)
55	Basic salary plus two and one half percent (2.5%) for Security Guards and Residential Rehabilitation Counselors within the Department of Social and Health Services that are assigned to the Special Commitment Center (SCC) firefighting response team. (Eff. 11/16; Rev. 7/19)
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 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)
56B	(Coalition Only): Within the Department of Labor and Industries, conditional to serious hazard exposure as defined by RCW 49.17.180(7): 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; 3/24 revised RCW from section 6 to section 7)
57	Within the Department of Fish and Wildlife, employees who are certified instructors of the Motorboat Operator Certification Course (MOCC) or firearms will be compensated an additional ten (\$10.00) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to or in receiving re-certification training. (Eff. 7/17)

Reference Number	Reference Description
58 (IA1)	Corrections and Custody Officers shall receive a two (2) range premium for all hours worked in a BFOQ position if and only if the facility in question assigned more than thirty percent (30%) more mandatory overtime hours to female Corrections and Custody Officers than to male Corrections and Custody Officers during the preceding calendar quarter (January through March, April through June, July through August and September through December). (Eff. 7/17; rev. 7/25)
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)
62	Within the Washington State Patrol, basic salary plus five percent (5%) shall be paid to Northwest High Intensity Drug Trafficking Area and Organized Crime Intelligence Unit employees for performing criminal intelligence and investigative analysis work. Activities include de-confliction communications with other government public safety agencies for officer safety. De-confliction of case information to ensure that officers are not taking action in conflict of another active investigation. Developing criminal link to associates and family members for known or potential criminal activities. Participating in proffer interviews with detectives, subjects' and attorneys. Participating in the service of state and federal search warrants. (Eff. 7/19; 7/23)
63	For certified Department of Transportation employees in positions permanently assigned duties that include tree evaluation and felling. Basic salary plus the hourly difference between step M of the Highway Maintenance Worker 2 class and step M of the salary representing a four (4) range increase over the Highway maintenance Worker 2 class for each hour evaluating and/or tree felling trees greater than 6 inches indiameter. (Eff. 7/19)
64	Basic salary plus 5% shall be paid to Department of Transportation employees in the Northwest Region Traffic Management Center permanently assigned to independently operate and integrate Active Traffic Management Systems, Tolling/Managed Lane Systems, and/or Tunnel Supervisory Control and Data Acquisition (SCADA) Systems.
66	Base salary plus ten percent (10%) will be paid to Pharmacists, Clinical within a state facility who are approved to practice under a Collaborative Practice Agreement when performing recognized patient treatment to include anticoagulation treatment and management; Hepatitis C treatment and monitoring; medication management during palliative care; medication management for patients placed in the community to maintain stability; and prescribing for chronic conditions for patients in the state facilities once acuity is stabilized.

Reference Number	Reference Description
67	<p>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:</p> <ul style="list-style-type: none"> 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. <p>(Eff. 7/22, rev. 7/25)</p>
68	(WDFW FWOG ONLY) Employees who are assigned by the Chief as a Master Instructor of DT and Firearm will receive their base salary plus five percent (5%). (Eff. 7/22)
69	(WDFW FWOG ONLY) Employees who are assigned by the Chief as a Master Instructor of EVOC, First Aid and Boating will receive their base salary plus two and half percent (2.5%). (Eff. 7/22)
70A	(WDFW FWOG ONLY) Employees who are assigned by the Chief as a Field Training Officer (FTO) will receive their base salary plus ten percent (10%) for all time worked while assigned a student officer and completing daily observation and end of phase reports. If assigned as a FTO and Senior FTO at the same time, the employee shall receive the higher of the two premiums. (Eff. 7/22)
70B	(WDFW FWOG ONLY) Employees who are assigned by the Chief as Senior FTOs will receive their base salary plus three percent (3%) for all time worked when assigned as Senior FTO for a student officer while the student officer is in field training status. If assigned as a FTO and Senior FTO at the same time, the employee shall receive the higher of the two premiums. (Eff. 7/22)
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)
72	Basic salary plus five percent (5%) shall be paid to CVEO's 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)

Reference Number	Reference Description
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 of 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)
74	Basic salary plus five (5%) percent for WSP Commercial Vehicle Officers and Commercial Vehicle Enforcement Officers for certified Cargo Tank and Level VI Radioactive Material (RAM) inspectors while they conduct said inspections. (Eff. 7/23)
75	Basic salary plus twenty percent (20%) payable to positions within the Equipment Technician series, for hours worked performing hands-on mechanical maintenance, diagnostics, fabrications, calibrations, and repair work on heavy-duty vehicles and/or heavy equipment greater than twenty-six thousand (26,000) GVWR. (Eff. 7/23, rev. 7/25)
75	(WPEA Only) 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 maintenance, diagnostics, fabrication, calibration, and repair work on heavy equipment and vehicles greater than 26,000 GVW. (Eff. 7/23)
76	(WFSE Only) 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 an employee performing these duties. These employees are responsible for performing work on towers, 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 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)
76	(Coalition 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 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 Number	Reference Description
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 assess 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)
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)
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)
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)
81	Bindery Specialist within the Department of Enterprise Services, will be compensated at basic salary plus \$10.00 (ten dollars) for every hour performing the specialized skilled repair work of state-owned bindery equipment to include off-set presses and envelope RA’s, and will be credited with a minimum of 4 (four) hours. This specialized work include removing large cylinders from the frames of machines, which are typically driven by a gear train; setting these gears with the proper lash which includes replacing precision roller bearings that require a specific process to perform properly and meet the longevity requirements; light fabrication which includes brackets, mounting plates, security cages, etc.; and rebuilding folders, stream feeders, compressor lines, vacuum pumps, rotary veins, etc.; and other activities that would generally be performed by a vendor in the specialized maintenance and repair of state-owned bindery equipment. (Eff. 7/25)

End of “References” Assignment Pay Granted Classifications

