



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: December 01, 2025

TIME: 9:33 AM

WSR 25-24-062

Agency: Office of Financial Management (OFM)

Effective date of rule:

Permanent Rules

- 31 days after filing.
- Other (specify) January 1, 2026 (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 WAC 357-16-017 with the requirements of the law. Substitute Senate Bill 5408 ([SSB 5408](#)), [Chapter 383, Laws of 2025](#), passed during the 2025 legislative session and effective July 27, 2025. This bill amends [RCW 49.58.110](#) to require employers to disclose a fixed wage amount rather than a scale or range if the employer is offering only a fixed wage amount. The amendment to WAC 357-16-017 is to add that an employer must disclose a fixed wage amount rather than a salary range or management band when an employer offers only a fixed wage amount.

Citation of rules affected by this order:

- New:
- Repealed:
- Amended: WAC 357-16-017
- Suspended:

Statutory authority for adoption: RCW 41.06.150

Other authority: RCW 49.58.110

PERMANENT RULE (Including Expedited Rule Making)

Adopted under notice filed as [WSR 25-20-087](#) on September 30, 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Federal statute:	New	___	Amended	___	Repealed	___
Federal rules or standards:	New	___	Amended	___	Repealed	___
Recently enacted state statutes:	New	___	Amended	1	Repealed	___

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New	___	Amended	___	Repealed	___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	___	Amended	1	Repealed	___
-----	-----	---------	---	----------	-----

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

New	___	Amended	___	Repealed	___
-----	-----	---------	-----	----------	-----

The number of sections adopted using:

Negotiated rule making:	New	___	Amended	___	Repealed	___
Pilot rule making:	New	___	Amended	___	Repealed	___
Other alternative rule making:	New	___	Amended	1	Repealed	___

Date Adopted: 12-1-25

Name: Nathan Sherrard

Title: Legal Affairs Counsel
Office of Financial Management

Signature:

