



RULE-MAKING ORDER PERMANENT RULE ONLY

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

CODE REVISER USE ONLY

OFFICE OF THE CODE REVISER
STATE OF WASHINGTON
FILED

DATE: March 31, 2026

TIME: 9:28 AM

WSR 26-08-084

Agency: Office of Financial Management (OFM)

Effective date of rule:

Permanent Rules

- 31 days after filing.
- Other (specify) (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: WAC 357-28-030 requires employers to develop a written Salary Determination Policy (SDP) that is subject to the director's approval. OFM State Human Resources conducted a review of chapter 357-28 WAC and identified opportunities to clarify what must be addressed in employers' SDPs. This effort was prompted by employer feedback and a need to clarify requirements related to SDPs and based on the understanding that employers may have made updates to their policies over the years without requesting director's approval. The amendment to WAC 357-28-035 is to include all of the compensation WACs that allow for employer discretion. These amendments are housekeeping in nature. The amendments to chapter 357-28 WAC are to provide clarity on what must be addressed in employers' SDPs.

Citation of rules affected by this order:

New:

Repealed:

Amended: WAC 357-28-035, WAC 357-28-070, WAC 357-28-084, WAC 357-28-090, WAC 357-28-095, WAC 357-28-110, WAC 357-28-120, WAC 357-28-185, WAC 357-28-190, WAC 357-28-200, WAC 357-28-205, WAC 357-28-255

Suspended:

Statutory authority for adoption: RCW 41.06.133

Other authority:

PERMANENT RULE (Including Expedited Rule Making)

Adopted under notice filed as WSR 26-01-198 on December 23, 2025 (date).

Describe any changes other than editing from proposed to adopted version:

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:

Federal statute:	New	___	Amended	___	Repealed	___
Federal rules or standards:	New	___	Amended	___	Repealed	___
Recently enacted state statutes:	New	___	Amended	12	Repealed	___

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

New	___	Amended	___	Repealed	___
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The number of sections adopted on the agency's own initiative:

New	___	Amended	12	Repealed	___
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The number of sections adopted in order to clarify, streamline, or reform agency procedures:

New	___	Amended	___	Repealed	___
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The number of sections adopted using:

Negotiated rule making:	New	___	Amended	___	Repealed	___
Pilot rule making:	New	___	Amended	___	Repealed	___
Other alternative rule making:	New	___	Amended	12	Repealed	___

Date Adopted: 3-31-26

Name: Nathan Sherrard

Title: Legal Affairs Counsel
Office of Financial Management

Signature:

