Special Director's Meeting Agenda
State Human Resources
Office of Financial Management

Meeting Date:	June 13, 2019
Meeting Time:	8:30 a.m.
Location:	State Human Resources Office of Financial Management 128 10th Avenue SW 5th floor, RAAD Building Olympia, Washington 98501 Limited Parking
Important Note:	The Exempt, Classification, Compensation, and Rules items on the following pages have been submitted to staff for study and presentation to the State Human Resources Director at the next quarterly scheduled meeting.

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Meeting Minutes – May 9, 2019

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Website Information
This publication and other State Human Resources Director's meeting related information is available at http://hr.ofm.wa.gov/meetings/directors-meetings.

Proposal Package Submittals
All proposal packages should be routed to your assigned classification analyst. Classification and compensation email address classandcomp@ofm.wa.gov.

Meeting Coordinator
For question and concerns, contact the Meeting Coordinator at classandcomp@ofm.wa.gov.

Individuals with Disabilities
If you are a person with a disability and require accommodation for attendance, contact the Meeting Coordinator no later than the first Thursday of the month.

Alternate Publication Formats
This publication will be made available in alternate formats upon request.

What is a Revision
When changes occur to an exhibit after the original Director's meeting agenda has been posted to the State HR website, a *revised exhibit* is created which reflects the most up-to-date information proposed for adoption. The revised exhibit appears in a separate Revised Agenda that will be available on the day of the meeting.

Section C: Classification

Item 1	
Requester (Agency/HE Institution) Office of the Washington State Auditor	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 156A Assistant State Auditor 1	**Current Salary Range/Rate** 44
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 6/14/2019	

Class Series Concept

Within the Washington State Auditor's Office, conducts, assists in conducting or supervises financial, compliance, information technology or performance audits for the purpose of providing an independent assessment of government organizations, programs, activities or functions in order to improve efficiency, effectiveness, and public accountability.

Audits are conducted in accordance with Generally Accepted Government Auditing Standards as prescribed by the United States Government Accountability Office, and other applicable laws, regulations, and professional standards.

Explanation

The Office of the Washington State Auditor is requesting revisions to the Assistant State Auditor 1-5 job class series to meet the needs of their clients, and to address the increasing complexity of IT audit work. The current ASA 1-5 class specifications do not fully describe the work and qualifications necessary for hiring and developing staff for IT audits. These revisions will accurately describe the work and required qualifications at each level in the series.

State HR staff supports the agency's request for class plan maintenance revising the ASA 1-5 job class specifications. These revisions include adding IT audit language to ensure the full scope of work is accurately reflected within the class series and allocating criteria. These revisions will enable the agency to hire additional staff with the unique skills needed to complete the work, which is necessary in order to meet the agency's business needs. Specifically, within the ASA 1 revisions are within the class series concept.

A fiscal impact statement was not required to be submitted, as there is no fiscal impact associated with this request.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 30

Section C: Classification

Item 2	
Requester (Agency/HE Institution) Office of the Washington State Auditor	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 156B Assistant State Auditor 2	**Current Salary Range/Rate** 50
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 6/14/2019	

Definition

Positions conducting Financial and Compliance Audits:
Under the guidance and supervision of a higher level auditor, conducts portions of or complete financial and compliance audits of state agencies or local governments. Assignments are regularly reviewed while in progress and upon completion.

Positions conducting Performance Audits:
Under the guidance and supervision of a higher level auditor, performs research, analysis and program evaluation tasks for performance audits.

Positions conducting IT Audits:
Under the direct supervision of a higher level auditor, assists with planning, conducting and documenting IT assessments, application and general controls system reviews, and performing computer assisted audit techniques data analysis.

Explanation

The Office of the Washington State Auditor is requesting revisions to the Assistant State Auditor 1-5 job class series to meet the needs of their clients, and to address the increasing complexity of IT audit work. The current ASA 1-5 class specifications do not fully describe the work and qualifications necessary for hiring and developing staff for IT audits. These revisions will accurately describe the work and required qualifications at each level in the series.

Section C: Classification

State HR staff supports the agency's request for class plan maintenance revising the ASA 1-5 job class specifications. These revisions include adding IT audit language to ensure the full scope of work is accurately reflected within the class series and allocating criteria. These revisions will enable the agency to hire additional staff with the unique skills needed to complete the work, which is necessary in order to meet the agency's business needs. Specifically within the ASA 2 job class, revisions are within the definition.

A fiscal impact statement was not required to be submitted, as there is no fiscal impact associated with this request.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 32

Item 3	
Requester (Agency/HE Institution) Office of the Washington State Auditor	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 156C Assistant State Auditor 3	**Current Salary Range/Rate** 61
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 6/14/2019	

Definition

This is the fully qualified journey level of the series.

Positions conducting Financial and Compliance Audits:
Positions function as an auditor-in-charge of financial and compliance audits of local and state government entities. Audits at this level include, but are not limited to, small and medium size cities and counties with a small number of staff assigned, entities operating under fewer special regulations and funding sources, and entities without as extensive compliance and reporting requirements. Under general supervision, assumes responsibility for planning, conducting and documenting a risk based audit. Positions can be assigned to conduct investigations pertaining to Whistleblower, citizen complaints, or fraud.

Positions conducting Performance Audits:
With general supervision, conducts phases or sections of large performance audits that cover multiple agencies or levels of government, have multiple layers of laws or regulations that apply to the audit or relies on large amounts and different types of data. Conducts all phases of smaller performance audits that generally cover a limited number of agencies or programs where applicable laws and regulations are clear and sufficient and reliable data are more readily available. May also conduct related program evaluations.

Positions conducting IT Audits:
Under the general guidance of a higher level auditor or supervisor, responsible for planning, conducting and documenting sections of IT assessments, applications and general controls system reviews, and performing computer assisted audit tools data analysis.

Explanation

The Office of the Washington State Auditor is requesting revisions to the Assistant State Auditor 1-5 job class series to meet the needs of their clients, and to address the increasing complexity of IT audit work. The current ASA 1-5 class specifications do not fully describe the work and qualifications for hiring and developing staff for IT audits. These revisions will accurately describe the work and required qualifications at each level in the series.
State HR staff supports the agency's request for class plan maintenance revising the ASA 1-5 job class specifications. These revisions include adding IT audit language to ensure the full scope of work is accurately reflected within the class series and allocating criteria. These revisions will enable the agency to hire additional staff with the unique skills needed to complete the work, which is necessary in order to meet the agency's business needs. Specifically within the ASA 3 job class, revisions are within the definition.

A fiscal impact statement was not required to be submitted, as there is no fiscal impact associated with this request.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 96

Item 4	
Requester (Agency/HE Institution) Office of the Washington State Auditor	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 156D Assistant State Auditor 4	**Current Salary Range/Rate** 64
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 6/14/2019	

Definition

This is the senior, specialist, and/or lead level of the series.

Positions conducting Financial and Compliance Audits:
Positions function as an auditor-in-charge of the largest and/or most complex financial and compliance audits of local and state government entities. Under general direction, assumes responsibility for planning, conducting and documenting a risk based audit. Audits at this level include, but are not limited to, larger local city and county jurisdictions with multiple staff assigned, entities operating under special regulations and funding sources such as PUD's and Housing Authorities, entities with extensive compliance and reporting requirements or entities requiring complex computer system audits.

Positions conducting Performance Audits:
Leads smaller performance audits that cover a limited number of agencies or programs and utilize reliable data that is readily available. Responsible for overall audit planning through final audit presentation.

OR

Independently conducts sections of large performance audits under the direction of a senior or principal performance auditor. Audits involve multiple agencies or levels of government, have several layers of applicable laws or regulations, and require significant research to obtain the necessary data.

<u>Positions conducting IT Audits:</u>
<u>Independently conducts sections of large or complex IT audits, assessments, applications and general control system reviews or data analysis projects which may involve multiple state agencies, local governments or levels of government.</u>

Explanation

The Office of the Washington State Auditor is requesting revisions to the Assistant State Auditor 1-5 job class series to meet the needs of their clients, and to address the increasing complexity of IT audit work. The current ASA 1-5 class specifications do not fully describe the work and qualifications necessary for hiring and developing staff for IT audits. These revisions will accurately describe the work and required qualifications at each level in the series.

State HR staff supports the agency's request for class plan maintenance revising the ASA 1-5 job class specifications. These revisions include adding IT audit language to ensure the full scope of work is accurately reflected within the class series and allocating criteria. These revisions will enable the agency to hire additional staff with the unique skills needed to complete the work, which is necessary in order to meet the agency's business needs. Specifically within the ASA 4 job class, revisions are within the definition.

A fiscal impact statement was not required to be submitted, as there is no fiscal impact associated with this request.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 44

Item 5	
Requester (Agency/HE Institution) Office of the Washington State Auditor	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 156E Assistant State Auditor 5	**Current Salary Range/Rate** 68
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 6/14/2019	

Definition

This is the supervisory or expert level of the series.

Positions conducting Financial and Compliance Audits:
Supervise auditors responsible for conducting complete financial and compliance audits and investigations pertaining to Whistleblower, citizen complaints, or fraud;

OR

Provides technical services, develops and implements statewide auditing policies and procedures, and develops and conducts formal training;

OR

Establishes the budgeting, accounting, and reporting system for local governments, and provides consulting services and training for auditees and professional associations.
This is the expert level for positions conducting Performance Audits:
Leads performance audits including the largest and most complex assignments. Responsible for the audit from the audit planning through final audit presentation.

OR

Positions conducting IT Audits:
Leads complex IT related audits, assessments, applications, general control system reviews or data analysis projects which may involve multiple state agencies, local governments or cut across different levels of government. Responsible for the entire audit, resource or project, including planning, development of statewide IT testing strategies, conducting and overseeing the implementation of audit methodologies, and audit reporting for state or local government audits.

Explanation

The Office of the Washington State Auditor is requesting revisions to the Assistant State Auditor 1-5 job class series to meet the needs of their clients, and to address the increasing complexity of IT audit work. The current ASA 1-5 class specifications do not describe the work and qualifications necessary for hiring and developing staff for IT audits, these revisions will accurately describe the work and required qualifications at each level in the series.

State HR staff supports the agency's request for class plan maintenance revising the ASA 1-5 job class specifications. These revisions include adding IT audit language to ensure the full scope of work is accurately reflected within the class series and allocating criteria. These revisions will enable the agency to hire additional staff with the unique skills needed to complete the work, which is necessary in order to meet the agency's business needs. Specifically within the ASA 5 job class, revisions are within the definition.

A fiscal impact statement was not required to be submitted, as there is no fiscal impact associated with this request.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 86

Item 6	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 109K Management Analyst 3	**Current Salary Range/Rate** 52
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 54
Effective Date 7/1/2019	

Class Series Concept:

Positions in this series analyze management and business issues and processes, provide consultation, develop strategies, conduct research, formulate recommendations, coordinate and assist with the implementation of strategic and long-range planning activities in areas such as: business and organizational planning, budgeting, operations, policy issues, information technology, purchasing and proposed legislation. Incumbents develop and implement processes for monitoring and measuring outcomes of activities.

This series is separate and distinct from the Information Technology professional structure, representing the business and serving on workgroups or project teams as a subject matter expert. Although positions participate in the development of software-systems components for business solutions, this is not related to the Information Technology Business Analyst job family.

Definition:

~~Positions at this level work under~~ Under general direction provides journey level analyses to management, staff and customers. ~~limited supervision~~, ~~exercise independent judgment, and are responsible for~~ conducts~~ing~~ ~~complex~~, multi-dimensional research and analysis, formulating recommendations, and coordinating implementation and ongoing evaluation of programs and strategic and long-range planning activities. Incumbents provide consultation to management~~,~~ to resolve a variety of ~~complex~~ management issues ~~problems~~, ~~and function as a specialist and/or lead for projects impacting multiple programs, departments, and/or jurisdictions~~.

Distinguishing Characteristics:

Positions at this level use independent judgment to perform a variety of business analyses such as:

- Developing processes for an agency or organization.
- Identifying problems, analyzing business, management or technology needs to facilitate changes in organizations business, management, or technology services.

- Leading small to medium sized projects impacting multiple programs, departments, and/or jurisdictions.
- Use process improvement to facilitate the collection and analysis of information

Assisting management to identify and plan business process changes for short and long term strategic goals;

Explanation

This is a request from the Office of Financial Management State Human Resources for class plan maintenance for the Management Analyst 3 classification. Class plan maintenance will include updates to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 7	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 109L Management Analyst 4	**Current Salary Range/Rate** 58
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 60
Effective Date 7/1/2019	

Definition

~~Positions at this level work under~~ Under general direction, provides senior level professional analyses to management, staff and customers regarding complex issues that impact programs and policies. ~~and serve as consultants to executive management, lead agency process improvement teams, and/or supervise management analysts in management analysis sections. Incumbents research, analyze, evaluate and make recommendations regarding multidimensional problems which cross departmental lines, such as: agency and/or institution reorganization, implementing legislative directives, developing policies and procedures, developing and implementing systems, implementing long-range strategic plans, formulating goals and objectives, resolving customer complaints, and meeting customer requirements.~~

Distinguishing Characteristics

Positions at this level use independent judgment to perform a variety of complex analyses such as:

- Serving as consultants to executive management, implementing legislative directives, developing policies and procedures, developing and implementing systems, implementing long-range strategic plans, formulating goals and objectives, resolving customer complaints, and meeting customer requirements.
- Leading medium to large complex business and management related projects or studies, providing counsel and assisting in the implementation of a variety of complex business processes involving project management, funds management, purchasing, contract administration, business analysis, property management, space management, or program and budget planning;
- Leading agency process improvement teams.
- Researching, analyzing, evaluating and making and presenting recommendations to management regarding multidimensional issues which cross departmental lines and do not have readily available solutions.

Explanation

This is a request from the Office of Financial Management State Human Resources for class plan maintenance for the Management Analyst 4 classification. Class plan maintenance will include updates to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Section C: Classification

Item 8	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 109M Management Analyst 5	**Current Salary Range/Rate** 61
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 64
Effective Date 7/1/2019	

Definition~~:~~

~~Positions at this level work under~~ As the supervisor and/or expert, under administrative direction, provides ~~and function as the~~ expert level analyses to management, staff and both internal and external customers regarding highly complex, multidimensional issues impacting agency/institution-wide programs and policies. ~~and/or supervisor researching, analyzing, and making recommendations regarding multidimensional and/or highly complex, unprecedented issues having a broad scope and significant impact on outside agencies or institutions, organizations, statewide, and the public. Incumbents provide expert advice and consultation to executive management, internal departments and outside organizations with varying issues, diverse and conflicting interests. Incumbents produce or oversee the production of complex reports for use by diverse groups such as highest levels of management, boards, commissions, elected officials, and/or other governmental entities. Projects frequently have high dollar impact on budget and/or revenue collections.~~

Distinguishing Characteristics

Positions at this level provide agency/institution level business operations consultation on highly complex business issues:

- Performing proactive intervention and/or providing solutions having statewide or precedent setting impact.
- Making recommendations regarding highly complex, unprecedented issues involving organizational change, process improvement and policy development; or issues involving a broad scope and significant impact on outside agencies or institutions, organizations, statewide, and the public.
- Providing expert advice and consultation to executive management, internal departments and outside organizations with varying issues, diverse and conflicting interests.
- Serving as the agency representative for business analysis teams or projects with other public and private entities concerning business operations on behalf of executive management; and presents findings and recommendations to executive management;

- Producing or overseeing the production of complex reports for use by diverse groups such as highest levels of management, boards, commissions, elected officials, and/or other governmental entities.

Projects at this level frequently have high dollar impact on budget and/or revenue collections.

Explanation

This is a request from the Office of Financial Management State Human Resources for class plan maintenance for the Management Analyst 5 classification. Class plan maintenance will include updates to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 9	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 112J Forms and Records Analyst 2	**Current Salary Range/Rate** 42
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Positions at this level provide consultation to managers and perform journey-level forms and/or records work such as analyzing manual, electronic and/or automated forms and/or records management problems, developing and implementing plans for rectifying system deficiencies, designing forms and coordinating forms production. Incumbents assist with and coordinate records retention, migration, transfer and disposition, utilize manual, electronic and/or automated systems, and provide consultation on forms and/or records management programs and system requirements. Incumbents conduct record inventories, assist with reviewing and updating record retention schedules and coordinate, retrieve information for and respond to public and/or other record requests.

Distinguishing Characteristics

Positions allocated to the Forms and Records Analyst series are distinguished from the Health Records Technician series and Medical Coding Specialist series by the absence of work involving primary responsibility for the release of health and/or medical records or duties such as medical diagnostic and procedural coding a majority of the time.

~~OR~~

~~In a healthcare facility, hospital, or institution performs records management duties such as, reviewing resident and/or patient records for completeness and accuracy, assigning diagnoses and operative procedures codes, abstracting pertinent data from treatment and/or medical records, and acting as information resource for authorized personnel requesting information from resident and/or patient records. May monitor patient's length of stay, severity of illness, and intensity of services to assure appropriate utilization of resources or explain the justification for admission, treatment, and length of stay and relay pertinent diagnostic information to authorized third party agents.~~

Explanation

This is a request from the Office of Financial Management for class plan maintenance, which will not impact the compensation for the Forms and Records Analyst 2 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 106

Item 10	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 112J Forms and Records Analyst 2 - Teamsters	**Current Salary Range/Rate** Teamsters 41
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Positions at this level provide consultation to managers and perform journey-level forms and/or records work such as analyzing manual, electronic and/or automated forms and/or records management problems, developing and implementing plans for rectifying system deficiencies, designing forms and coordinating forms production. Incumbents assist with and coordinate records retention, migration, transfer and disposition, utilize manual, electronic and/or automated systems, and provide consultation on forms and/or records management programs and system requirements. Incumbents conduct record inventories, assist with reviewing and updating record retention schedules and coordinate, retrieve information for and respond to public and/or other record requests.

Distinguishing Characteristics

Positions allocated to the Forms and Records Analyst series are distinguished from the Health Records Technician series and Medical Coding Specialist series by the absence of work involving primary responsibility for the release of health and/or medical records or duties such as medical diagnostic and procedural coding a majority of the time.

~~OR~~

~~In a healthcare facility, hospital, or institution performs records management duties such as, reviewing resident and/or patient records for completeness and accuracy, assigning diagnoses and operative procedures codes, abstracting pertinent data from treatment and/or medical records, and acting as information resource for authorized personnel requesting information from resident and/or patient records. May monitor patient's length of stay, severity of illness, and intensity of services to assure appropriate utilization of resources or explain the justification for admission, treatment, and length of stay and relay pertinent diagnostic information to authorized third party agents.~~

Explanation

This is a request from the Office of Financial Management for class plan maintenance, which will not impact the compensation for the Forms and Records Analyst 2 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 9

Item 11	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 112K Forms and Records Analyst 3	**Current Salary Range/Rate** 47
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Positions at this level are specialists in two or more system areas such as financial records, student records, resident records, ~~and/or health records,~~ or function as a management consultant for complex manual and/or electronic forms and/or records problems, or provide management consultation and determinations on responses to public record requests. Incumbents may oversee the work of subordinate staff and coordinate the day-to-day delivery, distribution, access, maintenance and retention of manual and/or electronic forms and/or records.

Distinguishing Characteristics

Positions allocated to the Forms and Records Analyst series are distinguished from the Health Records Technician series and Medical Coding Specialist series by the absence of work involving primary responsibility for the release of health and/or medical records or duties such as medical diagnostic and procedural coding a majority of the time.

Explanation

This is a request from the Office of Financial Management for class plan maintenance, which will not impact the compensation for the Forms and Records Analyst 3 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 182

Item 12	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 112K Forms and Records Analyst 3 - Teamsters	**Current Salary Range/Rate** Teamsters 46
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Positions at this level are specialists in two or more system areas such as financial records, student records, resident records, ~~and/or health records,~~ or function as a management consultant for complex manual and/or electronic forms and/or records problems, or provide management consultation and determinations on responses to public record requests. Incumbents may oversee the work of subordinate staff and coordinate the day-to-day delivery, distribution, access, maintenance and retention of manual and/or electronic forms and/or records.

Distinguishing Characteristics

Positions allocated to the Forms and Records Analyst series are distinguished from the Health Records Technician series and Medical Coding Specialist series by the absence of work involving primary responsibility for the release of health and/or medical records or duties such as medical diagnostic and procedural coding a majority of the time.

Explanation

This is a request from the Office of Financial Management for class plan maintenance, which will not impact the compensation for the Forms and Records Analyst 3 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 6

Item 13	
Requester (Agency/HE Institution) Department of Labor and Industries	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 120B Apprenticeship Consultant 2	**Current Salary Range/Rate** 49
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

~~Within the Department of Labor and Industries (L&I):~~

Positions in this class series ~~E~~engages primarily in technical advisory and promotional activities, often performed as integrated functions, in connection with the improvement and development of industrial training programs and related workforce development utilization practices on the job. This work includes obtaining the cooperative support of, providing consultant services to, and coordinating with ~~management~~ employers, ~~and~~ labor, educational, community and other groups and governmental entities ~~agencies~~ at local, State, and Federal levels. Apprenticeship Consultants work collaboratively or independently with employers, apprenticeship sponsors, industry groups, employees and apprentices ~~and are involved in the performance, administration or supervision of work and provide professional fieldwork primarily concerned~~ ~~with:~~ to provide the following:

- Regulatory and compliance services in support of the Washington State Apprenticeship & Training Council (WSATC) laws, rules, decisions and directives.

- Technical and consultative services to sponsors, programs and committees composed of employer and employee groups on methods for improving and obtaining more effective utilization of worker skills on the job by coordinating efforts to establish, register, operate and maintain Standards of Apprenticeship, associated apprentice and employer ~~and~~ ~~A~~agreements.

- Promotion of the National Apprenticeship System and the Washington Apprenticeship Program and other on-the-job training programs and standards to meet the needs for skilled workforce development in industry by marketing, presentation and advisory services.

Definition

~~This is the journey level of the series.~~ Provides consultative and technical ~~services~~ support in the routine development and enforcement of traditional and non-traditional apprenticeship programs, agreements, and standards.

Distinguishing Characteristics

This is the first working-level of the series. In a learning capacity, this journey level concentrates on gaining on the job experience working under close supervision while learning the aspects of apprenticeship. Incumbents receive advanced level training and remain in this classification through a two-year training plan, and upon successful completion will automatically qualify to apply for AC3 positions.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation of the Apprenticeship Consultant 2 classification. The class plan maintenance includes adding a class series concept and distinguishing characteristics in addition to updating the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type Consultant	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 0

Item 14	
Requester (Agency/HE Institution) Department of Labor and Industries	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 120C Apprenticeship Consultant 3	**Current Salary Range/Rate** 52
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 56
Effective Date 7/1/2019	

Class Series Concept

See Apprenticeship Consultant 2

Definition

~~This is the senior, specialist, or lead worker level of the series~~. ~~In the Department of Labor and Industries~~, Positions at this level have the responsibility to provide consultation and technical support services to business and industry for the development and enforcement of complex apprenticeship training programs.

For the purposes of this specification, complex apprenticeship training programs are those ~~programs which~~ that include two or more of the following:

- Multiple trades, crafts, and functions;
- Multiple technical/industrial operations and processes;
- Multiple political, or high visibility media/legal issues;
- Consulting and establishing networks and articulations between multiple educational institutions (high schools, community and technical colleges, and other post-secondary training and education institutions).

Distinguishing Characteristics

This is the senior, specialist or lead worker level of the series. As a fully qualified Apprenticeship Consultant, under general direction, performs consultation and technical services requiring a higher level of knowledge and experience, such as but not limited to: marketing the State of Washington Apprenticeship Program; assisting Apprenticeship Training Committees (ATCs) in drafting new apprenticeship standards and revising existing standards; developing and presenting registered apprenticeship and/or on-the-job training programs; serves on task forces or advisory committees.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance and an increase in compensation to the Apprenticeship Consultant 3 classification. The class plan maintenance includes adding a class series concept and distinguishing characteristics in addition to updating the definition, which will provide clarity to the duties performed by this classification. The increase in compensation of 4 ranges is due to agency recruitment and retention difficulties. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type Consultant	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 7

Item 15	
Requester (Agency/HE Institution) Department of Labor and Industries	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 120D Apprenticeship Consultant 4	**Current Salary Range/Rate** 56
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 60
Effective Date 7/1/2019	

Class Series Concept

See Apprenticeship Consultant 2

Definition

~~This is the supervisory or expert level of the series~~ ~~In the Department of Labor and Industries~~, Positions at this level reports~~ing~~ to the Program Manager for the Apprenticeship and Training Program, serves as the state-wide expert in the area of Apprenticeship and Training and/or coordinates and oversees the State-wide apprenticeship compliance and enforcement activities and actions. Provides interpretation of rules and regulations and participates in the development or revision of laws, standards, rules, regulations and policy. Positions are designated in writing by an Assistant Director.

Distinguishing Characteristics

This is the supervisory or expert level of the series. Under administrative direction, Apprenticeship Consultants at this level serve as supervisor to lower-level Apprenticeship Consultants, or as apprenticeship technical specialist for all complexity levels; to include:

- Conduct investigations
- Draft rule and law language in response to federal and state regulations
- Provide consultative, technical and compliance services
- Technical review of Apprenticeship standards

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance and an increase in compensation to the Apprenticeship Consultant 4 classification. The class plan maintenance includes adding a class series concept and distinguishing characteristics in addition to updating the definition, which will provide clarity to the duties performed by this classification. The increase in compensation of 4 ranges is due to agency recruitment and retention difficulties. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type Consultant	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 3

Item 16	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 125A Data Consultant 1	**Proposed Salary Range/Rate** 43
Effective Date 7/1/2019	

Class Series Concept

Positions in this series compile information from various databases and computer systems and provide reports and analysis based on agency/institution data processing and analytical requirements.

Definition

Under general supervision, performs entry level data consultant activities to assist higher level data consultants and/or managers in performing computing, comparing and reporting of data in support of reports, studies, surveys and forecasts. Develops and prepares narrative reports.

Distinguishing Characteristics

Performs routine data compilation and research analysis such as:

- Evaluates data, graphs, tables and charts.
- Sourcing report data from a variety of known areas.
- Developing extraction methods for conducting data mining by creating database queries.
- Reviewing data for completeness, compiling, tabulating, making computations and preparing summaries.

Preparing narrative reports to accompany data.

Explanation

During the IT study gaps were identified in the current classification plan. Work of positions excluded from the ITPS is captured in existing, new, or updated job classifications. The work identified at this level within this class series is being conducted by multiple other classifications on a best-fit basis. The establishment of the Data Consultant 1, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 0

Item 17	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 125B Data Consultant 2	**Proposed Salary Range/Rate** 46
Effective Date 7/1/2019	

Definition

Performs journey level data consultant work developing, designing, performing statistical analysis and organizing research projects and studies.

Distinguishing Characteristics

Performs a variety of research and statistical analysis such as:

- Designing, developing and evaluating alternate methods of data collection procedures, sample selections and statistical requirements;
- Establishing research or statistical analysis processes and determining method of analysis or study.
- Works with team leaders and members to solve client analytics issues and documents results and methodology;
- Writes or edits narrative reports for special or annual reports;

Explanation

During the IT study gaps were identified in the current classification plan. Work of positions excluded from the ITPS is captured in existing, new, or updated job classifications. The work identified at this level within this class series is being conducted by multiple other classifications on a best-fit basis. The establishment of the Data Consultant 2, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 0

Item 18	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 125C Data Consultant 3	**Proposed Salary Range/Rate** 52
Effective Date 7/1/2019	

Definition

Performs senior level specialized data consultant work to plan, direct, determine method of development, design, analysis and coordination of complex analytical research, statistical reports, projects and studies.

Distinguishing Characteristics

Independently performs complex data and statistical analysis such as:

- Determines the development, design, implementation, maintenance and modification of complex research projects involving data collection, algorithms, data manipulation, analytical modeling, data warehousing, and computer applications and reporting systems.
- Develops technical work methods in production of projects and analyses of research data.
- Designs methods of data mining, algorithms and applies complex statistical reasoning and statistical procedures.
- Develops experimental design approaches and designs and enhances complex reporting systems.

Explanation

During the IT study gaps were identified in the current classification plan. Work of positions excluded from the ITPS is captured in existing, new, or updated job classifications. The work identified at this level within this class series is being conducted by multiple other classifications on a best-fit basis. The establishment of the Data Consultant 3, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 0

Item 19	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 125D Data Consultant 4	**Proposed Salary Range/Rate** 58
Effective Date 7/1/2019	

Definition

Performs expert level specialized professional data consultant work planning, directing and managing research, statistical or data analysis activity of major scope, significance, and high complexity.

Distinguishing Characteristics

Independently performs highly complex data analysis such as:

- Assisting executive management in making strategic data-related decisions by analyzing, manipulating, tracking, internally managing, and reporting data.
- Determining feasibility of major research projects; plans, assigns, schedules and directs research studies;
- Directing and developing technical work methods in production of projects and analyses of research data.
- Providing expertise in the development of highly complex statistical reports applying advanced statistical predictive modeling techniques to build, maintain, and improve on multiple re-time decision systems;
- Ensuring high quality data report production that integrates the use of multiple analytical processes.

Explanation

During the IT study gaps were identified in the current classification plan. Work of positions excluded from the ITPS is captured in existing, new, or updated job classifications. The work identified at this level within this class series is being conducted by multiple other classifications on a best-fit basis. The establishment of the Data Consultant 4, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 0

Item 20	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 125G Technical Training Consultant	**Proposed Salary Range/Rate** 58
Effective Date 7/1/2019	

Definition

Plans, designs, develops, implements and/or delivers specialized technical IT systems training and instructional programs, using instructor-led, train-the trainer, electronic/web-based, e-Learning, and/or multimedia training methods and formats. Conducts needs assessments, tests, and evaluates technical training programs utilized by an agency/institution in order to meet agency business needs, which would include new training technologies.

Explanation

During the IT study gaps were identified in the current classification plan. Work of positions excluded from the ITPS is captured in existing, new, or updated job classifications. The work identified at this level within this class is being conducted by multiple other classifications on a best-fit basis. The establishment of the Technical Training Consultant class, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 0

Item 21	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 125M Operations Research Specialist	**Proposed Salary Range/Rate** 68
Effective Date 7/1/2019	

Definition

Performs scientific research, design, statistical or data analysis or analytical projects in a specialty field. Develops and designs complex original operations research using scientific, statistical, data mining, or mathematical analytical methods to investigate complicated issues and identify and solve problems. This is the highest level of expertise of scientific data research and analysis.

Distinguishing Characteristics

Performs highly complex, expert level professional statistical data research and consultation. Responsible to make value out of the most complex data, positions are characterized by the following:

- Such data analytical research work requires in-depth and specialized subject-matter expertise obtained through specialized training and job experience. As such, positions function as technical expert to other research personnel on specific project subject-matter questions.
- Positions translate research and analytical project theory into working hypotheses which, in turn, are used to define analytical research questions.
- Positions define project scope, goals, objectives, methods and plans; later may adapt such as indicated to meet program changes.

Explanation

During the IT study gaps were identified in the current classification plan. Work of positions excluded from the ITPS is captured in existing, new, or updated job classifications. The work identified at this level within this class is being conducted by multiple other classifications on a best-fit basis. The establishment of the Operations Research Specialist class, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 0

Item 22	
Requester (Agency/HE Institution) Department of Revenue	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 155D Revenue Auditor 4	**Proposed Salary Range/Rate** 66
Effective Date 7/1/2019	

Class Series Concept

This series is responsible for administering business and occupation taxes, sales and use tax, and public utility tax, deductions, exemptions, deferrals and credits. These positions conduct audits of businesses in diverse industry groups, including corporate, governmental and nonprofit organizations. A wide variety of financial and nonfinancial records are examined to verify that the business has reported its tax liabilities correctly in compliance with the technical requirements imposed by the Revised code of Washington (RCW), the Washington Administrative Code (WAC), Washington Tax Decisions (WTD), Interim Audit Guidelines (IAG), and Excise Tax Advisories (ETA) as administered by the Washington State Department of Revenue.

Audits are conducted in accordance with laws, regulations and applicable professional standards. These positions require the skills to deal with delicate issues, such as the examination of confidential records that may result in the assessment of tax; and the organizational skills to manage numerous ongoing audits while administering a wide variety of excise tax laws and rules.

Definition

Positions perform statewide and nationwide audits of the largest, most complex multi-level and multi-jurisdictional business organizations and/or Fortune 500 companies in designated specialized industries or in areas of the most technically complex tax, accounting, and legal issues.

Distinguishing Characteristics

This is the technical expert level of the series. As designated by the Assistant Director, evaluates business activities, accounting systems, controls, and records.

Positions at this level develop overall audit analysis and examinations plans to determine if businesses have either economic or physical nexus and are in compliance with applicable state tax laws to include correctly reporting their tax liabilities.

Explanation

This is a request from the Department of Revenue to create a new Revenue Auditor 4 expert level class to the Revenue Auditor series. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 11

Item 23	
Requester (Agency/HE Institution) Department of Revenue	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 155E Revenue Auditor Supervisor	**Proposed Salary Range/Rate** 69
Effective Date 7/1/2019	

Class Series Concept

This series is responsible for administering business and occupation taxes, sales and use tax, and public utility tax, deductions, exemptions, deferrals and credits. These positions conduct audits of businesses in diverse industry groups, including corporate, governmental and nonprofit organizations. A wide variety of financial and nonfinancial records are examined to verify that the business has reported its tax liabilities correctly in compliance with the technical requirements imposed by the Revised code of Washington (RCW), the Washington Administrative Code (WAC), Washington Tax Decisions (WTD), Interim Audit Guidelines (IAG), and Excise Tax Advisories (ETA) as administered by the Washington State Department of Revenue.

Audits are conducted in accordance with laws, regulations and applicable professional standards. These positions require the skills to deal with delicate issues, such as the examination of confidential records that may result in the assessment of tax; and the organizational skills to manage numerous ongoing audits while administering a wide variety of excise tax laws and rules.

Definition

This is the supervisory level of the series. Positions supervise all revenue auditing activities in a unit or geographical region.

Distinguishing Characteristics

As a supervisor, plans and develops methods and programs, make assignments, and directs the activities of personnel involved in auditing activities. These positions are first line supervisors of one or more units within Washington State and/or across the United States. Positions are experts on tax administration, audit policies and procedures, excise tax rules and laws and taxpayer rights.

Positions at this level report directly to a Regional Audit Manager or Program Manager.

Explanation

This is a request from the Department of Revenue to create a new Revenue Auditor Supervisor class to the Revenue Auditor series. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 26

Item 24	
Requester (Agency/HE Institution) Department of Labor and Industries	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 162E Medical Program Specialist 1	**Current Salary Range/Rate** 55
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

Positions in this series support programs within a healthcare or health services unit and work to develop policy, program evaluation, outreach, education, and contract administration. Classes in this series will perform medical coding or perform coding compliance audits; and provide consultative services to medical providers and/or staff regarding policy or cost containment programs, including, but not limited to medical coding and/or medical compliance.

Definition

This is the journey level of the series. Positions work under general supervision and . ~~In the Health Services Analysis Office of the Department of Labor and Industries and in the Department of Health~~, perform medical analysis, assist in the development of policies, program evaluation, contract administration, and/or perform coding compliance audits. ~~development, implementation, policy promulgation and/or contract administration in health care cost containment programs.~~ Positions provide consultative services to medical providers and/or d~~epartment~~ staff regarding health care policy or cost containment programs.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Medical Program Specialist 1 classification. The class plan maintenance will include the addition of a class series concept, in addition to revisions to the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 8

Item 25	
Requester (Agency/HE Institution) Department of Labor and Industries	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 162F Medical Program Specialist 2	**Current Salary Range/Rate** 59
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

See Medical Program Specialist 1, 162E

Definition

This is the senior or lead worker level of the series. ~~In the Health Services Analysis Office of the Department of Labor and Industries and in the Department of Health,~~ Leads ~~professional staff engaged in the review, analysis, and monitoring of health care cost containment programs. Positions independently~~ policy development, healthcare or health services program evaluation, outreach and education, or contract administration; ~~and provides consultative services to medical providers and/or staff regarding policy and program administration~~. ~~Positions independently develop, plan, evaluate, promulgate policies and provide consultative services to medical providers and/or department staff regarding program administration.~~

Distinguishing Characteristics

Positions work under general direction as a senior-level professional leading other professional staff engaged in the review, analysis, and monitoring of health care best practices and cost containment programs. Positions independently develop, plan, evaluate, promulgate policies and provide consultative services to medical providers and/or department staff regarding program administration.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Medical Program Specialist 2 classification. The class plan maintenance will include the addition of a class series concept and distinguishing characteristics, in addition to revisions to the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 23

Item 26	
Requester (Agency/HE Institution) Department of Labor and Industries	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 162G Medical Program Specialist 3	**Current Salary Range/Rate** 63
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

See Medical Program Specialist 1, 162E

Definition

Positions at this level serve as an expert or supervisor of staff engaged in the review, analysis, and monitoring of health care best practices and cost containment programs, or medical compliance auditing. Provides consultative expertise regarding healthcare program quality and effectiveness to top-level managers.
~~Directs and supervises a unit comprised of three or more professional staff engaged in the review, analysis, monitoring, and/or operation of health care cost containment programs; or, manages and directs the development of statewide health care initiatives and long-term purchasing improvement projects to ensure injured workers' access to quality care.~~
~~All positions in this classification are responsible for providing consultative expertise regarding heath care cost containment programs to top-level managers.~~

Distinguishing Characteristics

Directs and supervises a unit comprised of professional and/or paraprofessional staff engaged in the review, analysis, monitoring, and/or operation of health care program's quality and effectiveness; or, manages and directs the development of statewide health care initiatives and long-term purchasing improvement projects to ensure patient access to quality care.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Medical Program Specialist 3 classification. The class plan maintenance will include the addition of a class series concept and distinguishing characteristics, in addition to revisions to the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 66

Item 27	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 164E UI Specialist 1	**Current Salary Range/Rate** 37
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

Positions in this series provide unemployment insurance (UI) claims processing and adjudication services. Positions receive and record claims information from clients that is used to process applications for unemployment claims benefits. Positions are responsible to ensure completeness, research and verify missing or incomplete information and respond to claims inquiries. Positions within this series are responsible for the adjudication of claims involving complex analysis to determine appropriate claim status, conduct research and interviews to obtain facts that effect eligibility, and issue an allowance or denial of UI benefits, represent the agency at claims appeal hearings and know and understand complex unemployment insurance program laws, rules, regulations, policies and procedures. At the higher levels, perform complex and specialized unemployment insurance program services involving intensive application of specialized knowledge and skills and may participate in the development and implementation of policies.

Definition

Performs routine para-professional duties related to unemployment insurance programs and services, including claims processing.

Distinguishing Characteristics

Positions at this level work under close supervision, or direction of a higher level UI Specialist. The majority of the time is spent assisting higher level UI specialists, or performing assignments such as: Answering a wide variety of questions about unemployment insurance programs and services, and general questions concerning eligibility for benefits, via phone or electronic inquiries~~.~~; or process~~es~~ing unemployment insurance basic and continued claims, call message recording (CMRs), pin resets, and address changes.

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the UI Specialist 1 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 6

Item 28	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 164F UI Specialist 2	**Current Salary Range/Rate** 41
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This the entry level for the professional Unemployment Insurance (UI) Specialist series for claims receipt and processing. Performs claims intake and processing duties of routine and complex unemployment insurance claims that does not include determinations. ~~Delivers service to clients by taking and processing basic and/or complex claims or processing continued claims, and applying complex laws, rules, regulations, policies and procedures applicable to the unemployment insurance program.~~

Distinguishing Characteristics

Under close supervision, provide professional receipt and processing of routine ~~Works independently. Delivers services to clients by taking and processing basic and continued~~ unemployment insurance claims while applying unemployment insurance program laws, rules, regulations, policies and procedures. ~~Duties may also include taking and processing complex unemployment insurance claims under close supervision~~. ~~The majority of the time is spent processing basic, complex and/or continued unemployment insurance claims.~~ Provides services or performs claims intake and processing duties of routine unemployment insurance claims that does not include determinations.

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the UI Specialist 2 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 18

Item 29	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 164G UI Specialist 3	**Current Salary Range/Rate** 44
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the entry level of the professional Unemployment Insurance (UI) Specialist series for claims adjudication. Performs detail complex claims receipt and processing. Delivers services to clients by taking and processing basic and complex unemployment insurance claims; ~~or as an~~ and performs adjudication~~or~~, makes and issues formal and informal written decisions to allow or deny unemployment insurance claims that involve non-monetary issues. All positions apply complex laws, rules, regulations, policies, and procedures applicable to the unemployment insurance program.

Distinguishing Characteristics

Performs basic adjudication under close supervision involving basic analysis to determine appropriate claim status, conducts research and interviews to obtain facts that effect eligibility, and issues an allowance or denial of UI benefits. Acquires higher level analytical skills for more complex claims determinations. Time is spent gaining proficiency to maintain a full workload of unemployment insurance claims involving non-monetary issues such as quits, discharges, availability, suitability, fraud and routine overpayment.
Under general supervision, provides professional unemployment insurance assignments, including providing intensive services or conducting claims intake and processing duties of routine and complex unemployment insurance claims,
~~UI Claims Processing (Intake):~~
~~This is fully qualified working level. Works independently. The majority of the time is spent taking and processing both basic and complex unemployment insurance claims, including Unemployment Compensation Federal Employment (UCFE), Unemployment Compensation Ex-Military (UCEX), Temporary Total Disability (TTD), and Interstate Agent Combined Wage Claims (CWC) claims.~~

~~Adjudication:~~
~~Entry level adjudicator. Performs basic adjudication Works under close supervision.. Makes and issues determinations or redeterminations to allow or deny UI benefits that involve non-monetary issues. The majority of the tTime is spent gaining proficiency to maintain a full workload of unemployment insurance claims involving non-monetary issues such as quits, discharges, availability, suitability, fraud and routine overpayment. Conducts fact-finding with claimants, employers, employer representatives, and third parties when required, determine rebuttal requirements and need to obtain additional facts, and advise claimants of final rights and responsibilities.~~

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the UI Specialist 3 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 75

Item 30	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 164H UI Specialist 4	**Current Salary Range/Rate** 48
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the journey level of the Unemployment Insurance (UI) Specialist series, independently performs intake, ~~Designated leadworker for UI Specialists taking and~~ processing and adjudication of unemployment insurance claims~~; oradjudicates unemployment insurance claims~~. Coach and mentor lower level UI specialists
~~All positions apply complex laws, rules, regulations, policies and procedures applicable tot he unemployment insurance program.~~
~~Designated leadworker for UI Specialists taking and~~ processing unemployment insurance claims; or adjudicates unemployment insurance claims. All positions apply complex laws, rules, regulations, policies and procedures applicable tot he unemployment insurance program.

Distinguishing Characteristics

~~Intake Leadworker:~~ Under general supervision, independently performs professional unemployment insurance assignments, including providing intensive services along with claims intake, and processing duties for routine and complex ~~Designated leadworker for UI Specialists who take and process basic and complex~~ unemployment insurance claims. Provides coaching and mentoring to instruct and guide ~~Assist with training, orienting, directing, and coordinating~~ the work of other UI Specialists. Implements and ensures consistent application of existing and new policies and procedures. ~~Provides staff with expertise and assistance in the most complex claim issues.~~
~~Adjudication: This is the fully qualified adjudicator. Works independently. Makes and issues~~
Adjudicates claims involving complex analysis, determines appropriate claim status, conducts research and performs interviews to obtain facts that effect eligibility, determinations or redeterminations to allow or deny UI benefits that involve non-monetary issues~~. The majority of the time is spent maintaining a full workload of unemployment insurance claims involving non-monetary issues~~ ~~such as~~ including quits, discharges, availability, suitability, fraud and routine overpayment. Conducts fact-finding with claimants, employers, employer representatives, and third parties when required. Determines rebuttal requirements and need to obtain additional facts, and advises claimants of final rights and responsibilities. Represents the agency in appeal hearings.

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the UI Specialist 4 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 83

Item 31	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 164I UI Specialist 5	**Current Salary Range/Rate** 50
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the leadworker or program senior/specialist level of the Unemployment Insurance (UI) series. Responsible for independent performance of complex specialized unemployment insurance program requirements involving application of laws, rules, regulations, policies and procedures applicable to the unemployment insurance claims. ~~Designated leadworker for UI Specialists performing adjudication~~. All positions apply complex laws, rules, regulations, policies, and procedures applicable to the unemployment insurance program.

Distinguishing Characteristics

Under general direction, conducts ~~Assists with~~ training, and assists with orienting, directing and coordinating the work of other UI Specialists. Implements and ensures consistent application of existing and new policies and procedures. Provides staff with expertise and assistance in the most complex claim issues. Carries an ~~A~~assigned workload of the most complex unemployment insurance claims ~~involving non-monetary issues may be at a lower rate than that of subordinate adjudicators, but will include a higher percentage of complex cases~~ processing and adjudication duties. Provides staff with expertise and assistance in the most complex claim issues.

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the UI Specialist 5 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 17

Item 32	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 164J UI Specialist 6	**Current Salary Range/Rate** 52
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Supervises Unemployment Insurance (UI) Specialists~~.~~, coordinating ~~Coordinates~~ and ~~directs~~ directing the activities of a unit providing unemployment insurance services to clients. ~~Ensures good customer service in the delivery of services. Assists the manager in monitoring quality, performance, and productivity.~~

Distinguishing Characteristics

Positions at this level work under general direction and are responsible for the delivery of UI services. Manages the most highly complex UI claims. Supervises staff or program experts that manages a program.

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the UI Specialist 6 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 17

Item 33	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 165G Financial Services Specialist 1	**Current Salary Range/Rate** 38
Proposed Class Code/Title 165G Public Benefits Specialist 1	**Proposed Salary Range/Rate** 40
Effective Date 7/1/2019	

Definition

~~This is the in-training level of the series. Under close supervision, c~~Conducts interviews to determine ~~initial~~ and/or re-determine eligibility for ~~food~~ public benefit programs ~~and redetermine eligibility for a variety of financial assistance and medical programs~~. Processes changes in client circumstances, implements Federal and State regulations and determines the effect on the continuing eligibility of clients.

Distinguishing Characteristics

In a training capacity, positions at this level are required to complete basic technical duties under close supervision. This level is the first level of the in-training program. Incumbents are required to complete an extensive training program, which includes on-the-job instruction and classroom training for determining eligibility for financial, medical, food, long-term services and support programs, childcare and equal access benefits.

Explanation

This is a request from the Department of Social and Health Services for a two (2) range increase to address retention challenges and class plan maintenance. The class plan maintenance includes revisions to the title, definition and distinguishing characteristics which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 110

Item 34	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 165H Financial Services Specialist 2	**Current Salary Range/Rate** 43
Proposed Class Code/Title 165H Public Benefits Specialist 2	**Proposed Salary Range/Rate** 45
Effective Date 7/1/2019	

Definition

~~This is the entry level of the series.~~ Determines and/or maintains financial eligibility for public ~~assistance~~ benefit (~~cash,~~ financial, food, medical, ~~and~~ childcare and/or long/term care services and support) recipients using multiple automated ~~eligibility, case maintenance or~~ workflow systems. Conducts interviews to determine or redetermine eligibility for a variety of ~~financial, medical, food and child care~~ public benefit programs. Processes changes in client circumstances, implements Federal and State regulations and determines the effect on the continuing eligibility of clients.
In a training capacity, positions at this level are required to complete basic professional duties under general supervision. Incumbents are required to complete an extensive training program, which includes advanced level on-the-job instruction and classroom training.

Explanation

This is a request from the Department of Social and Health Services for a two (2) range increase to address retention challenges and class plan maintenance. The class plan maintenance includes revisions to the title and definition that will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 110

Item 35	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 165I Financial Services Specialist 3	**Current Salary Range/Rate** 45
Proposed Class Code/Title 165I Public Benefits Specialist 3	**Proposed Salary Range/Rate** 48
Effective Date 7/1/2019	

Definition

~~This is the fully qualified, journey level of the series. Independently manages an assigned financial service workload of intake and initial eligibility determinations and/or on-going maintenance of continuing eligibility in multiple automated eligibility, case management, and workflow systems for cash, medical, food and child care benefit programs.~~ Serves as the primary point of contact for clients receiving public benefits and is responsible for managing an assigned financial services workload.

Distinguishing Characteristics

This is the fully qualified journey level of the series. Positions independently conduct interviews to determine and authorize eligibility and/or on-going maintenance of continuing eligibility, and case actions for financial, medical, food and childcare public benefit programs.

Explanation

This is a request from the Department of Social and Health Services for a three (3) range increase based on higher-level duties and class plan maintenance. The class plan maintenance includes revision to the title and definition that provide clarity to the higher-level duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 980

Item 36	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 165J Financial Services Specialist 4	**Current Salary Range/Rate** 47
Proposed Class Code/Title 165J Public Benefits Specialist 4	**Proposed Salary Range/Rate** 50
Effective Date 7/1/2019	

Definition

~~This is the senior, specialist or lead worker level for the series. Serves as a lead worker over lower-level Financial Service Specialists; Serves as an administrative hearings coordinator the majority of time; Serves as a quality assurance reviewer/Auditor for one or more units; Serves as a long-term care specialist determining eligibility for long term care services and supports; And/OR Serves as a federal funding specialist.~~

This is the senior/specialist or lead worker for the level of this series. Positions at this level are responsible for one or more of the following:

- Leads lower level Public Benefits Specialists;
- Serves as a quality assurance reviewer/auditor;
- Serves as a long-term care services and support specialist for determining eligibility for long-term care services;
- Serves as a federal funding specialist.

Explanation

This is a request from the Department of Social and Health Services for a three (3) range increase based on higher-level duties and class plan maintenance. The class plan maintenance includes revisions to the title and definition that provide clarity to the higher-level duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 459

Item 37	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 165K Financial Services Specialist 5	**Current Salary Range/Rate** 50
Proposed Class Code/Title 165K Public Benefits Specialist 5	**Proposed Salary Range/Rate** 53
Effective Date 7/1/2019	

Definition
Supervises a unit of ~~Financial Service~~ Public Benefits Specialists who determine eligibility for financial, medical, food and ~~child care~~ childcare benefits. Influences outcomes and builds strategic partnerships with entities, such as: other state agencies and local community offices for the delivery of human services to individuals, families and communities.

Explanation

This is a request from the Department of Social and Health Services for a three (3) range increase based on higher-level duties and class plan maintenance. The class plan maintenance includes revisions to the title and definition that provide clarity to the higher-level duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 142

Item 38	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 168L DDS Adjudicator 4	**Current Salary Range/Rate** 59
Proposed Class Code/Title 168L DDS Adjudicator 5	**Proposed Salary Range/Rate** 62
Effective Date 7/1/2019	

Definition

This is the supervisory or expert level of the series. ~~Positions have shared Statewide or Regional responsibility in at least one of the following areas:~~

- ~~Supervision: Supervises a unit of DDS Adjudicators;~~
- ~~Quality assurance: Reviews decisions made by the DDS Adjudicator to ensure accurate and policy compliant decisions;~~
- ~~Disability Hearings: Conducts case review and hearings for claimants whose benefits have been ceased after a Continuing Disability Review;~~
- ~~Professional Relations: Provides education to the Medical and Professional community about the disability program requirements and has oversight of contracted Consultative Examiners and DDDS contracts;~~
- ~~Training: Provides introductory and ongoing training for DDS Adjudicators and contracted medical consultants;~~
- ~~Cooperative Disability Investigations: documentation and provides program requirements used in investigations, discovery and prosecution of Social Security fraud and similar fault.~~

Distinguishing Characteristics

~~Positions in this class are considered experts and have advanced knowledge, skills and abilities in all aspects of disability claims adjudication, medical, vocational, and program/policy.~~

Positions have shared statewide or regional responsibility in at least one of the following areas:

- Supervision: Supervises a unit of DDS Adjudicators;
- Quality assurance: Reviews decisions made by the DDS Adjudicator to ensure accurate and policy compliant decisions;
- Disability hearings: Conducts case review and hearings for claimants whose benefits have been ceased after a Continuing Disability Review;
- Professional relations: Provides education to the medical and professional community about the disability program requirements and has oversight of contracted Consultative Examiners and DDDS contracts;
- Training: Provides introductory and ongoing training for DDS Adjudicators and contracted Medical Consultants;

- Cooperative disability investigations: Develops documentation and provides program requirements used in investigations, discovery and prosecution of Social Security fraud and similar fault.

Positions in this class are considered experts and have advanced knowledge and skills in all aspects of federal laws and policies related to disability claims adjudication, medical, vocational and program/policy.

Explanation

This is a request from Department of Social and Health Services for a three (3) range increase to prevent compression and class plan maintenance. The salary increase will prevent compression due to a new lead level within the classification series and the class plan maintenance includes revisions to the definition and distinguishing characteristics, which will provide clarity to the duties being performed at this level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 63

Item 39	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 168M DDS Adjudicator 4	**Proposed Salary Range/Rate** 58
Effective Date 7/1/2019	

Definition

Leads professional staff engaged in the compilation, review, and analysis of the medical and vocational aspects of disability claims adjudication.

Distinguishing Characteristics

This is a senior and lead level of the class series, working independently as a lead worker assisting the supervisor with work assignments, monitoring, mentoring and providing technical assistance to lower level staff.
Positions carry a partial caseload of disability claims and independently mentor and coach lower level staff on Social Security disability program, policy, and technical aspects of claims adjudication.

Explanation

This is a request from Department of Social and Health Services to establish the DDS Adjudicator 4 job class based on higher- level duties. The job class will be the lead level for the series and carry a partial caseload. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 23

Item 40	
Requester (Agency/HE Institution) Department of Revenue	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 175E Tax Policy Specialist 1	**Current Salary Range/Rate** 54
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

~~In the Department of Revenue, Tax Policy and Administration Branch~~, ~~u~~ This is the in-training level of the series. Under general supervision, researches, develops, analyzes, implements, or interprets tax policy.

Distinguishing Characteristics

~~Incumbents~~ Positions at ~~the Tax Policy Specialist 1~~ this level perform professional level work ~~under general supervision in various~~ in a variety of tax policy disciplines.

~~Legislation and Policy Division~~: ~~Incumbents~~ Positions in a training capacity assist higher level Tax Policy Specialists in the implementation and integration of new tax programs or changes to existing programs. ~~Incumbents~~ They participate in analyzing proposed tax legislation, and formulating and presenting policy options to executive management and legislative staff; OR

~~Research Division~~: ~~Incumbents~~ Positions in a training capacity are assigned responsibility for subdivisions of a tax program or tax operation area and conduct studies of major importance. ~~Incumbents~~ They assist in conceptualization and review of all aspects of studies to include assessment of impacts and policy implications from the agency perspective. ~~Incumbents~~ They assist in the development of policy options based on sound tax policy and participate in advising executive management and legislative staff on impacts of policy options.

~~Legal positions - Legislation and Policy Division & Interpretation and Appeals Division: This level is used to recruit and train qualified legal applicants. Incumbents are placed in in-training appointments in accordance with merit system rules.~~

Explanation

This is a request from the Department of Revenue for class plan maintenance, which will not impact the compensation for the Tax Policy Specialist 1 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 3

Item 41	
Requester (Agency/HE Institution) Department of Revenue	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 175F Tax Policy Specialist 2	**Current Salary Range/Rate** 61
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

~~In the Department of Revenue, Tax Policy and Administration Branch~~, This is the journey level of the series. Under general supervision, researches, develops, analyzes, implements, or interprets tax policy.

Distinguishing Characteristics

~~Incumbents~~ Positions at this level independently perform professional level work in a variety of tax policy disciplines.

~~Legislation and Policy~~ ~~Division~~: Incumbents perform at least one of ~~three~~ the following kinds of work:

- ~~Incumbents~~ Positions are responsible for the implementation and integration of new tax programs or changes to existing programs. They analyze proposed tax legislation, and formulate and present policy options to executive management and legislative staff. They serve as lead policy analyst and agency liaison to state and local government and industry, and prepare and present tax policy related testimony to legislative committees and workgroups~~.~~; or

- ~~Incumbents~~ Positions research, analyze, draft, and ensure compliance with Administrative Procedures Act (APA) requirements on mainstream excise tax WAC rules~~.~~; or

~~Research Division~~:

- ~~Incumbents~~ Positions conduct tax studies of major importance. They are responsible for the implementation, direction and review of all aspects of a study to include the assessment of impacts and policy implications from the agency perspective. Incumbents prepare and present testimony to legislative committees and workgroups~~.~~; or

~~Interpretation and Appeals Division~~:

- ~~Incumbents~~ Positions, as qualified legal practitioners, assist a Tax Policy Specialist 3 in the analysis and development of administrative tax policy, perform legal research, and prepare draft decisions and determinations for less complex taxpayer appeals.

Explanation

This is a request from the Department of Revenue for class plan maintenance, which will not impact the compensation for the Tax Policy Specialist 2 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 14

Item 42	
Requester (Agency/HE Institution) Department of Revenue	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 175G Tax Policy Specialist 3	**Current Salary Range/Rate** 66
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

~~In the Department of Revenue, Tax Policy and Administration Branch~~, ~~d~~ Develops, ~~and~~ interprets, and advises executive management on, highly complex and sensitive tax policies and issues having industry-wide, ~~and~~ statewide and national significance.

Distinguishing Characteristics

Incumbents at this level serve as senior policy analysts in a variety of tax policy disciplines.

~~Legislation and Policy Division:~~

- ~~Incumbents~~ Positions ~~are qualified legal practitioners. They~~ analyze, review, and draft proposed taxation legislation for the agency, other agencies, taxpayers and legislators. They draft WAC revenue rules and conduct public hearings regarding proposed new rules and rule changes. They provide technical legal advice on taxation issues to agency management, staff and the taxpaying public~~.~~; OR

~~Research Division:~~

- ~~Incumbents~~ Positions conduct highly complex studies upon which they base recommendations concerning the characteristics, design, implementation and administration of various tax policies. ~~Incumbents~~ They also prepare and present testimony to legislative committees and workgroups, and advise legislators and legislative staff regarding the impacts of various tax policy options~~.~~; OR

~~Interpretation and Appeals Division:~~

- Positions attend executive level meetings and conduct in-depth legal and policy research and analysis to consult and advise executive management on precedent-setting decisions for complex and emerging tax issues. They draft complex Washington Administrative Code and Interpretive Policy Statements on the most sensitive tax issues, conducting all public meetings and hearings required by the Administrative Procedure Act through adoption of the rule or statement~~.~~; OR

- ~~Incumbents are qualified legal practitioners. They~~ Positions preside over highly complex administrative taxpayer appeals. Decisions often set precedent and require extensive research and interpretation of tax law and tax policy. Incumbents argue informal cases on the agency's behalf before the Board of Tax Appeals.

Explanation

This is a request from the Department of Revenue for class plan maintenance, which will not impact the compensation for the Tax Policy Specialist 3 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 47

Item 43	
Requester (Agency/HE Institution) Department of Revenue	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 175H Tax Policy Specialist 4	**Current Salary Range/Rate** 69
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

~~In a division of the Department of Revenue~~, ~~r~~Reporting to an Assistant Director, provides advice, analysis and policy recommendations to Assistant Directors and executives within the department on issues of ~~state-wide,~~ industry-wide, statewide and national significance, such as federal legislation and national tax initiatives. Must be designated in writing by the Director to represent the agency on politically sensitive state and national issues having significant impact on the agency; OR~~.~~

~~OR~~

Serves as the principle revenue forecaster for the agency and is responsible for publications and website information and statistics for state and local tax programs, history, collections and intra-state comparisons; OR~~.~~

~~OR~~

Supervises Tax Policy Specialist 3's.

Explanation

This is a request from the Department of Revenue for class plan maintenance, which will not impact the compensation for the Tax Policy Specialist 4 classification. The class plan maintenance will include revisions to the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 20

Item 44	
Requester (Agency/Institution) Department of Social and Health Services	**Analyst** Barb Ursini
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 178E Support Enforcement Technician	**Current Salary Range/Rate** 37
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 39
Effective Date 7/1/2019	

Class Series Concept

Positions in this series are responsible for administering the Washington State Child Support Program to ensure children have the financial support of both their parents or guardians. Responsibilities are cross-functional in nature and encompass intrastate, interstate, tribal nations, and foreign country child support collection activities.

Definition

Performs a variety of technical duties and responsibilities ~~which~~ requir~~e~~ing child support program knowledge and utilize independent judgment in assigned~~/defined~~ areas~~,~~.
P~~p~~rovid~~ing~~es supporting services such as~~:~~ processing and distributing payments, correspondence and case-related mail processing, locat~~e~~ing individuals, preliminary interviews, ~~process serving,~~ preparing legal documentation and serving same, paternity establishment, central registry case referral screening, and delivers ~~provides~~ general program information to service recipients.

Distinguishing Characteristics

This is the paraprofessional level of the series. Under general supervision, performs support services ranging from entry-level duties to technical responsibilities requiring analytical skills and the application of specialized child support program knowledge.

Explanation

This is a request from the Department of Social and Health Services for a two (2) range base increase to address retention and classification plan maintenance. The addition of the class series concept for the series reflects updated and clarification language, and revisions to the definition and distinguishing characteristics provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 117

Item 45	
Requester (Agency/Institution) Department of Social and Health Services	**Analyst** Barb Ursini
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 178F Support Enforcement Officer 1	**Current Salary Range/Rate** 44
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 46
Effective Date 7/1/2019	

Class Series Concept

See Support Enforcement Technician.

Definition

~~This is the entry level trainee classification in the professional support enforcement series.~~

Performs entry-level professional child support enforcement activities. Responsibilities include establishment, collection, distribution, and/or modification and enforcement of financial, medical, interstate and other child support obligations.

Distinguishing Characteristics

This is the first working-level of the series.

In a learning capacity working under close supervision~~ Under close detailed supervision~~, positions acquire~~s~~ distinct program knowledge and abilities progressing to the independent ~~management~~ handling of a full caseload. ~~Incumbents~~ R~~r~~eceives extensive and advanced level training,~~.~~ ~~Employees are closely supervised~~ and works closely with senior support enforcement officers. ~~Employees are~~ Positions are not generally delegated signature authority of legal documents until they have completed formalized training and demonstrate mastery of legal concepts. Upon the authorization to initiate and prepare legal and program actions, incumbents ~~begin to~~ assume progressive responsibility ~~for a gradually expanding~~ to manage a full caseload.

Explanation

This is a request from the Department of Social and Health Services for a two (2) range base increase to address retention and classification plan maintenance. The addition of the class series concept reflects updated and clarification language, and revisions to the definition and distinguishing characteristics provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 43

Item 46	
Requester (Agency/Institution) Department of Social and Health Services	**Analyst** Barb Ursini
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 178G Support Enforcement Officer 2	**Current Salary Range/Rate** 47
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 49
Effective Date 7/1/2019	

Class Series Concept

See Support Enforcement Technician.

Definition

Positions at this level i~~I~~ndependently initiate~~s~~ and authorize~~s~~ the establishment, collection, distribution, ~~and/or~~ modification and enforcement of financial, medical, and other child support obligations.

Researches and applies the Uniform Interstate Family Support Act (UIFSA) for intergovernmental cases including identification of controlling orders and continuing exclusive jurisdiction. Facilitates the administrative establishment of paternity and initiates child support legal enforcement actions.

Distinguishing Characteristics

Under general direction, determines merit of child support orders based on the interpretation of court and/or administrative orders. ~~Independent judgment is used in interpreting court and/or administrative orders, determining~~ Evaluates appropriate enforcement actions~~,~~ to assure~~ing~~ compliance with f~~F~~ederal program standards, ~~as well as~~ s~~S~~tate laws, and regulations.

~~Incumbents at t~~This level~~l~~ ~~have delegated authority to initiate, prepare, sign, and serve support enforcement~~ is distinguished from the Support Enforcement Technician and Support Enforcement 1 in that they have signature authority for child enforcement administrative, ~~and~~ legal actions, ~~and delegated authority to make~~ child support debt and distribution determinations.

Explanation

This is a request from the Department of Social and Health Services for a two (2) range base increase to address higher level duties and classification plan maintenance. The addition of the class series concept reflects updated and clarification language, and revisions to the definition and distinguishing characteristics provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 380

Item 47	
Requester (Agency/Institution) Department of Social and Health Services	**Analyst** Barb Ursini
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 178H Support Enforcement Officer 3	**Current Salary Range/Rate** 50
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 52
Effective Date 7/1/2019	

Class Series Concept

See Support Enforcement Technician.

Definition

~~Serves as leadworker while performing child support case management services. May perform other duties such as: developing and conducting case management training or ongoing case management auditing.~~

This is the lead worker of the series. Positions at this level lead teams and/or serve as academy trainers. These positions plan assigned audits, prepare report findings, develop recommendations, and provide training to subordinate staff.

Distinguishing Characteristics

~~Incumbents must have lead responsibility over two or more professional and/or technical support enforcement staff.~~

Under general direction, exercises independent judgment to provide guidance and instruction to lower level support enforcement staff.

Positions at this level train professional and/or technical support enforcement staff and provide assistance and advise subordinate staff on collection activities regarding the most complex cases such as intricate debt calculations, locate issues, or interpretation of court orders.

Explanation

This is a request from the Department of Social and Health Services for a two (2) range base increase to address compression and classification plan maintenance. The addition of the class series concept reflects updated and clarification language, and revisions to the definition and distinguishing characteristics provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 193

Item 48	
Requester (Agency/Institution) Department of Social and Health Services	**Analyst** Barb Ursini
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 178I Support Enforcement Officer 4	**Current Salary Range/Rate** 53
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 55
Effective Date 7/1/2019	

Class Series Concept

See Support Enforcement Technician.

Definition

~~Within the Office of Support Enforcement, serves in one of the following capacities:~~

~~1. Supervises a unit of professional and/or technical Support Enforcement staff. In addition, incumbents may supervise other support enforcement personnel or;~~

~~2. Primary assistant to a District Administrator Support Enforcement Program Administrator 3 or 4 or;~~

~~3. In a nonsupervisory capacity, within Headquarters, designated as a program expert, special projects manager or consultant for a statewide program.~~

Positions at this level supervise single units consisting of multiple professional or technical support enforcement specialists.

Distinguishing Characteristics

~~In a S~~supervis~~ory~~es ~~capacity, supervises~~ a unit of professional and/or technical s~~S~~upport enforcement staff. In addition, incumbents may supervise other support enforcement personnel. Responsible for selection, training and development, planning and assigning of work, evaluation of performance and corrective action of subordinates.

~~In a nonsupervisory capacity, serves as a primary assistant to a District Administrator; or within Headquarters reports to a Support Enforcement Program Administrator 2, or above, and is responsible for coordinating and participating in the planning, development, implementation, evaluation, analysis and enhancement of special statewide program and enhancements, new statewide programs and/or existing statewide programs, such as:~~

- ~~Program Audits/Quality Assurance~~
- ~~Support Enforcement Management System~~
- ~~Public/Client Relations~~
- ~~Training~~
- ~~Operations/Program Development~~
- ~~Legal Services - Manuals~~
- ~~Cash Distribution~~

Explanation

This is a request from the Department of Social and Health Services for a two (2) range base increase to address compression and classification plan maintenance. The addition of the class series concept reflects updated and clarification language, and revisions to the definition and distinguishing characteristics provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 74

Item 49	
Requester (Agency/Institution) Department of Social and Health Services	**Analyst** Barb Ursini
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 178K Child Support Program Administrator	**Current Salary Range/Rate** 56
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 58
Effective Date 7/1/2019	

Class Series Concept

See Support Enforcement Technician.

Definition

Within the Division of Child Support, serves as ~~a principal program assistant to a Child Support Chielf or Child Support Division Director and/or serves as~~the designated senior project manager in the development and administration of statewide programs.

Distinguishing Characteristics

Coordinates cross-unit initiatives under an office chief's area of responsibility by assisting in carrying out program management and administrative functions,

OR

A~~a~~s the senior project manager of teams involved in the support and development of statewide child support programs, directs staff assigned to a project with primary responsibility for design, implementation, evaluation and project modification.

Explanation

This is a request from the Department of Social and Health Services for a two (2) range base increase to address compression and classification plan maintenance. The addition of the class series concept reflects updated and clarification language, and revisions to the definition and distinguishing characteristics provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 26

Item 50	
Requester (Agency/Institution) Department of Social and Health Services	**Analyst** Barb Ursini
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 178N Child Support Program Manager	**Current Salary Range/Rate** 63
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 65
Effective Date 7/1/2019	

Class Series Concept

See Support Enforcement Technician.

Definition

Within the Title IV-D Child Support Program, reports to a Washington Management Service (WMS) or Exempt manager and provides second-level supervision at Headquarters or a local field office. Positions oversee major organizational units that provide direct services to clients including, but not limited to, units that collect child support, provide statewide services within the State Disbursement Unit, the State Support Registry, and the centralized document imaging program. Positions also interface with WorkFirst partners, tribes, prosecutors, and other community stakeholders and partners.

Explanation

This is a request from the Department of Social and Health Services for a two (2) range base increase to address compression and classification plan maintenance. The addition of the class series concept reflects updated and clarification language, and revisions to the definition and provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 10

Item 51	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 181A Administrative Hearings Specialist	**Proposed Salary Range/Rate** 55
Effective Date 7/1/2019	

Definition

Positions serve on behalf of the agency at Administrative Hearings regarding decisions and case actions related to public benefits. Positions are responsible to independently examine and assess the accuracy and quality of case actions by reviewing client's circumstances and interpreting state and federal regulations that govern the delivery of all public benefits.

Distinguishing Characteristics

Positions independently analyze and validate contested case actions for agencies and clients to ensure compliance with the Washington Administrative Code, Code of Federal Regulations and Revised Code of Washington.

Positions at this level are required to:

- Coordinate, oversee, plan, develop, review and revise decisions and case actions regarding public benefits.
- Independently examine and access the accuracy and quality of case actions to identify and determine training needs, policy deficiencies and modifications to business practices.

Explanation

This is a request from Department of Social and Health Services to establish the Administrative Hearings Specialist job classification based on higher- level duties. This job class will be responsible to independently examine and assess the accuracy and quality of case actions taken by Financial Services Specialists, Social Service Specialists, and Workfirst Program Specialists. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 40

Item 52	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 181B Administrative Hearings Supervisor	**Proposed Salary Range/Rate** 58
Effective Date 7/1/2019	

Definition

Positions supervise a unit of Administrative Hearings Specialists who serve on behalf of the agency at administrative hearings regarding decisions and case actions related to public benefits.

Explanation

This is a request from Department of Social and Health Services to establish the Administrative Hearings Supervisor job class based on higher-level duties. The job class will supervise and provide consultation and oversight to the Administrative Hearings Specialists, monitor and ensure the AH Specialists are accurately interpreting federal and state policies related to the administration of public assistance programs and effectively representing the agency in Administrative Hearings. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 4

Item 53	
Requester (Agency/HE Institution) Department of Labor and Industries	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 182A Medical Program Assistant	**Proposed Salary Range/Rate** 38
Effective Date 7/1/2019	

Definition

This is a paraprofessional position coordinating healthcare provider credentialing activities to determine healthcare provider eligibility to participate within the state's healthcare provider network.

Within established parameters and using existing procedures, assists professional level staff, within a healthcare or health services unit, in coordinating healthcare best practice activities, medical necessity or clinical quality reviews.

Distinguishing Characteristics

The Medical Program Assistant performs routine duties and tasks using existing procedures and processes.

Positions performing clerical work a majority of the time, in support of a health care program are not intended to be allocated to this series.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, to establish a new class specific to healthcare provider credentialing activities. The establishment of this classification will provide clarity and distinction to the uniqueness of the work performed by this job classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 13

Item 54	
Requester (Agency/HE Institution) Department of Labor and Industries	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 183A Medical Coding Specialist	**Proposed Salary Range/Rate** 44
Effective Date 7/1/2019	

Definition

Under general direction independently performs professional level work as an internal and external technical specialist for medical diagnostic coding, procedural coding and services performed by qualified healthcare providers.

Positions perform a variety of medical coding functions, such as: analyzing medical records to abstract information for appropriate medical diagnostic and services coding; assigns diagnoses and/or operative procedure codes; converts or corrects medical codes and services; reviews medical records for completeness and accuracy.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, to establish a new class specific to medical coding. The establishment of this classification will provide clarity and distinction to the uniqueness of the work performed by this job classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 12

Item 55	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 184A Grain Warehouse Examiner	**Proposed Salary Range/Rate** 53
Effective Date 7/1/2019	

Class Series Concept

Positions in this series audit and conduct inventories of public commodity storage facilities, conditioners, dealers and stored agricultural commodities to ensure compliance with the Warehouse Act, Uniform Grain Storage Agreement and any Cooperative Agreements entered into with the Federal government.

Definition

Under administrative direction, independently perform audits of large, diversified public commodity storage facilities, conditioners, and dealers and act as representatives of the State in the commodity warehouse industry.

Explanation

This is a request from the Department of Agriculture for class plan maintenance, to establish a new class specific to grain warehouse examination. Currently, another classification performs the work at this level on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 21

Item 56	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 184B Grain Warehouse Examiner Senior	**Proposed Salary Range/Rate** 56
Effective Date 7/1/2019	

Class Series Concept

See GRAIN WAREHOUSE EXAMINER

Definition

Positions supervise staff conducting field audits, coordinating audit scheduling, resolving unusual audit problems; and conducting independent audits of the most complex and diversified companies including coastal export facilities.

Explanation

This is a request from the Department of Agriculture for class plan maintenance, to establish a new class specific to grain warehouse examination. Currently, another classification performs the work at this level on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 1

Section C: Classification

Item 57	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 198F Graphic Designer	**Current Salary Range/Rate** 42
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Designs and produces a variety of graphic projects including printed publications, advertisements (digital and print); video, slideshows, three-dimensional exhibits, and illustrative materials, using graphic design software ~~tools such as computers and their associated peripherals~~.

Distinguishing Characteristics

This is the journey level ~~within~~ of the series. Under general supervision, designs and prepares original artwork for a variety of communication purposes. Positions are responsible for developing and designing a variety of visual communication ~~illustrative~~ materials in conjunction with a client. Positions work independently and provide recommendations and advice to clients on practical applications of graphic design, selection of paper stock, type-style, ink colors, photography, and in determining the most appropriate methods and techniques of designing and producing illustrative materials and publications targeted toward a specific audience.
~~Note: For the purposes of this specification, the term illustrative means to make clear or more easily understood through the use of drawings, digital artwork, photos, typography, charts, or other materials.~~

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Graphic Designer classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 22

Item 58	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 198G Graphic Designer Senior	**Current Salary Range/Rate** 48
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

~~Directs~~ P~~p~~lans, designs, develops, and coordinates the production of a variety of graphic design projects for public outreach campaigns, research presentations, publications, instructional use, animation, audio or media presentations.

Distinguishing Characteristics

This is the senior and/or lead level ~~Graphic Designer~~ of the series. Under general direction, positions either:
1) ~~regularly assign, instruct, and check the work of others:~~ Lead and coordinate the work of graphic design staff involved in the design, development and production of a variety of graphic design ~~projects using a variety of~~ visual communication materials and media presentations;

OR

2) Under ~~have~~ delegated authority, ~~in~~ perform~~ing a majority of the following elements~~ a variety of senior graphic design activities such as:

- developing ~~a~~ project budgets~~,~~
- implementing and ensuring compliance with design standards~~,~~
- accepting or declining ~~a~~ requested projects~~, and~~
- ~~providing~~ consulting~~ion~~ and providing advice to management on graphic design needs, branding or informational campaigns, or other projects.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Graphic Designer Senior classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 33

Item 59	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 198H Graphic Designer Supervisor	**Current Salary Range/Rate** 52
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Supervises, graphic design staff and ~~P~~plans~~,~~ and coordinates~~, directs, and supervises~~ the operation of a comprehensive graphics design unit or program.

Distinguishing Characteristics

Under administrative direction, ~~P~~positions have responsibility for the design and production of all graphic design projects and for supervising professional graphics design staff. Positions perform administrative functions such as establishing program goals and priorities, developing and implementing graphic design policies and standards, and ~~managing~~ overseeing the graphic program budget.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Graphic Designer Supervisor classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 2

Item 60	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 261A Library & Archival Professional 1	**Current Salary Range/Rate** 41
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 46
Effective Date 7/1/2019	

Class Series Concept

Positions in this series perform professional level librarian and/or archivist duties in the ~~State Library and its library service sites, the State Archives, as well as libraries or archives within other~~delivery of services offered by state agencies~~.~~ or Higher Ed institutions. Conduct ~~bibliographic and~~ informational searches~~, write manuals, technical bulletins,~~; create/update instructional and training ~~information,~~resources; assist customers in locating information~~, assist in~~; perform records appraisals to determine historical, financial and or legal value, collection assessment, development, and preservation~~,~~ activities; conduct research projects; and ~~provide cataloging~~catalog and ~~indexing of library~~index collections. Positions plan and implement strategic initiatives and ~~perform~~provide analysis, design, development and/or support. ~~for large technology applications vital to program delivery. In an archives, these positions may also collect, preserve, and facilitate public access to electronic and conventional government public records of historical, financial, or legal value.~~

Definition

Performs entry-level professional librarian and/or archivist duties. Positions perform basic ~~library~~ functions ~~and provide professional~~.

Distinguishing Characteristics

This is the entry level of the series. Positions at this level ~~services. Provides day-to-day implementation of effective customer service, technical services and/or collection management~~ work under close supervision. Assignments are structured to encourage the development of professional judgment and learn the full range and scope of library and/or archival management functions conducted by the employing agency.

Explanation

This is a request from the Office of Financial Management State Human Resources for a five-range increase based on compression as well as class plan maintenance for the Library and Archival Professional 1 classification. The salary range increase is based on compression with the highest level of the Library and Archives Paraprofessional series. Class plan maintenance will include updates to the class series concept, definition, and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 7

Item 61	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 261B Library & Archival Professional 2	**Current Salary Range/Rate** 48
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

See Library and Archival Professional 1.

Definition

~~This is the journey level of the series.~~ Functions as a fully qualified, professional librarian or archivist, and independently performs a variety of professional librarian or archivist duties ~~for a library service site or other state agency library or archives~~.

Distinguishing Characteristics

This is the journey level of the series. Positions at this level work under general supervision and independently ~~and~~ exercise judgment and discretion ~~in determining the scope or level~~ within established parameters. Impact of decisions and judgements are generally limited and are within established precedents. ~~of service. Work is typically reviewed on a spot check basis after decisions have been made. Unusual problems that may occur are brought to a higher level librarian or archivist with probable outcomes and solutions. May supervise and train library or archives technicians, clerical staff, temporary or resident clerical staff, volunteers, or interns.~~

Explanation

This is a request from the Office of Financial Management State Human Resources for class plan maintenance for the Library and Archival Professional 2 classification. Class plan maintenance will include updates to the definition and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 23

Item 62	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 261C Library & Archival Professional 3	**Current Salary Range/Rate** 53
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

See Library and Archival Professional 1.

Definition

~~This is the senior, specialist, or leadworker level of the series.~~ Functions as a fully qualified, professional librarian or archivist, and independently performs a variety of complex professional librarian or archivist duties.

~~Serves as the designated lead/liaison, provides focused information services through either advanced reference, technical, or consultation services to external customer groups; and/or, a designated full-time project leader or liaison for internal or external cross functional/multi-disciplinary teams or groups focused on strategic initiatives; or, the designated lead/manager of an operational unit with or a library operated by a state agency.~~

Distinguishing Characteristics

This is the senior or specialist level of the series. Positions work under general direction and apply senior level knowledge and skills to perform duties, services, and solve complex problems.

Explanation

This is a request from the Office of Financial Management State Human Resources for class plan maintenance for the Library and Archival Professional 3 classification. Class plan maintenance will include updates to the definition and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 12

Item 63	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 261D Library & Archival Professional 4	**Current Salary Range/Rate** 58
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

See Library and Archival Professional 1.

Definition

~~This is the supervisory or expert level.~~ Functions as a fully qualified, professional librarian or archivist, and independently performs a variety of expert level professional librarian or archivist duties.

Distinguishing Characteristics

This is the expert level of the series. Positions at this level work under general direction using expert level knowledge and skills to perform specialized and highly complex library/archival functions and services.

Positions at this level are ~~R~~responsible for planning and implementing strategic and complex or statewide initiatives as designated by the agency's strategic plan, institutional goals or industry-identified trends in library/archival service development. ~~May serve as designated technical mentor, coach, or trainer.~~

Explanation

This is a request from the Office of Financial Management State Human Resources for class plan maintenance for the Library and Archival Professional 4 classification. Class plan maintenance will include updates to the definition and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 12

Item 64	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 261E Library & Archival Professional - Manager	**Proposed Salary Range/Rate** 61
Effective Date 7/1/2019	

Class Series Concept

See Library and Archival Professional 1.

Definition

Within the Office of the Secretary of State, positions at this level are responsible for managing library and/or archival operations on a regional level;

OR

Supervises a work unit of expert level Library and Archival Professionals which have responsibility for managing statewide projects, specialized collections or a specialized function.

Distinguishing Characteristics

Positions at this level work under administrative direction.

Positions at this level are responsible for independently managing a budget including but not limited to: estimating budget expenditures, developing budget estimates, monitoring and controlling budgets; participating in establishing short and long-term fiscal plans and performance goals;

As a supervisor, position must supervise multiple, licensed Library and Archival Professional 4 positions.

Explanation

This is a request from the Office of Financial Management State Human Resources to establish a Library and Archival Professional – Manager classification based on higher level duties. The establishment of this class will capture the higher level duties of some positions currently allocated as a Library and Archival Professional 4 as a best fit. This class will be responsible for independently managing a budget for programs, projects, work unit; or within the Office of the Secretary of State, operations on a regional level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 0

Item 65	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 262I Library and Archives Paraprofessional 1	**Current Salary Range/Rate** 31
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

Library & Archives Paraprofessionals perform a wide variety of tasks in the delivery of library or archival services offered by ~~universities or colleges, the State Library, the State Archives, or other~~ state agencies or Higher Education institutions. These may range from basic tasks at the entry level to complex ~~technical~~ work and problem solving at the higher levels. Some positions in this series supervise assigned personnel and maintain or direct the operations of library or archives units or functions within another organization or agency.

Perform library or archival ~~technical~~ tasks such as: assisting patrons ~~assist clients~~ with writing, reference, or informational, ~~bibliographic or archival~~ questions; ~~, perform~~ circulation; ~~and~~ collection maintenance and preservation; ~~functions, perform a range of~~ acquisition; ~~and receipts functions, perform~~ interlibrary lending and document delivery; ~~functions, perform a range of~~ cataloging; ~~functions,~~ input/update library records or archival databases~~,~~; creating and providing materials in alternate formats. ~~stay current with library or archives standards, practices, and technology, maintain the operations of library or archives units or functions, and participate in the development and implementation of policies.~~

At the higher levels perform complex library and/or archival ~~technical~~ work involving intensive application of specialized knowledge and skills and may participate in the development and implementation of policies.

~~Performs library technical tasks such as assist clients with general reference and bibliographic questions, perform circulation and collection maintenance and preservation functions, and receipts, perform input/update library records, maintain the operations of a library unit.~~

Definition

Performs basic paraprofessional ~~entry-level and routine technical~~ library and/or archival tasks ~~related to public and/or technical~~ and services. ~~using manual and/or automated systems. Refers clients to librarians when appropriate. Performs repairs of library materials.~~

Distinguishing Characteristics

This is the entry level of the series. Positions work under close supervision and perform basic library and archival tasks and services. Refers patrons to higher-level staff when appropriate.

Explanation

This is a request from the Office of Financial Management State Human Resources for class plan maintenance for the Library and Archives Paraprofessional 1 classification. Class plan maintenance will include updates to the class series concept, definition, and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 11

Item 66	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 262J Library and Archives Paraprofessional 2	**Current Salary Range/Rate** 33
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 35
Effective Date 7/1/2019	

Class Series Concept

See Library and Archives Paraprofessional 1.

Definition

Independently performs routine paraprofessional ~~Functions as a fully qualified,~~ library and/or archival tasks and services.

Distinguishing Characteristics

This is the ~~technician performing~~ journey level of the series. ~~technical library tasks for a college library, a library service site, or other state agency library.~~ Positions work under general supervision exercising some ~~independently and exercise~~ judgment regarding the rules and procedures to follow or the materials or equipment to use. ~~and discretion in determining the scope or level of service. Work is typically reviewed on a spot check basis after decisions have been made.~~

Unusual or complex problems ~~that may occur~~ are brought to ~~a~~ higher-level staff to resolve. ~~librarian with probable outcomes and solutions. May supervise and train lower level library technicians, clerical staff, temporary or resident clerical staff, volunteers, or interns.~~

Explanation

This is a request from the Office of Financial Management State Human Resources for class plan maintenance for the Library and Archives Paraprofessional 2 classification. Class plan maintenance will include updates to the definition and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 52

Item 67	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 262L Library and Archives Paraprofessional 4	**Current Salary Range/Rate** 39
Proposed Class Code/Title 262L Library and Archives Paraprofessional 3	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

See Library and Archives Paraprofessional 1.

Definition

~~This is the first expert/supervisor level of the series.~~ Performs complex paraprofessional ~~technical~~ library and/or archival tasks and services. ~~using intensive application of specialized~~

Distinguishing Characteristics

This is the senior or specialist level of the series. Positions work under general direction and apply senior level knowledge and skills~~, such as search bibliographic or complex reference resources,~~ to perform ~~complex cataloging of library or archival materials with catalog copy, analyze and resolve complex order, bibliographic or archival~~ duties, services, and solve complex problems.~~, assist clients with reference services including interpreting and conferring on research strategies and assisting the management and preservation of the collection~~

~~OR~~

~~Supervises assigned personnel and maintains the operations of a library unit or function.~~

Explanation

This is a request from the Office of Financial Management State Human Resources for updates to the title, definition and distinguishing characteristics based on class plan maintenance for the Library and Archives Paraprofessional 4 classification. Due to the class consolidation within the Library and Archives Paraprofessional six-level series, the LAPP4 will be retitled to LAPP3. The updates to the definition and distinguishing characteristics provide clarity to the duties being performed at this level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 57

Item 68	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 262M Library and Archives Paraprofessional 5	**Current Salary Range/Rate** 42
Proposed Class Code/Title 262M Library and Archives Paraprofessional 4	**Proposed Salary Range/Rate** 46
Effective Date 7/1/2019	

Class Series Concept

See Library and Archives Paraprofessional 1.

Definition

Performs expert level paraprofessional library and/or archival tasks and services.

Distinguishing Characteristics

This is the ~~second~~ expert~~/supervisor~~ level of the series. ~~Supervises assigned personnel and performs complex technical library tasks and problem solving using intensive application of specialized~~ Positions work under general direction and apply expert level knowledge and skills~~, such as search bibliographic or complex reference resources,~~ to perform ~~complex cataloging of~~ library and/or archival tasks and services. Positions at this level resolve the most complex, critical or precedent-setting issues that arise. ~~materials with catalog copy, analyze and resolve complex order and bibliographic problems, assist clients with reference services including interpreting and conferring on research strategies and assisting the management and preservation of the collection OR, supervises assigned personnel and directs the operations of a large library unit or one or more units, characterized by staff performing a variety of complex technical work or multiple functions.~~

Explanation

This is a request from the Office of Financial Management State Human Resources for a four-range increase as well as updates to the title, definition and distinguishing characteristics. The basis for the salary range increase and updates are based on class plan maintenance, which consolidates the class series from six levels to four. The duties within the Library and Archives Paraprofessional 6 classification will be incorporated into this level and the class retitled to LAPP4. The updates to the definition and distinguishing characteristics provide clarity to the duties being performed at this level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 31

Item 69	
Requester (Agency/HE Institution) Department of Corrections	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 281A Health Record Technician 1	**Proposed Salary Range/Rate** 44
Effective Date 7/1/2019	

Definition

In a healthcare division, facility, hospital or institution, positions act as an information resource and provide health and/or medical records related information to authorized medical providers, staff and/or third party agents regarding residents and/or patients, in compliance with applicable policies, state and federal requirements and/or regulations. Incumbents assist with reviewing and updating health/medical record retention schedules; coordinating and retrieving information for and responding to public record requests related to health/medical records; assist in the day-to-day delivery, distribution, access, maintenance and retention of manual and/or electronic health/medical forms.

Distinguishing Characteristics

Positions work under general supervision and independently perform professional level health/medical records duties related to residents and/or patients such as, reviewing records for completeness and accuracy; monitoring lengths of stay, severity of illness, and intensity of services to assure appropriate utilization of resources or explain justification for admission, treatment, and length of stay.

Section C: Classification

Explanation

This is a request from the Department of Corrections for class plan maintenance, to establish a new class specific to health records. The establishment of this classification, as part of a new series, will provide clarity and distinction to the uniqueness of this work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 29

Item 70	
Requester (Agency/HE Institution) Department of Corrections	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 281B Health Record Technician 2	**Proposed Salary Range/Rate** 49
Effective Date 7/1/2019	

Definition

This is the expert or supervisory level of the series. Positions are responsible for maintaining and/or updating of health and/or medical record related retention schedules; coordinating, retrieving and reviewing health/medical records information for and responding to medically related public record requests; coordinating the day-to-day delivery, distribution, access, maintenance and retention of manual and/or electronic health/medical records or forms.

Distinguishing Characteristics

Under general direction, independently performs one or more of the following:

- Supervision of staff performing professional level duties related to residents and/or patients health/medical records and/or medical diagnostic and procedural coding;

As an expert, provides determinations on responses to health/medical related public records requests and litigation discovery. Consults with management to provide guidance on complex health/medical records related issues such as medical related financial records, billing for services or complex guidelines related to Medicare/Medicaid or other insurance; and is responsible for resolving the most complex, critical, and/or precedent-setting issues that arise.

Explanation

This is a request from the Department of Corrections for class plan maintenance, to establish a new class specific to health and/or medical records. The establishment of this classification, as part of a new series, will provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 32

Item 71	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 291C Physician Assistant, Certified	**Proposed Salary Range/Rate** 74N
Effective Date 7/1/2019	

Definition

Under a sponsoring physician, provides primary, routine, urgent and emergent medical care to patients. Refers difficult and complex cases to the supervising physician and assists in further examination, diagnosis and treatment of such cases. The interpretation of findings is based on general medical knowledge and parameters, which are defined in a delegation agreement between the Physician Assistant, Certified, and the sponsoring physician. Specialties include, but are not limited to: women's health, pediatrics, adult health, family health, geriatrics, public/community health, emergency care, critical care, diabetes management and/or psychiatric/mental health.

Explanation

This is a request from the Office of Financial Management for class plan maintenance, to establish a new class specific to work performed by this classification. Previously, this work was included within the Physician Assistant/Advanced Registered Nurse Practitioner job class (291E) and was determined the scope and accountability of the health professionals is different enough they should be separated. The establishment of this classification will provide clarity and distinction to the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 72	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 291D Physician Assistant, Certified - Lead	**Proposed Salary Range/Rate** 76N
Effective Date 7/1/2019	

Definition

Under a sponsoring physician, leads medical staff in a clinical area and acts as a unit liaison and provides primary, routine, urgent and emergent medical care to patients. Refers difficult and complex cases to the supervising physician and assists in further examination, diagnosis and treatment of such cases.

The interpretation of findings is based on general medical knowledge and parameters, which are defined in a delegation agreement between the Physician Assistant, Certified, and the sponsoring physician. Specialties include, but are not limited to: women's health, pediatrics, adult health, family health, geriatrics, public/community health, emergency care, critical care, diabetes management and/or psychiatric/mental health.

Distinguishing Characteristics

As part of the delegation agreement between the sponsoring physician and Physician Assistant, Certified, positions at this level are designated with lead responsibility to regularly assign, instruct, and check the work of comparable or lower level medical staff.

Explanation

This is a request from the Office of Financial Management for class plan maintenance, to establish a new class specific to work performed by this classification. Previously, this work was included within the Physician Assistant/Advanced Registered Nurse Practitioner – Lead job class (291F) and was determined the scope and accountability of the health professionals is different enough they should be separated. The establishment of this classification will provide clarity and distinction to the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 73	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 291E Physician Assistant, Certified/Advanced Registered Nurse Practitioner	**Current Salary Range/Rate** 70N
Proposed Class Code/Title 291E Advanced Registered Nurse Practitioner	**Proposed Salary Range/Rate** 76N
Effective Date 7/1/2019	

~~**Class Series Concept:**~~

~~Positions in this series assess and manage a wide variety of illnesses, abnormalities and health care problems.~~

Definition

As a health professional ultimately accountable for patient care, p~~P~~rovides the full spectrum of medical/behavioral health care services to patients, including ~~that includes~~ performing physical examinations, establishing diagnoses and determining appropriate treatment or referral for medical problems. ~~All~~ Treatment and care provided is within the scope of the ~~applicable~~ ARNP practice and licensure. ~~and under the general guidance of an attending physician.~~ Specialties include, but are not limited to: women's health, pediatrics, adult health, family health, geriatrics, public/community health, emergency care, critical care, diabetes management and/or psychiatric/mental health.

~~**Distinguishing Characteristics**~~

~~A physician assistant is distinguished from other licensed medical classifications by the incumbent's qualification to perform those limited medical functions prescribed and allowable under RCW 18.71A.~~

~~Nurse Practitioner specialties include women's health care, pediatrics, adult health, family health, geriatrics, and mental.~~;

~~Treats patients for conditions such as hypertension, fractures, and sexually transmitted diseases. Performs thorough physical examinations and carries out a treatment or case management plan to include referral to other health professionals, patient education, or prescribing medicine and prophylaxis, reviews patient profiles and interpretation of findings on the basis of general medical knowledge.~~

Section C: Classification

Explanation

This is a request from the Office of Financial Management for class plan maintenance, to include removal of the class series concept and distinguishing characteristics and revisions to the title and definition, to exclude language specific to the Physician Assistant, Certified. Previously, this classification included language pertaining to the Physician Assistant, Certified with that of the Advanced Registered Nurse Practitioner. It was determined the scope and accountability of the health professionals is different enough they should be separated. The revision of this classification will provide clarity and distinction to the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 74	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 291E Physician Assistant, Certified/Advanced Registered Nurse Practitioner	**Current Salary Range/Rate** 70N
Proposed Class Code/Title 291E Advanced Registered Nurse Practitioner-Teamsters	**Proposed Salary Range/Rate** Teamsters 78N
Effective Date 7/1/2019	

~~Class Series Concept:~~

~~Positions in this series assess and manage a wide variety of illnesses, abnormalities and health care problems.~~

Definition

As a health professional ultimately accountable for patient care, p~~P~~rovides the full spectrum of medical/behavioral health care services to patients, including ~~that includes~~ performing physical examinations, establishing diagnoses and determining appropriate treatment or referral for medical problems. ~~All~~ Treatment and care provided is within the scope of the ~~applicable~~ ARNP practice and licensure. ~~and under the general guidance of an attending physician.~~ Specialties include, but are not limited to: women's health, pediatrics, adult health, family health, geriatrics, public/community health, emergency care, critical care, diabetes management and/or psychiatric/mental health.

~~Distinguishing Characteristics~~

~~A physician assistant is distinguished from other licensed medical classifications by the incumbent's qualification to perform those limited medical functions prescribed and allowable under RCW 18.71A.~~

~~Nurse Practitioner specialties include women's health care, pediatrics, adult health, family health, geriatrics, and mental.~~;

~~Treats patients for conditions such as hypertension, fractures, and sexually transmitted diseases. Performs thorough physical examinations and carries out a treatment or case management plan to include referral to other health professionals, patient education, or prescribing medicine and prophylaxis, reviews patient profiles and interpretation of findings on the basis of general medical knowledge.~~

Section C: Classification

Explanation

This is a request from the Office of Financial Management for class plan maintenance, to include removal of the class series concept and distinguishing characteristics and revisions to the title and definition, to exclude language specific to the Physician Assistant, Certified. Previously, this classification included language pertaining to the Physician Assistant, Certified with that of the Advanced Registered Nurse Practitioner. It was determined the scope and accountability of the health professionals is different enough they should be separated. The revision of this classification will provide clarity and distinction to the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 75	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 291F Physician Assistant, Certified/Advanced Registered Nurse Practitioner - Lead	**Current Salary Range/Rate** 74N
Proposed Class Code/Title 291F Advanced Registered Nurse Practitioner-Lead	**Proposed Salary Range/Rate** 80N
Effective Date 7/1/2019	

~~**Class Series Concept:**~~

~~Positions in this series assess and manage a wide variety of illnesses, abnormalities and health care problems.~~

Definition

As a health professional ultimately accountable for patient care, leads medical staff in a clinical area and acts as a unit liaison and p~~P~~rovides the full spectrum of medical/behavioral health care services to patients, including ~~that includes~~ performing physical examinations, establishing diagnoses and determining appropriate treatment or referral for medical problems. ~~All t~~Treatment and care provided is within the scope of the ~~applicable~~ ARNP practice and licensure. ~~and under the general guidance of an attending physician.~~ Specialties include, but are not limited to: women's health, pediatrics, adult health, family health, geriatrics, public/community health, emergency care, critical care, diabetes management and/or psychiatric/mental health.

Distinguishing Characteristics

This is the lead worker level of the series. Positions are designated with lead responsibility to regularly assign, instruct, and check the work of other Advanced Registered Nurse Practitioners.
~~A physician assistant is distinguished from other licensed medical classifications by the incumbent's qualification to perform those limited medical functions prescribed and allowable under RCW 18.71A. Advanced Registered Nurse Practitioner specialties include women's health care, pediatrics, adult health, family health, geriatrics, and psychiatric health mental;~~

~~Treats patients for conditions such as hypertension, fractures, and sexually transmitted diseases. Performs thorough physical examinations and carries out a treatment or case management plan to include referral to other health professionals, patient education, or prescribing medicine and prophylaxis, reviews patient profiles and interpretation of findings on the basis of general medical knowledge.~~

Explanation

This is a request from the Office of Financial Management for class plan maintenance, to include removal of the class series concept and distinguishing characteristics and revisions to the title and definition, to exclude language specific to the Physician Assistant, Certified. Previously, this classification included language pertaining to the Physician Assistant, Certified - Lead with that of the Advanced Registered Nurse Practitioner - Lead. It was determined the scope and accountability of the health professionals is different enough they should be separated. The revision of this classification will provide clarity and distinction to the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 76	
Requester (Agency/HE Institution) Department of Social and Health Services	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 344E Rehabilitation Technician 1	**Current Salary Range/Rate** 38
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Distinguishing Characteristics

Under general supervision of a Vocational Rehabilitation Supervisor and the guidance of a Vocational Rehabilitation Counselor 4, this paraprofessional classification supports~~, positions provide assistance performing a full-range of functions to~~ ~~v~~Vocational ~~r~~Rehabilitation ~~c~~Counselors and Vocational Rehabilitation ~~s~~Supervisors ~~in~~ to ensure clients with varying degrees of disabling conditions achieve a competitive employment outcome.~~areas~~ Assists in performing tasks such as:

- ~~direct customer services and~~ conducting basic client orientations and intake interviews;
- collecting medical and other records needed for eligibility determinations;
- assisting in the development of Individualized Plans for Employment (IPE);
- scheduling client appointments;
- supporting successful client participation through all facets of the vocational rehabilitation process;
- tracking case movement to assure key service delivery timelines are met.

~~;, eligibility preparation, and monitoring service delivery plans, and monitor client participation and follow-through.~~
Incumbents ~~use independent judgment~~ have limited latitude in resolving technical issues and interpreting or applying vocational rehabilitation policies and procedures.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Rehabilitation Technician 1 classification. The class plan maintenance includes revising the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 78

Item 77	
Requester (Agency/HE Institution) Department of Social and Health Services	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 344F Rehabilitation Technician 2	**Current Salary Range/Rate** 41
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 45
Effective Date 7/1/2019	

Distinguishing Characteristics

For the Division of Vocational Rehabilitation (DVR), this class is distinguished from the Rehabilitation Technician 1 by having limited case management responsibilities involving direct service delivery to referred clients. Under ~~direct~~ general supervision and with the guidance and approval of a Vocational Rehabilitation Counselor or supervisory staff, the Rehabilitation Technician 2 performs limited case management responsibilities with referred customers by assisting referred customers in either:

1) assisting clients in conducting self-directed job searches including resume development, identifying and applying for job openings, and practicing for job interviews; in collaboration with WorkSource Business Services Teams, conducting outreach and providing information to employers who recruit and/or hire DVR clients; or

2) calculating how clients' Social Security Disability Insurance (SSDI) and/or Supplemental Security Income (SSI) benefits will be affected by earned income when the individual goes to work; providing a standardized written benefits analysis report to the Vocational Rehabilitation Counselor and client that shows the results of this calculation, which the VRC uses to provide VR counseling to the client on their choice of employment and salary goals, hours of work, as well as other key vocational decisions.

Cases are limited in number.

For the Department of Services for the Blind, this class is distinguished from the Rehabilitation Technician 1 by often making independent judgments and applying knowledge of agency vocational rehabilitation and independent living processes, administrative policies and "good practices" in performing direct services and administrative support functions necessary for the successful vocational rehabilitation and increased independence of agency participants. The Rehabilitation Technician 2 may be given responsibility for a small caseload of participants within the vocational rehabilitation process.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Rehabilitation Technician 2 classification. The class plan maintenance includes revising the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 29

Item 78	
Requester (Agency/Institution) Department of Corrections	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 350B Corrections Specialist 1	**Current Salary Range/Rate** 49
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

See Corrections Specialist Assistant

~~Responsible for various correctional programs as assigned, such as: community service activities, institutional training, classification and treatment programs, offender grievances, institutional hearings, roster management for minimum or major facilities, contracted chemical dependency treatment services, deaf inmate program services, or auditing of correctional programs.~~

Definition

~~Serves as a manager of the department's community and citizen involvement program at a facility.~~ Performs entry-level professional corrections specialist work and is responsible for developing, establishing, coordinating and/or facilitating correctional programs or activities ~~Plans, organizes, directs, and manages all aspects of the community partnership program~~ within a facility, such as~~to include:~~ volunteer services, family friendly and/or community resource programs.

OR

Within a stand-alone minimum security facility, ~~has overall~~ administers~~ration~~ a roster management program under the direction of a Lieutenant or higher authority.

Distinguishing Characteristics

Under general supervision, employees perform complex duties within established guidelines such as, maintaining community partnerships and facilitating Family Advisory Council meetings. Work is periodically reviewed for compliance with guidelines, policies and procedures. ~~positions are responsible for the department's community and citizen involvement programs. Primary responsibility is acting as a liaison between the community and facility on community involvement issues, volunteer administration, which includes volunteer recruitment, providing technical assistance to staff and management on the use of volunteers, providing mandatory training to volunteers, maintaining records for accountability, coordinating projects utilizing community or offender volunteers, and preparing reports.~~
~~Positions responsible for the master roster within a minimum facility develop the roster in accordance with the Custody Staffing Model as determined by the facility's audit and as approved.~~

Explanation

This is a request from the Department of Corrections for class plan maintenance, which will not impact the compensation for the Corrections Specialist 1 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 15

Item 79	
Requester (Agency/Institution) Department of Corrections	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 350C Corrections Specialist 2	**Current Salary Range/Rate** 53
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

~~Refer to 350B~~ See Corrections Specialist ~~1~~Assistant.

Definition

Performs journey-level work ~~D~~developsing, coordinatesing, implementsing and~~/or~~ evaluatesing various correctional program~~(s)~~ as assigned. Plans, organizes and coordinates all aspects of facility-wide correctional programs or activities, such as children of incarcerated parent programming and Cognitive Behavioral Interventions. Prepares comprehensive reports and makes recommendations for management, identifies and projects trends~~,~~ and monitors program expenditures for adherence to budgeted allocations. ~~Positions in this class perform professional level duties related to correctional programs in areas such as: intensive management, administrative segregation, grievance coordinator, security specialist, facility classification; and evidence based program delivery specialists~~.

Distinguishing Characteristics

Positions at this level work under general direction and have facility-wide correctional program responsibilit~~y~~ies. Positions at this level perform professional level duties related to correctional programs in areas such as: intensive management, administrative segregation, grievance coordination, security, facility classification and evidence based program delivery. This level is distinguished from the Corrections Specialist 1 and Corrections Specialist 3 by the absence of roster management responsibilities.

Section C: Classification

Explanation

This is a request from the Department of Corrections for class plan maintenance, which will not impact the compensation for the Corrections Specialist 2 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 88

Item 80	
Requester (Agency/Institution) Department of Corrections	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 350D Corrections Specialist 3	**Current Salary Range/Rate** 57
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

~~Refer to 350B~~ See Corrections Specialist ~~1~~Assistant.

Definition

~~Positions at this level~~Performs senior-level work ~~under~~ ~~administrative direction~~ and is responsible for corrections programs or activities across an assigned division or region in one or more of the following areas:~~.~~

- Audits correctional programs for compliance with policy;
- Managing a specialized caseload of incarcerated individuals such as those under Least Restrictive Alternative or Family Offender Sentencing Alternative;
- Oversight, coordination and implementation of correctional programs or activities ~~and/or has responsibility for statewide programs~~ such as the Responsible Fatherhood Opportunities for Reentry and Mobility (ReFORM) and the Substance Abuse Recovery Unit (SARU) treatment programs ~~offender classification, Prison Rape Elimination Act (PREA), chemical dependency, staff safety and facility security, and deaf inmates~~;

OR

Within a major security facility or correctional complex that includes multiple levels of confinement, has overall administration of institutional hearings or a multi-million dollar roster management program.

Section C: Classification

Distinguishing Characteristics

Positions at this level independently perform complex duties within a division or region such as conducting disciplinary hearings, performing major functions of the chemical dependency treatment program and the classification of individuals

Explanation

This is a request from the Department of Corrections for class plan maintenance, which will not impact the compensation for the Corrections Specialist 3 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 58

Item 81	
Requester (Agency/Institution) Department of Corrections	**Analyst** Brett Alongi
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 350E Corrections Specialist Assistant	**Proposed Salary Range/Rate** 39
Effective Date 7/1/2019	

Class Series Concept

This series is responsible for developing, coordinating, establishing and/or facilitating various correctional programs at the facility, regional or statewide levels. Some positions are responsible for corrections activities such as roster management for minor or major prison facilities and/or auditing of corrections programs. This series is distinguished from the Program Specialist series based on the correctional programs and activities performed such as, offender grievances, institutional hearings, contracted chemical dependency treatment services and deaf inmate program services.

Definition

This is the in-training and/or paraprofessional level of the series, assists and performs technical and/or administrative functions under general supervision of a corrections professional.

Explanation

This is a request from the Department of Corrections to establish a new Corrections Specialist Assistant based on class plan maintenance. The identified salary range will address the level of work this classification now performs. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 0

Item 82	
Requester (Agency/Institution) Department of Corrections	**Analyst** Brett Alongi
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 350F Corrections Specialist 4	**Proposed Salary Range/Rate** 61
Effective Date 7/1/2019	

Class Series Concept

See Corrections Specialist Assistant.

Definition

This is the expert level of the series with statewide responsibility over a variety of corrections programs, such as Offender Reentry, Community Safety Response and Family Services. Reviews and develops policies; provides quality assurance, improvement and oversight of correctional programs.

OR

Serves as the supervisor of assigned corrections specialist staff with facility-wide or regional-wide correctional program responsibilities.

OR

Serves on one or more task forces to identify and arrest high-risk offenders who pose the greatest danger to community safety.

Distinguishing Characteristics

Under administrative direction, positions at this level perform highly complex work such as risk assessments, grant administration and policy review.

Explanation

This is a request from the Department of Corrections to establish a new Corrections Specialist 4 classification, based on higher level duties. The identified salary range will address the level of work this classification now performs. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 83	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 351M Social Service Specialist 4	**Proposed Salary Range/Rate** 58
Effective Date 7/1/2019	

Definition

Positions at this level serve as a lead worker and perform advanced level specialized case management conducting investigations of abandonment, abuse, neglect, financial exploitation, personal exploitation or self-neglect of vulnerable adults and children.

Distinguishing Characteristics

Positions lead and provide coaching, mentoring, on the job training and assistance in the transition of staff from a formal training program to fieldwork. Positions also respond to difficult, publicly scrutinized, and/or high profile investigations of severe, high risk, life-threatening allegations of abandonment, abuse, neglect, financial exploitation, and self- neglect involving vulnerable individuals. These cases are made difficult by factors such as internal/external audit or review, media coverage, public scrutiny, heightened political interest, and multiple private party involvements.

Explanation

This is a request from Department of Social and Health Services to establish the Social Service Specialist 4 job classification based on higher- level duties. This job classification will lead lower level staff and perform advanced level specialized case management for difficult, publicly scrutinized, and/or high profile investigations of severe, high risk, life-threatening allegations of abuse, exploitation, abandonment, or neglect involving vulnerable individuals. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 80

Item 84	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 351O Social Service Specialist 1	**Current Salary Range/Rate** 45
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

~~This is the entry level in-training classification for the professional social services series in either Aging and Long-Term Support Administration, Children's Administration, or Economic Services Administration. Clients served are children and/or families in which risk of child abuse or neglect are minimal, or adults with disabilities resulting from varying degrees of incapacity, or vocational, social, cultural or health impairments that hinder economic or residential independence.~~
This is the entry level in-training classification for the professional social services series. Performs intakes, assessments, and/or investigations of abandonment, abuse, neglect, financial exploitation, personal exploitation or self-neglect of vulnerable adults or abuse and neglect of children. Clients served are children and/or families in which risk of child abuse or neglect are minimal or adults with disabilities resulting from varying degrees of incapacity, or vocational, social, cultural or health impairments that hinder economic or residential independence.

Distinguishing Characteristics

Incumbents receive extensive and advanced level on-and off-site structured training related to assessments, community placement, information and referral, medical treatment, vocational training, risk assessment, protective services, and/or licensing activities. ~~, both generic and division specific~~. In the first six months, cases are not assigned to this classification. When cases are assigned, they are pre-screened, closely supervised, and limited in number and complexity. As a component of their training program, incumbents shall assist professional level staff with cases that will enable them to experience a full range of ~~division~~ specific service functions. Employees remain in this classification for up to 18 months and then automatically promote to the Social Service Specialist 2.
~~IN AGING AND LONG-TERM SUPPORT ADMINISTRATION:~~
~~Receive training in:~~

- ~~assessment~~
- ~~licensing activities~~
- ~~protective services~~
- ~~community placement~~
- ~~information and referral~~
- ~~social support services~~

- ~~case management~~

~~IN CHILDREN'S ADMINISTRATION:~~
~~Receive training in:~~

- ~~risk assessment~~
- ~~licensing activities~~
- ~~protective services~~
- ~~information and referral~~
- ~~case monitoring~~

~~IN ECONOMIC SERVICES ADMINISTRATION:~~
~~Receive training in:~~

- ~~assessment of employability~~
- ~~information and referral~~
- ~~medical treatment~~
- ~~vocational training~~
- ~~social support services~~

Explanation

This is a request from Department of Social and Health Services for class plain maintenance, which will not impact the compensation for this classification. The class plan maintenance includes revisions to the definition and distinguishing characteristics, that will provide clarity to the duties being performed at this level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 54

Item 85	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 351P Social Service Specialist 2	**Current Salary Range/Rate** 53
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the journey level of the series. Positions ~~P~~provide~~s~~ professional level social services to ~~the clients of Aging and Long-Term Support Administration, Children's Administration, or Economic Services Administration.~~ children and/or families in which risk of child abuse or neglect are minimal, or investigations of abandonment, abuse, neglect, financial/personal exploitation, and self-neglect for vulnerable adults resulting from varying degrees of incapacity, or vocational, social, cultural or health impairments that hinder economic or residential independence.

Distinguishing Characteristics

Positions in this classification are under ~~receive~~ general supervision. ~~Employees are responsible for devising own work methods, with the exception of those positions receiving advanced level training. In-training positions receive supervision on a spot-check basis.~~ Positions who perform routine social service functions related to assessments, information and referral, risk assessment, investigation, protective services, and/or licensing activities at this level will continue to receive advanced level training.
Positions who perform routine social service functions related to varying degrees of vocational, social, cultural, and/or medical impairments hindering economic stability will provide independent case management.
~~IN AGING AND LONG-TERM SUPPORT ADMINISTRATION:~~
~~Provide a full range of social services designed to assist clients to live safely and independently in their own home or least restrictive setting.~~
~~Provide general social services including all or part of a comprehensive assessment, case management, service authorization, information and referral or counseling to adults and their significant others to develop the least restrictive case plan. These services are provided within a combination of the following program areas: adult protective services, in home care, and/or residential care; or,~~
~~Perform routine licensing functions which do not include recruitment and monitoring.~~
~~IN CHILDREN'S ADMINISTRATION:~~
~~Perform routine licensing functions which do not include recruitment and monitoring; or~~

~~Provide risk assessment intake, receive supervisory approval prior to filling for future reference or forwarding referrals to an ongoing service delivery unit for investigation; or~~
~~Other indirect services to clients such as:~~

- ~~service eligibility determinations for out-of-home placements~~
- ~~case plan monitoring~~
- ~~For positions allocated to the third level of this series, employees may be appointed to this classification for one year of advanced training in the following areas:~~
  - ~~protection of children~~
  - ~~reconciliation of families~~
  - ~~ongoing services to children and families where risk is high or~~
  - ~~there is court involvement~~

~~IN ECONOMIC SERVICES ADMINISTRATION:~~
~~Provide case management for clients with varying degrees of vocational, social, cultural, and/or medical impairments hindering economic independence. Seasonal fluctuations may impact caseload characteristics and the percentage of culturally/linguistically diverse clients. Assess and determine employability, job readiness, and vocational education and training needs. Create, implement, monitor, and modify case plans for achieving client economic and social self-support. Apply medical diagnostic terminology and categories to assess and determine client employability/incapacity.~~

Explanation

This is a request from Department of Social and Health Services for class plain maintenance, which will not impact the compensation for this classification. The class plan maintenance includes revisions to the definition and distinguishing characteristics that will provide clarity to the duties being performed at this level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 468

Item 86	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 351Q Social Service Specialist 3	**Current Salary Range/Rate** 55
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Functions as a lead worker or sole case manager in a remote location ~~in either Aging and Long-Term Support Administration or Economic Services Administration; or, performs advanced level of specialized case management in Children's Administration or Aging and Long-Term Support Administration~~.

OR

Performs advanced level specialized case management in high-profile or complex cases involving children or vulnerable adults.

Distinguishing Characteristics

Positions that serve as a lead worker or sole case manager in a remote location are responsible for the full scope of social services provided in that location.

OR

Positions that perform advanced level specialized case management are responsible for intake, assessment and investigating allegations of child abuse, and neglect or abandonment, financial exploitation, personal exploitation, and self-neglect of children or vulnerable adults in the community. Positions are also responsible for investigating high-profile licensed and certified settings where any of the above types of allegations have been reported.

~~This is the specialist level of this series functioning independently.~~

~~IN AGING AND LONG-TERM SUPPORT ADMINISTRATION EITHER:~~

~~a) Serve as the leadworker reporting to an off-site supervisor, or;~~

~~b) In a remote office is solely responsible for the full scope of social services provided in that location; or~~

~~c) Provide one or a combination of the following duties a majority of the time:~~

- ~~Adult Protective Services~~
- ~~Inspection of care~~
- ~~Determine the level of nursing care needed by clients~~

- ~~Ongoing case management to adults at high risk of institutionalization or to those adults whose need for case management is part of a service plan developed following an adult protective service or investigation~~

~~d) License and develop alternate familial resources including duties such as recruitment, providing initial and ongoing training to licensees and staff, provide field response.~~

~~IN CHILDREN'S ADMINISTRATION:~~

~~Provide one or more of the following services:~~

- ~~Protection of children~~
- ~~Reconciliation of families~~
- ~~Licensing and developing of alternate familial resources including duties such as recruitment, providing initial and ongoing training to licensees and staff, provide field response/investigations, participation in multidisciplinary team~~
- ~~Ongoing services to children and families where risk is high or there is court involvement including preparing court documents, testifying, and representing the agency and child~~
- ~~Intake based upon risk assessment determining urgency and response time of agency intervention, screening out referrals, and forwarding to ongoing service delivery unit without prior supervisory approval.~~

~~IN ECONOMIC SERVICES ADMINISTRATION EITHER:~~

~~a) Serve as the leadworker reporting to an off-site supervisor; or~~

~~In a remote office is solely responsible for the full scope of social services provided in that location.~~

Explanation

This is a request from Department of Social and Health Services for class plain maintenance, which will not impact the compensation for this classification. The class plan maintenance includes revisions to the definition and distinguishing characteristics, that will provide clarity to the duties being performed at this level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 2,244

Item 87	
Requester (Agency/HE Institution) Department of Social & Health Services	**Analyst** Nichole Gottbreht
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 351R Social Service Specialist 4	**Current Salary Range/Rate** 60
Proposed Class Code/Title 351R Social Service Specialist 5	**Proposed Salary Range/Rate** 62
Effective Date 7/1/2019	

Definition

Functions as the first-line supervisor of a unit of Social Service Specialists ~~in Aging and Long-Term Support Administration, Children's Administration, or Economic Services Administration~~.

Explanation

This is a request from Department of Social and Health Services for a two (2) range salary increase to prevent compression and class plan maintenance. The salary increase will prevent compression due to a new lead level within the classification series and the class plan maintenance includes revisions to the definition that will provide clarity to the duties being performed at this level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 428

Item 88	
Requester (Agency/HE Institution) Department of Corrections	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 352K Psychiatric Social Worker 3	**Current Salary Range/Rate** 68
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the supervisory or senior/specialist level of the series. Positions at this level are responsible for one or more of the following:

- Supervising lower level Psychiatric Social Workers and performs professional psychiatric social work in an institution or clinic;
- Providing professional psychiatric social work to one or more assigned units or wards consisting of 70 to 150 residents;
- Providing professional psychiatric social work to assist incarcerated individuals in adjusting to the institution and reentry into the community;
- Providing professional psychiatric social work services to assist individuals transitioning from state hospitals into home and community based settings;
- Serving as the designated psychiatric social worker member of an inter or multi disciplinary treatment team.

~~Supervises lower level Psychiatric Social Workers and performs professional psychiatric social work in an institution or clinic; or provides professional psychiatric social work to one or more assigned units or wards consisting of 70 to 150 residents or inmates; or serves as the designated psychiatric social worker member of an inter or multi disciplinary treatment team. May serve as leadworker to other Psychiatric Social Workers within a program of a mental health hospital.~~

Explanation

This is a request from the Department of Corrections for class plan maintenance, which will not impact the compensation for the Psychiatric Social Worker 3 classification. The class plan maintenance will include revisions to the definition to adequately capture the work performed for appropriate position allocations. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 93

Item 89	
Requester (Agency/HE Institution) Department of Corrections	**Analyst** Mindy Portschy
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 352K Psychiatric Social Worker 3 - Teamsters	**Current Salary Range/Rate** Teamsters 66
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the supervisory or senior/specialist level of the series. Positions at this level are responsible for one or more of the following:

- Supervising lower level Psychiatric Social Workers and performs professional psychiatric social work in an institution or clinic;
- Providing professional psychiatric social work to one or more assigned units or wards consisting of 70 to 150 residents;
- Providing professional psychiatric social work to assist incarcerated individuals in adjusting to the institution and reentry into the community;
- Providing professional psychiatric social work services to assist individuals transitioning from state hospitals into home and community based settings;
- Serving as the designated psychiatric social worker member of an inter or multi disciplinary treatment team.

~~Supervises lower level Psychiatric Social Workers and performs professional psychiatric social work in an institution or clinic; or provides professional psychiatric social work to one or more assigned units or wards consisting of 70 to 150 residents or inmates; or serves as the designated psychiatric social worker member of an inter or multi disciplinary treatment team. May serve as leadworker to other Psychiatric Social Workers within a program of a mental health hospital.~~

Explanation

This is a request from the Department of Corrections for class plan maintenance, which will not impact the compensation for the Psychiatric Social Worker 3 classification. The class plan maintenance will include revisions to the definition to adequately capture the work performed for appropriate position allocations. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/14/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 10

Item 90	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 358E WorkSource Specialist 1	**Current Salary Range/Rate** 37
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

Positions in this series provides employment and job training services to the unemployed and underemployed clients, as well as assisting employers in meeting their hiring needs. Work involves registering clients for services, determining eligibility for program services; assess skill levels and interests, identifying employment barriers, developing individualized employment plans, and guiding, monitoring and motivating clients. Provides information about partner programs that offer support or specialized services. At the higher levels, positions perform complex and specialized employment program services involving intensive application of specialized knowledge and skills. May participate in the development and implementation of policies.

Definition

This is the para-professional level of the series. Performs ~~routine professional duties in the delivery of limited core services to customers~~ paraprofessional support work. Performs routine duties in the delivery of employment and job training services to customers. ~~Provides information regarding agency and partner programs.~~

Distinguishing Characteristics

Positions at this level function under close supervision ~~and/or direction~~ of a ~~Senior Specialist~~ higher level WorkSource Specialist.
Incumbents ~~in these positions~~ are assigned work that is limited in scope and work toward increased independence to provide a full range of services.
The majority of the time is spent assisting higher level staff ~~in~~ providing services to customers and performing assignments ~~such as~~ including: answering general questions about services and programs and assisting in the resource room, providing local labor market information to job seekers.

- ~~Interviewing job applicants and providing routine job referral information.~~
- ~~Answering general questions about services and programs.~~
- ~~Assisting in Resource Room.~~

Section C: Classification

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the WorkSource Specialist 1 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 0

Section C: Classification

Item 91	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 358F WorkSource Specialist 2	**Current Salary Range/Rate** 41
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the first professional level of the series. Provides delivery of ~~Performs~~ professional ~~duties in the delivery of direct~~ WorkSource ~~core~~ services to customers. ~~Conducts in-depth interview and provide job referrals, placement services, and information regarding agency and partner programs.~~

Distinguishing Characteristics

Under close supervision, performs basic professional WorkSource assignments, including interviewing job seekers to determine job readiness, providing information and answering questions on the full range of WorkSource services and programs, facilitating orientations and workshops, and meeting with employers to assess their business needs.
Positions at this level perform recurring tasks that are limited in scope. Assignments require basic analysis and application of a variety of program activities and services.
~~This is the fully qualified working level. Positions at this level differ from the WorkSource Specialist 1 in that they work independently and provide a full range of services.~~
~~The majority of time is spent performing assignments such as:~~

- ~~Interviewing job applicants to determine job readiness and/or making referrals to job openings.~~
- ~~Providing information and answering questions on the full range of agency core services and programs.~~
- ~~Monitoring Resource Room activities and assisting with workshops.~~
- ~~Writing and verifying orders.~~

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the WorkSource Specialist 2 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 10

Item 92	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 358G WorkSource Specialist 3	**Current Salary Range/Rate** 44
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the second professional level of the series. Provides routine professional WorkSource services in one or more specialty program areas.
~~(1) Delivers direct core & intensive services to WorkSource, Claimant Placement Program, Food Stamps, WorkFirst Post-Employment Labor Exchange, or College Co-Location customers;~~

~~OR~~

~~(2) is responsible for providing bilingual outreach services in a designated Migrant and Seasonal Farmworker (MSFW) service area;~~

~~OR~~

~~(3) is responsible for providing outreach services to eligible Disabled Outreach Veterans' (DVOP) program customers;~~

~~OR~~

~~(4) as an Employer Outreach Specialist contacts local employers to develop prospective job openings and provide information on services available through WorkSource.~~

Distinguishing Characteristics

Under general supervision performs a variety of routine and intensive professional WorkSource assignments in one or more programs including performing in-depth interviews, conducting outreach activities, providing basic interpretation of laws, policies, rules and regulations regarding employment and training, and building relationships with employers to establish specialized services.
Positions at this level require some independent judgement regarding the application of rules and procedures. Assignments require routine analysis and application of a variety of applicable program activities and services. Positions at this level are working to acquire knowledge and competency in providing services in all program areas.
~~This is the fully qualified professional level. Positions at this level work independently, and spend a majority of time providing intensive services or conducting outreach activities. May issue transportation vouchers or initiate supportive service vouchers, but do not have the authority to obligate supportive service or training funds.~~

Section C: Classification

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the WorkSource Specialist 3 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 188

Item 93	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 358H WorkSource Specialist 4	**Current Salary Range/Rate** 48
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the journey level of the series. Independently manages an assigned caseload, and delivers direct basic, intensive, and training services to job seekers and/or employers.
~~(1) As a designated specialist, delivers direct core, intensive, and training services to WorkFirst (mandatory TANF) clients, NAFTA-TAA, WIA Title 1B, or other Worker Re-Training Program participants, or Corrections Clearinghouse incarcerated inmates or ex-offenders; OR (2) As a leadworker, delivers direct services to customers and staff.~~

Distinguishing Characteristics

~~This is the senior level, working independently as either a designated specialist or leadworker. As a designated specialist,~~ Under general supervision, independently provides the entire range of complex employment ~~&~~ and job training services which includes the ~~with~~ authority to approve training funds and authorize supportive services. ~~The majority of time is spent: providing intensive services,~~ Positions at this level independently perform complex tasks such as~~,~~ determining eligibility for programs, administering and/or interpreting skill, interest, and aptitude ~~tests~~ assessments, identifying and analyzing employment barriers with job seekers, developing individual written employment plans designated to resolve barriers to employment, and guiding, monitoring ~~&~~ and motivating clients to follow through with approved plans. Provides coaching and mentoring to instruct and guide lower level WorkSource specialists.
~~As a leadworker, delivers direct services to customers and staff. The majority of time is spent: assisting supervisor with work assignments and scheduling, monitoring workload and assignments of lower level staff, providing technical assistance and staff training to lower level staff, coordinating programs at the local level, and resolving WorkSource system and customer complex issues.~~

Section C: Classification

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the WorkSource Specialist 4 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 200

Item 94	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 358I WorkSource Specialist 5	**Current Salary Range/Rate** 50
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the senior/specialist or lead level of the series.
~~((1) Plans the provision of employment and training services to local Veteran's community and provides direct services to Veterans and others in accordance with Title 38. May also supervise Disabled Veteran Outreach Program (DVOP) positions; OR (2) plans,develops, designs and provides technical program training and assistance for agency staff and service delivery partners to support the provision of Labor exchange services for a Region; OR (3) designs and/or oversees programs and/or activities within the WorkSource system that support and manage the change process, which may includesupporting and training of system staff; planning, analyzing, implementing, monitoring and evaluating programs; building collaborative community relationships; serving as liaison to leadership and partners; and may supervise professional staff.~~

Distinguishing Characteristics

Working under general direction as senior/specialist, plans, develops, designs and provides complex technical program services such as:

- Planning, designing and developing employment and training services;
- Planning, analyzing, implementing, monitoring and evaluating specialized programs;
- Performing outreach and building collaborative community relationships;
- Serving as liaison to leadership and partners.

OR

Leads a unit of WorkSource specialists delivering direct services to customers and staff. Assist supervisor with work assignments and scheduling, monitoring workloads, providing technical assistance and staff training, coordinating programs at the local level, and resolving complex WorkSource system and customer issues.

Section C: Classification

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the WorkSource Specialist 5 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 31

Item 95	
Requester (Agency/HE Institution) Employment Security Division (ESD)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 358J WorkSource Specialist 6	**Current Salary Range/Rate** 52
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the Supervisor~~y~~ and/or expert level of the series. Supervises WorkSource Specialists and/or serves as a designated program expert.
As a designated program expert, oversees ~~manages~~, directs, and coordinates region-wide special projects, programs or contracts for a Regional Office.
~~(1)~~ Oversees, directs, supports, and supervises a unit ~~team~~ of professional staff~~;~~. ~~f~~Facilitates the coordination and delivery of services to customers~~; may supervise administrative support staff, volunteers, etc.; and may functionally oversee partner staff; OR (2) manages, directs, and coordinates region-wide special projects, programs or contracts for a Regional Office~~.

Distinguishing Characteristics

Under administrative direction, positions perform one or more of the following:

- As a designated program expert, positions are responsible for complex region wide projects, programs or contracts. Coordinates and provides highly complex program services to customers.
- Supervises one or more units of professional and other staff providing delivery of services through Employment Security Department programs, contracts and grants in the WorkSource system. Positions are responsible for providing oversight of day-to-day office operations; meeting program goals, performance measures and recommending strategies for improvement and resolving customer complaints.

~~As supervisors, employees in these positions are responsible for the delivery of core and/or intensive services through labor exchange activities and other programs such as: CPP, MSFW, Food Stamps, Employer Outreach, WPLEX, Co-location, or for the WorkFirst Program or other Dislocated Worker Retraining Programs~~.

Section C: Classification

Explanation

This is a request from the Employment Security Division for class plan maintenance, which will not impact the compensation for the WorkSource Specialist 6 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 38

Item 96	
Requester (Agency/Institution) Department of Corrections	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 383E Community Corrections Assistant	**Current Salary Range/Rate** 36
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 39
Effective Date 7/1/2019	

Definition

~~Within the Department of Corrections, Division of Community Corrections~~Under the direction of a Community Corrections professional, performs assigned technical and/or administrative casework functions, which require program knowledge and independent judgment ~~under the direction of a Community Corrections professional~~.

Distinguishing Characteristics

Incumbents in this class are distinguished from those in the Community Corrections Officer series by their restriction from making any decisions regarding offenders that would result in a significant change being made in the case. This would include, but is not limited to, any decision that would invoke a loss of liberty, search or seizure.

Positions at this level work under general supervision, and have extensive contact with individuals under community supervision and outside entities, such as Judges, Prosecuting Attorneys, Defense Teams and Law Enforcement. Unusual problems, probable outcomes and solutions are presented to higher levels for resolution. Incumbents assist higher-level staff with developing and coordinating community corrections casework activities.

Explanation

This is a request from the Department of Corrections for a three (3) range increase based on inequities for the Community Corrections Assistant classification. The salary increase will address the inequities between this classification and the new Corrections Specialist Assistant. The updates to the definition and distinguishing characteristics provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 2

Item 97	
Requester (Agency/Institution) Department of Corrections	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 384D Corrections and Custody Officer 4	**Current Salary Range/Rate** 51
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 56
Effective Date 7/1/2019	

Distinguishing Characteristics
Under administrative direction, conducts ground-based and domestic airline offender transports to and from other states and federal prisons.
Positions are required to provide armed security services to the flight deck upon request of the Domestic Air Carrier's Pilot in-charge or Lead Crew Flight Attendant. This includes assisting and responding to threats of terrorism, providing security for the flight crew and cockpit and/or providing assistance with unruly passengers.

Explanation

This is a request from the Department of Corrections for a five (5) range increase based on higher level duties for the Corrections and Custody Officer 4 classification. The salary increase will address the higher-level duties that this classification now performs. The creation of the distinguishing characteristics provide clarity to the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	**Number of Position(s) Affected** 6

Item 98	
Requester (Agency/HE Institution) Washington State Parks and Recreation Commission (PARKS)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 389A Park Ranger 1	**Current Salary Range/Rate** 44
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

Positions in this series administer, operate, and maintain a state park or a park area. Positions provide interpretation of federal and state rules and regulations and provide assistance to park visitors. Positions provide education, interpretation, routine maintenance, visitor services and law enforcement. Positions in all class levels may be required to lead or supervise less trained or lower-level staff.

~~Allocation to this occupational category and levels is determined by the assignment of points by the Park Management Position Allocation System.~~

Definition

This level of the series has limited law enforcement commission. Incumbents are responsible for protecting, preserving and enhancing state parks while ensuring the safety and welfare of park visitors. Under the oversight of a higher level ranger, incumbents perform visitor services, maintenance, administration and law enforcement duties. Incumbents may serve as a supervisor or lead worker for less trained park employees, volunteers, and temporary employees.
~~Some positions, at the discretion and need of the agency, may serve as in training positions, with training opportunities and experience to become fully qualified for any future Park Ranger 2 opportunities for vacancies.~~

Distinguishing Characteristics

Works under general supervision to provide limited commissioned law enforcement to provide security and to provide facility and program support services. Some positions, at the discretion and need of the agency, may serve as in training positions, with training opportunities and experience to become fully qualified for any future Park Ranger 2 opportunities.

Explanation

This is a request from the Washington State Parks and Recreation Commission for class plan maintenance, which will not impact the compensation for the Park Ranger 1 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	**Number of Position(s) Affected** 10

Item 99	
Requester (Agency/HE Institution) Washington State Parks and Recreation Commission (PARKS)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 389B Park Ranger 2	**Current Salary Range/Rate** 49
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Positions at this level independently perform journey level Park Ranger duties ~~including law enforcement and may have one of the following assignments~~ as either:

~~• Responsibility for the management and operation of a Class 2 State park.~~
~~• Serve as a head ranger in a Class 2 satellite park unit in an area management concept.~~
~~• Serve as principal assistant to a Park Ranger 3.~~
~~• Leads and direct one or more permanent Park Ranger 1.~~
~~• Serves as a full-time, year-round Environmental Learning Center (ELC) Manager.~~

- Fully commission law enforcement ranger performing law enforcement ranger duties; or
- A limited commission law enforcement ranger performing operational management to oversee operations as the highest level position at a satellite park within a Park Area, as designated in writing by the Assistant Director of Operations.

Distinguishing Characteristics

Works under general supervision to provide fully commissioned law enforcement, or limited law enforcement commission and management of operations at a satellite park.

Explanation

This is a request from the Washington State Parks and Recreation Commission for class plan maintenance, which will not impact the compensation for the Park Ranger 2 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	**Number of Position(s) Affected** 70

Item 100	
Requester (Agency/HE Institution) Washington State Parks and Recreation Commission (PARKS)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 389C Park Ranger 3	**Current Salary Range/Rate** 56
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the senior level of the series and is a fully commissioned law enforcement ranger. Positions at this level typically have one of the following assignments:

- ~~Responsibility for the management and operation of a Class 3 or Class 4 State park or park area.~~
- ~~Serve as principal assistant to the manager of a Class 5 or Class 6 State park or park area in developing, controlling and accomplishing all program activities for a group of parks in non-contiguous locations.~~
- The principal assistant/operations manager to the manager of a Park Area, overseeing daily park work activities. They also assist in the development and control of all program activities for all or part of the Park Area; or
- Assigned to oversee operations as the highest level position at a satellite park within a Park Area, as designated in writing by the Assistant Director for Operations.

Distinguishing Characteristics

Works under general direction, responsible to provide law enforcement ranger duties in park area, provides services to customers, security, maintenance and program operations as either principle assistant to a manager in park area or management of a satellite park. Larger or more complex Park Areas may have more than one principal assistant/operations manager,

Explanation

This is a request from the Washington State Parks and Recreation Commission for class plan maintenance, which will not impact the compensation for the Park Ranger 3 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	**Number of Position(s) Affected** 42

Item 101	
Requester (Agency/HE Institution) Washington State Parks and Recreation Commission (PARKS)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 389D Park Ranger 4	**Current Salary Range/Rate** 65
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the supervisory or expert level of the series. Positions at this level ~~-~~are responsible for the overall management of a ~~typically manage a Class 5 or Class 6 State park or~~ park area, including budget, staff, facilities, ~~developing, controlling and accomplishing all program activities for a parks or park areas in non-contiguous locations. Positions may serve as the principal assistant to a Regional Manager in the administration, development,~~ maintenance, programs, customer service, operating plans and stakeholder work~~, visitor services and law enforcement of State parks or park areas in an assigned Region.~~

Distinguishing Characteristics

Works under administrative direction, responsible to supervise or perform expert level management of park area to provide services to customers, security, maintenance and program operations.

Explanation

This is a request from the Washington State Parks and Recreation Commission for class plan maintenance, which will not impact the compensation for the Park Ranger 4 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	**Number of Position(s) Affected** 26

Item 102	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 391D Elevator Inspector 3	**Proposed Salary Range/Rate** 66
Effective Date 7/1/2019	

Definition

This is the senior level of the series. Positions at this level work under general direction and perform higher-level elevator inspections involving new technology and inspections of other conveyances of a complex nature. Positions at this level conduct conveyance related accident investigations and prepare formal reports on investigative findings.

Distinguishing Characteristics

Positions work independently to perform complex conveyance inspections such as; multi-story buildings with multiple conveyances and health care facilities.

Explanation

This is a request from the Department of Labor and Industries to establish a new Elevator Inspector 3 classification, based on higher level duties. The identified salary range will address the level of work this classification performs. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 0

Item 103	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 391M Elevator Inspector Assistant	**Current Salary Range/Rate** 51
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

In an in-training capacity, ~~A~~assists in the inspections of elevators and other lifting apparatus to determine and enforce compliance with state laws, rules and adopted national codes for elevators and other conveyances.

Distinguishing Characteristics

~~This is the~~ As the in-training ~~entry~~ level of the series~~.~~, ~~In a training capacity, positions at~~ this level concentrates on gaining on the job experience working under close supervision ~~and are~~ learning ~~all~~ aspects of elevator and other conveyance inspections to include conveyance safety, nomenclature, applicable codes, rules, laws and customer conflict resolution.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Elevator Inspector Assistant classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 0

Item 104	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 391N Elevator Inspector 1	**Current Salary Range/Rate** 59
Proposed Class Code/Title N/A	**Proposed Salary /Rate** N/A
Effective Date 7/1/2019	

Definition

This is the ~~journey~~ entry level of the series~~. Independently~~ which perform basic safety inspections, under close supervision on elevators and other lifting apparatus to determine and enforce compliance with state law, rules and adopted national codes for elevators and other conveyances.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Elevator Inspector 1 classification. The class plan maintenance will include revisions to the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 25

Item 105	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 391O Elevator Inspector 2	**Current Salary Range/Rate** 61
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 63
Effective Date 7/1/2019	

Definition

This is the ~~lead~~ journey level of the series. Positions at this level work under general supervision and ~~lead other elevator inspectors and~~ independently perform inspections of elevators and other lifting apparatus to determine and enforce compliance with state laws, rules, and adopted national codes for elevators and other conveyances. ~~Directly assists the Elevator Supervisor.~~

Explanation

This is a request from the Department of Labor and Industries for a two (2) range increase based on recruitment challenges as well as class plan maintenance for the Elevator Inspector 2 classification. The class plan maintenance will include revisions to the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 0

Item 106	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 391P Elevator Supervisor/Technical Specialist	**Current Salary Range/Rate** 64
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 69
Effective Date 7/1/2019	

Distinguishing Characteristics

Supervision includes selecting, training and developing staff; planning and assignment of work; evaluating performance; resolving grievances; and taking corrective action.
Expert technical specialist work includes the development and delivery of training for current, incoming and future elevator inspectors. Reviews, interprets and processes new and alteration plans and permits to ensure they meet the standards set by the department.

Explanation

This is a request from the Department of Labor and Industries for class plan maintenance, which will not impact the compensation for the Elevator Supervisor/Technical Specialist classification. The class plan maintenance will include revisions to the distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 5

Item 107	
Requester (Agency/HE Institution) Washington State Patrol	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 396K Assistant Deputy State Fire Marshal	**Proposed Salary Range/Rate** 48
Effective Date 7/1/2019	

Definition

Assists in the performance of statewide fire and life safety program duties.

Distinguishing Characteristics

Under an assigned supervisor and/or trainer, receives specialized training and assists in the development and implementation of statewide fire programs such as fire and life safety inspections, fire service training, fire prevention functions, and emergency mobilization.

Explanation

This is a request from Washington State Patrol for class plan maintenance, to reestablish the Assistant Deputy State Fire Marshal job classification, which was previously abolished in 2006. This class will serve as an in-training level to the Deputy State Fire Marshal class, allowing for necessary time needed to complete required training and certifications prior to performing the work at the DSFM level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 44 Protective Service Workers	**Number of Position(s) Affected** 0

Item 108	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 402A Wildland Fire Operations Technician 1	**Proposed Salary Range/Rate** 37
Effective Date 7/1/2019	

Definition

Leads firefighters and performs the full range of wildland fire suppression duties.

Distinguishing Characteristics

As the designated lead worker, assigns, instructs and checks the work of firefighters. Leads crews in initial attack on wildland fires and ensures equipment and crew readiness. Examples of positions at this level include engine operator and helitack squad boss.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, to establish a new class specific to wildland firefighting work. Currently, the work at this level is being conducted in another classification on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 34

Item 109	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 402B Wildland Fire Operations Technician 2	**Proposed Salary Range/Rate** 44
Effective Date 7/1/2019	

Definition

Supervises firefighters and performs the full range of wildland fire suppression duties; or serves as a fire technician.

Distinguishing Characteristics

Positions at this level are the supervisory component of a single resource. A single resource is deployed as a unit on a fire incident with an identified work supervisor. A single resource is either:

a) a supervisor and a piece of equipment, such as a fire engine or helicopter, and its personnel complement, or
b) a supervisor and a crew of individuals.

Examples of supervisory positions at this level include engine boss, assistant crew boss, or helicopter manager.

Positions serving as a fire technician perform technical wildland fire program assignments such as providing assistance to a Fire Investigator by gathering information to determine fire cause and origin, enforcing fire laws and writing burning permits in an assigned geographic area within a district.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, to establish a new class specific to wildland firefighting work. Currently, the work at this level is being conducted in another classification on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 40

Item 110	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 402C Wildland Fire Operations Technician 3	**Proposed Salary Range/Rate** 49
Effective Date 7/1/2019	

Definition

Supervises one or more Wildland Fire Operations Technician 2 positions and assists higher-level fire program managers in developing and implementing operational plans.

Distinguishing Characteristics

Incumbents work independently to resolve issues within their area of responsibility. Examples of positions at this level include crew boss, assistant air base manager, or assistant fire unit manager.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, to establish a new class specific to wildland firefighting work. Currently, the work at this level is being conducted in another classification on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 16

Item 111	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 402D Wildland Fire Operations Technician 4	**Proposed Salary Range/Rate** 53
Effective Date 7/1/2019	

Definition

Positions serve as a Wildland fire program unit manager for a geographic unit within a Region. Wildland Fire program areas include fire suppression, fire prevention, and fire regulation.

Distinguishing Characteristics

Under general direction, and reporting to a WMS manager, has assigned responsibility for implementing the Wildland Fire program for a geographic unit within a Region.
Positions at this level resolve complex problems or difficult issues having broad potential impact such as developing and implementing fire unit operations and fire suppression plans, developing cooperation agreements or implementing the fire regulatory program for the unit.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, to establish a new class specific to wildland firefighting work. Currently, the work at this level is being conducted in another classification on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 19

Item 112	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 402E Wildland Fire Program Coordinator 1	**Proposed Salary Range/Rate** 57
Effective Date 7/1/2019	

Definition

Positions serve as a program coordinator in one or more of the following Wildland Fire program areas: fire prevention, fire training, dispatch operations, fire regulation, fire district assistance, helicopter operations, fire information systems, and logistics and intelligence.

Distinguishing Characteristics

Positions work under general direction and are responsible for organizing, monitoring, evaluating and making adjustments for a Wildland Fire program or activity using in-depth knowledge of the assigned program area.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, to establish a new class specific to wildland firefighting work. Currently, the work at this level is being conducted in another classification on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 24

Item 113	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 402F Wildland Fire Program Coordinator 2	**Proposed Salary Range/Rate** 60
Effective Date 7/1/2019	

Definition

Supervises Wildland Fire Program Coordinators and/or other professional level staff involved in Wildland Fire program coordination; In the Wildfire Aviation program, serves as the chief pilot.

Distinguishing Characteristics

Positions that supervise the work of program coordinators are assigned responsibility to make recommendations concerning the development of program goals and objectives; development of timetables and work plans to achieve program goals and objectives; development of program policies and procedures; preparation of program budgets, adjustment of allotments and authorizing expenditures; control of allocation of program resources; the setting and adjusting of program priorities; and evaluation of program effectiveness.

As the chief pilot, supervises the department's wildfire helicopter pilots. Responsible for ensuring the helicopter program pilots meet and maintain interagency standards for pilot qualifications and are effectively deployed to suppress wildland fires.

Positions function primarily under administrative direction.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, to establish a new class specific to wildland firefighting work. Currently, the work at this level is being conducted in another classification on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 6

Item 114	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 481C IT Support Technician 1	**Proposed Salary Range/Rate** 42
Effective Date 7/1/2019	

Class Series Concept

Positions in this series provide paraprofessional IT customer service, technical and/or operational support for IT professionals within one or more job family disciplines including IT Customer Support, Network and Telecommunications or Systems Administration.

Performs various paraprofessional IT support tasks depending upon the nature of the assignment such as receiving and resolving IT help requests from customers. Communicates with customers regarding outages, system problems and related information technology problems or issues. This may include responsibility for creating, monitoring, resolving and closing tickets within an issue management database and/or help desk system.

May assist IT professionals in acquiring, installing, repairing and retiring computer equipment, peripherals and software.

Definition

Performs entry-level paraprofessional IT support work. Serves as the first point of contact for customers. Provides primary non-technical IT support and/or limited first level technical IT support to end users to resolve basic IT-related issues.

Distinguishing Characteristics

Under general supervision, performs non-technical IT work assignments or assists higher level IT staff to resolve technical IT work assignments.

Performs a variety of repetitive and routine non-technical IT customer support tasks and/or completes structured entry-level technical IT support assignments for end users under the direction of higher level IT staff.

Section C: Classification

Performs basic IT troubleshooting and related operational tasks such as:

- Determining the scope of work and either resolving the issue or forwarding to higher level IT staff for resolution.
- Changing passwords, creating network accounts and mailboxes, assisting with network account and profile questions.

Work at this level usually affects the work of individuals and has little impact beyond the customer or immediate work unit. Work that impacts more than one individual occurs infrequently.

Explanation

During the IT study, gaps were identified in the current classification plan. Work of positions excluded from the ITPS is captured in existing, new, or updated job classifications. The work identified at this level within this class series was identified as needed to provide a paraprofessional level series for the work that is clearly IT work but does not rise to the professional level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 0

Item 115	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 481D IT Support Technician 2	**Proposed Salary Range/Rate** 46
Effective Date 7/1/2019	

Class Series Concept

See IT Support Technician 1.

Definition

Performs experienced paraprofessional IT support work. Provides primary support to individuals and small work groups. Independently completes a variety of routine technical IT paraprofessional assignments.

Distinguishing Characteristics

Under general supervision, independently performs a variety of generally recurring routine technical IT support tasks such as:

- Preparing equipment orders, installing and configuring hardware and software on work stations including imaging desktops and completing minor desktop workstation repair.
- Maintaining network adapters and peripherals.
- Performing hardware repair on hard-drives and upgrading memory.
- Performing routine analysis, configuration and documentation of telephone systems.
- Assisting IT professionals in providing hardware and application support for day-to-day operations within an assigned area.

Positions often serve as the second point of contact for customers.

Follows standard procedures and chooses from a variety of guidelines, policies or procedures as needed to complete assignments. Any non-technical work performed is done to support the completion of technical IT assignments.

Work primarily impacts individuals and may routinely impact other individuals for unit-wide problems or issues. Issues impacting larger work units or business areas are referred to an IT professional for resolution such as network issues requiring higher level access, research or expertise. System-wide or critical issues are referred to IT professionals for resolution.

Work at this level is distinct from Paraprofessional 1 level by independently performing a variety of experienced routine technical IT work.

Explanation

During the IT study, gaps were identified in the current classification plan. Work of positions excluded from the ITPS is captured in existing, new, or updated job classifications. The work identified at this level within this class series was identified as needed to provide a paraprofessional level series for the work that is clearly IT work but does not rise to the professional level. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 0

Item 116	
Requester (Agency/HE Institution) Department of Natural Resources (DNR)	**Analyst** Susan Miles
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 516N Natural Resource Scientist 4	**Current Salary Range/Rate** 64
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

In a natural resources agency, supervises a team of professional level scientific program staff with at least one Natural Resource Scientist 3 or serves as the as the agency's designated expert in a specific scientific field. ~~In a natural resources agency, supervises a unit of four or more natural resource scientist positions at least two of which are at the senior level; OR is designated in writing by the agency director as the agency's expert in a specialty field independently performing original scientific research with substantial publication of research findings in refereed publications applying in support of agency scientific programs and activities the highest level of expertise in the specialty field existing within the broader scientific community.~~

Distinguishing Characteristics

Professional experts will be designated in writing by the agency director as the agency's expert in a natural resource science specialty field. Positions perform scientific research in support of agency scientific programs and activities.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, which will not impact the compensation for the Natural Resource Scientist 4 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 26

Item 117	
Requester (Agency/HE Institution) Department of Fish and Wildlife	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 520E Fish Hatchery Technician	**Current Salary Range/Rate** 27
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 31
Effective Date 7/1/2019	

Definition

Under close supervision, ~~P~~performs basic fish hatchery duties. ~~Under supervision,~~ In a learning capacity ~~may~~ performs and assists in technical, scientific and maintenance functions.

Distinguishing Characteristics

This is the first level of the series, positions develop knowledge and skills by performing tasks such as collecting adult fish by hook and line, seining, and volunteer or non-volunteer fish trap; assisting in spawning fish; assisting in scanning fish for various tags.

Explanation

This is a request from the Department of Fish and Wildlife for a four (4) range increase based on higher-level duties and minimum wage increase for the Fish Hatchery Technician classification. The salary increase will address the higher-level duties this classification now performs. The updates to the definition and adding distinguishing characteristics provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 48 Service-Maintenance	**Number of Position(s) Affected** 22

Item 118	
Requester (Agency/HE Institution) Department of Fish and Wildlife	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 520F Fish Hatchery Specialist 1	**Current Salary Range/Rate** 32
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 36
Effective Date 7/1/2019	

Definition

Performs a variety of entry-level technical and scientific fish culture duties, and maintenance of facilities in a fish hatchery.

Distinguishing Characteristics

This is an in-training class designed to provide guidance and professional experience. Upon successful completion of the fish culture training program~~, within the prescribed time limits,~~ positions will advance to the Fish Hatchery Specialist 2.

Explanation

This is a request from the Department of Fish and Wildlife for a four (4) range increase based on higher-level duties for the Fish Hatchery Specialist 1 classification. The salary increase will address the higher-level duties this classification now performs. The updates to the definition and distinguishing characteristics provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 48 Service-Maintenance	**Number of Position(s) Affected** 24

Item 119	
Requester (Agency/HE Institution) Department of Fish and Wildlife	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 520G Fish Hatchery Specialist 2	**Current Salary Range/Rate** 36
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 40
Effective Date 7/1/2019	

Definition

Performs ~~a variety of~~ journey level technical and scientific fish culture duties and performs hatchery related maintenance.

Distinguishing Characteristics

Independently performs a variety of professional tasks such as fish marking techniques for identification and recovery of species; administers the correct dose of drugs and anesthetic; calibrates, cleans, and sterilizes inoculation equipment.

Explanation

This is a request from the Department of Fish and Wildlife for a four (4) range increase based on higher-level duties for the Fish Hatchery Specialist 2 classification. The salary increase will address the higher-level duties this classification now performs. The updates to the definition and adding distinguishing characteristics provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 48 Service-Maintenance	**Number of Position(s) Affected** 101

Item 120	
Requester (Agency/HE Institution) Department of Fish and Wildlife	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 520H Fish Hatchery Specialist 3	**Current Salary Range/Rate** 42
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 46
Effective Date 7/1/2019	

Definition

Performs senior level ~~technical or entry level~~ professional technical and scientific fish culture duties and performs hatchery related maintenance.

Distinguishing Characteristics

~~Incumbents in positions allocated to this class perform~~ ~~senior level~~ ~~technical or entry level professional technical and scientific fish culture duties~~ ~~Examples of these duties are:~~ Positions at this level coordinate with federal, state, tribal and local agencies and entities; and act as the agency liaison and project manager for contract fish marking crews.

Under general direction, performs a variety of senior hatchery specialist work such as:

- ~~Participate in~~ Assists in the design of, and independently implements on-site research activities such as proposing, conducting, and reporting the results of fish feeding experiments; coordinating temperature regime experiments; consulting with a Fish Health Specialists/Aquatic Animal Health Veterinarians to design and implement the protocols for drug treatments; coordinating the Complex's participation in joint projects with tribes, PUDs, federal agencies, cooperatives, other state agencies, etc.; training lower level staff in research procedures and protocols.

- Plans and coordinates rearing densities, intra-and inter-facility transfers of fish, and releases to meet short-and long-range program goals.

- Collects genetic samples (Opercula punches, Dorsal Ray samples) for genetic population analysis.

- Prepares for own or ~~Complex~~ Manager's signature legally mandated documents such as Investigative New Animal Drug reports (FDA), National Pollution Discharge Elimination System reports (DOE/EPA), and contract compliance evaluations for regulatory and outside funding agencies.

- Determines which mature male and female Natural Origin Brood (salmon and steelhead) are needed to spawn to ensure minimum integration rates are achieved into the hatchery populations.

- On an on-going basis, monitors, evaluates, and adjusts equipment such as ultraviolet and ozone water purification systems, chillers, and electronic monitoring devices; identifies~~y~~ and documents needed maintenance; informs the Complex Manager or supervisor of needed major repairs and maintenance.

- Evaluates fish size, growth rate, and health to determine feeding requirements; recommends the diet needed to achieve program goals.

Incumbents frequently ~~supervise/~~lead others on a task-oriented basis.

Explanation

This is a request from the Department of Fish and Wildlife for a four (4) range increase based on higher-level duties for the Fish Hatchery Specialist 3 classification. The salary increase will address the higher-level duties this classification now performs. The updates to the definition and distinguishing characteristics provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 66

Item 121	
Requester (Agency/HE Institution) Department of Fish and Wildlife	**Analyst** Tricia Mackin
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 520I Fish Hatchery Specialist 4	**Current Salary Range/Rate** 50
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 52
Effective Date 7/1/2019	

Definition

This is the supervisory level of the series. Supervises employees and are responsible for implementing and managing a multi-species fish-rearing program.

AND

~~Managing~~ Supervises the operation of one or more fish hatcheries, to include at least two or more of the following:

- Development, management and monitoring of hatchery facility(ies) budget;
- Development, monitoring and revision of broodstock protocol for a hatchery facility;
- Coordination of fish planting activities;
- Management of the operation of fish weirs;
- Assisting in the design or re-design of hatchery facilities.

Distinguishing Characteristics

Positions at the level independently makes critical split second decisions that could affect broodstock for years to come or that could result in damage to the hatchery facility.

Explanation

This is a request from the Department of Fish and Wildlife for a two (2) range increase based on higher-level duties for the Fish Hatchery Specialist 4 classification. The salary increase will address the higher-level duties this classification now performs. The updates to the definition and adding distinguishing characteristics provide clarity to the duties performed by this classification. These changes are a result of the 2019-21 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 32

Item 122	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 521H Natural Resource Worker 2	**Current Salary Range/Rate** 31
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Distinguishing Characteristics

Positions in this class are accountable for a variety of natural resource land management tasks that do not require a formal natural resource education.

- Examples of semi-skilled laboring tasks include: operating and maintaining pump trucks, power saws, trail diggers, snowmobiles, crew buses, boats, light trucks and trailers, pumps, cameras, scales, hoists, and similar equipment; acting as ~~an explosives or~~ a timber selection/marking/measurement crew member; enforcing ~~fire prevention and~~ recreation regulations; taking measurements and recording weight, values, and payments of forest, agricultural and/or aquatic products, monitoring and cross checking records.
- Examples of technical natural resource management activities performed under explicit guidance include conducting reforestation surveys~~,~~ and performing assigned technical activities in contract administration such as ~~inspecting geoduck harvesting operations and/or~~ precommercial thinning plot measurement.
- Examples of labor performed independently or as a small crew leader include brush disposal, reforestation, recreation trail/site/facility construction and maintenance, precommercial thinning, plantation maintenance, ~~fire prevention, fire suppression,~~ building and grounds care and/or fence building and maintenance.

Employees receive explicit instruction on unfamiliar technical tasks and perform work by standard methods and procedures.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, which will not affect the compensation for the Natural Resource Worker 2 classification. The class plan maintenance will include revisions to the distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 47 Skilled Craft Workers	**Number of Position(s) Affected** 1

Section C: Classification

Item 123	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 521P Forest Crew Supervisor 1	**Current Salary Range/Rate** 34
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Directs a crew of 5 to 10 individuals performing natural resource management activities, such as, ~~fighting grass, brush, and forest fires,~~ maintaining roads, ~~firebreaks,~~ trails, and headquarters sites, or rehabilitating streams. ~~Or, supervises a Helitac fire fighting crew.~~

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, which will not affect the compensation for the Forest Crew Supervisor 1 classification. The class plan maintenance will include revisions to the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 47 Skilled Craft Workers	**Number of Position(s) Affected** 0

Item 124	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 521Q Forest Crew Supervisor 2	**Current Salary Range/Rate** 38
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Supervises a crew of over 10 individuals performing natural resource management activities, such as, ~~fighting grass, brush, and forest fires,~~ maintaining roads, ~~firebreaks,~~ trails, and headquarters sites, or rehabilitating streams.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, which will not affect the compensation for the Forest Crew Supervisor 2 classification. The class plan maintenance will include revisions to the definition, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 47 Skilled Craft Workers	**Number of Position(s) Affected** 1

Item 125	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 523S Natural Resource Specialist 1	**Current Salary Range/Rate** 44
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

~~Positions in this category perform specialized assignments in various natural resource disciplines. Incumbents serve as foresters, land managers, program coordinators, program specialists, project and/or section administrators, district managers, or ecology supervisors. Services provided and duties performed include, but are not limited to, the following: coordinating and/or planning forest eco-system programs; coordinating and performing technical contract management and land development activities; coordinating various natural resource programs; serving as a designated staff for a specialized portion of a natural resource program; performing managerial functions for a natural resource program activity; managing work within a section/district; or serving as a unit supervisor of professional environmental staff involved in an environmental program.~~ Natural Resource Specialists manage and protect the state's natural resources. They perform assignments in various natural resource disciplines. They have a direct responsibility for sustainable management of the landscapes and eco-systems, and/or they are responsible for protecting the resources in perpetuity. These positions manage and protect the resources as foresters and land managers as well as other natural resource management specialties.

Definition

~~Positions in this category coordinate and perform professional and skilled technical forestry or contract management and land development assignments in a geographic area within a district. Some positions may lead other professional and skilled technicians and supervise seasonal crews.~~ This is the entry level of the series. Positions at this level perform professional and skilled technical natural resource management and/or protection duties.

Distinguishing Characteristics

Incumbents work under general supervision and within structured and established guidelines. Work tasks are often routine and decision-making is limited to established guidelines. Work directions and outcomes are provided and reviewed by higher levels.

Section C: Classification

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, which will not affect the compensation for the Natural Resource Specialist 1 classification. The class plan maintenance will include revisions to the class series concept, definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 86

Section C: Classification

Item 126	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 523T Natural Resource Specialist 2	**Current Salary Range/Rate** 49
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

~~Positions independently plan, prioritize, coordinate and implement forest eco-system programs (resource management and/or regulatory) or contract management and land development activities within agricultural, aquatic, and/or commercial lands program(s) in an assigned geographic area or district. Some positions serve as a staff assistant performing a variety of professional projects and tasks within assigned specialized forestry programs or as a staff assistant performing a variety of professional projects or tasks within an assigned land management program. Some positions may supervise other professionals and/or skilled technicians.~~ This is the journey level of the series. Positions at this level perform professional natural resource management and/or protection duties.

Distinguishing Characteristics

Incumbents work independently within their area of responsibility. Incumbents prioritize their work and have a working knowledge of program needs and latitude to perform work tasks and resolve work problems within a standard spectrum of outcomes and options. Unusual problems that occur are brought to higher levels with probable outcomes and solutions.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, which will not affect the compensation for the Natural Resource Specialist 2 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 126

Item 127	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 523U Natural Resource Specialist 3	**Current Salary Range/Rate** 53
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 54
Effective Date 7/1/2019	

Definition

Positions serve as a senior level professional in a natural resources program area. ~~As the designated expert within a division or region, positions research, analyze, recommend and provide consultative services for a specialized portion of a natural resource program.~~ Examples of a natural resource program area include, but are not limited to, land management, timber sales, ~~fire control~~, agricultural leases, shellfish and public tideland recreation, forest practices, reforestation and stand management, and/or environmental education. ~~Some positions serve as the designated coordinator for various entities or programs such as fire protection and prevention, emergency management, volunteers, or forest stewardship. These positions do not normally work on a consulting basis in the course of performing their duties.~~

Distinguishing Characteristics

Under general direction, positions set their own priorities and make decisions independently under broad direction. Incumbents resolve complex problems or difficult issues that have broad potential impact. Incumbents are expected to develop and innovate, and be responsible for the flow and completion of work. Positions develop or recommend program standards and guidelines. Incumbents are given the scope and intent of the work assignment but are expected to determine the methods and procedures to complete the work tasks.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance and a one (1) range increase based on higher-level duties for the Natural Resource Specialist 3 classification. The salary increase will address the higher-level duties that this classification now performs. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties being performed by this classification. These changes are a result of the 2017-2019 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 147

Item 128	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 523V Natural Resource Specialist 4	**Current Salary Range/Rate** 57
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Positions supervise ~~manage~~ a unit ~~section that includes supervision~~ of ~~two~~ natural resource professional staff~~, one of which is aNatural Resource Specialist 3 of equivalent~~.

OR

~~Some p~~Positions act as the ~~manage a~~ designated natural resource program technical expert for a major agency sub-division or region. ~~activity - these positions are distinguished by their managerial duties and include determining or actively participating in setting policy; formulating long-range objectives; integrating internal and external program and policy issues; evaluating programs for compliance with policy, law, and objectives; and using independent judgment to resolve problems.~~

Distinguishing Characteristics

Supervisory positions at this level are distinguished from lower level supervisory positions in that one or more subordinates is a senior-level professional.
Technical expert positions at this level are distinguished from the Natural Resource Specialist 5 by their designation in an agency-sub division or region as opposed to designation as the highest-level agency-wide expert.

Technical expert positions at this level are distinguished from the Natural Resource Specialist 3 by providing consultation, program guidance and expertise to other program staff as opposed to providing program information to management, stakeholders, or members of the public.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, which will not affect the compensation for the Natural Resource Specialist 4 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 28

Item 129	
Requester (Agency/HE Institution) Department of Natural Resources	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 523W Natural Resource Specialist 5	**Current Salary Range/Rate** 60
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Positions assist higher-level program managers in a natural resource program; OR act as the highest-level agency expert in a natural resource program; OR provide supervision to professional environmental staff of six or more engaged in the administration and/or planning of an environmental program. Some positions serve as a second line supervisor for the state's youth corps program

Distinguishing Characteristics

Positions at this level work under administrative direction.

Positions assisting higher-level program management are assigned responsibility by their manager to make recommendations concerning: the development of program goals and objectives; the development of timetables and work plans to achieve program goals and objectives; the development of program policies and procedures; the preparation of program budgets, adjustment of allotments and authorizing expenditures; the control of allocation of program resources; the setting and adjusting of program priorities; and the evaluation of program effectiveness.

Positions designated as a statewide agency expert handle the agency's most complex, most sensitive, or most critical issues. Incumbents initiate proactive intervention and represent the agency as a technical expert.

Explanation

This is a request from the Department of Natural Resources for class plan maintenance, which will not affect the compensation for the Natural Resource Specialist 5 classification. The class plan maintenance will include revisions to the definition and distinguishing characteristics, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 24

Item 130	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 567A Grain Sampler/Weigher	**Proposed Salary Range/Rate** 36
Effective Date 7/1/2019	

Class Series Concept

Positions in this series perform weighing, sampling, and inspection functions for grains and commodities including wheat, barley, mixed grains, corn, oats, rye, sorghum, flaxseed, soybeans, peas, split peas, lentils, beans, canola and Triticale. Duties are performed at mills, shipping points, grain elevators, laboratories and other locations. Incumbents interact with local and international producers, government officials and United States Department of Agriculture (USDA) officials. Duties are performed under the provisions of the US Grain Standards Act and Agricultural Marketing Act, state Agricultural Commodities statute, and federal and state rules and regulations.

Definition

This is the entry professional-level of the series. Positions weigh, sample, and examine grain and agricultural commodities to facilitate grain movement both domestically and internationally.

Distinguishing Characteristics

Under general supervision, positions use US Federal Grain Inspection Services (FGIS) mandated Class X and Class Y standards and guidelines to perform weighing functions; obtain official grain samples at mills, shipping points, grain elevators and other locations; and operate testing equipment in a laboratory setting. Provides recommendations regarding findings for supervisor's approval.

Explanation

This is a request from the Department of Agriculture for class plan maintenance, to establish a new class specific to grain inspection. Currently, another classification performs the work at this level on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 97

Item 131	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 567B Grain Inspector 1	**Proposed Salary Range/Rate** 42
Effective Date 7/1/2019	

Class Series Concept

See GRAIN SAMPLER/WEIGHER

Definition

This is the journey professional level of the series. Positions inspect, grade, and certify grain and other agricultural commodities to ensure food safety for human consumption and animal feed.

Distinguishing Characteristics

Under general supervision, positions independently perform grain inspection functions to accept or reject sub lots. Positions must meet US grain inspection competencies and maintain five (5) agricultural marketing commodity inspection licenses, to include wheat, corn, soybeans, sorghum and one (1) additional license applicable to assigned region.

Explanation

This is a request from the Department of Agriculture for class plan maintenance, to establish a new class specific to grain inspection. Currently, another classification performs the work at this level on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 67

Item 132	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 567C Grain Inspector 2	**Proposed Salary Range/Rate** 46
Effective Date 7/1/2019	

Class Series Concept

See GRAIN SAMPLER/WEIGHER

Definition

This is the senior, specialist level of the series. Positions are responsible to observe uniformity of grains and commodities; determine lot quality criteria, inspection plan tolerances and grading factors; and verify functionality of analytical testing equipment.

Distinguishing Characteristics

Under general supervision, positions provide guidance to lower level staff, oversee the work of shift employees and approve staff commodity ratings. Positions must maintain nine (9) US agricultural marketing commodity inspection licenses, to include complex grains and commodities such as lentils, peas, canola and barley.

Explanation

This is a request from the Department of Agriculture for class plan maintenance, to establish a new class specific to grain inspection. Currently, another classification performs the work at this level on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 29

Item 133	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 567D Grain Inspector 3	**Proposed Salary Range/Rate** 53
Effective Date 7/1/2019	

Class Series Concept

See GRAIN SAMPLER/WEIGHER

Definition

Positions serve as a grain inspection expert by developing and providing training and mentoring to lower level technical and inspection staff in an assigned region.

Distinguishing Characteristics

Under general direction, positions perform tasks such as development and delivery of a curriculum for in-training inspectors and reviewing all aspects of their work; responding to Federal Grain Inspection Service (FGIS) requests for information on training and inspection practices; proctoring commodity inspection license exams; working with the Quality Assurance management staff to ensure inspections meet US standards. Positions must maintain 14 US agricultural marketing commodity inspection licenses.

Explanation

This is a request from the Department of Agriculture for class plan maintenance, to establish a new class specific to grain inspection. Currently, another classification performs the work at this level on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 3

Item 134	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 567E Grain Inspector Supervisor	**Proposed Salary Range/Rate** 56
Effective Date 7/1/2019	

Class Series Concept

See GRAIN SAMPLER/WEIGHER

Definition

Positions supervise lower level Grain Inspection staff at an assigned location.

Distinguishing Characteristics

Acts as an assistant to a Grain Inspection Regional Manager and is responsible under the federal/state cooperative agreement to ensure all employees under their supervision comply with the provisions of federal and state rules and regulations. May be the only permanently assigned supervisor in smaller inspection offices. Positions must maintain a minimum of 14 US agricultural marketing commodity inspection licenses.

Explanation

This is a request from the Department of Agriculture for class plan maintenance, to establish a new class specific to grain inspection. Currently, another classification performs the work at this level on a best-fit basis. The establishment of this classification, as part of a new series, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 21

Item 135	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 568G Agricultural Commodity Inspector 1	**Proposed Salary Range/Rate** 32
Effective Date 7/1/2019	

Class Series Concept

Positions in this series inspect, certify and grade of agricultural commodities including fresh fruits and vegetables, and seed plants. Inspections of the commodity may occur in the environment where commodities are grown and at shipping point such as packing facilities. Duties are performed under the provision of state and federal rules and regulations. Incumbents interact with local and international producers, local government officials, other state government inspectors and United States Department of Agriculture (USDA) officials.

Definition

Under close supervision, performs paraprofessional level duties to inspect, grade and certify one (1) fruit commodity at shipping point for domestic and foreign market; OR conducts field inspections for up to three (3) seed plant commodities to identify seed plant and pest diseases in accordance with seed certification and phytosanitary requirements.

Distinguishing Characteristics

Positions use standard procedures and guidelines to perform tasks such as interpret and apply state and federal standards and other-country workplan requirements for the assigned commodity; determine if commodity meets grades standard and make recommendation to supervisor.

Explanation

This is a request from the Department of Agriculture for class plan maintenance to establish an entry, paraprofessional level within the Agricultural Commodity Inspection series, and to provide clarity and distinction to levels of work performed within the series. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 183

Item 136	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 568I Agricultural Inspector 1	**Current Salary Range/Rate** 30
Proposed Class Code/Title 568I Agricultural Commodity Inspector 2	**Proposed Salary Range/Rate** 36
Effective Date 7/1/2019	

Class Series Concept

See AGRICULTURAL COMMODITY INSPECTOR 1

~~Positions in this series perform inspections in the field or plant of seed fields, harvest equipment, eggs, fresh fruits and/or vegetables, or eggs. Some positions conduct insect trapping, sorting, sampling, and other related field work in support of plant disease and/or insect detection and control programs.~~

Definition

This is the entry professional level with an automatic in-training to the journey level. Under close supervision, ~~P~~performs entry professional-level inspections of seed plants and fields; or inspection, grading and certification of two (2) fresh fruit or vegetable commodities. ~~in the field or plant of seed fields, harvest equipment, eggs, fresh fruits, and/or vegetables. Acts in a training capacity.~~

Distinguishing Characteristics

Under close supervision, positions perform tasks such as identifying symptoms of pest and diseases for phytosanitary inspections; inspecting, grading and certifying commodities such as apples, potatoes and pears; issuing state and federal documents for the export of fresh commodities.

Explanation

This is a request from the Department of Agriculture for class plan maintenance to recognize higher level duties and promote retention of institutional knowledge. The class plan maintenance includes title change, revisions to the class series concept and definition, and addition of distinguishing characteristics to provide clarity and distinction to levels of work performed within the series. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 1

Item 137	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 568J Agricultural Inspector 2	**Current Salary Range/Rate** 34
Proposed Class Code/Title 568J Agricultural Commodity Inspector 3	**Proposed Salary Range/Rate** 42
Effective Date 7/1/2019	

Class Series Concept

See AGRICULTURAL COMMODITY INSPECTOR 1

Definition

This is the journey-level of the series. Positions independently inspect, grade and certify at least three (3) fresh fruits and/or vegetables, and enforce state and federal laws and regulations.

~~This is the journey level of the series. Performs inspections and grading in the field or plant of seed fields, harvest equipment, eggs, fresh fruits and/or vegetables and other agricultural commodities. Enforces federal/state laws and regulations. Work is typically reviewed on a spot check basis after decisions have been made. Unusual problems that may occur are brought to a higher level supervisor with probable outcomes and solutions. May supervise and train lower employees.~~

Distinguishing Characteristics

Under general supervision, inspect and certify commodities with complex factors such as apples, onions, pears, and potatoes, or those considered highly perishable with short seasons such as cherries, plums, prunes, and peaches. Duties include tasks such as certifying cold controls for Mexico, Canada and China; collecting pests for identification; mediates claim settlements. May oversee work of lower-level staff and assist with training. Unusual problems are brought to supervisor with probable outcomes and solutions.

Explanation

This is a request from the Department of Agriculture for class plan maintenance to recognize higher level duties and promote retention of institutional knowledge. The class plan maintenance includes title change, revision of the definition, and addition of distinguishing characteristics to provide clarity and distinction to levels of work performed within the series. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 80

Item 138	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 568K Agricultural Inspector 3	**Current Salary Range/Rate** 38
Proposed Class Code/Title 568K Agricultural Commodity Inspector 4	**Proposed Salary Range/Rate** 46
Effective Date 7/1/2019	

Class Series Concept

See AGRICULTURAL COMMODITY INSPECTOR 1

Definition

This is the senior, specialist, or lead worker level of the series. Positions inspect, grade and certify all commodities within their assigned region; serve as an Authorized Certification Official; and reviews industry stakeholders' preventative controls for compliance with food safety standards.

~~This is the senior, specialist or lead worker level of the series. Leads assigned crew and performs inspections and grading in an assigned area of seed fields, fresh fruits and/or vegetables, and other agricultural commodities. Enforces federal/state laws and regulations. Investigates more difficult complaints. Some positions must inspect and certify at least five major horticulture commodities with an agricultural district. Regularly assigns, instructs, and checks the work of others.~~

Distinguishing Characteristics

Under general direction, positions ensure inspection protocols are met and perform complex tasks such as investigating complex complaints, auditing inspection paperwork completed by lower level, administering difficult country work plan requirements for international markets, and conducting controlled atmosphere certifications.

Explanation

This is a request from the Department of Agriculture for class plan maintenance to recognize higher level duties and promote retention of institutional knowledge. The class plan maintenance includes title change, revision of the definition, and addition of distinguishing characteristics to provide clarity and distinction to levels of work performed within the series. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 80

Item 139	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 568L Agricultural Inspector 4	**Current Salary Range/Rate** 46
Proposed Class Code/Title 568L Agricultural Commodity Inspection Supervisor	**Proposed Salary Range/Rate** 56
Effective Date 7/1/2019	

Class Series Concept

See AGRICULTURAL COMMODITY INSPECTOR 1

Definition

This is the supervisory ~~or expert~~ level of the series. Positions apply expert knowledge of commodity inspection and assigned geographic area to plan and coordinate the inspection activities of staff. Supervises assigned staff, monitors work and quality of inspections conducted. ~~personnel and performs inspections and grading in an assigned area of seed, fresh fruits and/or vegetables, and other agricultural commodities. Enforces federal/state laws and regulations. Regularly assigns, instructs, and checks the work of others. May supervise and train lower seed or horticulture inspectors. Develops, implements, and monitors training. Implements and evaluates workflow priorities. Develops and disseminates instructions and information to unit personnel. Organizes, conducts, and facilitates staff meetings.~~

Distinguishing Characteristics

Positions serve as a working supervisor. Enforces federal/state laws and regulations, and ensures staff are updated on current preventive controls and practices for compliance with food safety standards. Develops, implements, and monitors training to ensure program compliance with requirements of federal partners and national food safety regulations. Implements and evaluates workflow priorities. Develops and disseminates instructions and information to unit personnel.

Positions hold all licenses and certifications required by the United States Department of Agriculture (USDA) for commodities and specialized functions within assigned geographic area.

Explanation

This is a request from the Department of Agriculture for class plan maintenance to recognize higher level duties and promote retention of institutional knowledge. The class plan maintenance includes title change, revision of the definition, and addition of distinguishing characteristics to provide clarity and distinction to levels of work performed within the series. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 27

Item 140	
Requester (Agency/HE Institution) Department of Agriculture	**Analyst** Terri Parker
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 568M Agricultural Commodity Inspector 5	**Proposed Salary Range/Rate** 53
Effective Date 7/1/2019	

Class Series Concept

See AGRICULTURAL COMMODITY INSPECTOR 1

Definition

This is the expert level of the series, designated as an audit specialist or international export specialist. Positions serve as a subject matter expert for assigned area and advise program management and industry customers on related activities.

Distinguishing Characteristics

In the Auditor role, provides services to produce suppliers throughout the production and supply chain. Performs specialized audits as requested by producers for voluntary compliance with Good Agricultural Practices (GAP) and Good Handling Practices (GHP). Requires approval from federal partners to participate in required auditor training.

In the Export Specialist role, serves as a designated liaison with federal partners and industry stakeholders. Works with foreign inspection programs, federal counterparts, and industry to ensure proper fumigation, packing procedures and documentation to prevent rejection of commodities internationally. Must possess specific licensure, such as fumigation license, and demonstrate successful completion of training through federal partners.

Positions hold all licenses and certifications required by the United States Department of Agriculture (USDA) for commodities within assigned geographic area and designated specialty functions.

Explanation

This is a request from the Department of Agriculture for class plan maintenance to establish an expert level separate from the supervisory level within the Agricultural Commodity Inspection series, and to provide clarity and distinction to levels of work performed within the series. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 35

Item 141	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☒ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 596P Maintenance Technician 1	**Current Salary Range/Rate** 38E
Proposed Class Code/Title 596P Highway Maintenance Worker 1	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Class Series Concept

Positions in this series are responsible for maintaining highways and highway structures to ensure the safe and efficient movement of goods, services, and people throughout the state. Positions perform a variety of highway maintenance, repair, and/or incident response activities in one or more of the following areas:

- General maintenance of highway structures and rest areas;
- Maintenance of ditches and culverts for proper water flow;
- Landscaping of highway rights-of-way, such as assisting in planting trees hand/chemical weeding and tree and brush removal;
- Maintenance of highway safety features such as signage and guardrails;
- Directing traffic;
- Clearing highways of debris due to traffic incidents;

Some positions operate heavy equipment as a regular part of their duties.

Definition

Performs ~~a variety of~~ routine ~~skilled and semi-skilled~~ highway ~~or landscape~~ maintenance tasks. ~~as a member of a crew and operates~~ Uses a variety of highway equipment~~,~~ and tools ~~and/or applies pesticides.~~ to make minor repairs to highways and/or rest areas.

Distinguishing Characteristics

~~This class is the entry level for the~~ Under close supervision, perform~~ance~~s a variety of entry-level highway maintenance tasks such as: making minor repair to highways and signage, assisting in the landscaping of highway rights-of-way, or maintaining rest rooms and other facilities at rest areas. ~~Incumbents operate Class A highway equipment that is specifically identified on the Department of Transportation Equipment List. Works under the general supervision of a higher-level Maintenance Technician.~~

Section C: Classification

Explanation

This is a request from the Department of Transportation for class plan maintenance, which will not impact the compensation for the Maintenance Technician 1 classification. The class plan maintenance will include a revision to the title (Highway Maintenance Worker 1), the addition of a class series concept and revisions to the definition and distinguishing characteristics, which will provide clarity to the series as a whole as well as the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 130

Item 142	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 596R Maintenance Technician 3	**Current Salary Range/Rate** 46E
Proposed Class Code/Title 596R Highway Maintenance Worker 2	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Operates a wide variety of heavy highway equipment ~~in~~to maintain~~enance~~ and repair ~~of~~ highways and highway structures, and performs a variety of ~~highly skilled~~ highway maintenance or landscape tasks; ~~and/or leads a crew in the absence of a Maintenance Lead Technician or on other specific projects or assignments.~~OR, as a member of the Incident Response Team, patrols designated state highway segments.

Distinguishing Characteristics

Under general supervision, performs one of the following at the journey-level:

~~This level may be distinguished from the Maintenance Technician 2 by the assignment to o~~Operate Class A and Class B heavy highway equipment ~~on a regular basis~~ to perform repairs and maintenance to highways and structures. ~~or as designated principal operator of specialized Class B highway equipment. Class B~~ Heavy highway equipment is specifically identified on the Department of Transportation Equipment List.

OR

Patrolling designated state highway segments as a member of the Incident Response Team. Positions assist disabled vehicles, remove debris, and perform traffic control operations to keep travel lanes open and traffic flowing.

~~The Maintenance Technician 3 may be distinguished from the Maintenance Lead Technician by the prime responsibility for operation of equipment rather than continuing assigned responsibility for maintenance of a specific sub-section of highways.~~

~~Serves as the principal equipment trainer in a maintenance section or assists in the training of other maintenance personnel. These positions generally report to a Maintenance Lead Technician, but may report to a Maintenance Supervisor or Maintenance-Operations Assistant Superintendent when assigned to a district or area-wide special crew.~~

Section C: Classification

Explanation

This is a request from the Department of Transportation for class plan maintenance, which will not impact the compensation for the Maintenance Technician 3 classification. The class plan maintenance will include a revision to the title (Highway Maintenance Worker 2) and revisions to the definition and distinguishing characteristics, which will provide clarity to the series as a whole as well as the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 1137

Item 143	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 596S Maintenance Lead Technician	**Current Salary Range/Rate** 51E
Proposed Class Code/Title 596S Highway Maintenance Worker 3	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Leads lower level Highway Maintenance Workers performing ~~Responsible for~~ maintenance activities ~~of~~ for a specific sub-section of highway

OR

L~~l~~eads an ~~district-wide, area-wide, section-wide crew or~~ incident~~ce~~ response crew ~~and may operate a wide variety of heavy highway equipment.~~ and serves as the primary liaison to other agencies in a unified command structure for major incidents.

Distinguishing Characteristics

Under general direction, this level leads lower-level Highway Maintenance Workers performing maintenance activities on a specific sub-section of highway and regularly performs maintenance or incident response tasks with the assigned crew.

~~This level may be distinguished from the Maintenance Technician 2 or 3 by the prime responsibility for maintenance of a specific sub-section of highway as indicated by District Section Map. It can further be distinguished from the Maintenance Supervisor by the multiple sub-sections of highway assigned to the supervisor and the number and classification levels of personnel led. It can also be distinguished from the Maintenance Supervisor by the performance of regular highway maintenance tasks with the crew.~~

~~Positions with district-wide, area-wide, or section-wide responsibility will be evaluated on the basis of the complexity of activities supervised and the number and levels of personnel under lead responsibility.~~

~~May operate Class B highway equipment in the absence of a qualified operator. Class B highway equipment is specifically identified on the Department of Transportation Equipment List. Trains or assists in training other maintenance personnel.~~

~~Maintenance Lead Technician positions generally report to a Maintenance Supervisor.~~

Explanation

This is a request from the Department of Transportation for class plan maintenance, which will not impact the compensation for the Maintenance Lead Technician classification. The class plan maintenance will include a revision to the title (Highway Maintenance Worker 3) and revisions to the definition and distinguishing characteristics, which will provide clarity to the series as a whole as well as the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 257

Item 144	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 596T Maintenance Supervisor	**Current Salary Range/Rate** 55
Proposed Class Code/Title 596T Highway Maintenance Supervisor	**Proposed Salary Range/Rate** 55E
Effective Date 7/1/2019	

Definition

~~Plans, budgets, schedules and~~ S~~s~~upervises ~~the work of~~ one or more highway maintenance crews performing ~~and has responsibility for~~ maintenance work for ~~of~~ a specific section of highway~~s~~;

OR

~~or~~ S~~s~~upervises one or more specialty crews with a full-time ~~district~~region or area-wide assignment.

Distinguishing Characteristics

~~This level may be distinguished from the Maintenance Lead Technician by the responsibility for several sub-sections of highway, which comprises one section.~~

~~Supervises one or several~~ Maintenance crews working in ~~assigned to maintain~~ a specific section of highway~~s; or one or more~~ consisting of several sub-sections of highway, perform a variety of highway maintenance tasks such as operating heavy equipment to maintain and/or repair highways, repairing guardrails and guardrail posts, repairing highway signs and clearing the highway of debris.

Specialty crews with a full-time ~~district~~region or area-wide assignment primarily perform work in a specialty area such as thermoplastics, striping, vegetation mitigation, or homeless encampment clean-up. ~~Positions with district or area-wide responsibility will be evaluated on the basis of the complexity of activities and the number and levels of personnel supervised.~~

Positions in this class supervise one or more Highway Maintenance Worker 3 or Highway Maintenance Worker 4 positions.

This level is distinguished from the Highway Maintenance Worker 3 by the responsibility for several sub-sections of highway, which comprise one section. This level is distinguished from the Highway Maintenance Worker 4 by the responsibility to work independently rather than in an assistant role.

~~Generally reports directly to a Maintenance - Operations Superintendent or Maintenance - Operations Assistant Superintendent. Usually supervises one or more Maintenance Lead Technicians. This level may be distinguished from the Maintenance - Operations Superintendent level and the Maintenance - Operations Assistant Superintendent level by the absence of supervisory responsibility for all maintenance activities within a Maintenance Area.~~

~~Employees in this class may operate highway equipment in the case of an emergency. Trains or assists in training other maintenance personnel.~~

Explanation

This is a request from the Department of Transportation for class plan maintenance, and while the salary range is changing from 55 to 55E, this is just an adjustment to the starting step of the range and will not impact the overall compensation for the Maintenance Supervisor classification. The class plan maintenance will include a revision to the title (Highway Maintenance Supervisor) and revisions to the definition and distinguishing characteristics, which will provide clarity to the series as a whole as well as the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 89

Item 145	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 596X Highway Maintenance Worker 4	**Proposed Salary Range/Rate** 53E
Effective Date 7/1/2019	

Definition

Oversees highway maintenance activities for a section of highway. In coordination with a Highway Maintenance Supervisor or above, performs short and long-range planning and budgeting duties. Performs maintenance project planning with crews in the office and field.

Distinguishing Characteristics

In an assistant role, plans construction procedures, specifications, work schedules, materials needs, and/or plans and coordinates field activities for assigned projects.

Explanation

This is a request from the Department of Transportation Resources for class plan maintenance, to establish a new class specific to highway maintenance work. This is new work, not currently performed by any classification in the agency. The establishment of this classification, as part of the revisions of this series, will provide clarity and distinction to the uniqueness of this work performed by the agency. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** Unknown

Item 146	
Requester (Agency/Institution) Washington State Department of Transportation	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 599A Avalanche Forecast & Control Specialist 1	**Current Salary Range/Rate** 46
Proposed Class Code/Title 599A Avalanche Forecast & Control Technician	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

This is a request from the Washington State Department of Transportation for class plan maintenance, which will not impact the compensation for the Avalanche Forecast & Control Specialist 1 classification. The class plan maintenance will revise the title of the job classification, which is more descriptive in relation to the technology used and provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 48 Service-Maintenance	**Number of Position(s) Affected** 9

Item 147	
Requester (Agency/Institution) Washington State Department of Transportation	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 599B Avalanche Forecast & Control Specialist 2	**Current Salary Range/Rate** 50
Proposed Class Code/Title 599B Avalanche Forecast & Control Specialist	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

This is the journey level of the series. Performs a variety of basic weather observation and avalanche control tasks such as, but not limited to, recording wind speed and direction, air temperature, dew point and humidity, snow crystal classification; conducting snow pit investigations; installing and servicing remote weather instrumentation monitoring equipment; placing and detonating explosives; diagramming snow conditions. Unusual problems that may occur are brought to a higher-level supervisor with probable outcomes and solutions. May supervise and train lower level technicians.

Explanation

This is a request from the Washington State Department of Transportation for class plan maintenance, which will not impact the compensation for the Avalanche Forecast & Control Specialist 2 classification. The class plan maintenance will revise the title and definition of the job classification, which is more descriptive in relation to the technology used and provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 48 Service-Maintenance	**Number of Position(s) Affected** 3

Item 148	
Requester (Agency/Institution) Department of Corrections	**Analyst** Brett Alongi
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 599D Avalanche Forecast & Control Specialist 4	**Current Salary Range/Rate** 58
Proposed Class Code/Title 599D Avalanche Forecast & Control Supervisor	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Definition

Supervises an avalanche control and observation t~~eam~~ crew operating on a major mountain pass. Develops and disseminates instructions and information to crew ~~personnel~~. Organizes, conducts and facilitates crew meetings.

Explanation

This is a request from the Washington State Department of Transportation for class plan maintenance, which will not impact the compensation for the Avalanche Forecast & Control Specialist 4 classification. The class plan maintenance will revise the title and definition of the job classification, which will provide clarity to the duties performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 48 Service-Maintenance	**Number of Position(s) Affected** 2

Item 149	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☒ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 652R Marine Boat/Tug Operator	**Current Salary Range/Rate** 52
Proposed Class Code/Title 652R Marine Vessel Operator	**Proposed Salary Range/Rate** 53
Effective Date 7/1/2019	

Definition

Serves as Master ~~and Engineer~~ of ~~a passenger~~ marine vessels ~~and/or tug boat operating to and from McNeil Island~~ transporting passengers, vehicles and/or equipment operating to and from McNeil Island. Supervises a crew ~~of up to five persons~~ on a passenger vessel and/or tugboat. Positions at this level serve, while on duty, as the only Coast Guard licensed person on board a variety of marine ~~gas and diesel powered~~ vessels ~~up to 120 feet in length~~.

Explanation

This is a request from the Office of Financial Management State Human Resources for a one-range increase, and revisions to the title and definition for the Marine Boat/Tug Operator classification. These changes are based on class plan maintenance to provide updated language and clarity to the duties being performed. Further, the Marine Vessel Operator positions supervise the Ferry Operator positions at DOC. Due to the higher salary schedule for the DOC Ferry Operator positions, compression exists. The salary increase addresses this compression. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 7

Section C: Classification

Item 150	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☒ Distinguishing Characteristics
Current Class Code/Title 652S Marine Operations Supervisor	**Current Salary Range/Rate** 55
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 58
Effective Date 7/1/2019	

Definition

Supervises staff and assists the ~~M~~marine ~~O~~operations ~~M~~manager in the daily operation of the marine program at McNeil Island ~~Corrections Center~~, including maintenance and repair of all vessels ~~outside the Shipyard facility~~.

Distinguishing Characteristics

Positions at this level are responsible for supervising marine staff to include Marine ~~Boat/Tug~~ Vessel Operators ~~positions~~ Shipwrights, and Marine Engine Mechanics; and to assist and act in the absence of the ~~M~~marine ~~O~~operations ~~M~~manager in the overall operation of the marine program. ~~Acts in a lead capacity over other lower level marine program positions, relieves and assists the Shipwright(s) in maintaining vessels in the ship repair facility and may act as a backup to the Marine Engine Mechanic(s) on an as needed/emergency basis. Responsible for development and implementation of marine program training plan, to include HAZCOM, safety, vessel safety, emergency response, and vessel security plans in accordance with Federal, State and local regulations and policies. Designated as the Company Security Officer, responsible for developing, maintaining and complying with vessel security plans in accordance with U.S. Coast Guard regulations and Department policies.~~

Explanation

This is a request from the Office of Financial Management State Human Resources for a three-range increase and revisions to the definition for the Marine Operations Supervisor classification. These revisions are based on class plan maintenance to provide updated language to the duties being performed. The salary increase is based on compression and subsequent inversion with the Shipwright Supervisor class (652S). The SS class is supervised by the MOS. Due to the higher salary schedule for the SS class, compression existed with the MOS class until January 1, 2019, when inversion between the supervisor and subordinate classes began. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 7

Item 151	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Melissa Bovenkamp
Actions ☐ Abolishment ☐ Establishment ☒ Revision ☒ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☒ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 653P Ferry Operator Assistant	**Current Salary Range/Rate** 37E
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** 39E
Effective Date 7/1/2019	

Definition

~~Assists in the operation and maintenance of a ferry boat~~.
Under close supervision, assists higher-level crew in the operation and maintenance of marine vessels carrying vehicles, passengers and/or cargo.

Explanation

This is a request from the Department of Transportation for class plan maintenance and a two-range increase based on statewide retention for the Ferry Operator Assistant class. The updates to the definition provide clarity of the duties being performed by this classification. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 48 Service-Maintenance	**Number of Position(s) Affected** 11

Information Technology Professional Structure Job Families

The following exhibit items is part of the “Information Technology Classification and Compensation Restructure” resulting from the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Item 152	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482AD IT App Development-Entry 483AD IT App Development-Journey 484AD IT App Development-Senior/Specialist 485AD IT App Development-Expert 486AD IT App Development-Manager 487AD IT App Development-Senior Manager	**Proposed Salary Range/Rate** 04IT 05IT 08IT 10IT 10IT 11IT
Effective Date 7/1/2019	

Job Family Definition

IT Application Development:
Work that involves the design, documentation, development, modification, testing, installation, implementation, maintenance and support of new or existing applications software.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Application Development job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 153	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 483A IT Architecture-Journey 484A IT Architecture-Senior/Specialist 485A IT Architecture-Expert 486A IT Architecture-Manager 487A IT Architecture-Senior Manager	**Proposed Salary Range/Rate** 04IT 09IT 11IT 10IT 11IT
Effective Date 7/1/2019	

Job Family Definition

IT Architecture:
Work that involves the analysis, planning, design, implementation, documentation, assessment, governance and management of the structural and decision making framework to align IT strategy, plans and systems with the mission, goals, structure and processes of the organization.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Architecture job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 154	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482BA IT Business Analyst-Entry 483BA IT Business Analyst-Journey 484BA IT Business Analyst-Senior/Specialist 485BA IT Business Analyst-Expert 486BA IT Business Analyst-Manager 487BA IT Business Analyst-Senior Manager	**Proposed Salary Range/Rate** 03IT 05IT 07IT 09IT 09IT 10IT
Effective Date 7/1/2019	

Job Family Definition

IT Business Analysis:
Work that involves applying analytical processes to the planning, design and implementation of IT systems to meet the business requirements of customer organizations. Also includes the work of translating business needs to technical requirements. These activities apply to establishing new IT systems as well as improving existing IT systems.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Business Analysis job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 155	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482CS IT Customer Support-Entry 483CS IT Customer Support-Journey 484CS IT Customer Support-Senior/Specialist 486CS IT Customer Support-Manager	**Proposed Salary Range/Rate** 01IT 03IT 05IT 08IT
Effective Date 7/1/2019	

Job Family Definition

IT Customer Support:
Work that involves the planning and delivery of customer support services, including installation, configuration, troubleshooting and customer assistance for customer technology. For example: desktop computers, phone, laptops, email accounts and video conferencing.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Customer Support job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 156	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482DM IT Data Management-Entry 483DM IT Data Management-Journey 484DM IT Data Management-Senior/Specialist 485DM IT Data Management-Expert 486DM IT Data Management-Manager 487DM IT Data Management-Senior Manager	**Proposed Salary Range/Rate** 02IT 06IT 07IT 09IT 10IT 11IT
Effective Date 7/1/2019	

Job Family Definition

IT Data Management:
Work that involves the planning, development, implementation, designing and administration of IT systems for the acquisition, storage and retrieval of data. This does not include business users such as research and business analyst that use data systems to compile data for analysis.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Data Management job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 157	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482NT IT Network and Telecommunications-Entry 483NT IT Network and Telecommunications-Journey 484NT IT Network and Telecommunications-Senior/Specialist 485NT IT Network and Telecommunications-Expert 486NT IT Network and Telecommunications-Manager 487NT IT Network and Telecommunications-Senior Manager	**Proposed Salary Range/Rate** 03IT 05IT 07IT 09IT 09IT 11IT
Effective Date 7/1/2019	

Job Family Definition

IT Network and Telecommunications:
Work that involves the planning, analysis, design, development, testing, configuration, installation, implementation, integration, maintenance and/or management of networked systems used for the transmission of information in voice, data and/or video formats.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Network and Telecommunications job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 158	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482PP IT Policy & Planning-Entry 483PP IT Policy & Planning-Journey 484PP IT Policy & Planning-Senior/Specialist 485PP IT Policy & Planning-Expert 486PP IT Policy & Planning-Manager 487PP IT Policy & Planning-Senior Manager	**Proposed Salary Range/Rate** 02IT 03IT 08IT 09IT 10IT 11IT
Effective Date 7/1/2019	

Job Family Definition

IT Policy and Planning:
Work that involves a wide range of IT management activities that typically extend and apply to an entire organization or major components of an organization. This includes strategic planning, capital planning and investment control, workforce planning, policy and standards development, resource management, knowledge management and auditing.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Policy and Planning job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 159	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482PM IT Project Management-Entry 483PM IT Project Management-Journey 484PM IT Project Management-Senior/Specialist 485PM IT Project Management-Expert 486PM IT Project Management-Manager 487PM IT Project Management-Senior Manager	**Proposed Salary Range/Rate** 05IT 06IT 08IT 10IT 10IT 11IT
Effective Date 7/1/2019	

Job Family Definition

IT Project Management:
Work that involves the monitoring or management of technology projects using standard project management techniques. Includes creating projects estimates, reporting, resource and capacity planning.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Project Management job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 160	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482QA IT Quality Assurance-Entry 483QAIT Quality Assurance-Journey 484QA IT Quality Assurance-Senior/Specialist 485QA IT Quality Assurance-Expert 486QA IT Quality Assurance-Manager 487QA IT Quality Assurance-Senior Manager	**Proposed Salary Range/Rate** 03IT 05IT 07IT 08IT 09IT 10IT
Effective Date 7/1/2019	

Job Family Definition

IT Quality Assurance:
Work that involves monitoring the software engineering processes and methods used to ensure quality. QA is a supporting process that has to provide the independent assurance in which all the work products, activities and processes comply with the predefined plans. The methods by which this is accomplished are varied and may include ensuring conformance to one or more standards such as ISO 9000 or a model such as CMMI. QA encompasses the entire software development process, which includes process such as requirements definition, software design, coding, source code control, code reviews, software configuration management, testing, release management and product integration.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

Section C: Classification

The establishment of the new IT professional structure for which the IT Quality Assurance job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 161	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 483S IT Security-Journey 484S IT Security-Senior/Specialist 485S IT Security-Expert 486S IT Security-Manager 487S IT App Development-Senior Manager	**Proposed Salary Range/Rate** 05IT 08IT 11IT 10IT 11IT
Effective Date 7/1/2019	

Job Family Definition

IT Security:
Work that involves ensuring the confidentiality, integrity, and availability of systems, networks, and data through the planning, analysis, development, implementation, maintenance and enhancement of information systems security programs, policies, procedures and tools..

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Security job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 162	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482SA IT System Administration-Entry 483SA IT System Administration-Journey 484SA IT System Administration-Senior/Specialist 485SA IT System Administration-Expert 486SA IT System Administration-Manager 487SA IT System Administration-Senior Manager	**Proposed Salary Range/Rate** 03IT 06IT 07IT 09IT 08IT 09IT
Effective Date 7/1/2019	

Job Family Definition

IT Systems Administration:
Work that involves planning and coordinating the installation, testing, operation, troubleshooting and maintenance of hardware, software systems and systems environment. Includes defining or coordinating common processes or procedures to support IT operations.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Systems Administration job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 163	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☐ Abolishment ☒ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title N/A	**Current Salary Range/Rate** N/A
Proposed Class Code/Title 482VM IT Vendor Management-Entry 483VM IT Vendor Management-Journey 484VM IT Vendor Management-Senior/Specialist 485VM IT Vendor Management-Expert 486VM IT Vendor Management-Manager 487VM IT Vendor Management-Senior Manager	**Proposed Salary Range/Rate** 01IT 04IT 07IT 08IT 10IT 11IT
Effective Date 7/1/2019	

Job Family Definition

IT Vendor Management:
Work that manages IT vendors and ensures that all service level agreements (SLAs) or underpinning contracts for IT services across the organization are delivered according to specifications. Work also includes working with IT, business units, and contract managers in identifying and evaluating technology services providers that are consistent with the organizations business strategy and architecture.

Explanation

The proposed information technology professional structure is intended to provide a more granular understanding of the state's technology workforce. The current information technology classifications make it difficult to compare with salaries offered in the private and local government sectors and to allocate work both appropriately and effectively. The proposed new structure will more accurately reflect the work being performed and will allow the state to identify market competitiveness.

The proposed structure will allow the state to identify targeted recruitment and/or retention challenges. The new structure will allow the state to assess market position in order to make choices for targeted investment strategies backed up by data.

The establishment of the new IT professional structure for which the IT Vendor Management job family with all levels identified, will eliminate this discrepancy and provide clarity and distinction to the uniqueness of the work performed. These changes are a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process.

Section C: Classification

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** N/A

Item 164	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 100W Data Compiler 1	**Current Salary Range/Rate** 31
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Data Compiler 1, class code 100W, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 1 resulting in the determination the Data Compiler 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 4

Item 165	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 100X Data Compiler 2	**Current Salary Range/Rate** 34
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Data Compiler 2, class code 100X, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 1 resulting in the determination the Data Compiler 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 20

Item 166	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 100Y Data Compiler 3	**Current Salary Range/Rate** 37
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Data Compiler 3, class code 100Y, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 1 resulting in the determination the Data Compiler 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 21

Section C: Classification

Item 167	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 109I Management Analyst 1	**Current Salary Range/Rate** 44
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Management Analyst 1, class code 109I, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 2 class resulting in the determination the Management Analyst 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 57

Section C: Classification

Item 168	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 109J Management Analyst 2	**Current Salary Range/Rate** 48
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Management Analyst 2, class code 109J, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 2 class resulting in the determination the Management Analyst 2 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 11

Item 169	
Requester (Agency/Institution) Department of Labor and Industries	**Analyst** Brett Alongi
Actions ☒ Abolishment ☐ Establishment ☒ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 198E Graphics Assistant	**Current Salary Range/Rate** 32
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process, the Graphics Assistant is proposed for abolishment. The duties and responsibilities of this class are no longer used due to the outdated nature of the work described; resulting in the determination that the Graphics Assistant job class specification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 0

Section C: Classification

Item 170	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 262K Library and Archives Paraprofessional 3	**Current Salary Range/Rate** 35
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Library and Archives Paraprofessional 3, class code 262K, is proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Library and Archives Paraprofessional 2, class code 262J.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 37

Item 171	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Melissa Bovenkamp
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 262N Library and Archives Paraprofessional 6	**Current Salary Range/Rate** 46
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Library and Archives Paraprofessional 6, class code 262N, is proposed for abolishment. The duties within the Library and Archives Paraprofessional 6 classification will be incorporated into the LAPP5 and the class retitled to LAPP4.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 31

Section C: Classification

Item 172	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 479I IT Specialist 1	**Current Salary Range/Rate** 48
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Specialist 1, class code 479I, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Professional Structure resulting in the determination the IT Specialist 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 91

Section C: Classification

Item 173	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 479J IT Specialist 2	**Current Salary Range/Rate** 54
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Specialist 2, class code 479J, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Professional Structure resulting in the determination the IT Specialist 2 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 330

Section C: Classification

Item 174	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 479K IT Specialist 3	**Current Salary Range/Rate** 58
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Specialist 3, class code 479K, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Professional Structure resulting in the determination the IT Specialist 3 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 748

Section C: Classification

Item 175	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 479L IT Specialist 4	**Current Salary Range/Rate** 62
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Specialist 4, class code 479L, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Professional Structure resulting in the determination the IT Specialist 4 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 1027

Section C: Classification

Item 176	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 479M IT Specialist 5	**Current Salary Range/Rate** 66
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Specialist 5, class code 479M, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Professional Structure resulting in the determination the IT Specialist 5 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 1172

Item 177	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 479N IT Systems/Applications Specialist 6	**Current Salary Range/Rate** 70
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Systems/Applications Specialist 6, class code 479N, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Professional Structure resulting in the determination the IT Systems/Applications Specialist 6 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 690

Section C: Classification

Item 178	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 479Q State Enterprise Architect	**Current Salary Range/Rate** 72
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process State Enterprise Architect, class code 479Q, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Professional Structure resulting in the determination the State Enterprise Architect classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** 5

Section C: Classification

Item 179	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480E IT Trainee/Intern	**Current Salary Range/Rate** 27
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Trainee/Intern, class code 480E, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Trainee/Intern classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 46 Office and Clerical	**Number of Position(s) Affected** 2

Section C: Classification

Item 180	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480F IT Data Processor 1	**Current Salary Range/Rate** 28
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Data Processor 1, class code 480F, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Data Processor 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 0

Item 181	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480G IT Data Processor 2	**Current Salary Range/Rate** 34
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Data Processor 2, class code 480G, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Data Processor 2 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 3

Item 182	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480H IT Data Processor 3	**Current Salary Range/Rate** 39
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Data Processor 3, class code 480H, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Data Processor 3 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 6

Item 183	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480I IT Data Processor Lead	**Current Salary Range/Rate** 42
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Data Processor Lead, class code 480I, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Data Processor Lead classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 3

Item 184	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480J Data Control Supervisor	**Current Salary Range/Rate** 47
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Data Control Supervisor, class code 480J, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the Data Control Supervisor classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 1

Item 185	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480N IT Computer Operator 1	**Current Salary Range/Rate** 31
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Computer Operator 1, class code 480N, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Computer Operator 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 0

Section C: Classification

Item 186	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480O IT Computer Operator 2	**Current Salary Range/Rate** 36
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Computer Operator 2, class code 480O, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Computer Operator 2 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 0

Item 187	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480P IT Computer Operator 3	**Current Salary Range/Rate** 40
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Computer Operator 3, class code 480P, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Computer Operator 3 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 0

Item 188	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480Q IT Computer Operator Lead	**Current Salary Range/Rate** 43
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Computer Operator Lead, class code 480Q, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Computer Operator Lead classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 1

Item 189	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 480R IT Computer Operator Supervisor	**Current Salary Range/Rate** 48
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Computer Operator Supervisor, class code 480R, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Computer Operator Supervisor classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 1

Item 190	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 481A IT Technician 1	**Current Salary Range/Rate** 38
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Technician 1, class code 481A, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Technician 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 18

Item 191	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 481B IT Technician 2	**Current Salary Range/Rate** 42
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the IT Technician 2, class code 481B, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the IT Support Technician class series resulting in the determination the IT Technician 2 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 45 Paraprofessionals	**Number of Position(s) Affected** 41

Section C: Classification

Item 192	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 501E Research Analyst 1	**Current Salary Range/Rate** 40
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Research Analyst 1, class code 501E, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 2 class resulting in the determination the Research Analyst 1 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 11

Section C: Classification

Item 193	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 501F Research Analyst 2	**Current Salary Range/Rate** 43
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Research Analyst 2, class code 501F, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 2 class resulting in the determination the Research Analyst 2 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 11

Section C: Classification

Item 194	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 501G Research Analyst 3	**Current Salary Range/Rate** 48
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Research Analyst 3, class code 501G, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 3 class resulting in the determination the Research Analyst 3 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 18

Item 195	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 501H Research Analyst 4	**Current Salary Range/Rate** 51
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Research Analyst 4, class code 501H, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 3 class resulting in the determination the Research Analyst 4 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 13

Item 196	
Requester (Agency/HE Institution) Office of Financial Management	**Analyst** Tina Cooley
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 501I Research Analyst 5	**Current Salary Range/Rate** 54
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019 - 2021 Collective Bargaining Negotiations and Budget Process the Research Analyst 5, class code 501I, is being proposed for abolishment. The duties and responsibilities of this class are being incorporated into the Data Consultant 4 class resulting in the determination the Research Analyst 5 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 42 Professionals	**Number of Position(s) Affected** 5

Item 197	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 595G Rest Area Attendant – Transportation	**Current Salary Range/Rate** 31
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process, the Rest Area Attendant – Transportation classification is proposed for abolishment. The duties and responsibilities of this classification are being incorporated into the Highway Maintenance Worker 1, resulting in the determination that the Rest Area Attendant – Transportation classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** N/A

Section C: Classification

Item 198	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 596O Maintenance Trainee	**Current Salary Range/Rate** 30E
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process, the Maintenance Trainee classification is proposed for abolishment. The duties and responsibilities of this classification are being incorporated into the Highway Maintenance Worker 1, resulting in the determination that the Maintenance Trainee classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** N/A

Item 199	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 596Q Maintenance Technician 2	**Current Salary Range/Rate** 42E
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process, the Maintenance Technician 2 classification is proposed for abolishment. The duties and responsibilities of this classification are being incorporated into the Highway Maintenance Worker 2, resulting in the determination that the Maintenance Technician 2 classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** N/A

Section C: Classification

Item 200	
Requester (Agency/HE Institution) Department of Transportation	**Analyst** Marty Graf
Actions ☒ Abolishment ☐ Establishment ☐ Revision ☐ Salary Adjustment	**If Revision, check all that apply:** ☐ Title Change ☐ Class Series Concept ☐ Definition ☐ Distinguishing Characteristics
Current Class Code/Title 597E Bridge Tender	**Current Salary Range/Rate** 36E
Proposed Class Code/Title N/A	**Proposed Salary Range/Rate** N/A
Effective Date 7/1/2019	

Explanation

As a result of the 2019-2021 Collective Bargaining Negotiations and Budget Process, the Bridge Tender classification is proposed for abolishment. The duties and responsibilities of this classification are being incorporated into the Highway Maintenance Worker 1, resulting in the determination that the Bridge Tender classification is no longer needed.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.	
Director's Meeting Date 6/13/2019	
Management Type N/A	**Workforce Indicator** 80148588 Classified WA General Service
EEOC Code 43 Technicians	**Number of Position(s) Affected** N/A

Assignment Pay Exhibit
Group A, Group B, and Reference Listing

WAC 357-28-175 - *Assignment pay is a premium added to base salary to recognize specialized skills, assigned duties, and/or unique circumstances that exceed the ordinary. Assignment pay is intended to be used only as long as skills, duties, or circumstances it is based on are in effect.*

Item 201	
Requester (Agency/HE Institution) Office of Financial Management, State Human Resources	**Analyst** Brett Alongi
Action ☒ Abolishment ☒ Establishment ☒ Revision	**Effective Date** 7/1/2019

Reference #(s) and Description

Reference #1 Within the Department of Social and Health Services for the supervision, training, and mentoring counseling 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%)~~two (2) ranges~~. (Eff. 7/69; Rev 7/78; 12/78; 10/79; 4/98; 1/02; 7/19)

Reference #2 For full-time assignment to forklift operations. Basic salary ~~range~~ plus ten dollars ($10.00) a month shall be paid to employees in this class.

Reference #3 For required SCUBA diving and/or serving as Designated Person in Charge (DPIC). Basic salary ~~range~~ plus ten dollars ($10.00) per diving or DPIC hour to employees in any class.

Reference #4 For direct supervisory responsibility over PBX and Telephone Operators. Basic salary ~~range~~ plus ~~two (2) ranges~~ five percent (5%).(Rev 7/19)

Reference #5 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 ~~Technician 3~~ class and step M of the salary range representing a four-(4) range increase over the Highway Maintenance Worker 2 ~~Technician 3~~ 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)

Reference #7 Law enforcement employees that are assigned a 171-hour, 28 day work period will receive their base salary plus ten percent (10%)~~four (4) ranges~~. (Eff. 12/85; Rev. 12/89; 12/97; 7/17, 7/19)

Reference #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%)~~two (2) ranges~~. Basic salary range plus five percent (5%)~~two (2) ranges~~ will also be paid to designated working supervisor of floor crew. (Rev. 10/79, 1/01, 9/01)

Reference #10 Basic salary range plus ten percent (10%)~~four (4) ranges~~ 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)

Reference #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%)~~two (2) ranges~~. (Eff. 7/82; Rev 11/86, 7/90, 1/01)

Reference #12 Employees assigned to operate equipment above this level shall be compensated basic salary plus ten percent (10%)~~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)

Reference #12 (Teamsters 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.

Reference #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 ~~range~~ plus ten percent (10%)~~four (4) ranges~~. (Eff. 11/85)

Reference #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 ~~Technician 3~~ class and step M of the salary range representing a four-range increase over the Highway Maintenance Worker 2 ~~Technician 3~~ 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)

Reference #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 ~~range~~ plus ten percent (10%)~~four (4) ranges~~. ~~If the first step of the range for the equipment exceeds the four (4) ranges AP, then the first step shall be paid.~~ 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, 7/19)

Reference #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%)~~two (2) additional ranges~~. (Rev. 5/92; Rev 7/17)

Reference #18 (Teamsters 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 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)

Reference #20 Basic salary plus ten percent (10%)~~four (4) ranges~~ 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)

Reference #21 Basic salary plus ten percent (10%)~~four (4) ranges~~ 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)

Reference #22 Basic salary plus ten percent (10%)~~four (4) ranges~~ 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)

Reference #24 Part A - Within the Department of Ecology, basic salary ~~range~~ plus ten percent (10%)~~four (4) ranges~~ 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)

Reference #25 Basic salary plus five percent (5%)~~two (2) ranges~~ for crime lab support staff performing evidence-handling activities. (Eff. 9/91)

Reference #26 Within the Department of Fish and Wildlife, basic salary plus ten percent (10%)~~four (4) ranges~~ 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)

Reference #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 ~~number of ranges~~ as detailed in the Group C listing. (Eff. 5/01; Rev. 7/17)

Reference #30 Basic salary range plus five percent (5%)~~two (2) ranges~~ 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)

Reference #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%)~~four (4) ranges~~. (Eff. 9/01, Rev. 11/01, 7/17)

Reference #33 Basic salary range plus ~~two (2) ranges~~ five percent (5%) shall be paid to State Auditor's Office employees permanently assigned to the State Technology IT Audit Team or the Local Government Technology Audit Team and who are independently responsible for: developing technical tools to address audit risks; deconstruct electronic financial transaction processes to identify risk; or conduct evaluations of technological security controls. highly complex information technology audits and reviews conducted to determine the following: integrity, confidentiality, availability and audit ability of data; adequacy of internal controls; and comprehensive vulnerability assessment. Employees in these positions make recommendations to address the audit risk and protect the confidentiality and integrity of data and recommend security controls the identified risks.

Reference #34 Basic salary range plus ten percent (10%)~~four (4) ranges~~ shall be paid to Washington Military Department employees that are qualified and required to carry a firearm while on duty. (Eff. 7/02)

Reference #35 Basic salary plus five percent (5%)~~two (2) ranges~~ for each day that an eligible employee is assigned the role of the Presiding Steward for the Washington Horse Racing Commission. (Eff. 9/03)

Reference #36 Basic salary ~~range~~ plus ten percent (10%)~~four (4) ranges~~ while performing back flow valve testing. (Eff. 5/03)

Reference #37A LCB Enforcement Officer 4s at the Liquor and Cannabis Board, Assistant Fire Chiefs of Department of Social and Health Services at the Special Commitment Center, McNeill Island and the Department of Fish and Wildlife Enforcement Program~~,~~ 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).

Reference #37B (WFSE ONLY) 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, EVOC, and/or pistol maintenance, will be compensated at basic salary plus ~~an additional~~ ten dollars ($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. 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 rage. (Eff. 7/15; 7/19)

Reference #40 Basic~~e~~ salary plus ten percent (10%)~~four (4) ranges~~ 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)

Reference #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 ~~or~~ 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%)~~four (4) ranges~~ while engaged in those duties.

Reference #43 Basic salary ~~range~~ plus ten percent (10%)~~four (4) ranges~~ 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.

Reference #48 Basic salary plus ten percent (10%)~~four (4) ranges~~ will be paid to Department of Transportation employees when removing illegal encampments within State Right of Way. (Eff. 7/15)

Reference #49 Basic~~e~~ 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)

Reference #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 ~~an additional~~ at basic salary plus fifteen dollars ($15.00) per hour~~, over and above regular salary and benefits,~~ for every hour engaged in giving instruction to or in receiving re-certification training. (Eff. 7/15)

Reference #51 Within the Department of Enterprise Services, basic salary plus five percent (5%)~~two (2) ranges~~ 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)

Reference #52 ~~Within the Department of Transportation, basic salary plus six (6) ranges will be paid to Rest Area Attendant – Transportation employees when they are qualified and performing ferry operator assistant duties on the Keller ferry. Employees shall be paid for actual hours performing ferry operator assistant duties. (Eff. 7/15~~; abolished 7/19)

Reference #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%)~~three (3) ranges~~ 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 #54 Within the Department of Fish and Wildlife, basic salary plus ten percent (10%) ~~four (4) ranges~~ 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)

Reference #55 Basic salary plus two and one half percent (2.5%) ~~one (1) range~~ 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)

Reference #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 ~~are paid~~ will be compensated basic~~e~~ salary plus~~and~~ ten percent (10%)~~four (4) ranges~~ for each hour they are required to use personal protective equipment (excluding hard hat, boots, hearing and eye protection) to enter a hazardous ~~workspace~~ worksite to conduct, inspect or investigate ~~a fatality or~~ where ~~serious incident that still has the~~ hazards are present. ~~and is unsecured.~~ (Eff. 7/17; Rev. 7/19)

Reference #59 (DOC) Basic salary plus ~~two (2) ranges~~ 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)

Reference #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)

Reference #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)

Reference #64 Basic salary plus five percent (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.

Reference #65 (Teamsters Only) 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), ~~and~~ 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.

Reference #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.

Group A Class Title(s)	**Class Code(s)**	**Premium(s)**	**Reference #(s)**
Assistant State Auditor 3	156C	~~2 ranges~~ Five percent (5%)	33
Assistant State Auditor 4	156D	~~2 ranges~~ Five percent (5%)	33
Assistant State Auditor 5	156E	Five percent (5%)	33
Bridge Engineer 1	531E	~~4 ranges~~ Ten percent (10%)	22
Bridge Engineer 2	531F	~~4 ranges~~ Ten percent (10%)	22
Bridge Engineer 3	531G	~~4 ranges~~ Ten percent (10%)	22
Bridge Engineer 4	531H	~~4 ranges~~ Ten percent (10%)	22
Bridge Engineer 5	531I	~~4 ranges~~ Ten percent (10%)	22
Bridge Engineer 6	531J	~~4 ranges~~ Ten percent (10%)	22
Construction & Maintenance Project Lead	627F	See Reference*	3, 39
Construction & Maintenance Project Supervisor	627G	See Reference*	3, 39
Correctional Industries Supervisor 2	631B	See Reference*	20
Correctional Industries Supervisor 4	631D	See Reference*	20
Corrections and Custody Officer 1	384A	See Reference*	42, 58 (IA1)
Corrections and Custody Officer 2	384B	See Reference*	42, 58 (IA1)

Group A Class Title(s)	Class Code(s)	Premium(s)	Reference #(s)
Corrections and Custody Officer 3	384C	See Reference*	42, 58 (IA1)
Corrections and Custody Officer 4	384D	$10.00/hour	42
Custodian 1	678I	~~2 ranges~~ Five percent (5%)	9
Custodian 2	678J	~~2 ranges~~ Five percent (5%)	9
Electrician	608F	~~2 ranges~~ Five percent (5%)	51
Equipment Operator 1	618R	See Reference*	12
Equipment Operator 2	618S	See Reference*	12
Financial Examiner 1	161E	~~4 ranges~~ Ten percent (10%)	10
Financial Examiner 2	161F	~~4 ranges~~ Ten percent (10%)	10
Financial Examiner 3	161G	~~4 ranges~~ Ten percent (10%)	10
Financial Examiner 4	161H	~~4 ranges~~ Ten percent (10%)	10
Fish & Wildlife Biologist 1	523L	~~4 ranges~~ Fifteen percent (15%)	41
Fish & Wildlife Biologist 2	523M	~~4 ranges~~ Fifteen percent (15%)	41
Fish & Wildlife Biologist 3	523N	~~4 ranges~~ Fifteen percent (15%)	41
Fish & Wildlife Biologist 4	523O	~~4 ranges~~ Fifteen percent (15%)	41
Fish & Wildlife Enforcement Officer 1	388A	See Reference*	7, 37A
Fish & Wildlife Enforcement Officer 2	388B	See Reference*	7, 37A, 60
Fish & Wildlife Enforcement Officer 3	388C	See Reference*	7, 37A, 60
Fish & Wildlife Enforcement Detective	388D	See Reference*	7, 37A
Fish & Wildlife Enforcement Sergeant	388E	See Reference*	7, 37A
Fish & Wildlife Research Scientist 1	516F	~~4 ranges~~ Fifteen percent (15%)	41
Fish & Wildlife Research Scientist 2	516G	~~4 ranges~~ Fifteen percent (15%)	41
Industrial Hygienist 2	394E	~~4 ranges~~ Ten percent (10%)	56
Industrial Hygienist 3	394F	~~4 ranges~~ Ten percent (10%)	56
Industrial Hygienist 4	394G	~~4 ranges~~ Ten percent (10%)	56
Juvenile Rehabilitation Program Manager 1	355M	See Reference*	38
LCB Enforcement Officer 2	390G	See Reference*	53

Group A Class Title(s)	Class Code(s)	Premium(s)	Reference #(s)
LCB Enforcement Officer 4	~~390G~~	$10.00/hour	37A
~~Licensing Service Representative 2~~	~~458F~~	~~4 ranges~~	~~43~~
~~Licensing Service Representative 3~~	~~458G~~	~~4 ranges~~	~~43~~
~~Licensing Service Representative 4~~	~~458H~~	~~4 ranges~~	~~43~~
Maintenance Mechanic 1	626J	~~4 ranges~~ Ten percent (10%)	14
Maintenance Mechanic 2	626K	~~4 ranges~~ Ten percent (10%)	14
Maintenance Mechanic 3	626L	See Reference*	5, 14, 16
Maintenance Specialist 2		See Reference*	5
Maintenance Specialist 3		See Reference*	5
Maintenance Specialist 5	596L	~~4 ranges~~ Ten percent (10%)	21
~~Maintenance Technician 1~~ Highway Maintenance Worker 1	596P	See Reference*	5, 16, 22, 36
~~Maintenance Technician 2~~ Highway Maintenance Worker 2	596Q	See Reference*	5, 16, 22, 36
~~Maintenance Technician 3~~	~~596R~~	~~See Reference~~	~~5, 16, 22~~
~~Maintenance Lead Technician~~ Highway Maintenance Worker 3	596S	See Reference*	5, 14, 16, 21, 22
Bridge Maintenance Specialist Lead	597H	See Reference*	5, 21, 22
~~Maintenance Technician 1~~ Bridge Maintenance Specialist 1	597F	See Reference*	5, 21, 22
Bridge Maintenance Specialist 3	597I	See Reference*	5, 22
Marine Vessel ~~Boat/Tug~~ Operator	652R	~~4 ranges~~ Ten percent (10%)	32
Mental Health Technician 1	347L	~~2 ranges~~ Five percent (5%)	11
Mental Health Technician 2	347M	~~2 ranges~~ Five percent (5%)	11
Mental Health Technician 3	347N	~~2 ranges~~ Five percent (5%)	11
Natural Resource Police Officer	427G	Ten percent (10%)	7
Natural Resource Scientist 1	516K	~~4 ranges~~ 15%	41
Natural Resource Scientist 3	516M	~~4 ranges~~ 15%	41
Natural Resource Scientist 4	516N	~~4 ranges~~ 15%	41
PBX Chief Operator	101H	~~2 ranges~~ Five percent (5%)	4
Park Ranger 2	389B	Seven and one half percent (7.5%)	53

Group A Class Title(s)	Class Code(s)	Premium(s)	Reference #(s)
Park Ranger 3	389C	Seven and one half percent (7.5%)	53
Pharmacists, Clinical	295L	Ten percent (10%)	66
Program Manager A	107R	Ten percent (10%)	34
Psychiatric Security Attendant	347J	~~2 ranges~~ Five percent (5%)	11
Residential Rehabilitation Counselor 2	347F	~~One range~~ Two and one half percent (2.5%)	55
Residential Rehabilitation Counselor 3	347G	~~One range~~ Two and one half percent (2.5%)	55
Residential Rehabilitation Counselor 4	347H	~~One range~~ Two and one half percent (2.5%)	55
Rest Area Attendant-Transportation	596G	See Reference*	36, 52
Revenue Auditor 1	155A	See Reference*	10, 30
Revenue Auditor 2	155B	See Reference*	10, 30
Revenue Auditor 3	155C	See Reference*	10, 30
Safety and Health Specialist 1	392E	~~4 ranges~~ Ten percent (10%)	56
Safety and Health Specialist 2	392F	~~4 ranges~~ Ten percent (10%)	56
Safety and Health Specialist 3	392G	~~4 ranges~~ Ten percent (10%)	56
Safety and Health Specialist 4	392H	~~4 ranges~~ Ten percent (10%)	56
Scientific Technician 1	522E	~~4 ranges~~ Fifteen percent (15%)	41
Scientific Technician 2	522F	~~4 ranges~~ Fifteen percent (15%)	41
Scientific Technician 3	522G	~~4 ranges~~ Fifteen percent (15%)	41
Scientific Technician 4	522H	~~4 ranges~~ Fifteen percent (15%)	41
Security Guard 2	385L	See Reference*	34, 55
Security Guard 3	385M	See Reference*	34, 55
Stationary Engineer 2	602K	~~4 ranges~~ Ten percent (10%)	32
Stationary Engineer 3	602L	~~4 ranges~~ Ten percent (10%)	32

Group A Class Title(s)	Class Code(s)	Premium(s)	Reference #(s)
Traffic Safety Systems Operator 1	401A	~~4 ranges~~ Ten percent (10%)	40
Traffic Safety Systems Operator 3	401C	~~4 ranges~~ Ten percent (10%)	40
Traffic Safety Systems Operator 4	401D	~~4 ranges~~ Ten percent (10%)	40
Transportation Engineer 1	530K	~~4 ranges~~ Ten percent (10%)	14, 64
Transportation Engineer 2	530L	See Reference	14, 22, 64
Transportation Engineer 3	530M	See Reference	14, 22, 64
Transportation Engineer 4	530N	~~4 ranges~~ Ten percent (10%)	22
Transportation Engineer 5	530O	~~4 ranges~~ Ten percent (10%)	22
Transportation Technician 1	538R	See Reference	14, 22
Transportation Technician 2	538S	See Reference	14, 22, 64
Transportation Technician 3	538T	See Reference	14, 22, 64
Truck Driver 1	632I	~~4 ranges~~ Ten percent (10%)	12
Truck Driver 2	632J	~~4 ranges~~ Ten percent (10%)	12
Warehouse Operator 1	117I	$10.00/hour	2

*Refer to specific reference for details and compensation.

Group B Assigned Duty	Premium(s)	Reference #(s)
Asbestos Workers (Certified)	~~4 ranges~~ Ten percent (10%)	20
Certified Instructors (DCYF, Parks, LCB, DFW, DSHS)	See reference*	37B
Certified Instructors (DOC)	See Reference*	50
Criminal Intelligence and Investigative Analysis (WSP)	~~2 ranges~~ Five percent (5%)	62
Clerical Crime Lab Support (WSP)	~~2 ranges~~ Five percent (5%)	25
CSR Team and SIR Team (WSP)	~~3 ranges~~ Seven and one half percent (7.5%)	27
Dual Language Requirement	See Reference*	18
Driving Fish Hauling Trucks (DFW)	See Reference*	26

Group B **Assigned Duty**	**Premium(s)**	**Reference #(s)**
Designated Corridors Night Shift (DOT)	$2.00/hour	49
Emergency Spill Response Team (ECOL)	See Reference*	
Enhanced Drivers License (DOL)	Ten percent (10%)	43
Illegal Encampment Cleanup (DOT)	~~4 ranges~~ Ten percent (10%)	48
Motorboat Operator Certification Course (MOCC)/Firearms	$10.00/hour	57
Patient Transport (DSHS)	~~4 ranges~~ Ten percent (10%)	17
Patient Resident Supervision (DCYF, DSHS)	~~2 ranges~~ Five percent (5%)	1
Pesticide Sprayers (DOT)	~~4 ranges~~ Ten percent (10%)	16
Pesticide Spraying (DFW)	~~4 ranges~~ Ten percent (10%)	54
SCUBA Diving/DPIC Requirement	$10.00/hour	3~~B~~
~~CISM~~ Specialty Teams (DOC)	~~2 ranges~~ 5 percent	~~61~~59
~~CISM~~ Specialty Teams (**Teamsters Only**)	2 ranges	~~61~~65 (IA2)
Tree Felling Duties	See Reference	63

*Refer to specific reference for details and compensation.

Explanation

As a result of the 2019 – 2021 Collective Bargaining Negotiations and Budget Process, the Office of Financial Management, State Human Resources is requesting modifications to the “Assignment Pay Reference, Group A and B” listings.

Internal Use Only	
Director’s Meeting Date 6/13/2019	**Reference Type** Group A, B and Reference Listing

Item: 202

Office of Financial Management
State Human Resources
Premium Rate

Effective July 1, 2019

Non-Represented Employees

Employees who are assigned a permanent duty station in King County shall receive a five percent (5%) premium pay. When an employee is no longer permanently assigned to a King County duty station, they will not be eligible for this premium pay.

Explanation

As a result of the 2019-21 enacted budget, the King County premium pay rate is being established for non-represented employees who are assigned a permanent duty station within King County. This premium pay does not apply to employees at the University of Washington.

Internal Use Only
Director's Meeting Date 6/13/2019

Item: 203

Office of Financial Management
State Human Resources
Premium Rate
Effective July 1, 2019

Non-Represented Employees

Employees who are assigned to work on McNeil Island at the Special Commitment Center shall receive $10.00 premium pay for each day the employee is physically working on the island. Any days in paid status while not physically on the island will not qualify for premium pay.

Explanation

As a result of the 2019-21 enacted budget, the premium pay rate is being established for non-represented employees who are assigned to physically work on McNeil Island at the Special Commitment Center.

Internal Use Only
Director's Meeting Date 6/13/2019

Item: 204

Office of Financial Management
State Human Resources
Differential Rate
Effective July 1, 2019

Non-Represented Employees

This premium is for employees within the information technology professional structure who are in the entry, journey and senior/specialist levels designated as and performing all the duties of a supervisor. In accordance with WAC 357-01-317, IT supervisory employees will receive five percent (5%) supervisory pay differential in addition to their base pay as long as they meet the definition of supervisor.

Explanation

As a result of the 2019-21 enacted budget, the supervisory differential pay rate is being established for non-represented employees who are within the ITPS performing all the duties of a supervisor as described in the WAC 357-01-317.

Internal Use Only
Director's Meeting Date 6/13/2019

Item: 205

Office of Financial Management
State Human Resources
Shift Premium Rate

Effective July 1, 2019

Non-Represented Employees

$1.00 an hour for full-time employees who are regularly scheduled to work at least one (1), but not all, day, evening and night shifts ~~employees~~. ~~$.65 an hour for full-time employees who are regularly scheduled day shift employees.~~

Explanation

As a result of the 2019-21 enacted budget, the basic shift premium rate is being increased from $.65 an hour to $1.00 for non-represented full-time employees who are regularly scheduled day shift employees.

Internal Use Only
Director's Meeting Date 6/13/2019

Salary Range Increases
2019-2021 Agreement

Item 206 (A – S9)	
Action Base Range Salary Adjustments	**Effective Date** July 1, 2019

	Class Code	Job Title	Current Salary Range	Proposed Salary Range
A)	105E	Administrative Assistant 1	32	35
B)	105F	Administrative Assistant 2	35	37
C)	105G	Administrative Assistant 3	39	40
D)	104H	Administrative Intern 1	27E	30E
E)	104I	Administrative Intern 2	29E	32E
F)	104J	Administrative Intern 3	31E	34E
G)	104E	Administrative Trainee 1	27	30
H)	568H	Agricultural Aide	27	30
I)	525E	Animal Technician 1	27	30
J)	525F	Animal Technician 2	28	32
K)	525G	Animal Technician 3	31	34
L)	525H	Animal Technician Supervisor	36	39
M)	533J	Associate Marine Engineer	55	56
N)	345F	Attendant Counselor 1	34	36
O)	345G	Attendant Counselor 2	36	38
P)	345H	Attendant Counselor 3	39	41
Q)	148S	Audit Intern	27	30
R)	158B	Audit Specialist - DOT 2	46	48
S)	158C	Audit Specialist - DOT 3	52	55
T)	158D	Audit Specialist - DOT 4	56	60
U)	206N	Bindery Specialist 1	27G	31G

	Class Code	Job Title	Current Salary Range	Proposed Salary Range
A1)	206O	Bindery Specialist 2	34G	35G
B1)	531E	Bridge Engineer 1	53	56
C1)	531F	Bridge Engineer 2	57	60
D1)	531G	Bridge Engineer 3	61	64
E1)	531H	Bridge Engineer 4	65	68
F1)	531I	Bridge Engineer 5	69	72
G1)	531J	Bridge Engineer 6	73	76
H1)	531K	Bridge Engineer 7	77	80
I1)	201E	Broadcast Technician 1	36	37
J1)	147D	Budget Analyst 4	58	61
K1)	227E	Checkstand Operator	27	30
L1)	354I	Classification Counselor 3	49	50
M1)	451E	Communications Officer	40SP	43SP
N1)	451F	Communications Officer 1	42SP	45SP
O1)	451G	Communications Officer 2	46SP	49SP
P1)	451H	Communications Officer 3	50SP	53SP
Q1)	451I	Communications Officer 4	54SP	57SP
R1)	450I	Communications Officer Assistant	39	41
S1)	674G	Cook 1	30	31
T1)	674F	Cook 2, Crew	27	30
U1)	206L	Copy Center Lead A	31	34
V1)	206M	Copy Center Lead B	34	36
W1)	384B	Corrections & Custody Officer 2	43	44
X1)	384B	Corrections & Custody Officer 2 – WFSE	46CC	50CC
A2)	384C	Corrections & Custody Officer 3	48	50
B2)	384C	Corrections & Custody Officer 3 - WFSE	50CC	54CC
C2)	354O	Corrections Mental Health Counselor 2 - Teamsters	49	52
D2)	354P	Corrections Mental Health Counselor 3 - Teamsters	51	54
E2)	254E	Credentials Evaluator 1	28	30
F2)	678I	Custodian 1	27	30
G2)	678J	Custodian 2	29	32
H2)	678K	Custodian 3	32	35
I2)	678L	Custodian 4	36	37
J2)	102A	Customer Service Specialist 1	32	35
K2)	102B	Customer Service Specialist 2	35	37
L2)	351X	Developmental Disability Administrator	60	62
M2)	312E	Dietary Unit Aide	28	30
N2)	312F	Dietary Unit Clerk	30	32
O2)	311E	Dietitian 1	46	48

	Class Code	Job Title	Current Salary Range	Proposed Salary Range
P2)	311F	Dietitian 2	50	52
Q2)	206H	Digital Printing Operator	27	30
R2)	206I	Digital Printing Operator Lead	29	32
S2)	322H	Electrocardiograph Laboratory Supervisor	39	40
T2)	322E	Electrocardiograph Technician 1	27	30
U2)	322F	Electrocardiograph Technician 2	30	32
V2)	322G	Electrocardiograph Technician Lead	33	35
W2)	206Q	Envelope Operator	30G	31G
A3)	542S	Environmental Planner 2	50	52
B3)	542T	Environmental Planner 3	57	59
C3)	542U	Environmental Planner 4	61	63
D3)	542V	Environmental Planner 5	65	67
E3)	600J	Equipment Technician 2	42G	44G
F3)	565I	Farmer 1	27	30
G3)	652P	Ferry Operator	45E	47E
H3)	652Q	Ferry Operator Senior	49E	51E
I3)	143L	Fiscal Analyst 4	52	54
J3)	143M	Fiscal Analyst 5	56	59
K3)	151E	Fiscal Specialist 1	39	40
A4)	148L	Fiscal Technician 1	29	30
B4)	148M	Fiscal Technician 2	32	34
C4)	148N	Fiscal Technician 3	35	36
D4)	148O	Fiscal Technician Lead	36	37
E4)	148P	Fiscal Technician Supervisor	39	40
F4)	388E	Fish & Wildlife Enforcement Sergeant	67	69
G4)	675F	Food Service Worker	27	30
H4)	675G	Food Service Worker Lead	31	33
I4)	521J	Forest Nursery Laborer	27	30
J4)	521K	Forest Nursery Lead	30	33
K4)	591I	Grounds & Nursery Services Specialist 1	27	30
L4)	591J	Grounds & Nursery Services Specialist 2	30	32
M4)	591K	Grounds & Nursery Services Specialist 3	33	34
N4)	621L	Heating, Ventilation, & Air Conditioner Supervisor	52E	54E
O4)	621J	Heating, Ventilation, & Air Conditioner Technician	48E	50E
P4)	119E	Human Resource Consultant 1	45	46
Q4)	119F	Human Resource Consultant 2	50	51
R4)	119G	Human Resource Consultant 3	54	55
S4)	119H	Human Resource Consultant 4	58	59
T4)	123E	Human Resource Consultant Assistant 1	35	36

	Class Code	Job Title	Current Salary Range	Proposed Salary Range
U4)	123F	Human Resource Consultant Assistant 2	41	42
V4)	150E	Insurance Technician 1	32	33
W4)	427P	Investigator 1	41	42
X4)	480N	IT Computer Operator 1	31	34
A5)	480F	IT Data Processor 1	28	32
B5)	355E	Juvenile Rehabilitation Counselor Assistant	41	44
C5)	385R	Juvenile Rehabilitation Security Manager	50	52
D5)	385P	Juvenile Rehabilitation Security Officer 1	38	40
E5)	385Q	Juvenile Rehabilitation Security Officer 2	41	43
F5)	679H	Laundry Operations Supervisor 1	37	39
G5)	679E	Laundry Worker 1	27	30
H5)	679F	Laundry Worker 2	29	32
I5)	679G	Laundry Worker 3	34	36
J5)	390I	LCB Enforcement Officer 4	61	63
K5)	286B	Licensed Practical Nurse	49	53
L5)	286D	Licensed Practical Nurse 4	52	56
M5)	459I	Licensing Services Manager 1	53	55
N5)	458E	Licensing Services Representative 1	37	39
A6)	458F	Licensing Services Representative 2	41	43
B6)	458G	Licensing Services Representative 3	45	47
C6)	458H	Licensing Services Representative 4	50	52
D6)	283E	Long Term Care Surveyor	53	57
E6)	113I	Mail Carrier-Driver	28	30
F6)	678H	Maintenance Custodian	31	34
G6)	626J	Maintenance Mechanic 1	42G	44G
A7)	626K	Maintenance Mechanic 2	46G	47G
B7)	626L	Maintenance Mechanic 3	49G	50G
C7)	533N	Marine Mechanical Engineer	73	76
D7)	533M	Marine Project Engineer	73	76
E7)	203O	Media Assistant 1	27	30
F7)	203P	Media Assistant 2	29	32
G7)	203Q	Media Assistant 3	33	35
H7)	203R	Media Laboratory Coordinator	33	35
I7)	592E	Media Maintenance Technician 1	35	37
J7)	592F	Media Maintenance Technician 2	41	43
K7)	592G	Media Maintenance Technician 3	45	47
L7)	592H	Media Maintenance Technician Lead	47	49
M7)	203E	Media Technician	28	30
N7)	282E	Medical Transcriptionist 1	33	34

	Class Code	Job Title	Current Salary Range	Proposed Salary Range
O7)	282F	Medical Transcriptionist 2	36	37
P7)	282G	Medical Transcriptionist Lead	39	40
Q7)	282H	Medical Transcriptionist Supervisor	43	44
R7)	521G	Natural Resource Worker 1	27	30
S7)	521H	Natural Resource Worker 2	31	32
T7)	287E	Nursing Assistant	32	36
U7)	287F	Nursing Assistant Lead	34	38
V7)	287D	Nursing Assistant- Residential Living	34	38
W7)	100H	Office Assistant 1	27	30
A8)	100I	Office Assistant 2	29	32
B8)	100J	Office Assistant 3	31	34
C8)	100K	Office Assistant Lead	33	36
D8)	100L	Office Support Supervisor 1	36	38
E8)	678N	Park Aide	27	30
F8)	101G	PBX & Telephone Operator	31	34
G8)	101H	PBX Chief Operator	33	36
H8)	321E	Phlebotomist	30	32
I8)	321F	Phlebotomist Lead	33	34
J8)	321G	Phlebotomist Supervisor	37	38
K8)	288I	Physician 3	106	109
L8)	288J	Physician 4	109	112
M8)	205E	Printing & Duplication Specialist 1	27G	30G
N8)	205F	Printing & Duplication Specialist 2	29G	32G
O8)	107M	Program Assistant	32	35
P8)	107N	Program Coordinator	37	38
Q8)	348N	Psychiatric Child Care Counselor 1	41	45
R8)	348O	Psychiatric Child Care Counselor 2	44	48
S8)	348P	Psychiatric Child Care Counselor 3	47	51
T8)	286E	Psychiatric Security Nurse	49	53
U8)	290D	Psychiatrist	106	111
A9)	165E	Quality Control Specialist	51	56
B9)	571E	Racing Official Assistant	27	30
C9)	227F	Retail Clerk 1	29	32
D9)	227G	Retail Clerk 2	31	34
E9)	227H	Retail Clerk Lead	34	36
F9)	174E	Revenue Agent 1	43	45
G9)	399N	Risk Management Specialist 1	39	40
H9)	100S	Secretary	30	33
I9)	100U	Secretary Lead	36	37

	Class Code	Job Title	Current Salary Range	Proposed Salary Range
J9)	100T	Secretary Senior	33	35
K9)	385L	Security Guard 2	41	43
L9)	385M	Security Guard 3	43	45
M9)	681E	Sewing & Alterations Specialist 1	27	30
N9)	354K	Sex Offender Treatment Specialist	55	57
O9)	354L	Sex Offender Treatment Supervisor	59	61
P9)	674O	Snack Bar Lead	31	34
Q9)	349E	Social & Health Program Consultant 1	47	49
R9)	349H	Social & Health Program Consultant 4	62	64
S9)	702G	Sports Equipment Manager 1	30	32

Explanation

This is a result of the 2019-21Collective Bargaining Negotiations and Budget Process.

This information is entered into the Human Resources Management System (HRMS) and CC Jobs.
Director's Meeting Date 06/13/2019

ITEM 207

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	29232	29736	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376
	Monthly	2436	2478	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198
	Hourly	14.00	14.24	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38
	Standby	0.98	1.00	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29
31	Annual	29736	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264
	Monthly	2478	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272
	Hourly	14.24	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80
	Standby	1.00	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32
32	Annual	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152
	Monthly	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346
	Hourly	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23
	Standby	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35
33	Annual	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184
	Monthly	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432
	Hourly	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72
	Standby	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38
34	Annual	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132
	Monthly	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511
	Hourly	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18
	Standby	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41
35	Annual	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116
	Monthly	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593
	Hourly	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65
	Standby	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45
36	Annual	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184
	Monthly	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682
	Hourly	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16
	Standby	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48
37	Annual	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288
	Monthly	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774
	Hourly	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69
	Standby	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52
38	Annual	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452
	Monthly	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871
	Hourly	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25
	Standby	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 207

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568
	Monthly	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964
	Hourly	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78
	Standby	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59
40	Annual	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792
	Monthly	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066
	Hourly	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64
41	Annual	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932
	Monthly	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161
	Hourly	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91
	Standby	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67
42	Annual	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240
	Monthly	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270
	Hourly	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54
	Standby	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72
43	Annual	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536
	Monthly	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378
	Hourly	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16
	Standby	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76
44	Annual	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904
	Monthly	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492
	Hourly	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81
45	Annual	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200
	Monthly	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600
	Hourly	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44
	Standby	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85
46	Annual	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568
	Monthly	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714
	Hourly	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09
	Standby	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90
47	Annual	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948
	Monthly	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829
	Hourly	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75
	Standby	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94

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Higher Education

DRAFT

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48	Annual	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436
	Monthly	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953
	Hourly	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47
	Standby	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99
49	Annual	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924
	Monthly	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077
	Hourly	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18
	Standby	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04
50	Annual	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460
	Monthly	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205
	Hourly	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91
	Standby	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09
51	Annual	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008
	Monthly	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334
	Hourly	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66
	Standby	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15
52	Annual	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592
	Monthly	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466
	Hourly	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41
	Standby	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20
53	Annual	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248
	Monthly	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604
	Hourly	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21
	Standby	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25
54	Annual	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892
	Monthly	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741
	Hourly	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99
	Standby	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31
55	Annual	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632
	Monthly	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886
	Hourly	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83
	Standby	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37
56	Annual	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432
	Monthly	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036
	Hourly	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69
	Standby	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43

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57	Annual	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196
	Monthly	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183
	Hourly	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53
	Standby	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49
58	Annual	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128
	Monthly	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344
	Hourly	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46
	Standby	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55
59	Annual	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952
	Monthly	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496
	Hourly	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33
	Standby	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61
60	Annual	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944
	Monthly	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662
	Hourly	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29
	Standby	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68
61	Annual	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936
	Monthly	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828
	Hourly	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24
	Standby	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75
62	Annual	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964
	Monthly	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997
	Hourly	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21
	Standby	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81
63	Annual	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064
	Monthly	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172
	Hourly	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22
	Standby	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89
64	Annual	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236
	Monthly	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353
	Hourly	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26
	Standby	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96
65	Annual	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420
	Monthly	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535
	Hourly	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30
	Standby	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03

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66	Annual	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700
	Monthly	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725
	Hourly	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40
	Standby	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11
67	Annual	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016
	Monthly	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918
	Hourly	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51
	Standby	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19
68	Annual	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392
	Monthly	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116
	Hourly	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64
	Standby	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27
69	Annual	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816
	Monthly	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318
	Hourly	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80
	Standby	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35
70	Annual	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312
	Monthly	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526
	Hourly	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00
	Standby	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43
71	Annual	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892
	Monthly	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741
	Hourly	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24
	Standby	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52
72	Annual	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532
	Monthly	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961
	Hourly	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50
	Standby	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61
73	Annual	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184
	Monthly	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182
	Hourly	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77
	Standby	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69
74	Annual	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968
	Monthly	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414
	Hourly	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10
	Standby	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79

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75	Annual	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776
	Monthly	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648
	Hourly	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45
	Standby	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88
76	Annual	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656
	Monthly	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888
	Hourly	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83
	Standby	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98
77	Annual	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620
	Monthly	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135
	Hourly	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25
	Standby	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08
78	Annual	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692
	Monthly	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391
	Hourly	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72
	Standby	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18
79	Annual	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764
	Monthly	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647
	Hourly	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19
	Standby	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28
80	Annual	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968
	Monthly	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914
	Hourly	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72
	Standby	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39
81	Annual	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256
	Monthly	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188
	Hourly	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30
	Standby	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50
82	Annual	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580
	Monthly	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465
	Hourly	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89
	Standby	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61
83	Annual	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012
	Monthly	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751
	Hourly	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53
	Standby	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73

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General Government
Higher Education

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84	Annual	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576
	Monthly	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048
	Hourly	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24
	Standby	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85
85	Annual	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140
	Monthly	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345
	Hourly	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95
	Standby	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97
86	Annual	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896
	Monthly	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658
	Hourly	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75
	Standby	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09
87	Annual	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712
	Monthly	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976
	Hourly	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57
	Standby	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22
88	Annual	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576
	Monthly	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298
	Hourly	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43
	Standby	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35
89	Annual	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608
	Monthly	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634
	Hourly	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36
	Standby	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48
90	Annual	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652
	Monthly	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971
	Hourly	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29
	Standby	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62
91	Annual	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864
	Monthly	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322
	Hourly	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31
	Standby	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76
92	Annual	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136
	Monthly	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678
	Hourly	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36
	Standby	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90

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Higher Education

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93	Annual	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576
	Monthly	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048
	Hourly	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48
	Standby	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05
94	Annual	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064
	Monthly	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422
	Hourly	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63
	Standby	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20
95	Annual	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708
	Monthly	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809
	Hourly	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86
	Standby	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36
96	Annual	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472
	Monthly	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206
	Hourly	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14
	Standby	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52
97	Annual	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344
	Monthly	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612
	Hourly	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47
	Standby	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68
98	Annual	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324
	Monthly	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027
	Hourly	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86
	Standby	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85
99	Annual	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412
	Monthly	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451
	Hourly	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29
	Standby	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02
100	Annual	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656
	Monthly	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888
	Hourly	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80
	Standby	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20
101	Annual	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032
	Monthly	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336
	Hourly	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38
	Standby	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38

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102	Annual	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528
	Monthly	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794
	Hourly	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01
	Standby	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56
103	Annual	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168
	Monthly	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264
	Hourly	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71
	Standby	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75
104	Annual	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940
	Monthly	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745
	Hourly	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48
	Standby	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94
105	Annual	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856
	Monthly	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238
	Hourly	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31
	Standby	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14
106	Annual	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940
	Monthly	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745
	Hourly	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22
	Standby	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35
107	Annual	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168
	Monthly	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264
	Hourly	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21
	Standby	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55
108	Annual	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564
	Monthly	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797
	Hourly	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27
	Standby	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77
109	Annual	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080
	Monthly	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340
	Hourly	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39
	Standby	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99
110	Annual	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776
	Monthly	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898
	Hourly	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60
	Standby	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21

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111	Annual	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652
	Monthly	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471
	Hourly	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89
	Standby	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44
112	Annual	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696
	Monthly	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058
	Hourly	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26
	Standby	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68
113	Annual	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896
	Monthly	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658
	Hourly	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71
	Standby	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92
114	Annual	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300
	Monthly	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275
	Hourly	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26
	Standby	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17
115	Annual	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896
	Monthly	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908
	Hourly	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90
	Standby	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42
116	Annual	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660
	Monthly	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555
	Hourly	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61
	Standby	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68
117	Annual	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628
	Monthly	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219
	Hourly	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43
	Standby	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95
118	Annual	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800
	Monthly	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900
	Hourly	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34
	Standby	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22
119	Annual	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800	343164
	Monthly	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900	28597
	Hourly	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34	164.35
	Standby	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 207

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800	343164	351744
	Monthly	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900	28597	29312
	Hourly	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34	164.35	168.46
	Standby	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 208

Prepared by the Washington State Office of Financial Management — General Government

General Service 1 (GS1) Salary Schedule for Non-Represented Employees — Higher Education

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	29232	29232	29232	29376	30048	30720	31440	32160	32940	33672	34512	35316	36156
	Monthly	2436	2436	2436	2448	2504	2560	2620	2680	2745	2806	2876	2943	3013
	Hourly	14.00	14.00	14.00	14.07	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32
	Standby	0.98	0.98	0.98	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21
31	Annual	29232	29232	29376	30048	30720	31440	32160	32940	33672	34512	35316	36156	37008
	Monthly	2436	2436	2448	2504	2560	2620	2680	2745	2806	2876	2943	3013	3084
	Hourly	14.00	14.00	14.07	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72
	Standby	0.98	0.98	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24
32	Annual	29232	29376	30048	30720	31440	32160	32940	33672	34512	35316	36156	37008	37848
	Monthly	2436	2448	2504	2560	2620	2680	2745	2806	2876	2943	3013	3084	3154
	Hourly	14.00	14.07	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13
	Standby	0.98	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27
33	Annual	29376	30048	30720	31440	32160	32940	33672	34512	35316	36156	37008	37848	38808
	Monthly	2448	2504	2560	2620	2680	2745	2806	2876	2943	3013	3084	3154	3234
	Hourly	14.07	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59
	Standby	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30
34	Annual	30048	30720	31440	32160	32940	33672	34512	35316	36156	37008	37848	38808	39696
	Monthly	2504	2560	2620	2680	2745	2806	2876	2943	3013	3084	3154	3234	3308
	Hourly	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01
	Standby	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33
35	Annual	30720	31440	32160	32940	33672	34512	35316	36156	37008	37848	38808	39696	40632
	Monthly	2560	2620	2680	2745	2806	2876	2943	3013	3084	3154	3234	3308	3386
	Hourly	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46
	Standby	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36
36	Annual	31440	32160	32940	33672	34512	35316	36156	37008	37848	38808	39696	40632	41640
	Monthly	2620	2680	2745	2806	2876	2943	3013	3084	3154	3234	3308	3386	3470
	Hourly	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94
	Standby	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40
37	Annual	32160	32940	33672	34512	35316	36156	37008	37848	38808	39696	40632	41640	42684
	Monthly	2680	2745	2806	2876	2943	3013	3084	3154	3234	3308	3386	3470	3557
	Hourly	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44
	Standby	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43
38	Annual	32940	33672	34512	35316	36156	37008	37848	38808	39696	40632	41640	42684	43764
	Monthly	2745	2806	2876	2943	3013	3084	3154	3234	3308	3386	3470	3557	3647
	Hourly	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96
	Standby	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47
39	Annual	33672	34512	35316	36156	37008	37848	38808	39696	40632	41640	42684	43764	44832
	Monthly	2806	2876	2943	3013	3084	3154	3234	3308	3386	3470	3557	3647	3736
	Hourly	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47
	Standby	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 208

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
40	Annual	34512	35316	36156	37008	37848	38808	39696	40632	41640	42684	43764	44832	45996
	Monthly	2876	2943	3013	3084	3154	3234	3308	3386	3470	3557	3647	3736	3833
	Hourly	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03
	Standby	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54
41	Annual	35316	36156	37008	37848	38808	39696	40632	41640	42684	43764	44832	45996	47052
	Monthly	2943	3013	3084	3154	3234	3308	3386	3470	3557	3647	3736	3833	3921
	Hourly	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53
	Standby	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58
42	Annual	36156	37008	37848	38808	39696	40632	41640	42684	43764	44832	45996	47052	48288
	Monthly	3013	3084	3154	3234	3308	3386	3470	3557	3647	3736	3833	3921	4024
	Hourly	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62
43	Annual	37008	37848	38808	39696	40632	41640	42684	43764	44832	45996	47052	48288	49500
	Monthly	3084	3154	3234	3308	3386	3470	3557	3647	3736	3833	3921	4024	4125
	Hourly	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66
44	Annual	37848	38808	39696	40632	41640	42684	43764	44832	45996	47052	48288	49500	50784
	Monthly	3154	3234	3308	3386	3470	3557	3647	3736	3833	3921	4024	4125	4232
	Hourly	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70
45	Annual	38808	39696	40632	41640	42684	43764	44832	45996	47052	48288	49500	50784	52008
	Monthly	3234	3308	3386	3470	3557	3647	3736	3833	3921	4024	4125	4232	4334
	Hourly	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91
	Standby	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74
46	Annual	39696	40632	41640	42684	43764	44832	45996	47052	48288	49500	50784	52008	53304
	Monthly	3308	3386	3470	3557	3647	3736	3833	3921	4024	4125	4232	4334	4442
	Hourly	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53
	Standby	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79
47	Annual	40632	41640	42684	43764	44832	45996	47052	48288	49500	50784	52008	53304	54612
	Monthly	3386	3470	3557	3647	3736	3833	3921	4024	4125	4232	4334	4442	4551
	Hourly	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16
	Standby	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83
48	Annual	41640	42684	43764	44832	45996	47052	48288	49500	50784	52008	53304	54612	56016
	Monthly	3470	3557	3647	3736	3833	3921	4024	4125	4232	4334	4442	4551	4668
	Hourly	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83
	Standby	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88
49	Annual	42684	43764	44832	45996	47052	48288	49500	50784	52008	53304	54612	56016	57396
	Monthly	3557	3647	3736	3833	3921	4024	4125	4232	4334	4442	4551	4668	4783
	Hourly	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49
	Standby	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92

Standby rate is equal to 7% of the hourly rate
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ITEM 208

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
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3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
50	Annual	43764	44832	45996	47052	48288	49500	50784	52008	53304	54612	56016	57396	58860
	Monthly	3647	3736	3833	3921	4024	4125	4232	4334	4442	4551	4668	4783	4905
	Hourly	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19
	Standby	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97
51	Annual	44832	45996	47052	48288	49500	50784	52008	53304	54612	56016	57396	58860	60300
	Monthly	3736	3833	3921	4024	4125	4232	4334	4442	4551	4668	4783	4905	5025
	Hourly	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88
	Standby	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02
52	Annual	45996	47052	48288	49500	50784	52008	53304	54612	56016	57396	58860	60300	61812
	Monthly	3833	3921	4024	4125	4232	4334	4442	4551	4668	4783	4905	5025	5151
	Hourly	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60
	Standby	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07
53	Annual	47052	48288	49500	50784	52008	53304	54612	56016	57396	58860	60300	61812	63360
	Monthly	3921	4024	4125	4232	4334	4442	4551	4668	4783	4905	5025	5151	5280
	Hourly	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34
	Standby	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12
54	Annual	48288	49500	50784	52008	53304	54612	56016	57396	58860	60300	61812	63360	64932
	Monthly	4024	4125	4232	4334	4442	4551	4668	4783	4905	5025	5151	5280	5411
	Hourly	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10
	Standby	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18
55	Annual	49500	50784	52008	53304	54612	56016	57396	58860	60300	61812	63360	64932	66564
	Monthly	4125	4232	4334	4442	4551	4668	4783	4905	5025	5151	5280	5411	5547
	Hourly	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88
	Standby	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23
56	Annual	50784	52008	53304	54612	56016	57396	58860	60300	61812	63360	64932	66564	68256
	Monthly	4232	4334	4442	4551	4668	4783	4905	5025	5151	5280	5411	5547	5688
	Hourly	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69
	Standby	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29
57	Annual	52008	53304	54612	56016	57396	58860	60300	61812	63360	64932	66564	68256	69924
	Monthly	4334	4442	4551	4668	4783	4905	5025	5151	5280	5411	5547	5688	5827
	Hourly	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49
	Standby	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34
58	Annual	53304	54612	56016	57396	58860	60300	61812	63360	64932	66564	68256	69924	71736
	Monthly	4442	4551	4668	4783	4905	5025	5151	5280	5411	5547	5688	5827	5978
	Hourly	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36
	Standby	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40
59	Annual	54612	56016	57396	58860	60300	61812	63360	64932	66564	68256	69924	71736	73452
	Monthly	4551	4668	4783	4905	5025	5151	5280	5411	5547	5688	5827	5978	6121
	Hourly	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18
	Standby	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46

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ITEM 208

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
60	Annual	56016	57396	58860	60300	61812	63360	64932	66564	68256	69924	71736	73452	75336
	Monthly	4668	4783	4905	5025	5151	5280	5411	5547	5688	5827	5978	6121	6278
	Hourly	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08
	Standby	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53
61	Annual	57396	58860	60300	61812	63360	64932	66564	68256	69924	71736	73452	75336	77208
	Monthly	4783	4905	5025	5151	5280	5411	5547	5688	5827	5978	6121	6278	6434
	Hourly	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98
	Standby	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59
62	Annual	58860	60300	61812	63360	64932	66564	68256	69924	71736	73452	75336	77208	79116
	Monthly	4905	5025	5151	5280	5411	5547	5688	5827	5978	6121	6278	6434	6593
	Hourly	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89
	Standby	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65
63	Annual	60300	61812	63360	64932	66564	68256	69924	71736	73452	75336	77208	79116	81096
	Monthly	5025	5151	5280	5411	5547	5688	5827	5978	6121	6278	6434	6593	6758
	Hourly	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84
	Standby	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72
64	Annual	61812	63360	64932	66564	68256	69924	71736	73452	75336	77208	79116	81096	83148
	Monthly	5151	5280	5411	5547	5688	5827	5978	6121	6278	6434	6593	6758	6929
	Hourly	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82
	Standby	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79
65	Annual	63360	64932	66564	68256	69924	71736	73452	75336	77208	79116	81096	83148	85212
	Monthly	5280	5411	5547	5688	5827	5978	6121	6278	6434	6593	6758	6929	7101
	Hourly	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81
	Standby	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86
66	Annual	64932	66564	68256	69924	71736	73452	75336	77208	79116	81096	83148	85212	87360
	Monthly	5411	5547	5688	5827	5978	6121	6278	6434	6593	6758	6929	7101	7280
	Hourly	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84
	Standby	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93
67	Annual	66564	68256	69924	71736	73452	75336	77208	79116	81096	83148	85212	87360	89520
	Monthly	5547	5688	5827	5978	6121	6278	6434	6593	6758	6929	7101	7280	7460
	Hourly	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87
	Standby	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00
68	Annual	68256	69924	71736	73452	75336	77208	79116	81096	83148	85212	87360	89520	91776
	Monthly	5688	5827	5978	6121	6278	6434	6593	6758	6929	7101	7280	7460	7648
	Hourly	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95
	Standby	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08
69	Annual	69924	71736	73452	75336	77208	79116	81096	83148	85212	87360	89520	91776	94068
	Monthly	5827	5978	6121	6278	6434	6593	6758	6929	7101	7280	7460	7648	7839
	Hourly	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05
	Standby	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15

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3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
70	Annual	71736	73452	75336	77208	79116	81096	83148	85212	87360	89520	91776	94068	96420
	Monthly	5978	6121	6278	6434	6593	6758	6929	7101	7280	7460	7648	7839	8035
	Hourly	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18
	Standby	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23
71	Annual	73452	75336	77208	79116	81096	83148	85212	87360	89520	91776	94068	96420	98844
	Monthly	6121	6278	6434	6593	6758	6929	7101	7280	7460	7648	7839	8035	8237
	Hourly	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34
	Standby	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31
72	Annual	75336	77208	79116	81096	83148	85212	87360	89520	91776	94068	96420	98844	101328
	Monthly	6278	6434	6593	6758	6929	7101	7280	7460	7648	7839	8035	8237	8444
	Hourly	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53
	Standby	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40
73	Annual	77208	79116	81096	83148	85212	87360	89520	91776	94068	96420	98844	101328	103836
	Monthly	6434	6593	6758	6929	7101	7280	7460	7648	7839	8035	8237	8444	8653
	Hourly	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73
	Standby	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48
74	Annual	79116	81096	83148	85212	87360	89520	91776	94068	96420	98844	101328	103836	106452
	Monthly	6593	6758	6929	7101	7280	7460	7648	7839	8035	8237	8444	8653	8871
	Hourly	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98
	Standby	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57
75	Annual	81096	83148	85212	87360	89520	91776	94068	96420	98844	101328	103836	106452	109092
	Monthly	6758	6929	7101	7280	7460	7648	7839	8035	8237	8444	8653	8871	9091
	Hourly	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25
	Standby	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66
76	Annual	83148	85212	87360	89520	91776	94068	96420	98844	101328	103836	106452	109092	111804
	Monthly	6929	7101	7280	7460	7648	7839	8035	8237	8444	8653	8871	9091	9317
	Hourly	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55
	Standby	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75
77	Annual	85212	87360	89520	91776	94068	96420	98844	101328	103836	106452	109092	111804	114612
	Monthly	7101	7280	7460	7648	7839	8035	8237	8444	8653	8871	9091	9317	9551
	Hourly	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89
	Standby	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84
78	Annual	87360	89520	91776	94068	96420	98844	101328	103836	106452	109092	111804	114612	117492
	Monthly	7280	7460	7648	7839	8035	8237	8444	8653	8871	9091	9317	9551	9791
	Hourly	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27
	Standby	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94
79	Annual	89520	91776	94068	96420	98844	101328	103836	106452	109092	111804	114612	117492	120384
	Monthly	7460	7648	7839	8035	8237	8444	8653	8871	9091	9317	9551	9791	10032
	Hourly	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66
	Standby	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04

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80	Annual	91776	94068	96420	98844	101328	103836	106452	109092	111804	114612	117492	120384	123408
	Monthly	7648	7839	8035	8237	8444	8653	8871	9091	9317	9551	9791	10032	10284
	Hourly	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10
	Standby	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14
81	Annual	94068	96420	98844	101328	103836	106452	109092	111804	114612	117492	120384	123408	126504
	Monthly	7839	8035	8237	8444	8653	8871	9091	9317	9551	9791	10032	10284	10542
	Hourly	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59
	Standby	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24
82	Annual	96420	98844	101328	103836	106452	109092	111804	114612	117492	120384	123408	126504	129648
	Monthly	8035	8237	8444	8653	8871	9091	9317	9551	9791	10032	10284	10542	10804
	Hourly	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09
	Standby	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35
83	Annual	98844	101328	103836	106452	109092	111804	114612	117492	120384	123408	126504	129648	132888
	Monthly	8237	8444	8653	8871	9091	9317	9551	9791	10032	10284	10542	10804	11074
	Hourly	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64
	Standby	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46
84	Annual	101328	103836	106452	109092	111804	114612	117492	120384	123408	126504	129648	132888	136248
	Monthly	8444	8653	8871	9091	9317	9551	9791	10032	10284	10542	10804	11074	11354
	Hourly	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25
	Standby	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57
85	Annual	103836	106452	109092	111804	114612	117492	120384	123408	126504	129648	132888	136248	139596
	Monthly	8653	8871	9091	9317	9551	9791	10032	10284	10542	10804	11074	11354	11633
	Hourly	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86
	Standby	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68
86	Annual	106452	109092	111804	114612	117492	120384	123408	126504	129648	132888	136248	139596	143124
	Monthly	8871	9091	9317	9551	9791	10032	10284	10542	10804	11074	11354	11633	11927
	Hourly	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55
	Standby	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80
87	Annual	109092	111804	114612	117492	120384	123408	126504	129648	132888	136248	139596	143124	146736
	Monthly	9091	9317	9551	9791	10032	10284	10542	10804	11074	11354	11633	11927	12228
	Hourly	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28
	Standby	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92
88	Annual	111804	114612	117492	120384	123408	126504	129648	132888	136248	139596	143124	146736	150384
	Monthly	9317	9551	9791	10032	10284	10542	10804	11074	11354	11633	11927	12228	12532
	Hourly	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02
	Standby	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04
89	Annual	114612	117492	120384	123408	126504	129648	132888	136248	139596	143124	146736	150384	154176
	Monthly	9551	9791	10032	10284	10542	10804	11074	11354	11633	11927	12228	12532	12848
	Hourly	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84
	Standby	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17

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90	Annual	117492	120384	123408	126504	129648	132888	136248	139596	143124	146736	150384	154176	157968
	Monthly	9791	10032	10284	10542	10804	11074	11354	11633	11927	12228	12532	12848	13164
	Hourly	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66
	Standby	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30
91	Annual	120384	123408	126504	129648	132888	136248	139596	143124	146736	150384	154176	157968	161952
	Monthly	10032	10284	10542	10804	11074	11354	11633	11927	12228	12532	12848	13164	13496
	Hourly	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56
	Standby	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43
92	Annual	123408	126504	129648	132888	136248	139596	143124	146736	150384	154176	157968	161952	165972
	Monthly	10284	10542	10804	11074	11354	11633	11927	12228	12532	12848	13164	13496	13831
	Hourly	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49
	Standby	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56
93	Annual	126504	129648	132888	136248	139596	143124	146736	150384	154176	157968	161952	165972	170172
	Monthly	10542	10804	11074	11354	11633	11927	12228	12532	12848	13164	13496	13831	14181
	Hourly	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50
	Standby	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71
94	Annual	129648	132888	136248	139596	143124	146736	150384	154176	157968	161952	165972	170172	174384
	Monthly	10804	11074	11354	11633	11927	12228	12532	12848	13164	13496	13831	14181	14532
	Hourly	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52
	Standby	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85
95	Annual	132888	136248	139596	143124	146736	150384	154176	157968	161952	165972	170172	174384	178776
	Monthly	11074	11354	11633	11927	12228	12532	12848	13164	13496	13831	14181	14532	14898
	Hourly	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62
	Standby	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99
96	Annual	136248	139596	143124	146736	150384	154176	157968	161952	165972	170172	174384	178776	183252
	Monthly	11354	11633	11927	12228	12532	12848	13164	13496	13831	14181	14532	14898	15271
	Hourly	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76
	Standby	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14
97	Annual	139596	143124	146736	150384	154176	157968	161952	165972	170172	174384	178776	183252	187848
	Monthly	11633	11927	12228	12532	12848	13164	13496	13831	14181	14532	14898	15271	15654
	Hourly	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97
	Standby	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30
98	Annual	143124	146736	150384	154176	157968	161952	165972	170172	174384	178776	183252	187848	192528
	Monthly	11927	12228	12532	12848	13164	13496	13831	14181	14532	14898	15271	15654	16044
	Hourly	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21
	Standby	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45
99	Annual	146736	150384	154176	157968	161952	165972	170172	174384	178776	183252	187848	192528	197340
	Monthly	12228	12532	12848	13164	13496	13831	14181	14532	14898	15271	15654	16044	16445
	Hourly	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51
	Standby	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 208

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
100	Annual	150384	154176	157968	161952	165972	170172	174384	178776	183252	187848	192528	197340	202272
	Monthly	12532	12848	13164	13496	13831	14181	14532	14898	15271	15654	16044	16445	16856
	Hourly	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87
	Standby	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78
101	Annual	154176	157968	161952	165972	170172	174384	178776	183252	187848	192528	197340	202272	207336
	Monthly	12848	13164	13496	13831	14181	14532	14898	15271	15654	16044	16445	16856	17278
	Hourly	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30
	Standby	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95
102	Annual	157968	161952	165972	170172	174384	178776	183252	187848	192528	197340	202272	207336	212520
	Monthly	13164	13496	13831	14181	14532	14898	15271	15654	16044	16445	16856	17278	17710
	Hourly	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78
	Standby	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12
103	Annual	161952	165972	170172	174384	178776	183252	187848	192528	197340	202272	207336	212520	217836
	Monthly	13496	13831	14181	14532	14898	15271	15654	16044	16445	16856	17278	17710	18153
	Hourly	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33
	Standby	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30
104	Annual	165972	170172	174384	178776	183252	187848	192528	197340	202272	207336	212520	217836	223272
	Monthly	13831	14181	14532	14898	15271	15654	16044	16445	16856	17278	17710	18153	18606
	Hourly	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93
	Standby	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49
105	Annual	170172	174384	178776	183252	187848	192528	197340	202272	207336	212520	217836	223272	228852
	Monthly	14181	14532	14898	15271	15654	16044	16445	16856	17278	17710	18153	18606	19071
	Hourly	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60
	Standby	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67
106	Annual	174384	178776	183252	187848	192528	197340	202272	207336	212520	217836	223272	228852	234576
	Monthly	14532	14898	15271	15654	16044	16445	16856	17278	17710	18153	18606	19071	19548
	Hourly	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34
	Standby	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86
107	Annual	178776	183252	187848	192528	197340	202272	207336	212520	217836	223272	228852	234576	240456
	Monthly	14898	15271	15654	16044	16445	16856	17278	17710	18153	18606	19071	19548	20038
	Hourly	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16
	Standby	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06
108	Annual	183252	187848	192528	197340	202272	207336	212520	217836	223272	228852	234576	240456	246468
	Monthly	15271	15654	16044	16445	16856	17278	17710	18153	18606	19071	19548	20038	20539
	Hourly	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04
	Standby	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26
109	Annual	187848	192528	197340	202272	207336	212520	217836	223272	228852	234576	240456	246468	252612
	Monthly	15654	16044	16445	16856	17278	17710	18153	18606	19071	19548	20038	20539	21051
	Hourly	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98
	Standby	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47

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ITEM 208

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Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
110	Annual	192528	197340	202272	207336	212520	217836	223272	228852	234576	240456	246468	252612	258924
	Monthly	16044	16445	16856	17278	17710	18153	18606	19071	19548	20038	20539	21051	21577
	Hourly	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01
	Standby	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68
111	Annual	197340	202272	207336	212520	217836	223272	228852	234576	240456	246468	252612	258924	265404
	Monthly	16445	16856	17278	17710	18153	18606	19071	19548	20038	20539	21051	21577	22117
	Hourly	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11
	Standby	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90
112	Annual	202272	207336	212520	217836	223272	228852	234576	240456	246468	252612	258924	265404	272040
	Monthly	16856	17278	17710	18153	18606	19071	19548	20038	20539	21051	21577	22117	22670
	Hourly	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29
	Standby	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12
113	Annual	207336	212520	217836	223272	228852	234576	240456	246468	252612	258924	265404	272040	278844
	Monthly	17278	17710	18153	18606	19071	19548	20038	20539	21051	21577	22117	22670	23237
	Hourly	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55
	Standby	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35
114	Annual	212520	217836	223272	228852	234576	240456	246468	252612	258924	265404	272040	278844	285816
	Monthly	17710	18153	18606	19071	19548	20038	20539	21051	21577	22117	22670	23237	23818
	Hourly	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89
	Standby	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58
115	Annual	217836	223272	228852	234576	240456	246468	252612	258924	265404	272040	278844	285816	292956
	Monthly	18153	18606	19071	19548	20038	20539	21051	21577	22117	22670	23237	23818	24413
	Hourly	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30
	Standby	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82
116	Annual	223272	228852	234576	240456	246468	252612	258924	265404	272040	278844	285816	292956	300288
	Monthly	18606	19071	19548	20038	20539	21051	21577	22117	22670	23237	23818	24413	25024
	Hourly	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82
	Standby	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07
117	Annual	228852	234576	240456	246468	252612	258924	265404	272040	278844	285816	292956	300288	307788
	Monthly	19071	19548	20038	20539	21051	21577	22117	22670	23237	23818	24413	25024	25649
	Hourly	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82	147.41
	Standby	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32
118	Annual	234576	240456	246468	252612	258924	265404	272040	278844	285816	292956	300288	307788	315492
	Monthly	19548	20038	20539	21051	21577	22117	22670	23237	23818	24413	25024	25649	26291
	Hourly	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82	147.41	151.10
	Standby	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58
119	Annual	240456	246468	252612	258924	265404	272040	278844	285816	292956	300288	307788	315492	323376
	Monthly	20038	20539	21051	21577	22117	22670	23237	23818	24413	25024	25649	26291	26948
	Hourly	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82	147.41	151.10	154.87
	Standby	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84

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Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
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3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	246468	252612	258924	265404	272040	278844	285816	292956	300288	307788	315492	323376	331464
	Monthly	20539	21051	21577	22117	22670	23237	23818	24413	25024	25649	26291	26948	27622
	Hourly	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82	147.41	151.10	154.87	158.75
	Standby	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.11

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*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 209

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
01IT	Annual	53688	55044	56412	57816	59268	60744	62268	63828	65424	67056	68736	70452	72216
	Monthly	4474	4587	4701	4818	4939	5062	5189	5319	5452	5588	5728	5871	6018
	Hourly	25.71	26.36	27.02	27.69	28.39	29.09	29.82	30.57	31.33	32.11	32.92	33.74	34.59
	Standby	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42
02IT	Annual	57708	59160	60636	62160	63720	65316	66936	68616	70332	72084	73884	75732	77616
	Monthly	4809	4930	5053	5180	5310	5443	5578	5718	5861	6007	6157	6311	6468
	Hourly	27.64	28.33	29.04	29.77	30.52	31.28	32.06	32.86	33.68	34.52	35.39	36.27	37.17
	Standby	1.93	1.98	2.03	2.08	2.14	2.19	2.24	2.30	2.36	2.42	2.48	2.54	2.60
03IT	Annual	62052	63600	65196	66828	68496	70212	71976	73776	75624	77508	79452	81444	83484
	Monthly	5171	5300	5433	5569	5708	5851	5998	6148	6302	6459	6621	6787	6957
	Hourly	29.72	30.46	31.22	32.01	32.80	33.63	34.47	35.33	36.22	37.12	38.05	39.01	39.98
	Standby	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80
04IT	Annual	66696	68364	70068	71820	73620	75456	77352	79272	81252	83280	85356	87492	89688
	Monthly	5558	5697	5839	5985	6135	6288	6446	6606	6771	6940	7113	7291	7474
	Hourly	31.94	32.74	33.56	34.40	35.26	36.14	37.05	37.97	38.91	39.89	40.88	41.90	42.95
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01
05IT	Annual	71700	73488	75336	77208	79140	81120	83148	85224	87348	89532	91776	94068	96420
	Monthly	5975	6124	6278	6434	6595	6760	6929	7102	7279	7461	7648	7839	8035
	Hourly	34.34	35.20	36.08	36.98	37.90	38.85	39.82	40.82	41.83	42.88	43.95	45.05	46.18
	Standby	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23
06IT	Annual	75288	77160	79092	81072	83100	85176	87300	89484	91728	94020	96372	98784	101256
	Monthly	6274	6430	6591	6756	6925	7098	7275	7457	7644	7835	8031	8232	8438
	Hourly	36.06	36.95	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.16	47.31	48.49
	Standby	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.39
07IT	Annual	79044	81024	83052	85128	87252	89424	91656	93948	96300	98712	101184	103716	106308
	Monthly	6587	6752	6921	7094	7271	7452	7638	7829	8025	8226	8432	8643	8859
	Hourly	37.86	38.80	39.78	40.77	41.79	42.83	43.90	44.99	46.12	47.28	48.46	49.67	50.91
	Standby	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56
08IT	Annual	82992	85068	87204	89376	91608	93900	96252	98652	101124	103668	106260	108912	111636
	Monthly	6916	7089	7267	7448	7634	7825	8021	8221	8427	8639	8855	9076	9303
	Hourly	39.75	40.74	41.76	42.80	43.87	44.97	46.10	47.25	48.43	49.65	50.89	52.16	53.47
	Standby	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74
09IT	Annual	87156	89328	91560	93852	96192	98604	101064	103584	106188	108840	111564	114360	117204
	Monthly	7263	7444	7630	7821	8016	8217	8422	8632	8849	9070	9297	9530	9767
	Hourly	41.74	42.78	43.85	44.95	46.07	47.22	48.40	49.61	50.86	52.13	53.43	54.77	56.13
	Standby	2.92	2.99	3.07	3.15	3.22	3.31	3.39	3.47	3.56	3.65	3.74	3.83	3.93

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 209

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
10IT	Annual	91500	93792	96132	98532	100992	103512	106104	108756	111480	114252	117108	120036	123048
	Monthly	7625	7816	8011	8211	8416	8626	8842	9063	9290	9521	9759	10003	10254
	Hourly	43.82	44.92	46.04	47.19	48.37	49.57	50.82	52.09	53.39	54.72	56.09	57.49	58.93
	Standby	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13
11IT	Annual	96084	98484	100944	103464	106044	108708	111420	114204	117060	119988	123000	126072	129228
	Monthly	8007	8207	8412	8622	8837	9059	9285	9517	9755	9999	10250	10506	10769
	Hourly	46.02	47.17	48.34	49.55	50.79	52.06	53.36	54.70	56.06	57.47	58.91	60.38	61.89
	Standby	3.22	3.30	3.38	3.47	3.56	3.64	3.74	3.83	3.92	4.02	4.12	4.23	4.33

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 210

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

Years of Experience

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	0 STEP E	STEP F	1 STEP G	STEP H	2 STEP I	STEP J	3 STEP K	4 STEP L	5 STEP M	6 STEP N	7 STEP O	8 STEP P	12 STEP Q	15 STEP R	18 STEP S	20 STEP T	26 STEP U
39EN	Annual	35976	36828	37740	38604	39516	40440	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356
	Monthly	2998	3069	3145	3217	3293	3370	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863
	Hourly	17.23	17.64	18.07	18.49	18.93	19.37	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95
	Standby	1.21	1.23	1.27	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96
41EN	Annual	37740	38604	39516	40440	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356
	Monthly	3145	3217	3293	3370	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113
	Hourly	18.07	18.49	18.93	19.37	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39
	Standby	1.27	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06
48EN	Annual	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900
	Monthly	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075
	Hourly	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91
	Standby	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44

Years of Experience

		0 A	B	1 C	D	2 E	F	3 G	H	4 I	J	5 K	6 L	7 M	8 N	9 O	10 P	12 Q	15 R	18 S	20 T	26 U
45N	Annual	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668
	Monthly	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639
	Hourly	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41
	Standby	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27
47N	Annual	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124
	Monthly	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927
	Hourly	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06
	Standby	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38
49N	Annual	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688
	Monthly	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224
	Hourly	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 210

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
50N	Annual	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608
	Monthly	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384
	Hourly	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57
51N	Annual	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504
	Monthly	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542
	Hourly	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63
52N	Annual	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448
	Monthly	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704
	Hourly	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70
53N	Annual	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500
	Monthly	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875
	Hourly	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77
54N	Annual	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516
	Monthly	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043
	Hourly	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83
55N	Annual	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628
	Monthly	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219
	Hourly	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49
	Standby	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90
56N	Annual	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776
	Monthly	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398
	Hourly	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52
	Standby	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 210

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
57N	Annual	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008
	Monthly	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584
	Hourly	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59
	Standby	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05
58N	Annual	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300
	Monthly	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775
	Hourly	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68
	Standby	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13
59N	Annual	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640
	Monthly	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970
	Hourly	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80
	Standby	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21
60N	Annual	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040
	Monthly	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170
	Hourly	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95
	Standby	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29
61N	Annual	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512
	Monthly	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376
	Hourly	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14
	Standby	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37
62N	Annual	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008
	Monthly	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584
	Hourly	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33
	Standby	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45
63N	Annual	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588
	Monthly	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799
	Hourly	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57
	Standby	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 210

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
64N	Annual	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252
	Monthly	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021
	Hourly	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84
	Standby	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
65N	Annual	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952
	Monthly	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246
	Hourly	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14
	Standby	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72
66N	Annual	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724
	Monthly	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477
	Hourly	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47
	Standby	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81
67N	Annual	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568
	Monthly	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714
	Hourly	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83
	Standby	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91
68N	Annual	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484
	Monthly	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957
	Hourly	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22
	Standby	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01
69N	Annual	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472
	Monthly	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206
	Hourly	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66
	Standby	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11
70N	Annual	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544
	Monthly	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462
	Hourly	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13
	Standby	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21

Standby rate is equal to 7% of the hourly rate
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ITEM 210

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
71N	Annual	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676
	Monthly	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723
	Hourly	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63
	Standby	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31
72N	Annual	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892
	Monthly	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991
	Hourly	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17
	Standby	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42
73N	Annual	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192
	Monthly	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266
	Hourly	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75
	Standby	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53
74N	Annual	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564
	Monthly	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547
	Hourly	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36
	Standby	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65
75N	Annual	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032
	Monthly	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836
	Hourly	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02
	Standby	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76
76N	Annual	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572
	Monthly	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131
	Hourly	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72
	Standby	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88
77N	Annual	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208
	Monthly	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434
	Hourly	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00

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N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2019
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
78N	Annual	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940
	Monthly	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745
	Hourly	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13
79N	Annual	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756
	Monthly	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063
	Hourly	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26
80N	Annual	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680
	Monthly	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390
	Hourly	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39
81N	Annual	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700
	Monthly	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725
	Hourly	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52
82N	Annual	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816
	Monthly	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068
	Hourly	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66
83N	Annual	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028
	Monthly	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419
	Hourly	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87
	Standby	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80

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3% Increase

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DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
84N	Annual	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348
	Monthly	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779
	Hourly	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94
	Standby	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95
85N	Annual	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348	181788
	Monthly	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779	15149
	Hourly	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94	87.06
	Standby	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95	6.09
86N	Annual	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348	181788	186336
	Monthly	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779	15149	15528
	Hourly	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94	87.06	89.24
	Standby	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95	6.09	6.25

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Higher Ed. (see CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	29232	29736	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376
	Monthly	2436	2478	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198
	Hourly	14.00	14.24	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38
	Standby	0.98	1.00	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29
31	Annual	29736	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264
	Monthly	2478	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272
	Hourly	14.24	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80
	Standby	1.00	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32
32	Annual	30432	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152
	Monthly	2536	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346
	Hourly	14.57	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23
	Standby	1.02	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35
33	Annual	31188	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184
	Monthly	2599	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432
	Hourly	14.94	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72
	Standby	1.05	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38
34	Annual	31896	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132
	Monthly	2658	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511
	Hourly	15.28	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18
	Standby	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41
35	Annual	32604	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116
	Monthly	2717	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593
	Hourly	15.61	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65
	Standby	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45
36	Annual	33372	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184
	Monthly	2781	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682
	Hourly	15.98	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16
	Standby	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48
37	Annual	34128	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288
	Monthly	2844	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774
	Hourly	16.34	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69
	Standby	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52
38	Annual	34944	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452
	Monthly	2912	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871
	Hourly	16.74	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25
	Standby	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56
39	Annual	35736	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568
	Monthly	2978	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964
	Hourly	17.11	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78
	Standby	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59

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40	Annual	36624	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792
	Monthly	3052	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066
	Hourly	17.54	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64
41	Annual	37464	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932
	Monthly	3122	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161
	Hourly	17.94	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91
	Standby	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67
42	Annual	38376	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240
	Monthly	3198	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270
	Hourly	18.38	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54
	Standby	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72
43	Annual	39264	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536
	Monthly	3272	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378
	Hourly	18.80	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16
	Standby	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76
44	Annual	40152	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904
	Monthly	3346	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492
	Hourly	19.23	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81
45	Annual	41184	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200
	Monthly	3432	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600
	Hourly	19.72	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44
	Standby	1.38	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85
46	Annual	42132	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568
	Monthly	3511	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714
	Hourly	20.18	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09
	Standby	1.41	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90
47	Annual	43116	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948
	Monthly	3593	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829
	Hourly	20.65	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75
	Standby	1.45	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94
48	Annual	44184	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436
	Monthly	3682	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953
	Hourly	21.16	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47
	Standby	1.48	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99
49	Annual	45288	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924
	Monthly	3774	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077
	Hourly	21.69	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18
	Standby	1.52	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04

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50	Annual	46452	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460
	Monthly	3871	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205
	Hourly	22.25	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91
	Standby	1.56	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09
51	Annual	47568	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008
	Monthly	3964	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334
	Hourly	22.78	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66
	Standby	1.59	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15
52	Annual	48792	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592
	Monthly	4066	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466
	Hourly	23.37	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41
	Standby	1.64	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20
53	Annual	49932	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248
	Monthly	4161	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604
	Hourly	23.91	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21
	Standby	1.67	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25
54	Annual	51240	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892
	Monthly	4270	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741
	Hourly	24.54	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99
	Standby	1.72	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31
55	Annual	52536	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632
	Monthly	4378	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886
	Hourly	25.16	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83
	Standby	1.76	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37
56	Annual	53904	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432
	Monthly	4492	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036
	Hourly	25.82	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69
	Standby	1.81	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43
57	Annual	55200	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196
	Monthly	4600	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183
	Hourly	26.44	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53
	Standby	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49
58	Annual	56568	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128
	Monthly	4714	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344
	Hourly	27.09	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46
	Standby	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55
59	Annual	57948	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952
	Monthly	4829	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496
	Hourly	27.75	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33
	Standby	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61

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60	Annual	59436	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944
	Monthly	4953	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662
	Hourly	28.47	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29
	Standby	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68
61	Annual	60924	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936
	Monthly	5077	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828
	Hourly	29.18	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24
	Standby	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75
62	Annual	62460	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964
	Monthly	5205	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997
	Hourly	29.91	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21
	Standby	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81
63	Annual	64008	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064
	Monthly	5334	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172
	Hourly	30.66	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22
	Standby	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89
64	Annual	65592	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236
	Monthly	5466	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353
	Hourly	31.41	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26
	Standby	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96
65	Annual	67248	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420
	Monthly	5604	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535
	Hourly	32.21	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30
	Standby	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03
66	Annual	68892	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700
	Monthly	5741	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725
	Hourly	32.99	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40
	Standby	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11
67	Annual	70632	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016
	Monthly	5886	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918
	Hourly	33.83	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51
	Standby	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19
68	Annual	72432	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392
	Monthly	6036	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116
	Hourly	34.69	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64
	Standby	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27
69	Annual	74196	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816
	Monthly	6183	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318
	Hourly	35.53	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80
	Standby	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
70	Annual	76128	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312
	Monthly	6344	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526
	Hourly	36.46	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00
	Standby	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43
71	Annual	77952	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892
	Monthly	6496	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741
	Hourly	37.33	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24
	Standby	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52
72	Annual	79944	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532
	Monthly	6662	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961
	Hourly	38.29	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50
	Standby	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61
73	Annual	81936	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184
	Monthly	6828	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182
	Hourly	39.24	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77
	Standby	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69
74	Annual	83964	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968
	Monthly	6997	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414
	Hourly	40.21	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10
	Standby	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79
75	Annual	86064	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776
	Monthly	7172	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648
	Hourly	41.22	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45
	Standby	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88
76	Annual	88236	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656
	Monthly	7353	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888
	Hourly	42.26	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83
	Standby	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98
77	Annual	90420	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620
	Monthly	7535	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135
	Hourly	43.30	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25
	Standby	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08
78	Annual	92700	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692
	Monthly	7725	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391
	Hourly	44.40	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72
	Standby	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18
79	Annual	95016	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764
	Monthly	7918	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647
	Hourly	45.51	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19
	Standby	3.19	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
80	Annual	97392	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968
	Monthly	8116	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914
	Hourly	46.64	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72
	Standby	3.27	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39
81	Annual	99816	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256
	Monthly	8318	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188
	Hourly	47.80	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30
	Standby	3.35	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50
82	Annual	102312	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580
	Monthly	8526	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465
	Hourly	49.00	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89
	Standby	3.43	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61
83	Annual	104892	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012
	Monthly	8741	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751
	Hourly	50.24	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53
	Standby	3.52	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73
84	Annual	107532	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576
	Monthly	8961	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048
	Hourly	51.50	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24
	Standby	3.61	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85
85	Annual	110184	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140
	Monthly	9182	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345
	Hourly	52.77	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95
	Standby	3.69	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97
86	Annual	112968	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896
	Monthly	9414	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658
	Hourly	54.10	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75
	Standby	3.79	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09
87	Annual	115776	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712
	Monthly	9648	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976
	Hourly	55.45	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57
	Standby	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22
88	Annual	118656	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576
	Monthly	9888	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298
	Hourly	56.83	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43
	Standby	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35
89	Annual	121620	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608
	Monthly	10135	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634
	Hourly	58.25	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36
	Standby	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48

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90	Annual	124692	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652
	Monthly	10391	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971
	Hourly	59.72	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29
	Standby	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62
91	Annual	127764	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864
	Monthly	10647	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322
	Hourly	61.19	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31
	Standby	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76
92	Annual	130968	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136
	Monthly	10914	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678
	Hourly	62.72	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36
	Standby	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90
93	Annual	134256	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576
	Monthly	11188	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048
	Hourly	64.30	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48
	Standby	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05
94	Annual	137580	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064
	Monthly	11465	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422
	Hourly	65.89	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63
	Standby	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20
95	Annual	141012	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708
	Monthly	11751	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809
	Hourly	67.53	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86
	Standby	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36
96	Annual	144576	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472
	Monthly	12048	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206
	Hourly	69.24	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14
	Standby	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52
97	Annual	148140	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344
	Monthly	12345	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612
	Hourly	70.95	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47
	Standby	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68
98	Annual	151896	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324
	Monthly	12658	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027
	Hourly	72.75	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86
	Standby	5.09	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85
99	Annual	155712	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412
	Monthly	12976	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451
	Hourly	74.57	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29
	Standby	5.22	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 211

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WFSE - GG
WPEA - GG
WAFWP
PTE Local 17
Coalition
Higher Ed. (see CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
100	Annual	159576	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656
	Monthly	13298	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888
	Hourly	76.43	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80
	Standby	5.35	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20
101	Annual	163608	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032
	Monthly	13634	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336
	Hourly	78.36	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38
	Standby	5.48	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38
102	Annual	167652	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528
	Monthly	13971	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794
	Hourly	80.29	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01
	Standby	5.62	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56
103	Annual	171864	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168
	Monthly	14322	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264
	Hourly	82.31	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71
	Standby	5.76	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75
104	Annual	176136	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940
	Monthly	14678	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745
	Hourly	84.36	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48
	Standby	5.90	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94
105	Annual	180576	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856
	Monthly	15048	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238
	Hourly	86.48	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31
	Standby	6.05	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14
106	Annual	185064	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940
	Monthly	15422	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745
	Hourly	88.63	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22
	Standby	6.20	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35
107	Annual	189708	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168
	Monthly	15809	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264
	Hourly	90.86	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21
	Standby	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55
108	Annual	194472	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564
	Monthly	16206	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797
	Hourly	93.14	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27
	Standby	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77
109	Annual	199344	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080
	Monthly	16612	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340
	Hourly	95.47	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39
	Standby	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99

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General Service Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WFSE - GG
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Coalition
Higher Ed. (see CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
110	Annual	204324	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776
	Monthly	17027	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898
	Hourly	97.86	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60
	Standby	6.85	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21
111	Annual	209412	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652
	Monthly	17451	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471
	Hourly	100.29	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89
	Standby	7.02	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44
112	Annual	214656	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696
	Monthly	17888	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058
	Hourly	102.80	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26
	Standby	7.20	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68
113	Annual	220032	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896
	Monthly	18336	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658
	Hourly	105.38	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71
	Standby	7.38	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92
114	Annual	225528	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300
	Monthly	18794	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275
	Hourly	108.01	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26
	Standby	7.56	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17
115	Annual	231168	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896
	Monthly	19264	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908
	Hourly	110.71	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90
	Standby	7.75	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42
116	Annual	236940	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660
	Monthly	19745	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555
	Hourly	113.48	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61
	Standby	7.94	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68
117	Annual	242856	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628
	Monthly	20238	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219
	Hourly	116.31	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43
	Standby	8.14	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95
118	Annual	248940	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800
	Monthly	20745	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900
	Hourly	119.22	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34
	Standby	8.35	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22
119	Annual	255168	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800	343164
	Monthly	21264	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900	28597
	Hourly	122.21	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34	164.35
	Standby	8.55	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50

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3% Increase

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Higher Ed. (see CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	261564	268080	274776	281652	288696	295896	303300	310896	318660	326628	334800	343164	351744
	Monthly	21797	22340	22898	23471	24058	24658	25275	25908	26555	27219	27900	28597	29312
	Hourly	125.27	128.39	131.60	134.89	138.26	141.71	145.26	148.90	152.61	156.43	160.34	164.35	168.46
	Standby	8.77	8.99	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79

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ITEM 212

Prepared by the Washington State Office of Financial Management — WFSE Coalition

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	29232	29232	29232	29376	30048	30720	31440	32160	32940	33672	34512	35316	36156
	Monthly	2436	2436	2436	2448	2504	2560	2620	2680	2745	2806	2876	2943	3013
	Hourly	14.00	14.00	14.00	14.07	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32
	Standby	0.98	0.98	0.98	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21
31	Annual	29232	29232	29376	30048	30720	31440	32160	32940	33672	34512	35316	36156	37008
	Monthly	2436	2436	2448	2504	2560	2620	2680	2745	2806	2876	2943	3013	3084
	Hourly	14.00	14.00	14.07	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72
	Standby	0.98	0.98	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24
32	Annual	29232	29376	30048	30720	31440	32160	32940	33672	34512	35316	36156	37008	37848
	Monthly	2436	2448	2504	2560	2620	2680	2745	2806	2876	2943	3013	3084	3154
	Hourly	14.00	14.07	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13
	Standby	0.98	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27
33	Annual	29376	30048	30720	31440	32160	32940	33672	34512	35316	36156	37008	37848	38808
	Monthly	2448	2504	2560	2620	2680	2745	2806	2876	2943	3013	3084	3154	3234
	Hourly	14.07	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59
	Standby	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30
34	Annual	30048	30720	31440	32160	32940	33672	34512	35316	36156	37008	37848	38808	39696
	Monthly	2504	2560	2620	2680	2745	2806	2876	2943	3013	3084	3154	3234	3308
	Hourly	14.39	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01
	Standby	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33
35	Annual	30720	31440	32160	32940	33672	34512	35316	36156	37008	37848	38808	39696	40632
	Monthly	2560	2620	2680	2745	2806	2876	2943	3013	3084	3154	3234	3308	3386
	Hourly	14.71	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46
	Standby	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36
36	Annual	31440	32160	32940	33672	34512	35316	36156	37008	37848	38808	39696	40632	41640
	Monthly	2620	2680	2745	2806	2876	2943	3013	3084	3154	3234	3308	3386	3470
	Hourly	15.06	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94
	Standby	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40
37	Annual	32160	32940	33672	34512	35316	36156	37008	37848	38808	39696	40632	41640	42684
	Monthly	2680	2745	2806	2876	2943	3013	3084	3154	3234	3308	3386	3470	3557
	Hourly	15.40	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44
	Standby	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43
38	Annual	32940	33672	34512	35316	36156	37008	37848	38808	39696	40632	41640	42684	43764
	Monthly	2745	2806	2876	2943	3013	3084	3154	3234	3308	3386	3470	3557	3647
	Hourly	15.78	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96
	Standby	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47

Standby rate is equal to 7% of the hourly rate

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General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2019
3% Increase

WFSE
Coalition

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	33672	34512	35316	36156	37008	37848	38808	39696	40632	41640	42684	43764	44832
	Monthly	2806	2876	2943	3013	3084	3154	3234	3308	3386	3470	3557	3647	3736
	Hourly	16.13	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47
	Standby	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50
40	Annual	34512	35316	36156	37008	37848	38808	39696	40632	41640	42684	43764	44832	45996
	Monthly	2876	2943	3013	3084	3154	3234	3308	3386	3470	3557	3647	3736	3833
	Hourly	16.53	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03
	Standby	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54
41	Annual	35316	36156	37008	37848	38808	39696	40632	41640	42684	43764	44832	45996	47052
	Monthly	2943	3013	3084	3154	3234	3308	3386	3470	3557	3647	3736	3833	3921
	Hourly	16.91	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53
	Standby	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58
42	Annual	36156	37008	37848	38808	39696	40632	41640	42684	43764	44832	45996	47052	48288
	Monthly	3013	3084	3154	3234	3308	3386	3470	3557	3647	3736	3833	3921	4024
	Hourly	17.32	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62
43	Annual	37008	37848	38808	39696	40632	41640	42684	43764	44832	45996	47052	48288	49500
	Monthly	3084	3154	3234	3308	3386	3470	3557	3647	3736	3833	3921	4024	4125
	Hourly	17.72	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66
44	Annual	37848	38808	39696	40632	41640	42684	43764	44832	45996	47052	48288	49500	50784
	Monthly	3154	3234	3308	3386	3470	3557	3647	3736	3833	3921	4024	4125	4232
	Hourly	18.13	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70
45	Annual	38808	39696	40632	41640	42684	43764	44832	45996	47052	48288	49500	50784	52008
	Monthly	3234	3308	3386	3470	3557	3647	3736	3833	3921	4024	4125	4232	4334
	Hourly	18.59	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91
	Standby	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74
46	Annual	39696	40632	41640	42684	43764	44832	45996	47052	48288	49500	50784	52008	53304
	Monthly	3308	3386	3470	3557	3647	3736	3833	3921	4024	4125	4232	4334	4442
	Hourly	19.01	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53
	Standby	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79
47	Annual	40632	41640	42684	43764	44832	45996	47052	48288	49500	50784	52008	53304	54612
	Monthly	3386	3470	3557	3647	3736	3833	3921	4024	4125	4232	4334	4442	4551
	Hourly	19.46	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16
	Standby	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 212

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2019
3% Increase

WFSE
Coalition

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	41640	42684	43764	44832	45996	47052	48288	49500	50784	52008	53304	54612	56016
	Monthly	3470	3557	3647	3736	3833	3921	4024	4125	4232	4334	4442	4551	4668
	Hourly	19.94	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83
	Standby	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88
49	Annual	42684	43764	44832	45996	47052	48288	49500	50784	52008	53304	54612	56016	57396
	Monthly	3557	3647	3736	3833	3921	4024	4125	4232	4334	4442	4551	4668	4783
	Hourly	20.44	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49
	Standby	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92
50	Annual	43764	44832	45996	47052	48288	49500	50784	52008	53304	54612	56016	57396	58860
	Monthly	3647	3736	3833	3921	4024	4125	4232	4334	4442	4551	4668	4783	4905
	Hourly	20.96	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19
	Standby	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97
51	Annual	44832	45996	47052	48288	49500	50784	52008	53304	54612	56016	57396	58860	60300
	Monthly	3736	3833	3921	4024	4125	4232	4334	4442	4551	4668	4783	4905	5025
	Hourly	21.47	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88
	Standby	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02
52	Annual	45996	47052	48288	49500	50784	52008	53304	54612	56016	57396	58860	60300	61812
	Monthly	3833	3921	4024	4125	4232	4334	4442	4551	4668	4783	4905	5025	5151
	Hourly	22.03	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60
	Standby	1.54	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07
53	Annual	47052	48288	49500	50784	52008	53304	54612	56016	57396	58860	60300	61812	63360
	Monthly	3921	4024	4125	4232	4334	4442	4551	4668	4783	4905	5025	5151	5280
	Hourly	22.53	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34
	Standby	1.58	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12
54	Annual	48288	49500	50784	52008	53304	54612	56016	57396	58860	60300	61812	63360	64932
	Monthly	4024	4125	4232	4334	4442	4551	4668	4783	4905	5025	5151	5280	5411
	Hourly	23.13	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10
	Standby	1.62	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18
55	Annual	49500	50784	52008	53304	54612	56016	57396	58860	60300	61812	63360	64932	66564
	Monthly	4125	4232	4334	4442	4551	4668	4783	4905	5025	5151	5280	5411	5547
	Hourly	23.71	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88
	Standby	1.66	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23
56	Annual	50784	52008	53304	54612	56016	57396	58860	60300	61812	63360	64932	66564	68256
	Monthly	4232	4334	4442	4551	4668	4783	4905	5025	5151	5280	5411	5547	5688
	Hourly	24.32	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69
	Standby	1.70	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 212

Prepared by the Washington State Office of Financial Management — WFSE Coalition

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	52008	53304	54612	56016	57396	58860	60300	61812	63360	64932	66564	68256	69924
	Monthly	4334	4442	4551	4668	4783	4905	5025	5151	5280	5411	5547	5688	5827
	Hourly	24.91	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49
	Standby	1.74	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34
58	Annual	53304	54612	56016	57396	58860	60300	61812	63360	64932	66564	68256	69924	71736
	Monthly	4442	4551	4668	4783	4905	5025	5151	5280	5411	5547	5688	5827	5978
	Hourly	25.53	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36
	Standby	1.79	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40
59	Annual	54612	56016	57396	58860	60300	61812	63360	64932	66564	68256	69924	71736	73452
	Monthly	4551	4668	4783	4905	5025	5151	5280	5411	5547	5688	5827	5978	6121
	Hourly	26.16	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18
	Standby	1.83	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46
60	Annual	56016	57396	58860	60300	61812	63360	64932	66564	68256	69924	71736	73452	75336
	Monthly	4668	4783	4905	5025	5151	5280	5411	5547	5688	5827	5978	6121	6278
	Hourly	26.83	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08
	Standby	1.88	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53
61	Annual	57396	58860	60300	61812	63360	64932	66564	68256	69924	71736	73452	75336	77208
	Monthly	4783	4905	5025	5151	5280	5411	5547	5688	5827	5978	6121	6278	6434
	Hourly	27.49	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98
	Standby	1.92	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59
62	Annual	58860	60300	61812	63360	64932	66564	68256	69924	71736	73452	75336	77208	79116
	Monthly	4905	5025	5151	5280	5411	5547	5688	5827	5978	6121	6278	6434	6593
	Hourly	28.19	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89
	Standby	1.97	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65
63	Annual	60300	61812	63360	64932	66564	68256	69924	71736	73452	75336	77208	79116	81096
	Monthly	5025	5151	5280	5411	5547	5688	5827	5978	6121	6278	6434	6593	6758
	Hourly	28.88	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84
	Standby	2.02	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72
64	Annual	61812	63360	64932	66564	68256	69924	71736	73452	75336	77208	79116	81096	83148
	Monthly	5151	5280	5411	5547	5688	5827	5978	6121	6278	6434	6593	6758	6929
	Hourly	29.60	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82
	Standby	2.07	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79
65	Annual	63360	64932	66564	68256	69924	71736	73452	75336	77208	79116	81096	83148	85212
	Monthly	5280	5411	5547	5688	5827	5978	6121	6278	6434	6593	6758	6929	7101
	Hourly	30.34	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81
	Standby	2.12	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 212

Prepared by the Washington State Office of Financial Management — WFSE Coalition

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	64932	66564	68256	69924	71736	73452	75336	77208	79116	81096	83148	85212	87360
	Monthly	5411	5547	5688	5827	5978	6121	6278	6434	6593	6758	6929	7101	7280
	Hourly	31.10	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84
	Standby	2.18	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93
67	Annual	66564	68256	69924	71736	73452	75336	77208	79116	81096	83148	85212	87360	89520
	Monthly	5547	5688	5827	5978	6121	6278	6434	6593	6758	6929	7101	7280	7460
	Hourly	31.88	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87
	Standby	2.23	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00
68	Annual	68256	69924	71736	73452	75336	77208	79116	81096	83148	85212	87360	89520	91776
	Monthly	5688	5827	5978	6121	6278	6434	6593	6758	6929	7101	7280	7460	7648
	Hourly	32.69	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95
	Standby	2.29	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08
69	Annual	69924	71736	73452	75336	77208	79116	81096	83148	85212	87360	89520	91776	94068
	Monthly	5827	5978	6121	6278	6434	6593	6758	6929	7101	7280	7460	7648	7839
	Hourly	33.49	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05
	Standby	2.34	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15
70	Annual	71736	73452	75336	77208	79116	81096	83148	85212	87360	89520	91776	94068	96420
	Monthly	5978	6121	6278	6434	6593	6758	6929	7101	7280	7460	7648	7839	8035
	Hourly	34.36	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18
	Standby	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23
71	Annual	73452	75336	77208	79116	81096	83148	85212	87360	89520	91776	94068	96420	98844
	Monthly	6121	6278	6434	6593	6758	6929	7101	7280	7460	7648	7839	8035	8237
	Hourly	35.18	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34
	Standby	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31
72	Annual	75336	77208	79116	81096	83148	85212	87360	89520	91776	94068	96420	98844	101328
	Monthly	6278	6434	6593	6758	6929	7101	7280	7460	7648	7839	8035	8237	8444
	Hourly	36.08	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53
	Standby	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40
73	Annual	77208	79116	81096	83148	85212	87360	89520	91776	94068	96420	98844	101328	103836
	Monthly	6434	6593	6758	6929	7101	7280	7460	7648	7839	8035	8237	8444	8653
	Hourly	36.98	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73
	Standby	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48
74	Annual	79116	81096	83148	85212	87360	89520	91776	94068	96420	98844	101328	103836	106452
	Monthly	6593	6758	6929	7101	7280	7460	7648	7839	8035	8237	8444	8653	8871
	Hourly	37.89	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98
	Standby	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57

Standby rate is equal to 7% of the hourly rate

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ITEM 212

Prepared by the Washington State Office of Financial Management — WFSE

General Service 1 (GS1) Salary Schedule for Represented Employees — Coalition

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	81096	83148	85212	87360	89520	91776	94068	96420	98844	101328	103836	106452	109092
	Monthly	6758	6929	7101	7280	7460	7648	7839	8035	8237	8444	8653	8871	9091
	Hourly	38.84	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25
	Standby	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66
76	Annual	83148	85212	87360	89520	91776	94068	96420	98844	101328	103836	106452	109092	111804
	Monthly	6929	7101	7280	7460	7648	7839	8035	8237	8444	8653	8871	9091	9317
	Hourly	39.82	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55
	Standby	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75
77	Annual	85212	87360	89520	91776	94068	96420	98844	101328	103836	106452	109092	111804	114612
	Monthly	7101	7280	7460	7648	7839	8035	8237	8444	8653	8871	9091	9317	9551
	Hourly	40.81	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89
	Standby	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84
78	Annual	87360	89520	91776	94068	96420	98844	101328	103836	106452	109092	111804	114612	117492
	Monthly	7280	7460	7648	7839	8035	8237	8444	8653	8871	9091	9317	9551	9791
	Hourly	41.84	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27
	Standby	2.93	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94
79	Annual	89520	91776	94068	96420	98844	101328	103836	106452	109092	111804	114612	117492	120384
	Monthly	7460	7648	7839	8035	8237	8444	8653	8871	9091	9317	9551	9791	10032
	Hourly	42.87	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66
	Standby	3.00	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04
80	Annual	91776	94068	96420	98844	101328	103836	106452	109092	111804	114612	117492	120384	123408
	Monthly	7648	7839	8035	8237	8444	8653	8871	9091	9317	9551	9791	10032	10284
	Hourly	43.95	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10
	Standby	3.08	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14
81	Annual	94068	96420	98844	101328	103836	106452	109092	111804	114612	117492	120384	123408	126504
	Monthly	7839	8035	8237	8444	8653	8871	9091	9317	9551	9791	10032	10284	10542
	Hourly	45.05	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59
	Standby	3.15	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24
82	Annual	96420	98844	101328	103836	106452	109092	111804	114612	117492	120384	123408	126504	129648
	Monthly	8035	8237	8444	8653	8871	9091	9317	9551	9791	10032	10284	10542	10804
	Hourly	46.18	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09
	Standby	3.23	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35
83	Annual	98844	101328	103836	106452	109092	111804	114612	117492	120384	123408	126504	129648	132888
	Monthly	8237	8444	8653	8871	9091	9317	9551	9791	10032	10284	10542	10804	11074
	Hourly	47.34	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64
	Standby	3.31	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46

Standby rate is equal to 7% of the hourly rate

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ITEM 212

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2019
3% Increase

WFSE
Coalition

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	101328	103836	106452	109092	111804	114612	117492	120384	123408	126504	129648	132888	136248
	Monthly	8444	8653	8871	9091	9317	9551	9791	10032	10284	10542	10804	11074	11354
	Hourly	48.53	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25
	Standby	3.40	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57
85	Annual	103836	106452	109092	111804	114612	117492	120384	123408	126504	129648	132888	136248	139596
	Monthly	8653	8871	9091	9317	9551	9791	10032	10284	10542	10804	11074	11354	11633
	Hourly	49.73	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86
	Standby	3.48	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68
86	Annual	106452	109092	111804	114612	117492	120384	123408	126504	129648	132888	136248	139596	143124
	Monthly	8871	9091	9317	9551	9791	10032	10284	10542	10804	11074	11354	11633	11927
	Hourly	50.98	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55
	Standby	3.57	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80
87	Annual	109092	111804	114612	117492	120384	123408	126504	129648	132888	136248	139596	143124	146736
	Monthly	9091	9317	9551	9791	10032	10284	10542	10804	11074	11354	11633	11927	12228
	Hourly	52.25	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28
	Standby	3.66	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92
88	Annual	111804	114612	117492	120384	123408	126504	129648	132888	136248	139596	143124	146736	150384
	Monthly	9317	9551	9791	10032	10284	10542	10804	11074	11354	11633	11927	12228	12532
	Hourly	53.55	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02
	Standby	3.75	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04
89	Annual	114612	117492	120384	123408	126504	129648	132888	136248	139596	143124	146736	150384	154176
	Monthly	9551	9791	10032	10284	10542	10804	11074	11354	11633	11927	12228	12532	12848
	Hourly	54.89	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84
	Standby	3.84	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17
90	Annual	117492	120384	123408	126504	129648	132888	136248	139596	143124	146736	150384	154176	157968
	Monthly	9791	10032	10284	10542	10804	11074	11354	11633	11927	12228	12532	12848	13164
	Hourly	56.27	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66
	Standby	3.94	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30
91	Annual	120384	123408	126504	129648	132888	136248	139596	143124	146736	150384	154176	157968	161952
	Monthly	10032	10284	10542	10804	11074	11354	11633	11927	12228	12532	12848	13164	13496
	Hourly	57.66	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56
	Standby	4.04	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43
92	Annual	123408	126504	129648	132888	136248	139596	143124	146736	150384	154176	157968	161952	165972
	Monthly	10284	10542	10804	11074	11354	11633	11927	12228	12532	12848	13164	13496	13831
	Hourly	59.10	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49
	Standby	4.14	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56

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ITEM 212

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General Service 1 (GS1) Salary Schedule for Represented Employees — Coalition
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2019
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	126504	129648	132888	136248	139596	143124	146736	150384	154176	157968	161952	165972	170172
	Monthly	10542	10804	11074	11354	11633	11927	12228	12532	12848	13164	13496	13831	14181
	Hourly	60.59	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50
	Standby	4.24	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71
94	Annual	129648	132888	136248	139596	143124	146736	150384	154176	157968	161952	165972	170172	174384
	Monthly	10804	11074	11354	11633	11927	12228	12532	12848	13164	13496	13831	14181	14532
	Hourly	62.09	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52
	Standby	4.35	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85
95	Annual	132888	136248	139596	143124	146736	150384	154176	157968	161952	165972	170172	174384	178776
	Monthly	11074	11354	11633	11927	12228	12532	12848	13164	13496	13831	14181	14532	14898
	Hourly	63.64	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62
	Standby	4.46	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99
96	Annual	136248	139596	143124	146736	150384	154176	157968	161952	165972	170172	174384	178776	183252
	Monthly	11354	11633	11927	12228	12532	12848	13164	13496	13831	14181	14532	14898	15271
	Hourly	65.25	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76
	Standby	4.57	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14
97	Annual	139596	143124	146736	150384	154176	157968	161952	165972	170172	174384	178776	183252	187848
	Monthly	11633	11927	12228	12532	12848	13164	13496	13831	14181	14532	14898	15271	15654
	Hourly	66.86	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97
	Standby	4.68	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30
98	Annual	143124	146736	150384	154176	157968	161952	165972	170172	174384	178776	183252	187848	192528
	Monthly	11927	12228	12532	12848	13164	13496	13831	14181	14532	14898	15271	15654	16044
	Hourly	68.55	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21
	Standby	4.80	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45
99	Annual	146736	150384	154176	157968	161952	165972	170172	174384	178776	183252	187848	192528	197340
	Monthly	12228	12532	12848	13164	13496	13831	14181	14532	14898	15271	15654	16044	16445
	Hourly	70.28	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51
	Standby	4.92	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62
100	Annual	150384	154176	157968	161952	165972	170172	174384	178776	183252	187848	192528	197340	202272
	Monthly	12532	12848	13164	13496	13831	14181	14532	14898	15271	15654	16044	16445	16856
	Hourly	72.02	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87
	Standby	5.04	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78
101	Annual	154176	157968	161952	165972	170172	174384	178776	183252	187848	192528	197340	202272	207336
	Monthly	12848	13164	13496	13831	14181	14532	14898	15271	15654	16044	16445	16856	17278
	Hourly	73.84	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30
	Standby	5.17	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95

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ITEM 212

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General Service 1 (GS1) Salary Schedule for Represented Employees — Coalition

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	157968	161952	165972	170172	174384	178776	183252	187848	192528	197340	202272	207336	212520
	Monthly	13164	13496	13831	14181	14532	14898	15271	15654	16044	16445	16856	17278	17710
	Hourly	75.66	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78
	Standby	5.30	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12
103	Annual	161952	165972	170172	174384	178776	183252	187848	192528	197340	202272	207336	212520	217836
	Monthly	13496	13831	14181	14532	14898	15271	15654	16044	16445	16856	17278	17710	18153
	Hourly	77.56	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33
	Standby	5.43	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30
104	Annual	165972	170172	174384	178776	183252	187848	192528	197340	202272	207336	212520	217836	223272
	Monthly	13831	14181	14532	14898	15271	15654	16044	16445	16856	17278	17710	18153	18606
	Hourly	79.49	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93
	Standby	5.56	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49
105	Annual	170172	174384	178776	183252	187848	192528	197340	202272	207336	212520	217836	223272	228852
	Monthly	14181	14532	14898	15271	15654	16044	16445	16856	17278	17710	18153	18606	19071
	Hourly	81.50	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60
	Standby	5.71	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67
106	Annual	174384	178776	183252	187848	192528	197340	202272	207336	212520	217836	223272	228852	234576
	Monthly	14532	14898	15271	15654	16044	16445	16856	17278	17710	18153	18606	19071	19548
	Hourly	83.52	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34
	Standby	5.85	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86
107	Annual	178776	183252	187848	192528	197340	202272	207336	212520	217836	223272	228852	234576	240456
	Monthly	14898	15271	15654	16044	16445	16856	17278	17710	18153	18606	19071	19548	20038
	Hourly	85.62	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16
	Standby	5.99	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06
108	Annual	183252	187848	192528	197340	202272	207336	212520	217836	223272	228852	234576	240456	246468
	Monthly	15271	15654	16044	16445	16856	17278	17710	18153	18606	19071	19548	20038	20539
	Hourly	87.76	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04
	Standby	6.14	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26
109	Annual	187848	192528	197340	202272	207336	212520	217836	223272	228852	234576	240456	246468	252612
	Monthly	15654	16044	16445	16856	17278	17710	18153	18606	19071	19548	20038	20539	21051
	Hourly	89.97	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98
	Standby	6.30	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47
110	Annual	192528	197340	202272	207336	212520	217836	223272	228852	234576	240456	246468	252612	258924
	Monthly	16044	16445	16856	17278	17710	18153	18606	19071	19548	20038	20539	21051	21577
	Hourly	92.21	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01
	Standby	6.45	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68

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3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	197340	202272	207336	212520	217836	223272	228852	234576	240456	246468	252612	258924	265404
	Monthly	16445	16856	17278	17710	18153	18606	19071	19548	20038	20539	21051	21577	22117
	Hourly	94.51	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11
	Standby	6.62	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90
112	Annual	202272	207336	212520	217836	223272	228852	234576	240456	246468	252612	258924	265404	272040
	Monthly	16856	17278	17710	18153	18606	19071	19548	20038	20539	21051	21577	22117	22670
	Hourly	96.87	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29
	Standby	6.78	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12
113	Annual	207336	212520	217836	223272	228852	234576	240456	246468	252612	258924	265404	272040	278844
	Monthly	17278	17710	18153	18606	19071	19548	20038	20539	21051	21577	22117	22670	23237
	Hourly	99.30	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55
	Standby	6.95	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35
114	Annual	212520	217836	223272	228852	234576	240456	246468	252612	258924	265404	272040	278844	285816
	Monthly	17710	18153	18606	19071	19548	20038	20539	21051	21577	22117	22670	23237	23818
	Hourly	101.78	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89
	Standby	7.12	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58
115	Annual	217836	223272	228852	234576	240456	246468	252612	258924	265404	272040	278844	285816	292956
	Monthly	18153	18606	19071	19548	20038	20539	21051	21577	22117	22670	23237	23818	24413
	Hourly	104.33	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30
	Standby	7.30	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82
116	Annual	223272	228852	234576	240456	246468	252612	258924	265404	272040	278844	285816	292956	300288
	Monthly	18606	19071	19548	20038	20539	21051	21577	22117	22670	23237	23818	24413	25024
	Hourly	106.93	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82
	Standby	7.49	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07
117	Annual	228852	234576	240456	246468	252612	258924	265404	272040	278844	285816	292956	300288	307788
	Monthly	19071	19548	20038	20539	21051	21577	22117	22670	23237	23818	24413	25024	25649
	Hourly	109.60	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82	147.41
	Standby	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32
118	Annual	234576	240456	246468	252612	258924	265404	272040	278844	285816	292956	300288	307788	315492
	Monthly	19548	20038	20539	21051	21577	22117	22670	23237	23818	24413	25024	25649	26291
	Hourly	112.34	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82	147.41	151.10
	Standby	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58
119	Annual	240456	246468	252612	258924	265404	272040	278844	285816	292956	300288	307788	315492	323376
	Monthly	20038	20539	21051	21577	22117	22670	23237	23818	24413	25024	25649	26291	26948
	Hourly	115.16	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82	147.41	151.10	154.87
	Standby	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 212

Prepared by the Washington State Office of Financial Management — WFSE Coalition

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	246468	252612	258924	265404	272040	278844	285816	292956	300288	307788	315492	323376	331464
	Monthly	20539	21051	21577	22117	22670	23237	23818	24413	25024	25649	26291	26948	27622
	Hourly	118.04	120.98	124.01	127.11	130.29	133.55	136.89	140.30	143.82	147.41	151.10	154.87	158.75
	Standby	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.11

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 213

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2019
3% Increase

WFSE- GG
Coalition
WPEA- GG
WAFWP
PTE Local 17
Higher Ed. (see CBA)

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
01IT	Annual	53688	55044	56412	57816	59268	60744	62268	63828	65424	67056	68736	70452	72216
	Monthly	4474	4587	4701	4818	4939	5062	5189	5319	5452	5588	5728	5871	6018
	Hourly	25.71	26.36	27.02	27.69	28.39	29.09	29.82	30.57	31.33	32.11	32.92	33.74	34.59
	Standby	1.80	1.85	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42
02IT	Annual	57708	59160	60636	62160	63720	65316	66936	68616	70332	72084	73884	75732	77616
	Monthly	4809	4930	5053	5180	5310	5443	5578	5718	5861	6007	6157	6311	6468
	Hourly	27.64	28.33	29.04	29.77	30.52	31.28	32.06	32.86	33.68	34.52	35.39	36.27	37.17
	Standby	1.93	1.98	2.03	2.08	2.14	2.19	2.24	2.30	2.36	2.42	2.48	2.54	2.60
03IT	Annual	62052	63600	65196	66828	68496	70212	71976	73776	75624	77508	79452	81444	83484
	Monthly	5171	5300	5433	5569	5708	5851	5998	6148	6302	6459	6621	6787	6957
	Hourly	29.72	30.46	31.22	32.01	32.80	33.63	34.47	35.33	36.22	37.12	38.05	39.01	39.98
	Standby	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80
04IT	Annual	66696	68364	70068	71820	73620	75456	77352	79272	81252	83280	85356	87492	89688
	Monthly	5558	5697	5839	5985	6135	6288	6446	6606	6771	6940	7113	7291	7474
	Hourly	31.94	32.74	33.56	34.40	35.26	36.14	37.05	37.97	38.91	39.89	40.88	41.90	42.95
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01
05IT	Annual	71700	73488	75336	77208	79140	81120	83148	85224	87348	89532	91776	94068	96420
	Monthly	5975	6124	6278	6434	6595	6760	6929	7102	7279	7461	7648	7839	8035
	Hourly	34.34	35.20	36.08	36.98	37.90	38.85	39.82	40.82	41.83	42.88	43.95	45.05	46.18
	Standby	2.40	2.46	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23
06IT	Annual	75288	77160	79092	81072	83100	85176	87300	89484	91728	94020	96372	98784	101256
	Monthly	6274	6430	6591	6756	6925	7098	7275	7457	7644	7835	8031	8232	8438
	Hourly	36.06	36.95	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.16	47.31	48.49
	Standby	2.52	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.15	3.23	3.31	3.39
07IT	Annual	79044	81024	83052	85128	87252	89424	91656	93948	96300	98712	101184	103716	106308
	Monthly	6587	6752	6921	7094	7271	7452	7638	7829	8025	8226	8432	8643	8859
	Hourly	37.86	38.80	39.78	40.77	41.79	42.83	43.90	44.99	46.12	47.28	48.46	49.67	50.91
	Standby	2.65	2.72	2.78	2.85	2.93	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56
08IT	Annual	82992	85068	87204	89376	91608	93900	96252	98652	101124	103668	106260	108912	111636
	Monthly	6916	7089	7267	7448	7634	7825	8021	8221	8427	8639	8855	9076	9303
	Hourly	39.75	40.74	41.76	42.80	43.87	44.97	46.10	47.25	48.43	49.65	50.89	52.16	53.47
	Standby	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74
09IT	Annual	87156	89328	91560	93852	96192	98604	101064	103584	106188	108840	111564	114360	117204
	Monthly	7263	7444	7630	7821	8016	8217	8422	8632	8849	9070	9297	9530	9767
	Hourly	41.74	42.78	43.85	44.95	46.07	47.22	48.40	49.61	50.86	52.13	53.43	54.77	56.13
	Standby	2.92	2.99	3.07	3.15	3.22	3.31	3.39	3.47	3.56	3.65	3.74	3.83	3.93

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 213

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2019
3% Increase

WFSE- GG
Coalition
WPEA- GG
WAFWP
PTE Local 17
Higher Ed. (see CBA)

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
10IT	Annual	91500	93792	96132	98532	100992	103512	106104	108756	111480	114252	117108	120036	123048
	Monthly	7625	7816	8011	8211	8416	8626	8842	9063	9290	9521	9759	10003	10254
	Hourly	43.82	44.92	46.04	47.19	48.37	49.57	50.82	52.09	53.39	54.72	56.09	57.49	58.93
	Standby	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.02	4.13
11IT	Annual	96084	98484	100944	103464	106044	108708	111420	114204	117060	119988	123000	126072	129228
	Monthly	8007	8207	8412	8622	8837	9059	9285	9517	9755	9999	10250	10506	10769
	Hourly	46.02	47.17	48.34	49.55	50.79	52.06	53.36	54.70	56.06	57.47	58.91	60.38	61.89
	Standby	3.22	3.30	3.38	3.47	3.56	3.64	3.74	3.83	3.92	4.02	4.12	4.23	4.33

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 214

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

Years of Experience

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	0 STEP E	STEP F	1 STEP G	STEP H	2 STEP I	STEP J	3 STEP K	4 STEP L	5 STEP M	6 STEP N	7 STEP O	8 STEP P	12 STEP Q	15 STEP R	18 STEP S	20 STEP T	26 STEP U*
39E1	Annual	35976	36828	37740	38604	39516	40440	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356
	Monthly	2998	3069	3145	3217	3293	3370	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863
	Hourly	17.23	17.64	18.07	18.49	18.93	19.37	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95
	Standby	1.21	1.23	1.27	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96
41E1	Annual	37740	38604	39516	40440	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356
	Monthly	3145	3217	3293	3370	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113
	Hourly	18.07	18.49	18.93	19.37	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39
	Standby	1.27	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06
48E1	Annual	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900
	Monthly	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075
	Hourly	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91
	Standby	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44

Years of Experience

		0 A	B	1 C	D	2 E	F	3 G	H	4 I	J	5 K	6 L	7 M	8 N	9 O	10 P	12 Q	15 R	18 S	20 T	26 U
45N1	Annual	41424	42396	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668
	Monthly	3452	3533	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639
	Hourly	19.84	20.30	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41
	Standby	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27
47N1	Annual	43428	44460	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124
	Monthly	3619	3705	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927
	Hourly	20.80	21.29	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06
	Standby	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38
49N1	Annual	45612	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688
	Monthly	3801	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224
	Hourly	21.84	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 214

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
50N1	Annual	46740	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608
	Monthly	3895	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384
	Hourly	22.39	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57
51N1	Annual	47904	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504
	Monthly	3992	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542
	Hourly	22.94	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63
52N1	Annual	49128	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448
	Monthly	4094	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704
	Hourly	23.53	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70
53N1	Annual	50292	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500
	Monthly	4191	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875
	Hourly	24.09	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77
54N1	Annual	51564	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516
	Monthly	4297	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043
	Hourly	24.70	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48
	Standby	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83
55N1	Annual	52860	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628
	Monthly	4405	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219
	Hourly	25.32	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49
	Standby	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90
56N1	Annual	54204	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776
	Monthly	4517	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398
	Hourly	25.96	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52
	Standby	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98

Standby rate is equal to 7% of the hourly rate
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ITEM 214

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
57N1	Annual	55584	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008
	Monthly	4632	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584
	Hourly	26.62	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59
	Standby	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05
58N1	Annual	56928	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300
	Monthly	4744	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775
	Hourly	27.26	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68
	Standby	1.91	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13
59N1	Annual	58356	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640
	Monthly	4863	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970
	Hourly	27.95	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80
	Standby	1.96	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21
60N1	Annual	59796	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040
	Monthly	4983	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170
	Hourly	28.64	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95
	Standby	2.00	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29
61N1	Annual	61356	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512
	Monthly	5113	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376
	Hourly	29.39	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14
	Standby	2.06	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37
62N1	Annual	62844	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008
	Monthly	5237	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584
	Hourly	30.10	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33
	Standby	2.11	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45
63N1	Annual	64416	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588
	Monthly	5368	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799
	Hourly	30.85	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57
	Standby	2.16	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54

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N1 Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
64N1	Annual	66036	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252
	Monthly	5503	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021
	Hourly	31.63	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84
	Standby	2.21	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63
65N1	Annual	67668	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952
	Monthly	5639	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246
	Hourly	32.41	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14
	Standby	2.27	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72
66N1	Annual	69360	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724
	Monthly	5780	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477
	Hourly	33.22	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47
	Standby	2.33	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81
67N1	Annual	71124	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568
	Monthly	5927	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714
	Hourly	34.06	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83
	Standby	2.38	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91
68N1	Annual	72900	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484
	Monthly	6075	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957
	Hourly	34.91	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22
	Standby	2.44	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01
69N1	Annual	74688	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472
	Monthly	6224	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206
	Hourly	35.77	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66
	Standby	2.50	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11
70N1	Annual	76608	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544
	Monthly	6384	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462
	Hourly	36.69	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13
	Standby	2.57	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21

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3% Increase

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Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
71N1	Annual	78504	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676
	Monthly	6542	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723
	Hourly	37.60	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63
	Standby	2.63	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31
72N1	Annual	80448	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892
	Monthly	6704	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991
	Hourly	38.53	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17
	Standby	2.70	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42
73N1	Annual	82500	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192
	Monthly	6875	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266
	Hourly	39.51	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75
	Standby	2.77	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53
74N1	Annual	84516	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564
	Monthly	7043	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547
	Hourly	40.48	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36
	Standby	2.83	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65
75N1	Annual	86628	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032
	Monthly	7219	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836
	Hourly	41.49	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02
	Standby	2.90	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76
76N1	Annual	88776	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572
	Monthly	7398	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131
	Hourly	42.52	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72
	Standby	2.98	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88
77N1	Annual	91008	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208
	Monthly	7584	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434
	Hourly	43.59	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46
	Standby	3.05	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 214

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
78N1	Annual	93300	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940
	Monthly	7775	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745
	Hourly	44.68	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25
	Standby	3.13	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13
79N1	Annual	95640	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756
	Monthly	7970	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063
	Hourly	45.80	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07
	Standby	3.21	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26
80N1	Annual	98040	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680
	Monthly	8170	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390
	Hourly	46.95	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95
	Standby	3.29	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39
81N1	Annual	100512	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700
	Monthly	8376	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725
	Hourly	48.14	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88
	Standby	3.37	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52
82N1	Annual	103008	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816
	Monthly	8584	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068
	Hourly	49.33	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85
	Standby	3.45	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66
83N1	Annual	105588	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028
	Monthly	8799	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419
	Hourly	50.57	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87
	Standby	3.54	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 214

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
84N1	Annual	108252	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348
	Monthly	9021	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779
	Hourly	51.84	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94
	Standby	3.63	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95
85N1	Annual	110952	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348	181788
	Monthly	9246	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779	15149
	Hourly	53.14	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94	87.06
	Standby	3.72	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95	6.09
86N1	Annual	113724	116568	119484	122472	125544	128676	131892	135192	138564	142032	145572	149208	152940	156756	160680	164700	168816	173028	177348	181788	186336
	Monthly	9477	9714	9957	10206	10462	10723	10991	11266	11547	11836	12131	12434	12745	13063	13390	13725	14068	14419	14779	15149	15528
	Hourly	54.47	55.83	57.22	58.66	60.13	61.63	63.17	64.75	66.36	68.02	69.72	71.46	73.25	75.07	76.95	78.88	80.85	82.87	84.94	87.06	89.24
	Standby	3.81	3.91	4.01	4.11	4.21	4.31	4.42	4.53	4.65	4.76	4.88	5.00	5.13	5.26	5.39	5.52	5.66	5.80	5.95	6.09	6.25

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 215

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2019
4% Increase

Teamsters

DRAFT

SALARY RANGE		Years of Experience						1		2		3	4	5	6	7	8	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
39E2	Annual	38640	39516	40500	41436	42408	43392	44436	45504	46608	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640
	Monthly	3220	3293	3375	3453	3534	3616	3703	3792	3884	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220
	Hourly	18.51	18.93	19.40	19.84	20.31	20.78	21.28	21.79	22.32	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00
	Standby	1.30	1.32	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10
41E2	Annual	40500	41436	42408	43392	44436	45504	46608	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832
	Monthly	3375	3453	3534	3616	3703	3792	3884	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486
	Hourly	19.40	19.84	20.31	20.78	21.28	21.79	22.32	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53
	Standby	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21
48E2	Annual	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240
	Monthly	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520
	Hourly	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47
	Standby	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
45N2	Annual	44436	45504	46608	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636
	Monthly	3703	3792	3884	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053
	Hourly	21.28	21.79	22.32	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44
47N2	Annual	46608	47724	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320
	Monthly	3884	3977	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360
	Hourly	22.32	22.86	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55
	Standby	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56
49N2	Annual	48936	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148
	Monthly	4078	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679
	Hourly	23.44	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39
	Standby	1.64	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 215

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2019
4% Increase

Teamsters

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
50N2	Annual	50172	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200
	Monthly	4181	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850
	Hourly	24.03	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37
	Standby	1.68	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76
51N2	Annual	51420	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216
	Monthly	4285	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018
	Hourly	24.63	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33
	Standby	1.72	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82
52N2	Annual	52728	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328
	Monthly	4394	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194
	Hourly	25.25	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34
	Standby	1.77	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89
53N2	Annual	53964	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536
	Monthly	4497	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378
	Hourly	25.84	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40
	Standby	1.81	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97
54N2	Annual	55332	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708
	Monthly	4611	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559
	Hourly	26.50	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44
	Standby	1.86	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04
55N2	Annual	56736	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964
	Monthly	4728	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747
	Hourly	27.17	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52
	Standby	1.90	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12
56N2	Annual	58152	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292
	Monthly	4846	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941
	Hourly	27.85	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64
	Standby	1.95	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 215

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2019
4% Increase

Teamsters

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
57N2	Annual	59640	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656
	Monthly	4970	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138
	Hourly	28.56	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77
	Standby	2.00	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27
58N2	Annual	61092	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140
	Monthly	5091	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345
	Hourly	29.26	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96
	Standby	2.05	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36
59N2	Annual	62640	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648
	Monthly	5220	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554
	Hourly	30.00	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16
	Standby	2.10	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44
60N2	Annual	64188	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216
	Monthly	5349	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768
	Hourly	30.74	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39
	Standby	2.15	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53
61N2	Annual	65832	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856
	Monthly	5486	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988
	Hourly	31.53	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66
	Standby	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62
62N2	Annual	67428	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556
	Monthly	5619	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213
	Hourly	32.29	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95
	Standby	2.26	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71
63N2	Annual	69156	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316
	Monthly	5763	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443
	Hourly	33.12	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27
	Standby	2.32	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 215

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2019
4% Increase

Teamsters

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
64N2	Annual	70872	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148
	Monthly	5906	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679
	Hourly	33.94	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63
	Standby	2.38	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89
65N	Annual	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052
	Monthly	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921
	Hourly	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02
	Standby	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99
65N2	Annual	72636	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052
	Monthly	6053	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921
	Hourly	34.79	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02
	Standby	2.44	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99
66N2	Annual	74436	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028
	Monthly	6203	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169
	Hourly	35.65	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44
	Standby	2.50	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09
67N2	Annual	76320	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076
	Monthly	6360	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423
	Hourly	36.55	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90
	Standby	2.56	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19
68N2	Annual	78240	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208
	Monthly	6520	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684
	Hourly	37.47	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40
	Standby	2.62	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30
69N2	Annual	80148	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412
	Monthly	6679	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951
	Hourly	38.39	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94
	Standby	2.69	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41
70N2	Annual	82200	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700
	Monthly	6850	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225
	Hourly	39.37	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51
	Standby	2.76	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 215

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2019
4% Increase

Teamsters

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
71N2	Annual	84216	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072
	Monthly	7018	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506
	Hourly	40.33	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13
	Standby	2.82	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63
72N2	Annual	86328	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528
	Monthly	7194	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794
	Hourly	41.34	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78
	Standby	2.89	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74
73N2	Annual	88536	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068
	Monthly	7378	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089
	Hourly	42.40	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48
	Standby	2.97	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86
74N2	Annual	90708	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704
	Monthly	7559	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392
	Hourly	43.44	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22
	Standby	3.04	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99
75N2	Annual	92964	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424
	Monthly	7747	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702
	Hourly	44.52	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00
	Standby	3.12	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11
76N2	Annual	95292	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228
	Monthly	7941	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019
	Hourly	45.64	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82
	Standby	3.19	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24
77N2	Annual	97656	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128
	Monthly	8138	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344
	Hourly	46.77	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69
	Standby	3.27	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 215

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2019
4% Increase

Teamsters

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
78N2	Annual	100140	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136
	Monthly	8345	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678
	Hourly	47.96	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61
	Standby	3.36	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50
79N2	Annual	102648	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240
	Monthly	8554	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020
	Hourly	49.16	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57
	Standby	3.44	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64
80N2	Annual	105216	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452
	Monthly	8768	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371
	Hourly	50.39	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59
	Standby	3.53	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78
81N2	Annual	107856	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760
	Monthly	8988	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730
	Hourly	51.66	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66
	Standby	3.62	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93
82N2	Annual	110556	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176
	Monthly	9213	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098
	Hourly	52.95	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77
	Standby	3.71	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07
83N2	Annual	113316	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176	185700
	Monthly	9443	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098	15475
	Hourly	54.27	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77	88.94
	Standby	3.80	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07	6.23
84N2	Annual	116148	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176	185700	190344
	Monthly	9679	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098	15475	15862
	Hourly	55.63	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77	88.94	91.16
	Standby	3.89	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07	6.23	6.38

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 215

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2019
4% Increase

Teamsters

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
85N2	Annual	119052	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176	185700	190344	195096
	Monthly	9921	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098	15475	15862	16258
	Hourly	57.02	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77	88.94	91.16	93.44
	Standby	3.99	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07	6.23	6.38	6.54
86N2	Annual	122028	125076	128208	131412	134700	138072	141528	145068	148704	152424	156228	160128	164136	168240	172452	176760	181176	185700	190344	195096	199980
	Monthly	10169	10423	10684	10951	11225	11506	11794	12089	12392	12702	13019	13344	13678	14020	14371	14730	15098	15475	15862	16258	16665
	Hourly	58.44	59.90	61.40	62.94	64.51	66.13	67.78	69.48	71.22	73.00	74.82	76.69	78.61	80.57	82.59	84.66	86.77	88.94	91.16	93.44	95.78
	Standby	4.09	4.19	4.30	4.41	4.52	4.63	4.74	4.86	4.99	5.11	5.24	5.37	5.50	5.64	5.78	5.93	6.07	6.23	6.38	6.54	6.70

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 216

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WPEA - GG
PTE Local 17
Coalition
Higher Ed (See CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
35SP	Annual	37344	38196	39108	40044	40944	41964	42924	43920	44964	46008	47148	48264	49416
	Monthly	3112	3183	3259	3337	3412	3497	3577	3660	3747	3834	3929	4022	4118
	Hourly	17.89	18.29	18.73	19.18	19.61	20.10	20.56	21.03	21.53	22.03	22.58	23.11	23.67
	Standby	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66
36SP	Annual	38196	39108	40044	40944	41964	42924	43920	44964	46008	47148	48264	49416	50628
	Monthly	3183	3259	3337	3412	3497	3577	3660	3747	3834	3929	4022	4118	4219
	Hourly	18.29	18.73	19.18	19.61	20.10	20.56	21.03	21.53	22.03	22.58	23.11	23.67	24.25
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70
37SP	Annual	39108	40044	40944	41964	42924	43920	44964	46008	47148	48264	49416	50628	51888
	Monthly	3259	3337	3412	3497	3577	3660	3747	3834	3929	4022	4118	4219	4324
	Hourly	18.73	19.18	19.61	20.10	20.56	21.03	21.53	22.03	22.58	23.11	23.67	24.25	24.85
	Standby	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74
38SP	Annual	40044	40944	41964	42924	43920	44964	46008	47148	48264	49416	50628	51888	53196
	Monthly	3337	3412	3497	3577	3660	3747	3834	3929	4022	4118	4219	4324	4433
	Hourly	19.18	19.61	20.10	20.56	21.03	21.53	22.03	22.58	23.11	23.67	24.25	24.85	25.48
	Standby	1.34	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78
39SP	Annual	40944	41964	42924	43920	44964	46008	47148	48264	49416	50628	51888	53196	54492
	Monthly	3412	3497	3577	3660	3747	3834	3929	4022	4118	4219	4324	4433	4541
	Hourly	19.61	20.10	20.56	21.03	21.53	22.03	22.58	23.11	23.67	24.25	24.85	25.48	26.10
	Standby	1.37	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83
40SP	Annual	41964	42924	43920	44964	46008	47148	48264	49416	50628	51888	53196	54492	55896
	Monthly	3497	3577	3660	3747	3834	3929	4022	4118	4219	4324	4433	4541	4658
	Hourly	20.10	20.56	21.03	21.53	22.03	22.58	23.11	23.67	24.25	24.85	25.48	26.10	26.77
	Standby	1.41	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87
41SP	Annual	42924	43920	44964	46008	47148	48264	49416	50628	51888	53196	54492	55896	57252
	Monthly	3577	3660	3747	3834	3929	4022	4118	4219	4324	4433	4541	4658	4771
	Hourly	20.56	21.03	21.53	22.03	22.58	23.11	23.67	24.25	24.85	25.48	26.10	26.77	27.42
	Standby	1.44	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92
42SP	Annual	43920	44964	46008	47148	48264	49416	50628	51888	53196	54492	55896	57252	58716
	Monthly	3660	3747	3834	3929	4022	4118	4219	4324	4433	4541	4658	4771	4893
	Hourly	21.03	21.53	22.03	22.58	23.11	23.67	24.25	24.85	25.48	26.10	26.77	27.42	28.12
	Standby	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97
43SP	Annual	44964	46008	47148	48264	49416	50628	51888	53196	54492	55896	57252	58716	60156
	Monthly	3747	3834	3929	4022	4118	4219	4324	4433	4541	4658	4771	4893	5013
	Hourly	21.53	22.03	22.58	23.11	23.67	24.25	24.85	25.48	26.10	26.77	27.42	28.12	28.81
	Standby	1.51	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 216

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WPEA - GG
PTE Local 17
Coalition
Higher Ed (See CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
62SP	Annual	71556	73320	75144	76992	78936	80880	82920	84996	87120	89304	91524	93828	96168
	Monthly	5963	6110	6262	6416	6578	6740	6910	7083	7260	7442	7627	7819	8014
	Hourly	34.27	35.11	35.99	36.87	37.80	38.74	39.71	40.71	41.72	42.77	43.83	44.94	46.06
	Standby	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22
63SP	Annual	73320	75144	76992	78936	80880	82920	84996	87120	89304	91524	93828	96168	98556
	Monthly	6110	6262	6416	6578	6740	6910	7083	7260	7442	7627	7819	8014	8213
	Hourly	35.11	35.99	36.87	37.80	38.74	39.71	40.71	41.72	42.77	43.83	44.94	46.06	47.20
	Standby	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.30
64SP	Annual	75144	76992	78936	80880	82920	84996	87120	89304	91524	93828	96168	98556	101028
	Monthly	6262	6416	6578	6740	6910	7083	7260	7442	7627	7819	8014	8213	8419
	Hourly	35.99	36.87	37.80	38.74	39.71	40.71	41.72	42.77	43.83	44.94	46.06	47.20	48.39
	Standby	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.30	3.39
65SP	Annual	76992	78936	80880	82920	84996	87120	89304	91524	93828	96168	98556	101028	103548
	Monthly	6416	6578	6740	6910	7083	7260	7442	7627	7819	8014	8213	8419	8629
	Hourly	36.87	37.80	38.74	39.71	40.71	41.72	42.77	43.83	44.94	46.06	47.20	48.39	49.59
	Standby	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.30	3.39	3.47
66SP	Annual	78936	80880	82920	84996	87120	89304	91524	93828	96168	98556	101028	103548	106140
	Monthly	6578	6740	6910	7083	7260	7442	7627	7819	8014	8213	8419	8629	8845
	Hourly	37.80	38.74	39.71	40.71	41.72	42.77	43.83	44.94	46.06	47.20	48.39	49.59	50.83
	Standby	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.30	3.39	3.47	3.56
67SP	Annual	80880	82920	84996	87120	89304	91524	93828	96168	98556	101028	103548	106140	108792
	Monthly	6740	6910	7083	7260	7442	7627	7819	8014	8213	8419	8629	8845	9066
	Hourly	38.74	39.71	40.71	41.72	42.77	43.83	44.94	46.06	47.20	48.39	49.59	50.83	52.10
	Standby	2.71	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.30	3.39	3.47	3.56	3.65
68SP	Annual	82920	84996	87120	89304	91524	93828	96168	98556	101028	103548	106140	108792	111516
	Monthly	6910	7083	7260	7442	7627	7819	8014	8213	8419	8629	8845	9066	9293
	Hourly	39.71	40.71	41.72	42.77	43.83	44.94	46.06	47.20	48.39	49.59	50.83	52.10	53.41
	Standby	2.78	2.85	2.92	2.99	3.07	3.15	3.22	3.30	3.39	3.47	3.56	3.65	3.74

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SP Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WPEA - GG
PTE Local 17
Coalition
Higher Ed (See CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
44SP	Annual	46008	47148	48264	49416	50628	51888	53196	54492	55896	57252	58716	60156	61692
	Monthly	3834	3929	4022	4118	4219	4324	4433	4541	4658	4771	4893	5013	5141
	Hourly	22.03	22.58	23.11	23.67	24.25	24.85	25.48	26.10	26.77	27.42	28.12	28.81	29.55
	Standby	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07
45SP	Annual	47148	48264	49416	50628	51888	53196	54492	55896	57252	58716	60156	61692	63228
	Monthly	3929	4022	4118	4219	4324	4433	4541	4658	4771	4893	5013	5141	5269
	Hourly	22.58	23.11	23.67	24.25	24.85	25.48	26.10	26.77	27.42	28.12	28.81	29.55	30.28
	Standby	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12
46SP	Annual	48264	49416	50628	51888	53196	54492	55896	57252	58716	60156	61692	63228	64776
	Monthly	4022	4118	4219	4324	4433	4541	4658	4771	4893	5013	5141	5269	5398
	Hourly	23.11	23.67	24.25	24.85	25.48	26.10	26.77	27.42	28.12	28.81	29.55	30.28	31.02
	Standby	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17
47SP	Annual	49416	50628	51888	53196	54492	55896	57252	58716	60156	61692	63228	64776	66372
	Monthly	4118	4219	4324	4433	4541	4658	4771	4893	5013	5141	5269	5398	5531
	Hourly	23.67	24.25	24.85	25.48	26.10	26.77	27.42	28.12	28.81	29.55	30.28	31.02	31.79
	Standby	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23
48SP	Annual	50628	51888	53196	54492	55896	57252	58716	60156	61692	63228	64776	66372	68088
	Monthly	4219	4324	4433	4541	4658	4771	4893	5013	5141	5269	5398	5531	5674
	Hourly	24.25	24.85	25.48	26.10	26.77	27.42	28.12	28.81	29.55	30.28	31.02	31.79	32.61
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28
49SP	Annual	51888	53196	54492	55896	57252	58716	60156	61692	63228	64776	66372	68088	69768
	Monthly	4324	4433	4541	4658	4771	4893	5013	5141	5269	5398	5531	5674	5814
	Hourly	24.85	25.48	26.10	26.77	27.42	28.12	28.81	29.55	30.28	31.02	31.79	32.61	33.41
	Standby	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34
50SP	Annual	53196	54492	55896	57252	58716	60156	61692	63228	64776	66372	68088	69768	71556
	Monthly	4433	4541	4658	4771	4893	5013	5141	5269	5398	5531	5674	5814	5963
	Hourly	25.48	26.10	26.77	27.42	28.12	28.81	29.55	30.28	31.02	31.79	32.61	33.41	34.27
	Standby	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40
51SP	Annual	54492	55896	57252	58716	60156	61692	63228	64776	66372	68088	69768	71556	73320
	Monthly	4541	4658	4771	4893	5013	5141	5269	5398	5531	5674	5814	5963	6110
	Hourly	26.10	26.77	27.42	28.12	28.81	29.55	30.28	31.02	31.79	32.61	33.41	34.27	35.11
	Standby	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46
52SP	Annual	55896	57252	58716	60156	61692	63228	64776	66372	68088	69768	71556	73320	75144
	Monthly	4658	4771	4893	5013	5141	5269	5398	5531	5674	5814	5963	6110	6262
	Hourly	26.77	27.42	28.12	28.81	29.55	30.28	31.02	31.79	32.61	33.41	34.27	35.11	35.99
	Standby	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 216

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WPEA - GG
PTE Local 17
Coalition
Higher Ed (See CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
53SP	Annual	57252	58716	60156	61692	63228	64776	66372	68088	69768	71556	73320	75144	76992
	Monthly	4771	4893	5013	5141	5269	5398	5531	5674	5814	5963	6110	6262	6416
	Hourly	27.42	28.12	28.81	29.55	30.28	31.02	31.79	32.61	33.41	34.27	35.11	35.99	36.87
	Standby	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58
54SP	Annual	58716	60156	61692	63228	64776	66372	68088	69768	71556	73320	75144	76992	78936
	Monthly	4893	5013	5141	5269	5398	5531	5674	5814	5963	6110	6262	6416	6578
	Hourly	28.12	28.81	29.55	30.28	31.02	31.79	32.61	33.41	34.27	35.11	35.99	36.87	37.80
	Standby	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65
55SP	Annual	60156	61692	63228	64776	66372	68088	69768	71556	73320	75144	76992	78936	80880
	Monthly	5013	5141	5269	5398	5531	5674	5814	5963	6110	6262	6416	6578	6740
	Hourly	28.81	29.55	30.28	31.02	31.79	32.61	33.41	34.27	35.11	35.99	36.87	37.80	38.74
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71
56SP	Annual	61692	63228	64776	66372	68088	69768	71556	73320	75144	76992	78936	80880	82920
	Monthly	5141	5269	5398	5531	5674	5814	5963	6110	6262	6416	6578	6740	6910
	Hourly	29.55	30.28	31.02	31.79	32.61	33.41	34.27	35.11	35.99	36.87	37.80	38.74	39.71
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78
57SP	Annual	63228	64776	66372	68088	69768	71556	73320	75144	76992	78936	80880	82920	84996
	Monthly	5269	5398	5531	5674	5814	5963	6110	6262	6416	6578	6740	6910	7083
	Hourly	30.28	31.02	31.79	32.61	33.41	34.27	35.11	35.99	36.87	37.80	38.74	39.71	40.71
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85
58SP	Annual	64776	66372	68088	69768	71556	73320	75144	76992	78936	80880	82920	84996	87120
	Monthly	5398	5531	5674	5814	5963	6110	6262	6416	6578	6740	6910	7083	7260
	Hourly	31.02	31.79	32.61	33.41	34.27	35.11	35.99	36.87	37.80	38.74	39.71	40.71	41.72
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92
59SP	Annual	66372	68088	69768	71556	73320	75144	76992	78936	80880	82920	84996	87120	89304
	Monthly	5531	5674	5814	5963	6110	6262	6416	6578	6740	6910	7083	7260	7442
	Hourly	31.79	32.61	33.41	34.27	35.11	35.99	36.87	37.80	38.74	39.71	40.71	41.72	42.77
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99
60SP	Annual	68088	69768	71556	73320	75144	76992	78936	80880	82920	84996	87120	89304	91524
	Monthly	5674	5814	5963	6110	6262	6416	6578	6740	6910	7083	7260	7442	7627
	Hourly	32.61	33.41	34.27	35.11	35.99	36.87	37.80	38.74	39.71	40.71	41.72	42.77	43.83
	Standby	2.28	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07
61SP	Annual	69768	71556	73320	75144	76992	78936	80880	82920	84996	87120	89304	91524	93828
	Monthly	5814	5963	6110	6262	6416	6578	6740	6910	7083	7260	7442	7627	7819
	Hourly	33.41	34.27	35.11	35.99	36.87	37.80	38.74	39.71	40.71	41.72	42.77	43.83	44.94
	Standby	2.34	2.40	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.15

