

# References Assignment Pay

Effective July 1, 2019

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](mailto:classandcomp@ofm.wa.gov) .

Reference Number	Reference Description
<b>1</b>	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)
<b>2</b>	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)
<b>3</b>	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; Rev. 7/19)
<b>4</b>	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)
<b>5</b>	For assigned operation of highway equipment rated above the employee's classification. Basic salary range 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 bona fide training assignment are not entitled to the higher rate. (Eff. 7/75; Rev. 7/78; 10/79; 1/91; 7/17; 7/19)
<b>7</b>	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	<b>Teamsters only:</b> 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)
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 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)
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 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)
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 foreign 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)
18	<b>Teamsters Only:</b> Employees in any position whose current, assigned job responsibilities include proficient use of written and oral English and proficiency in speaking and/or writing one or more foreign 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)
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%) or 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	<b>Part A</b> - Within the Department of Ecology, basic salary plus ten percent (10%) to designated employees permanently assigned to the Emergency Spill Response Team. <b>Part B</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	Assignment pay in the amount of three percent (3%) of the employee's current monthly salary shall be paid 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)

Reference Number	Reference Description
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 specific percentage as detailed in the Group C listing. (Eff. 5/01; Rev. 7/17; 7/19)
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 Officer 4s 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, EVOG, 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).
37B	<b>(WFSE ONLY)</b> Excluding employees whose assigned duties are classified specific or position specific, within the Washington State Parks and Recreation Commission, Liquor and Cannabis Control Board, Department of Children, Youth and Families, and the Department of Social and Health Services, certified instructors of defensive tactics, firearms, fitness, bicycle, boating safety, EVOG, 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)
37C	<b>(WDFW FWOV/TEAMSTERS 760 ONLY)</b> Certified instructors of defensive tactics, tactical advanced first aid Certified instructors of defensive tactics, tactical advanced first aid (excluding basic first aid/AED training), firearms, boating safety, MOCC, and EVOG 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. Time spent for certified instructors receiving additional instruction in classes pre-approved by the Chief in disciplines identified in the reference shall receive ten dollars (\$10.00) per hour and above regular salary benefits. (Eff. 7/21).
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)
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).
40	Basic salary plus ten percent (10%) will be paid to Department of Transportation employees in the northwest region permanently assigned to the 1-90 tunnel and are responsible to monitor, maintain, and operate the highly complex and specialized tunnel systems located only at the I-90 tunnel. (2007-09 WFSE contract; Rev. 7/19)

Reference Number	Reference Description
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 will be compensated an additional ten dollars (\$10.00) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction or in receiving initial and recertification training.
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	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)
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)
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 751 volts or more and will be rounded up to the nearest hour. (Eff. 7/15; Rev. 7/19)
53	Within the Liquor and Cannabis Board and the Washington State Parks and Recreation Commission, 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)

Reference Number	Reference Description
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)
56	Within the Department of Labor and Industries, conditional to serious hazardous exposure as defined by RCW 49.17.180(6): Industrial Hygienists and Safety & Health Specialists 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)
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)
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 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)
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)
60	Employees who are assigned by the appointing authority to work as a Field Training Officer (FTO) will be compensated for documenting daily observations of a Student Officer for up to one (1) hour at the overtime rate for each duty day worked as an FTO, and up to one (1) hour at the overtime rate for time spent on the end of phase report. (Eff. 7/17, Rev. 7/21)

Reference Number	Reference Description
62	Within the Washington State Patrol, basic salary plus five percent (5%) shall be paid to Northwest High Intensity Drug Trafficking Area employees for performing criminal intelligence and investigative analysis work. Activities include de-confliction communications with other government public safety agencies for officer safety, developing criminal link to associates and family members for known or potential criminal activities, and interviewing individuals and their attorneys. (Eff. 7/19)
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 in diameter. (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.
65 (1A2)	Basic salary plus two (2) ranges shall be paid to trained and qualified employees who are assigned members of the following designated specialty teams: Emergency Response Team (ERT), Special Emergency Response Team (SERT), Inmate Recovery Team (IRT), Crisis Negotiation Team (CRT), Critical Incident Stress Management (CISM), and Honor Guard. Assignment pay under this reference shall be on an hour for hour basis for every hour worked during an authorized team related assignment or training.
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.

*End of "References" Assignment Pay Granted Classifications*

Last updated 8/23/2021