



# RULE-MAKING ORDER

**CR-103P (May 2009)**  
**(Implements RCW 34.05.360)**

**Agency:** Office of Financial Management

**Permanent Rule Only**

**Effective date of rule:**

**Permanent Rules**

31 days after filing.

Other (specify) March 14, 2016 (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:**

These rule amendments are due to a review of the Performance Management Confirmation (PMC) program's purpose and role. Current research on performance-based incentives and rewards and lessons learned since the program's inception were considered. This resulted in opportunities to improve the program's accountability and impact on agency performance. These rule amendments remove performance-based compensation from the PMC program but keep the ability to factor in individual performance when granting recognition leave and when making layoff decisions.

**Citation of existing rules affected by this order:**

Repealed: 357-28-075

Amended: 357-01-230, 357-28-060, 357-28-080, 357-28-295, 357-37-050, 357-37-055, 357-37-060, 357-58-065, 357-58-095, 357-58-100, 357-58-105, 357-58-135, 357-58-425, 357-58-430, 357-58-435

Suspended:

**Statutory authority for adoption:** 41.06 RCW

**Other authority :**

**PERMANENT RULE (Including Expedited Rule Making)**

Adopted under notice filed as WSR 16-02-099 on 01/05/16.

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: \_\_\_\_\_ phone ( ) \_\_\_\_\_

Address: \_\_\_\_\_ fax ( ) \_\_\_\_\_

e-mail \_\_\_\_\_

**Date adopted:**

February 12, 2016

**NAME (TYPE OR PRINT)**

Roselyn Marcus

**SIGNATURE**

*Roselyn Marcus*

**TITLE**

Assistant Director for Legal & Legislative Affairs  
Office of Financial Management

**CODE REVISER USE ONLY**

OFFICE OF THE CODE REVISER  
STATE OF WASHINGTON  
FILED

**DATE: February 12, 2016**

**TIME: 11:11 AM**

**WSR 16-05-056**

**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:**

<b>Federal statute:</b>	New	_____	Amended	_____	Repealed	_____
<b>Federal rules or standards:</b>	New	_____	Amended	_____	Repealed	_____
<b>Recently enacted state statutes:</b>	New	<u>1</u>	Amended	<u>15</u>	Repealed	<u>1</u>

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

New	_____	Amended	_____	Repealed	_____
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**The number of sections adopted in the agency's own initiative:**

New	_____	Amended	_____	Repealed	_____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

New	<u>1</u>	Amended	<u>15</u>	Repealed	<u>1</u>
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**The number of sections adopted using:**

<b>Negotiated rule making:</b>	New	_____	Amended	_____	Repealed	_____
<b>Pilot rule making:</b>	New	_____	Amended	_____	Repealed	_____
<b>Other alternative rule making:</b>	New	<u>1</u>	Amended	<u>15</u>	Repealed	<u>1</u>