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
27	Annual	30456	31092	31872	32580	33336	34116	34944	35712	36552	37404	38256	39192	40044
	Monthly	2538	2591	2656	2715	2778	2843	2912	2976	3046	3117	3188	3266	3337
	Hourly	14.59	14.89	15.26	15.60	15.97	16.34	16.74	17.10	17.51	17.91	18.32	18.77	19.18
	Standby	1.02	1.04	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.25	1.28	1.31	1.34
28	Annual	31092	31872	32580	33336	34116	34944	35712	36552	37404	38256	39192	40044	41064
	Monthly	2591	2656	2715	2778	2843	2912	2976	3046	3117	3188	3266	3337	3422
	Hourly	14.89	15.26	15.60	15.97	16.34	16.74	17.10	17.51	17.91	18.32	18.77	19.18	19.67
	Standby	1.04	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.25	1.28	1.31	1.34	1.38
29	Annual	31872	32580	33336	34116	34944	35712	36552	37404	38256	39192	40044	41064	42012
	Monthly	2656	2715	2778	2843	2912	2976	3046	3117	3188	3266	3337	3422	3501
	Hourly	15.26	15.60	15.97	16.34	16.74	17.10	17.51	17.91	18.32	18.77	19.18	19.67	20.12
	Standby	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.25	1.28	1.31	1.34	1.38	1.41
30	Annual	32580	33336	34116	34944	35712	36552	37404	38256	39192	40044	41064	42012	42984
	Monthly	2715	2778	2843	2912	2976	3046	3117	3188	3266	3337	3422	3501	3582
	Hourly	15.60	15.97	16.34	16.74	17.10	17.51	17.91	18.32	18.77	19.18	19.67	20.12	20.59
	Standby	1.09	1.12	1.14	1.17	1.20	1.23	1.25	1.28	1.31	1.34	1.38	1.41	1.44
31	Annual	33336	34116	34944	35712	36552	37404	38256	39192	40044	41064	42012	42984	44016
	Monthly	2778	2843	2912	2976	3046	3117	3188	3266	3337	3422	3501	3582	3668
	Hourly	15.97	16.34	16.74	17.10	17.51	17.91	18.32	18.77	19.18	19.67	20.12	20.59	21.08
	Standby	1.12	1.14	1.17	1.20	1.23	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48
32	Annual	34116	34944	35712	36552	37404	38256	39192	40044	41064	42012	42984	44016	45012
	Monthly	2843	2912	2976	3046	3117	3188	3266	3337	3422	3501	3582	3668	3751
	Hourly	16.34	16.74	17.10	17.51	17.91	18.32	18.77	19.18	19.67	20.12	20.59	21.08	21.56
	Standby	1.14	1.17	1.20	1.23	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51
33	Annual	34944	35712	36552	37404	38256	39192	40044	41064	42012	42984	44016	45012	46164
	Monthly	2912	2976	3046	3117	3188	3266	3337	3422	3501	3582	3668	3751	3847
	Hourly	16.74	17.10	17.51	17.91	18.32	18.77	19.18	19.67	20.12	20.59	21.08	21.56	22.11
	Standby	1.17	1.20	1.23	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55
34	Annual	35712	36552	37404	38256	39192	40044	41064	42012	42984	44016	45012	46164	47232
	Monthly	2976	3046	3117	3188	3266	3337	3422	3501	3582	3668	3751	3847	3936
	Hourly	17.10	17.51	17.91	18.32	18.77	19.18	19.67	20.12	20.59	21.08	21.56	22.11	22.62
	Standby	1.20	1.23	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58
35	Annual	36552	37404	38256	39192	40044	41064	42012	42984	44016	45012	46164	47232	48360
	Monthly	3046	3117	3188	3266	3337	3422	3501	3582	3668	3751	3847	3936	4030
	Hourly	17.51	17.91	18.32	18.77	19.18	19.67	20.12	20.59	21.08	21.56	22.11	22.62	23.16
	Standby	1.23	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62
36	Annual	37404	38256	39192	40044	41064	42012	42984	44016	45012	46164	47232	48360	49548
	Monthly	3117	3188	3266	3337	3422	3501	3582	3668	3751	3847	3936	4030	4129
	Hourly	17.91	18.32	18.77	19.18	19.67	20.12	20.59	21.08	21.56	22.11	22.62	23.16	23.73
	Standby	1.25	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
37	Annual	38256	39192	40044	41064	42012	42984	44016	45012	46164	47232	48360	49548	50748
	Monthly	3188	3266	3337	3422	3501	3582	3668	3751	3847	3936	4030	4129	4229
	Hourly	18.32	18.77	19.18	19.67	20.12	20.59	21.08	21.56	22.11	22.62	23.16	23.73	24.30
	Standby	1.28	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70
38	Annual	39192	40044	41064	42012	42984	44016	45012	46164	47232	48360	49548	50748	52068
	Monthly	3266	3337	3422	3501	3582	3668	3751	3847	3936	4030	4129	4229	4339
	Hourly	18.77	19.18	19.67	20.12	20.59	21.08	21.56	22.11	22.62	23.16	23.73	24.30	24.94
	Standby	1.31	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75
39	Annual	40044	41064	42012	42984	44016	45012	46164	47232	48360	49548	50748	52068	53328
	Monthly	3337	3422	3501	3582	3668	3751	3847	3936	4030	4129	4229	4339	4444
	Hourly	19.18	19.67	20.12	20.59	21.08	21.56	22.11	22.62	23.16	23.73	24.30	24.94	25.54
	Standby	1.34	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79
40	Annual	41064	42012	42984	44016	45012	46164	47232	48360	49548	50748	52068	53328	54708
	Monthly	3422	3501	3582	3668	3751	3847	3936	4030	4129	4229	4339	4444	4559
	Hourly	19.67	20.12	20.59	21.08	21.56	22.11	22.62	23.16	23.73	24.30	24.94	25.54	26.20
	Standby	1.38	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.83
41	Annual	42012	42984	44016	45012	46164	47232	48360	49548	50748	52068	53328	54708	55992
	Monthly	3501	3582	3668	3751	3847	3936	4030	4129	4229	4339	4444	4559	4666
	Hourly	20.12	20.59	21.08	21.56	22.11	22.62	23.16	23.73	24.30	24.94	25.54	26.20	26.82
	Standby	1.41	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88
42	Annual	42984	44016	45012	46164	47232	48360	49548	50748	52068	53328	54708	55992	57456
	Monthly	3582	3668	3751	3847	3936	4030	4129	4229	4339	4444	4559	4666	4788
	Hourly	20.59	21.08	21.56	22.11	22.62	23.16	23.73	24.30	24.94	25.54	26.20	26.82	27.52
	Standby	1.44	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93
43	Annual	44016	45012	46164	47232	48360	49548	50748	52068	53328	54708	55992	57456	58932
	Monthly	3668	3751	3847	3936	4030	4129	4229	4339	4444	4559	4666	4788	4911
	Hourly	21.08	21.56	22.11	22.62	23.16	23.73	24.30	24.94	25.54	26.20	26.82	27.52	28.22
	Standby	1.48	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98
44	Annual	45012	46164	47232	48360	49548	50748	52068	53328	54708	55992	57456	58932	60408
	Monthly	3751	3847	3936	4030	4129	4229	4339	4444	4559	4666	4788	4911	5034
	Hourly	21.56	22.11	22.62	23.16	23.73	24.30	24.94	25.54	26.20	26.82	27.52	28.22	28.93
	Standby	1.51	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03
45	Annual	46164	47232	48360	49548	50748	52068	53328	54708	55992	57456	58932	60408	61884
	Monthly	3847	3936	4030	4129	4229	4339	4444	4559	4666	4788	4911	5034	5157
	Hourly	22.11	22.62	23.16	23.73	24.30	24.94	25.54	26.20	26.82	27.52	28.22	28.93	29.64
	Standby	1.55	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07
46	Annual	47232	48360	49548	50748	52068	53328	54708	55992	57456	58932	60408	61884	63432
	Monthly	3936	4030	4129	4229	4339	4444	4559	4666	4788	4911	5034	5157	5286
	Hourly	22.62	23.16	23.73	24.30	24.94	25.54	26.20	26.82	27.52	28.22	28.93	29.64	30.38
	Standby	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
47	Annual	48360	49548	50748	52068	53328	54708	55992	57456	58932	60408	61884	63432	64980
	Monthly	4030	4129	4229	4339	4444	4559	4666	4788	4911	5034	5157	5286	5415
	Hourly	23.16	23.73	24.30	24.94	25.54	26.20	26.82	27.52	28.22	28.93	29.64	30.38	31.12
	Standby	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18
48	Annual	49548	50748	52068	53328	54708	55992	57456	58932	60408	61884	63432	64980	66660
	Monthly	4129	4229	4339	4444	4559	4666	4788	4911	5034	5157	5286	5415	5555
	Hourly	23.73	24.30	24.94	25.54	26.20	26.82	27.52	28.22	28.93	29.64	30.38	31.12	31.93
	Standby	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.23
49	Annual	50748	52068	53328	54708	55992	57456	58932	60408	61884	63432	64980	66660	68280
	Monthly	4229	4339	4444	4559	4666	4788	4911	5034	5157	5286	5415	5555	5690
	Hourly	24.30	24.94	25.54	26.20	26.82	27.52	28.22	28.93	29.64	30.38	31.12	31.93	32.70
	Standby	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.23	2.29
50	Annual	52068	53328	54708	55992	57456	58932	60408	61884	63432	64980	66660	68280	70032
	Monthly	4339	4444	4559	4666	4788	4911	5034	5157	5286	5415	5555	5690	5836
	Hourly	24.94	25.54	26.20	26.82	27.52	28.22	28.93	29.64	30.38	31.12	31.93	32.70	33.54
	Standby	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.23	2.29	2.35
51	Annual	53328	54708	55992	57456	58932	60408	61884	63432	64980	66660	68280	70032	71736
	Monthly	4444	4559	4666	4788	4911	5034	5157	5286	5415	5555	5690	5836	5978
	Hourly	25.54	26.20	26.82	27.52	28.22	28.93	29.64	30.38	31.12	31.93	32.70	33.54	34.36
	Standby	1.79	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.23	2.29	2.35	2.40
52	Annual	54708	55992	57456	58932	60408	61884	63432	64980	66660	68280	70032	71736	73560
	Monthly	4559	4666	4788	4911	5034	5157	5286	5415	5555	5690	5836	5978	6130
	Hourly	26.20	26.82	27.52	28.22	28.93	29.64	30.38	31.12	31.93	32.70	33.54	34.36	35.23
	Standby	1.83	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.23	2.29	2.35	2.40	2.47
53	Annual	55992	57456	58932	60408	61884	63432	64980	66660	68280	70032	71736	73560	75372
	Monthly	4666	4788	4911	5034	5157	5286	5415	5555	5690	5836	5978	6130	6281
	Hourly	26.82	27.52	28.22	28.93	29.64	30.38	31.12	31.93	32.70	33.54	34.36	35.23	36.10
	Standby	1.88	1.93	1.98	2.03	2.07	2.13	2.18	2.23	2.29	2.35	2.40	2.47	2.53
54	Annual	57456	58932	60408	61884	63432	64980	66660	68280	70032	71736	73560	75372	77256
	Monthly	4788	4911	5034	5157	5286	5415	5555	5690	5836	5978	6130	6281	6438
	Hourly	27.52	28.22	28.93	29.64	30.38	31.12	31.93	32.70	33.54	34.36	35.23	36.10	37.00
	Standby	1.93	1.98	2.03	2.07	2.13	2.18	2.23	2.29	2.35	2.40	2.47	2.53	2.59
55	Annual	58932	60408	61884	63432	64980	66660	68280	70032	71736	73560	75372	77256	79188
	Monthly	4911	5034	5157	5286	5415	5555	5690	5836	5978	6130	6281	6438	6599
	Hourly	28.22	28.93	29.64	30.38	31.12	31.93	32.70	33.54	34.36	35.23	36.10	37.00	37.93
	Standby	1.98	2.03	2.07	2.13	2.18	2.23	2.29	2.35	2.40	2.47	2.53	2.59	2.65
56	Annual	60408	61884	63432	64980	66660	68280	70032	71736	73560	75372	77256	79188	81204
	Monthly	5034	5157	5286	5415	5555	5690	5836	5978	6130	6281	6438	6599	6767
	Hourly	28.93	29.64	30.38	31.12	31.93	32.70	33.54	34.36	35.23	36.10	37.00	37.93	38.89
	Standby	2.03	2.07	2.13	2.18	2.23	2.29	2.35	2.40	2.47	2.53	2.59	2.65	2.72

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	61884	63432	64980	66660	68280	70032	71736	73560	75372	77256	79188	81204	83160
	Monthly	5157	5286	5415	5555	5690	5836	5978	6130	6281	6438	6599	6767	6930
	Hourly	29.64	30.38	31.12	31.93	32.70	33.54	34.36	35.23	36.10	37.00	37.93	38.89	39.83
	Standby	2.07	2.13	2.18	2.23	2.29	2.35	2.40	2.47	2.53	2.59	2.65	2.72	2.79
58	Annual	63432	64980	66660	68280	70032	71736	73560	75372	77256	79188	81204	83160	85320
	Monthly	5286	5415	5555	5690	5836	5978	6130	6281	6438	6599	6767	6930	7110
	Hourly	30.38	31.12	31.93	32.70	33.54	34.36	35.23	36.10	37.00	37.93	38.89	39.83	40.86
	Standby	2.13	2.18	2.23	2.29	2.35	2.40	2.47	2.53	2.59	2.65	2.72	2.79	2.86
59	Annual	64980	66660	68280	70032	71736	73560	75372	77256	79188	81204	83160	85320	87408
	Monthly	5415	5555	5690	5836	5978	6130	6281	6438	6599	6767	6930	7110	7284
	Hourly	31.12	31.93	32.70	33.54	34.36	35.23	36.10	37.00	37.93	38.89	39.83	40.86	41.86
	Standby	2.18	2.23	2.29	2.35	2.40	2.47	2.53	2.59	2.65	2.72	2.79	2.86	2.93
60	Annual	66660	68280	70032	71736	73560	75372	77256	79188	81204	83160	85320	87408	89628
	Monthly	5555	5690	5836	5978	6130	6281	6438	6599	6767	6930	7110	7284	7469
	Hourly	31.93	32.70	33.54	34.36	35.23	36.10	37.00	37.93	38.89	39.83	40.86	41.86	42.93
	Standby	2.23	2.29	2.35	2.40	2.47	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00
61	Annual	68280	70032	71736	73560	75372	77256	79188	81204	83160	85320	87408	89628	91860
	Monthly	5690	5836	5978	6130	6281	6438	6599	6767	6930	7110	7284	7469	7655
	Hourly	32.70	33.54	34.36	35.23	36.10	37.00	37.93	38.89	39.83	40.86	41.86	42.93	43.99
	Standby	2.29	2.35	2.40	2.47	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08
62	Annual	70032	71736	73560	75372	77256	79188	81204	83160	85320	87408	89628	91860	94128
	Monthly	5836	5978	6130	6281	6438	6599	6767	6930	7110	7284	7469	7655	7844
	Hourly	33.54	34.36	35.23	36.10	37.00	37.93	38.89	39.83	40.86	41.86	42.93	43.99	45.08
	Standby	2.35	2.40	2.47	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.16
63	Annual	71736	73560	75372	77256	79188	81204	83160	85320	87408	89628	91860	94128	96480
	Monthly	5978	6130	6281	6438	6599	6767	6930	7110	7284	7469	7655	7844	8040
	Hourly	34.36	35.23	36.10	37.00	37.93	38.89	39.83	40.86	41.86	42.93	43.99	45.08	46.21
	Standby	2.40	2.47	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.16	3.23
64	Annual	73560	75372	77256	79188	81204	83160	85320	87408	89628	91860	94128	96480	98928
	Monthly	6130	6281	6438	6599	6767	6930	7110	7284	7469	7655	7844	8040	8244
	Hourly	35.23	36.10	37.00	37.93	38.89	39.83	40.86	41.86	42.93	43.99	45.08	46.21	47.38
	Standby	2.47	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.16	3.23	3.32
65	Annual	75372	77256	79188	81204	83160	85320	87408	89628	91860	94128	96480	98928	101388
	Monthly	6281	6438	6599	6767	6930	7110	7284	7469	7655	7844	8040	8244	8449
	Hourly	36.10	37.00	37.93	38.89	39.83	40.86	41.86	42.93	43.99	45.08	46.21	47.38	48.56
	Standby	2.53	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.16	3.23	3.32	3.40
66	Annual	77256	79188	81204	83160	85320	87408	89628	91860	94128	96480	98928	101388	103968
	Monthly	6438	6599	6767	6930	7110	7284	7469	7655	7844	8040	8244	8449	8664
	Hourly	37.00	37.93	38.89	39.83	40.86	41.86	42.93	43.99	45.08	46.21	47.38	48.56	49.79
	Standby	2.59	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.16	3.23	3.32	3.40	3.49

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
67	Annual	79188	81204	83160	85320	87408	89628	91860	94128	96480	98928	101388	103968	106512
	Monthly	6599	6767	6930	7110	7284	7469	7655	7844	8040	8244	8449	8664	8876
	Hourly	37.93	38.89	39.83	40.86	41.86	42.93	43.99	45.08	46.21	47.38	48.56	49.79	51.01
	Standby	2.65	2.72	2.79	2.86	2.93	3.00	3.08	3.16	3.23	3.32	3.40	3.49	3.57
68	Annual	81204	83160	85320	87408	89628	91860	94128	96480	98928	101388	103968	106512	109200
	Monthly	6767	6930	7110	7284	7469	7655	7844	8040	8244	8449	8664	8876	9100
	Hourly	38.89	39.83	40.86	41.86	42.93	43.99	45.08	46.21	47.38	48.56	49.79	51.01	52.30
	Standby	2.72	2.79	2.86	2.93	3.00	3.08	3.16	3.23	3.32	3.40	3.49	3.57	3.66
69	Annual	83160	85320	87408	89628	91860	94128	96480	98928	101388	103968	106512	109200	111900
	Monthly	6930	7110	7284	7469	7655	7844	8040	8244	8449	8664	8876	9100	9325
	Hourly	39.83	40.86	41.86	42.93	43.99	45.08	46.21	47.38	48.56	49.79	51.01	52.30	53.59
	Standby	2.79	2.86	2.93	3.00	3.08	3.16	3.23	3.32	3.40	3.49	3.57	3.66	3.75
70	Annual	85320	87408	89628	91860	94128	96480	98928	101388	103968	106512	109200	111900	114732
	Monthly	7110	7284	7469	7655	7844	8040	8244	8449	8664	8876	9100	9325	9561
	Hourly	40.86	41.86	42.93	43.99	45.08	46.21	47.38	48.56	49.79	51.01	52.30	53.59	54.95
	Standby	2.86	2.93	3.00	3.08	3.16	3.23	3.32	3.40	3.49	3.57	3.66	3.75	3.85
71	Annual	87408	89628	91860	94128	96480	98928	101388	103968	106512	109200	111900	114732	117576
	Monthly	7284	7469	7655	7844	8040	8244	8449	8664	8876	9100	9325	9561	9798
	Hourly	41.86	42.93	43.99	45.08	46.21	47.38	48.56	49.79	51.01	52.30	53.59	54.95	56.31
	Standby	2.93	3.00	3.08	3.16	3.23	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.94
72	Annual	89628	91860	94128	96480	98928	101388	103968	106512	109200	111900	114732	117576	120528
	Monthly	7469	7655	7844	8040	8244	8449	8664	8876	9100	9325	9561	9798	10044
	Hourly	42.93	43.99	45.08	46.21	47.38	48.56	49.79	51.01	52.30	53.59	54.95	56.31	57.72
	Standby	3.00	3.08	3.16	3.23	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.94	4.04
73	Annual	91860	94128	96480	98928	101388	103968	106512	109200	111900	114732	117576	120528	123528
	Monthly	7655	7844	8040	8244	8449	8664	8876	9100	9325	9561	9798	10044	10294
	Hourly	43.99	45.08	46.21	47.38	48.56	49.79	51.01	52.30	53.59	54.95	56.31	57.72	59.16
	Standby	3.08	3.16	3.23	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.94	4.04	4.14
74	Annual	94128	96480	98928	101388	103968	106512	109200	111900	114732	117576	120528	123528	126672
	Monthly	7844	8040	8244	8449	8664	8876	9100	9325	9561	9798	10044	10294	10556
	Hourly	45.08	46.21	47.38	48.56	49.79	51.01	52.30	53.59	54.95	56.31	57.72	59.16	60.67
	Standby	3.16	3.23	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.94	4.04	4.14	4.25
75	Annual	96480	98928	101388	103968	106512	109200	111900	114732	117576	120528	123528	126672	129780
	Monthly	8040	8244	8449	8664	8876	9100	9325	9561	9798	10044	10294	10556	10815
	Hourly	46.21	47.38	48.56	49.79	51.01	52.30	53.59	54.95	56.31	57.72	59.16	60.67	62.16
	Standby	3.23	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.94	4.04	4.14	4.25	4.35
76	Annual	98928	101388	103968	106512	109200	111900	114732	117576	120528	123528	126672	129780	133020
	Monthly	8244	8449	8664	8876	9100	9325	9561	9798	10044	10294	10556	10815	11085
	Hourly	47.38	48.56	49.79	51.01	52.30	53.59	54.95	56.31	57.72	59.16	60.67	62.16	63.71
	Standby	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.94	4.04	4.14	4.25	4.35	4.46

Standby rate is equal to 7% of the hourly rate

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ITEM 217

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
77	Annual	101388	103968	106512	109200	111900	114732	117576	120528	123528	126672	129780	133020	136380
	Monthly	8449	8664	8876	9100	9325	9561	9798	10044	10294	10556	10815	11085	11365
	Hourly	48.56	49.79	51.01	52.30	53.59	54.95	56.31	57.72	59.16	60.67	62.16	63.71	65.32
	Standby	3.40	3.49	3.57	3.66	3.75	3.85	3.94	4.04	4.14	4.25	4.35	4.46	4.57
78	Annual	103968	106512	109200	111900	114732	117576	120528	123528	126672	129780	133020	136380	139776
	Monthly	8664	8876	9100	9325	9561	9798	10044	10294	10556	10815	11085	11365	11648
	Hourly	49.79	51.01	52.30	53.59	54.95	56.31	57.72	59.16	60.67	62.16	63.71	65.32	66.94
	Standby	3.49	3.57	3.66	3.75	3.85	3.94	4.04	4.14	4.25	4.35	4.46	4.57	4.69
79	Annual	106512	109200	111900	114732	117576	120528	123528	126672	129780	133020	136380	139776	143232
	Monthly	8876	9100	9325	9561	9798	10044	10294	10556	10815	11085	11365	11648	11936
	Hourly	51.01	52.30	53.59	54.95	56.31	57.72	59.16	60.67	62.16	63.71	65.32	66.94	68.60
	Standby	3.57	3.66	3.75	3.85	3.94	4.04	4.14	4.25	4.35	4.46	4.57	4.69	4.80
80	Annual	109200	111900	114732	117576	120528	123528	126672	129780	133020	136380	139776	143232	146808
	Monthly	9100	9325	9561	9798	10044	10294	10556	10815	11085	11365	11648	11936	12234
	Hourly	52.30	53.59	54.95	56.31	57.72	59.16	60.67	62.16	63.71	65.32	66.94	68.60	70.31
	Standby	3.66	3.75	3.85	3.94	4.04	4.14	4.25	4.35	4.46	4.57	4.69	4.80	4.92
81	Annual	111900	114732	117576	120528	123528	126672	129780	133020	136380	139776	143232	146808	150528
	Monthly	9325	9561	9798	10044	10294	10556	10815	11085	11365	11648	11936	12234	12544
	Hourly	53.59	54.95	56.31	57.72	59.16	60.67	62.16	63.71	65.32	66.94	68.60	70.31	72.09
	Standby	3.75	3.85	3.94	4.04	4.14	4.25	4.35	4.46	4.57	4.69	4.80	4.92	5.05
82	Annual	114732	117576	120528	123528	126672	129780	133020	136380	139776	143232	146808	150528	154260
	Monthly	9561	9798	10044	10294	10556	10815	11085	11365	11648	11936	12234	12544	12855
	Hourly	54.95	56.31	57.72	59.16	60.67	62.16	63.71	65.32	66.94	68.60	70.31	72.09	73.88
	Standby	3.85	3.94	4.04	4.14	4.25	4.35	4.46	4.57	4.69	4.80	4.92	5.05	5.17
83	Annual	117576	120528	123528	126672	129780	133020	136380	139776	143232	146808	150528	154260	158100
	Monthly	9798	10044	10294	10556	10815	11085	11365	11648	11936	12234	12544	12855	13175
	Hourly	56.31	57.72	59.16	60.67	62.16	63.71	65.32	66.94	68.60	70.31	72.09	73.88	75.72
	Standby	3.94	4.04	4.14	4.25	4.35	4.46	4.57	4.69	4.80	4.92	5.05	5.17	5.30
84	Annual	120528	123528	126672	129780	133020	136380	139776	143232	146808	150528	154260	158100	162108
	Monthly	10044	10294	10556	10815	11085	11365	11648	11936	12234	12544	12855	13175	13509
	Hourly	57.72	59.16	60.67	62.16	63.71	65.32	66.94	68.60	70.31	72.09	73.88	75.72	77.64
	Standby	4.04	4.14	4.25	4.35	4.46	4.57	4.69	4.80	4.92	5.05	5.17	5.30	5.43
85	Annual	123528	126672	129780	133020	136380	139776	143232	146808	150528	154260	158100	162108	166092
	Monthly	10294	10556	10815	11085	11365	11648	11936	12234	12544	12855	13175	13509	13841
	Hourly	59.16	60.67	62.16	63.71	65.32	66.94	68.60	70.31	72.09	73.88	75.72	77.64	79.55
	Standby	4.14	4.25	4.35	4.46	4.57	4.69	4.80	4.92	5.05	5.17	5.30	5.43	5.57
86	Annual	126672	129780	133020	136380	139776	143232	146808	150528	154260	158100	162108	166092	170268
	Monthly	10556	10815	11085	11365	11648	11936	12234	12544	12855	13175	13509	13841	14189
	Hourly	60.67	62.16	63.71	65.32	66.94	68.60	70.31	72.09	73.88	75.72	77.64	79.55	81.55
	Standby	4.25	4.35	4.46	4.57	4.69	4.80	4.92	5.05	5.17	5.30	5.43	5.57	5.71

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
87	Annual	129780	133020	136380	139776	143232	146808	150528	154260	158100	162108	166092	170268	174600
	Monthly	10815	11085	11365	11648	11936	12234	12544	12855	13175	13509	13841	14189	14550
	Hourly	62.16	63.71	65.32	66.94	68.60	70.31	72.09	73.88	75.72	77.64	79.55	81.55	83.62
	Standby	4.35	4.46	4.57	4.69	4.80	4.92	5.05	5.17	5.30	5.43	5.57	5.71	5.85
88	Annual	133020	136380	139776	143232	146808	150528	154260	158100	162108	166092	170268	174600	178896
	Monthly	11085	11365	11648	11936	12234	12544	12855	13175	13509	13841	14189	14550	14908
	Hourly	63.71	65.32	66.94	68.60	70.31	72.09	73.88	75.72	77.64	79.55	81.55	83.62	85.68
	Standby	4.46	4.57	4.69	4.80	4.92	5.05	5.17	5.30	5.43	5.57	5.71	5.85	6.00
89	Annual	136380	139776	143232	146808	150528	154260	158100	162108	166092	170268	174600	178896	183444
	Monthly	11365	11648	11936	12234	12544	12855	13175	13509	13841	14189	14550	14908	15287
	Hourly	65.32	66.94	68.60	70.31	72.09	73.88	75.72	77.64	79.55	81.55	83.62	85.68	87.86
	Standby	4.57	4.69	4.80	4.92	5.05	5.17	5.30	5.43	5.57	5.71	5.85	6.00	6.15
90	Annual	139776	143232	146808	150528	154260	158100	162108	166092	170268	174600	178896	183444	187944
	Monthly	11648	11936	12234	12544	12855	13175	13509	13841	14189	14550	14908	15287	15662
	Hourly	66.94	68.60	70.31	72.09	73.88	75.72	77.64	79.55	81.55	83.62	85.68	87.86	90.01
	Standby	4.69	4.80	4.92	5.05	5.17	5.30	5.43	5.57	5.71	5.85	6.00	6.15	6.30
91	Annual	143232	146808	150528	154260	158100	162108	166092	170268	174600	178896	183444	187944	192696
	Monthly	11936	12234	12544	12855	13175	13509	13841	14189	14550	14908	15287	15662	16058
	Hourly	68.60	70.31	72.09	73.88	75.72	77.64	79.55	81.55	83.62	85.68	87.86	90.01	92.29
	Standby	4.80	4.92	5.05	5.17	5.30	5.43	5.57	5.71	5.85	6.00	6.15	6.30	6.46
92	Annual	146808	150528	154260	158100	162108	166092	170268	174600	178896	183444	187944	192696	197448
	Monthly	12234	12544	12855	13175	13509	13841	14189	14550	14908	15287	15662	16058	16454
	Hourly	70.31	72.09	73.88	75.72	77.64	79.55	81.55	83.62	85.68	87.86	90.01	92.29	94.56
	Standby	4.92	5.05	5.17	5.30	5.43	5.57	5.71	5.85	6.00	6.15	6.30	6.46	6.62
93	Annual	150528	154260	158100	162108	166092	170268	174600	178896	183444	187944	192696	197448	202500
	Monthly	12544	12855	13175	13509	13841	14189	14550	14908	15287	15662	16058	16454	16875
	Hourly	72.09	73.88	75.72	77.64	79.55	81.55	83.62	85.68	87.86	90.01	92.29	94.56	96.98
	Standby	5.05	5.17	5.30	5.43	5.57	5.71	5.85	6.00	6.15	6.30	6.46	6.62	6.79
94	Annual	154260	158100	162108	166092	170268	174600	178896	183444	187944	192696	197448	202500	207480
	Monthly	12855	13175	13509	13841	14189	14550	14908	15287	15662	16058	16454	16875	17290
	Hourly	73.88	75.72	77.64	79.55	81.55	83.62	85.68	87.86	90.01	92.29	94.56	96.98	99.37
	Standby	5.17	5.30	5.43	5.57	5.71	5.85	6.00	6.15	6.30	6.46	6.62	6.79	6.96
95	Annual	158100	162108	166092	170268	174600	178896	183444	187944	192696	197448	202500	207480	212712
	Monthly	13175	13509	13841	14189	14550	14908	15287	15662	16058	16454	16875	17290	17726
	Hourly	75.72	77.64	79.55	81.55	83.62	85.68	87.86	90.01	92.29	94.56	96.98	99.37	101.87
	Standby	5.30	5.43	5.57	5.71	5.85	6.00	6.15	6.30	6.46	6.62	6.79	6.96	7.13
96	Annual	162108	166092	170268	174600	178896	183444	187944	192696	197448	202500	207480	212712	218028
	Monthly	13509	13841	14189	14550	14908	15287	15662	16058	16454	16875	17290	17726	18169
	Hourly	77.64	79.55	81.55	83.62	85.68	87.86	90.01	92.29	94.56	96.98	99.37	101.87	104.42
	Standby	5.43	5.57	5.71	5.85	6.00	6.15	6.30	6.46	6.62	6.79	6.96	7.13	7.31

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
97	Annual	166092	170268	174600	178896	183444	187944	192696	197448	202500	207480	212712	218028	223476
	Monthly	13841	14189	14550	14908	15287	15662	16058	16454	16875	17290	17726	18169	18623
	Hourly	79.55	81.55	83.62	85.68	87.86	90.01	92.29	94.56	96.98	99.37	101.87	104.42	107.03
	Standby	5.57	5.71	5.85	6.00	6.15	6.30	6.46	6.62	6.79	6.96	7.13	7.31	7.49
98	Annual	170268	174600	178896	183444	187944	192696	197448	202500	207480	212712	218028	223476	229080
	Monthly	14189	14550	14908	15287	15662	16058	16454	16875	17290	17726	18169	18623	19090
	Hourly	81.55	83.62	85.68	87.86	90.01	92.29	94.56	96.98	99.37	101.87	104.42	107.03	109.71
	Standby	5.71	5.85	6.00	6.15	6.30	6.46	6.62	6.79	6.96	7.13	7.31	7.49	7.68
99	Annual	174600	178896	183444	187944	192696	197448	202500	207480	212712	218028	223476	229080	234804
	Monthly	14550	14908	15287	15662	16058	16454	16875	17290	17726	18169	18623	19090	19567
	Hourly	83.62	85.68	87.86	90.01	92.29	94.56	96.98	99.37	101.87	104.42	107.03	109.71	112.45
	Standby	5.85	6.00	6.15	6.30	6.46	6.62	6.79	6.96	7.13	7.31	7.49	7.68	7.87
100	Annual	178896	183444	187944	192696	197448	202500	207480	212712	218028	223476	229080	234804	240660
	Monthly	14908	15287	15662	16058	16454	16875	17290	17726	18169	18623	19090	19567	20055
	Hourly	85.68	87.86	90.01	92.29	94.56	96.98	99.37	101.87	104.42	107.03	109.71	112.45	115.26
	Standby	6.00	6.15	6.30	6.46	6.62	6.79	6.96	7.13	7.31	7.49	7.68	7.87	8.07
101	Annual	183444	187944	192696	197448	202500	207480	212712	218028	223476	229080	234804	240660	246684
	Monthly	15287	15662	16058	16454	16875	17290	17726	18169	18623	19090	19567	20055	20557
	Hourly	87.86	90.01	92.29	94.56	96.98	99.37	101.87	104.42	107.03	109.71	112.45	115.26	118.14
	Standby	6.15	6.30	6.46	6.62	6.79	6.96	7.13	7.31	7.49	7.68	7.87	8.07	8.27
102	Annual	187944	192696	197448	202500	207480	212712	218028	223476	229080	234804	240660	246684	252828
	Monthly	15662	16058	16454	16875	17290	17726	18169	18623	19090	19567	20055	20557	21069
	Hourly	90.01	92.29	94.56	96.98	99.37	101.87	104.42	107.03	109.71	112.45	115.26	118.14	121.09
	Standby	6.30	6.46	6.62	6.79	6.96	7.13	7.31	7.49	7.68	7.87	8.07	8.27	8.48
103	Annual	192696	197448	202500	207480	212712	218028	223476	229080	234804	240660	246684	252828	259164
	Monthly	16058	16454	16875	17290	17726	18169	18623	19090	19567	20055	20557	21069	21597
	Hourly	92.29	94.56	96.98	99.37	101.87	104.42	107.03	109.71	112.45	115.26	118.14	121.09	124.12
	Standby	6.46	6.62	6.79	6.96	7.13	7.31	7.49	7.68	7.87	8.07	8.27	8.48	8.69
104	Annual	197448	202500	207480	212712	218028	223476	229080	234804	240660	246684	252828	259164	265656
	Monthly	16454	16875	17290	17726	18169	18623	19090	19567	20055	20557	21069	21597	22138
	Hourly	94.56	96.98	99.37	101.87	104.42	107.03	109.71	112.45	115.26	118.14	121.09	124.12	127.23
	Standby	6.62	6.79	6.96	7.13	7.31	7.49	7.68	7.87	8.07	8.27	8.48	8.69	8.91
105	Annual	202500	207480	212712	218028	223476	229080	234804	240660	246684	252828	259164	265656	272292
	Monthly	16875	17290	17726	18169	18623	19090	19567	20055	20557	21069	21597	22138	22691
	Hourly	96.98	99.37	101.87	104.42	107.03	109.71	112.45	115.26	118.14	121.09	124.12	127.23	130.41
	Standby	6.79	6.96	7.13	7.31	7.49	7.68	7.87	8.07	8.27	8.48	8.69	8.91	9.13
106	Annual	207480	212712	218028	223476	229080	234804	240660	246684	252828	259164	265656	272292	279096
	Monthly	17290	17726	18169	18623	19090	19567	20055	20557	21069	21597	22138	22691	23258
	Hourly	99.37	101.87	104.42	107.03	109.71	112.45	115.26	118.14	121.09	124.12	127.23	130.41	133.67
	Standby	6.96	7.13	7.31	7.49	7.68	7.87	8.07	8.27	8.48	8.69	8.91	9.13	9.36

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management

Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
107	Annual	212712	218028	223476	229080	234804	240660	246684	252828	259164	265656	272292	279096	286080
	Monthly	17726	18169	18623	19090	19567	20055	20557	21069	21597	22138	22691	23258	23840
	Hourly	101.87	104.42	107.03	109.71	112.45	115.26	118.14	121.09	124.12	127.23	130.41	133.67	137.01
	Standby	7.13	7.31	7.49	7.68	7.87	8.07	8.27	8.48	8.69	8.91	9.13	9.36	9.59
108	Annual	218028	223476	229080	234804	240660	246684	252828	259164	265656	272292	279096	286080	293232
	Monthly	18169	18623	19090	19567	20055	20557	21069	21597	22138	22691	23258	23840	24436
	Hourly	104.42	107.03	109.71	112.45	115.26	118.14	121.09	124.12	127.23	130.41	133.67	137.01	140.44
	Standby	7.31	7.49	7.68	7.87	8.07	8.27	8.48	8.69	8.91	9.13	9.36	9.59	9.83
109	Annual	223476	229080	234804	240660	246684	252828	259164	265656	272292	279096	286080	293232	300564
	Monthly	18623	19090	19567	20055	20557	21069	21597	22138	22691	23258	23840	24436	25047
	Hourly	107.03	109.71	112.45	115.26	118.14	121.09	124.12	127.23	130.41	133.67	137.01	140.44	143.95
	Standby	7.49	7.68	7.87	8.07	8.27	8.48	8.69	8.91	9.13	9.36	9.59	9.83	10.08
110	Annual	229080	234804	240660	246684	252828	259164	265656	272292	279096	286080	293232	300564	308076
	Monthly	19090	19567	20055	20557	21069	21597	22138	22691	23258	23840	24436	25047	25673
	Hourly	109.71	112.45	115.26	118.14	121.09	124.12	127.23	130.41	133.67	137.01	140.44	143.95	147.55
	Standby	7.68	7.87	8.07	8.27	8.48	8.69	8.91	9.13	9.36	9.59	9.83	10.08	10.33
111	Annual	234804	240660	246684	252828	259164	265656	272292	279096	286080	293232	300564	308076	315792
	Monthly	19567	20055	20557	21069	21597	22138	22691	23258	23840	24436	25047	25673	26316
	Hourly	112.45	115.26	118.14	121.09	124.12	127.23	130.41	133.67	137.01	140.44	143.95	147.55	151.24
	Standby	7.87	8.07	8.27	8.48	8.69	8.91	9.13	9.36	9.59	9.83	10.08	10.33	10.59
112	Annual	240660	246684	252828	259164	265656	272292	279096	286080	293232	300564	308076	315792	323664
	Monthly	20055	20557	21069	21597	22138	22691	23258	23840	24436	25047	25673	26316	26972
	Hourly	115.26	118.14	121.09	124.12	127.23	130.41	133.67	137.01	140.44	143.95	147.55	151.24	155.01
	Standby	8.07	8.27	8.48	8.69	8.91	9.13	9.36	9.59	9.83	10.08	10.33	10.59	10.85
113	Annual	246684	252828	259164	265656	272292	279096	286080	293232	300564	308076	315792	323664	331764
	Monthly	20557	21069	21597	22138	22691	23258	23840	24436	25047	25673	26316	26972	27647
	Hourly	118.14	121.09	124.12	127.23	130.41	133.67	137.01	140.44	143.95	147.55	151.24	155.01	158.89
	Standby	8.27	8.48	8.69	8.91	9.13	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12
114	Annual	252828	259164	265656	272292	279096	286080	293232	300564	308076	315792	323664	331764	340068
	Monthly	21069	21597	22138	22691	23258	23840	24436	25047	25673	26316	26972	27647	28339
	Hourly	121.09	124.12	127.23	130.41	133.67	137.01	140.44	143.95	147.55	151.24	155.01	158.89	162.87
	Standby	8.48	8.69	8.91	9.13	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40
115	Annual	259164	265656	272292	279096	286080	293232	300564	308076	315792	323664	331764	340068	348552
	Monthly	21597	22138	22691	23258	23840	24436	25047	25673	26316	26972	27647	28339	29046
	Hourly	124.12	127.23	130.41	133.67	137.01	140.44	143.95	147.55	151.24	155.01	158.89	162.87	166.93
	Standby	8.69	8.91	9.13	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40	11.69
116	Annual	265656	272292	279096	286080	293232	300564	308076	315792	323664	331764	340068	348552	357276
	Monthly	22138	22691	23258	23840	24436	25047	25673	26316	26972	27647	28339	29046	29773
	Hourly	127.23	130.41	133.67	137.01	140.44	143.95	147.55	151.24	155.01	158.89	162.87	166.93	171.11
	Standby	8.91	9.13	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40	11.69	11.98

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 217

Prepared by Washington State Office of Financial Management

Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
117	Annual	272292	279096	286080	293232	300564	308076	315792	323664	331764	340068	348552	357276	366216
	Monthly	22691	23258	23840	24436	25047	25673	26316	26972	27647	28339	29046	29773	30518
	Hourly	130.41	133.67	137.01	140.44	143.95	147.55	151.24	155.01	158.89	162.87	166.93	171.11	175.39
	Standby	9.13	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40	11.69	11.98	12.28
118	Annual	279096	286080	293232	300564	308076	315792	323664	331764	340068	348552	357276	366216	375360
	Monthly	23258	23840	24436	25047	25673	26316	26972	27647	28339	29046	29773	30518	31280
	Hourly	133.67	137.01	140.44	143.95	147.55	151.24	155.01	158.89	162.87	166.93	171.11	175.39	179.77
	Standby	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40	11.69	11.98	12.28	12.58
119	Annual	286080	293232	300564	308076	315792	323664	331764	340068	348552	357276	366216	375360	384744
	Monthly	23840	24436	25047	25673	26316	26972	27647	28339	29046	29773	30518	31280	32062
	Hourly	137.01	140.44	143.95	147.55	151.24	155.01	158.89	162.87	166.93	171.11	175.39	179.77	184.26
	Standby	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40	11.69	11.98	12.28	12.58	12.90
120	Annual	293232	300564	308076	315792	323664	331764	340068	348552	357276	366216	375360	384744	394356
	Monthly	24436	25047	25673	26316	26972	27647	28339	29046	29773	30518	31280	32062	32863
	Hourly	140.44	143.95	147.55	151.24	155.01	158.89	162.87	166.93	171.11	175.39	179.77	184.26	188.87
	Standby	9.83	10.08	10.33	10.59	10.85	11.12	11.40	11.69	11.98	12.28	12.58	12.90	13.22

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
27	Annual	27468	28044	28752	29388	30060	30780	31512	32220	32976	33732	34512	35352	36132
	Monthly	2289	2337	2396	2449	2505	2565	2626	2685	2748	2811	2876	2946	3011
	Hourly	13.16	13.43	13.77	14.07	14.40	14.74	15.09	15.43	15.79	16.16	16.53	16.93	17.30
	Standby	0.92	0.94	0.96	0.99	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21
28	Annual	28044	28752	29388	30060	30780	31512	32220	32976	33732	34512	35352	36132	37032
	Monthly	2337	2396	2449	2505	2565	2626	2685	2748	2811	2876	2946	3011	3086
	Hourly	13.43	13.77	14.07	14.40	14.74	15.09	15.43	15.79	16.16	16.53	16.93	17.30	17.74
	Standby	0.94	0.96	0.99	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24
29	Annual	28752	29388	30060	30780	31512	32220	32976	33732	34512	35352	36132	37032	37884
	Monthly	2396	2449	2505	2565	2626	2685	2748	2811	2876	2946	3011	3086	3157
	Hourly	13.77	14.07	14.40	14.74	15.09	15.43	15.79	16.16	16.53	16.93	17.30	17.74	18.14
	Standby	0.96	0.99	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27
30	Annual	29388	30060	30780	31512	32220	32976	33732	34512	35352	36132	37032	37884	38772
	Monthly	2449	2505	2565	2626	2685	2748	2811	2876	2946	3011	3086	3157	3231
	Hourly	14.07	14.40	14.74	15.09	15.43	15.79	16.16	16.53	16.93	17.30	17.74	18.14	18.57
	Standby	0.99	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30
31	Annual	30060	30780	31512	32220	32976	33732	34512	35352	36132	37032	37884	38772	39696
	Monthly	2505	2565	2626	2685	2748	2811	2876	2946	3011	3086	3157	3231	3308
	Hourly	14.40	14.74	15.09	15.43	15.79	16.16	16.53	16.93	17.30	17.74	18.14	18.57	19.01
	Standby	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33
32	Annual	30780	31512	32220	32976	33732	34512	35352	36132	37032	37884	38772	39696	40608
	Monthly	2565	2626	2685	2748	2811	2876	2946	3011	3086	3157	3231	3308	3384
	Hourly	14.74	15.09	15.43	15.79	16.16	16.53	16.93	17.30	17.74	18.14	18.57	19.01	19.45
	Standby	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36
33	Annual	31512	32220	32976	33732	34512	35352	36132	37032	37884	38772	39696	40608	41628
	Monthly	2626	2685	2748	2811	2876	2946	3011	3086	3157	3231	3308	3384	3469
	Hourly	15.09	15.43	15.79	16.16	16.53	16.93	17.30	17.74	18.14	18.57	19.01	19.45	19.94
	Standby	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40
34	Annual	32220	32976	33732	34512	35352	36132	37032	37884	38772	39696	40608	41628	42612
	Monthly	2685	2748	2811	2876	2946	3011	3086	3157	3231	3308	3384	3469	3551
	Hourly	15.43	15.79	16.16	16.53	16.93	17.30	17.74	18.14	18.57	19.01	19.45	19.94	20.41
	Standby	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43
35	Annual	32976	33732	34512	35352	36132	37032	37884	38772	39696	40608	41628	42612	43620
	Monthly	2748	2811	2876	2946	3011	3086	3157	3231	3308	3384	3469	3551	3635
	Hourly	15.79	16.16	16.53	16.93	17.30	17.74	18.14	18.57	19.01	19.45	19.94	20.41	20.89
	Standby	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
36	Annual	33732	34512	35352	36132	37032	37884	38772	39696	40608	41628	42612	43620	44688
	Monthly	2811	2876	2946	3011	3086	3157	3231	3308	3384	3469	3551	3635	3724
	Hourly	16.16	16.53	16.93	17.30	17.74	18.14	18.57	19.01	19.45	19.94	20.41	20.89	21.40
	Standby	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50
37	Annual	34512	35352	36132	37032	37884	38772	39696	40608	41628	42612	43620	44688	45780
	Monthly	2876	2946	3011	3086	3157	3231	3308	3384	3469	3551	3635	3724	3815
	Hourly	16.53	16.93	17.30	17.74	18.14	18.57	19.01	19.45	19.94	20.41	20.89	21.40	21.93
	Standby	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53
38	Annual	35352	36132	37032	37884	38772	39696	40608	41628	42612	43620	44688	45780	46968
	Monthly	2946	3011	3086	3157	3231	3308	3384	3469	3551	3635	3724	3815	3914
	Hourly	16.93	17.30	17.74	18.14	18.57	19.01	19.45	19.94	20.41	20.89	21.40	21.93	22.49
	Standby	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57
39	Annual	36132	37032	37884	38772	39696	40608	41628	42612	43620	44688	45780	46968	48108
	Monthly	3011	3086	3157	3231	3308	3384	3469	3551	3635	3724	3815	3914	4009
	Hourly	17.30	17.74	18.14	18.57	19.01	19.45	19.94	20.41	20.89	21.40	21.93	22.49	23.04
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.61
40	Annual	37032	37884	38772	39696	40608	41628	42612	43620	44688	45780	46968	48108	49344
	Monthly	3086	3157	3231	3308	3384	3469	3551	3635	3724	3815	3914	4009	4112
	Hourly	17.74	18.14	18.57	19.01	19.45	19.94	20.41	20.89	21.40	21.93	22.49	23.04	23.63
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65
41	Annual	37884	38772	39696	40608	41628	42612	43620	44688	45780	46968	48108	49344	50508
	Monthly	3157	3231	3308	3384	3469	3551	3635	3724	3815	3914	4009	4112	4209
	Hourly	18.14	18.57	19.01	19.45	19.94	20.41	20.89	21.40	21.93	22.49	23.04	23.63	24.19
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69
42	Annual	38772	39696	40608	41628	42612	43620	44688	45780	46968	48108	49344	50508	51828
	Monthly	3231	3308	3384	3469	3551	3635	3724	3815	3914	4009	4112	4209	4319
	Hourly	18.57	19.01	19.45	19.94	20.41	20.89	21.40	21.93	22.49	23.04	23.63	24.19	24.82
	Standby	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74
43	Annual	39696	40608	41628	42612	43620	44688	45780	46968	48108	49344	50508	51828	53136
	Monthly	3308	3384	3469	3551	3635	3724	3815	3914	4009	4112	4209	4319	4428
	Hourly	19.01	19.45	19.94	20.41	20.89	21.40	21.93	22.49	23.04	23.63	24.19	24.82	25.45
	Standby	1.33	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78
44	Annual	40608	41628	42612	43620	44688	45780	46968	48108	49344	50508	51828	53136	54492
	Monthly	3384	3469	3551	3635	3724	3815	3914	4009	4112	4209	4319	4428	4541
	Hourly	19.45	19.94	20.41	20.89	21.40	21.93	22.49	23.04	23.63	24.19	24.82	25.45	26.10
	Standby	1.36	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.83

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
45	Annual	41628	42612	43620	44688	45780	46968	48108	49344	50508	51828	53136	54492	55836
	Monthly	3469	3551	3635	3724	3815	3914	4009	4112	4209	4319	4428	4541	4653
	Hourly	19.94	20.41	20.89	21.40	21.93	22.49	23.04	23.63	24.19	24.82	25.45	26.10	26.74
	Standby	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.83	1.87
46	Annual	42612	43620	44688	45780	46968	48108	49344	50508	51828	53136	54492	55836	57216
	Monthly	3551	3635	3724	3815	3914	4009	4112	4209	4319	4428	4541	4653	4768
	Hourly	20.41	20.89	21.40	21.93	22.49	23.04	23.63	24.19	24.82	25.45	26.10	26.74	27.40
	Standby	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.83	1.87	1.92
47	Annual	43620	44688	45780	46968	48108	49344	50508	51828	53136	54492	55836	57216	58620
	Monthly	3635	3724	3815	3914	4009	4112	4209	4319	4428	4541	4653	4768	4885
	Hourly	20.89	21.40	21.93	22.49	23.04	23.63	24.19	24.82	25.45	26.10	26.74	27.40	28.07
	Standby	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.83	1.87	1.92	1.97
48	Annual	44688	45780	46968	48108	49344	50508	51828	53136	54492	55836	57216	58620	60120
	Monthly	3724	3815	3914	4009	4112	4209	4319	4428	4541	4653	4768	4885	5010
	Hourly	21.40	21.93	22.49	23.04	23.63	24.19	24.82	25.45	26.10	26.74	27.40	28.07	28.79
	Standby	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.83	1.87	1.92	1.97	2.02
49	Annual	45780	46968	48108	49344	50508	51828	53136	54492	55836	57216	58620	60120	61584
	Monthly	3815	3914	4009	4112	4209	4319	4428	4541	4653	4768	4885	5010	5132
	Hourly	21.93	22.49	23.04	23.63	24.19	24.82	25.45	26.10	26.74	27.40	28.07	28.79	29.49
	Standby	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06
50	Annual	46968	48108	49344	50508	51828	53136	54492	55836	57216	58620	60120	61584	63168
	Monthly	3914	4009	4112	4209	4319	4428	4541	4653	4768	4885	5010	5132	5264
	Hourly	22.49	23.04	23.63	24.19	24.82	25.45	26.10	26.74	27.40	28.07	28.79	29.49	30.25
	Standby	1.57	1.61	1.65	1.69	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12
51	Annual	48108	49344	50508	51828	53136	54492	55836	57216	58620	60120	61584	63168	64704
	Monthly	4009	4112	4209	4319	4428	4541	4653	4768	4885	5010	5132	5264	5392
	Hourly	23.04	23.63	24.19	24.82	25.45	26.10	26.74	27.40	28.07	28.79	29.49	30.25	30.99
	Standby	1.61	1.65	1.69	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17
52	Annual	49344	50508	51828	53136	54492	55836	57216	58620	60120	61584	63168	64704	66348
	Monthly	4112	4209	4319	4428	4541	4653	4768	4885	5010	5132	5264	5392	5529
	Hourly	23.63	24.19	24.82	25.45	26.10	26.74	27.40	28.07	28.79	29.49	30.25	30.99	31.78
	Standby	1.65	1.69	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22
53	Annual	50508	51828	53136	54492	55836	57216	58620	60120	61584	63168	64704	66348	67980
	Monthly	4209	4319	4428	4541	4653	4768	4885	5010	5132	5264	5392	5529	5665
	Hourly	24.19	24.82	25.45	26.10	26.74	27.40	28.07	28.79	29.49	30.25	30.99	31.78	32.56
	Standby	1.69	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28

Standby rate is equal to 7% of the hourly rate

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ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
54	Annual	51828	53136	54492	55836	57216	58620	60120	61584	63168	64704	66348	67980	69684
	Monthly	4319	4428	4541	4653	4768	4885	5010	5132	5264	5392	5529	5665	5807
	Hourly	24.82	25.45	26.10	26.74	27.40	28.07	28.79	29.49	30.25	30.99	31.78	32.56	33.37
	Standby	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34
55	Annual	53136	54492	55836	57216	58620	60120	61584	63168	64704	66348	67980	69684	71424
	Monthly	4428	4541	4653	4768	4885	5010	5132	5264	5392	5529	5665	5807	5952
	Hourly	25.45	26.10	26.74	27.40	28.07	28.79	29.49	30.25	30.99	31.78	32.56	33.37	34.21
	Standby	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39
56	Annual	54492	55836	57216	58620	60120	61584	63168	64704	66348	67980	69684	71424	73248
	Monthly	4541	4653	4768	4885	5010	5132	5264	5392	5529	5665	5807	5952	6104
	Hourly	26.10	26.74	27.40	28.07	28.79	29.49	30.25	30.99	31.78	32.56	33.37	34.21	35.08
	Standby	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46
57	Annual	55836	57216	58620	60120	61584	63168	64704	66348	67980	69684	71424	73248	75012
	Monthly	4653	4768	4885	5010	5132	5264	5392	5529	5665	5807	5952	6104	6251
	Hourly	26.74	27.40	28.07	28.79	29.49	30.25	30.99	31.78	32.56	33.37	34.21	35.08	35.93
	Standby	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.51
58	Annual	57216	58620	60120	61584	63168	64704	66348	67980	69684	71424	73248	75012	76968
	Monthly	4768	4885	5010	5132	5264	5392	5529	5665	5807	5952	6104	6251	6414
	Hourly	27.40	28.07	28.79	29.49	30.25	30.99	31.78	32.56	33.37	34.21	35.08	35.93	36.86
	Standby	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.51	2.58
59	Annual	58620	60120	61584	63168	64704	66348	67980	69684	71424	73248	75012	76968	78852
	Monthly	4885	5010	5132	5264	5392	5529	5665	5807	5952	6104	6251	6414	6571
	Hourly	28.07	28.79	29.49	30.25	30.99	31.78	32.56	33.37	34.21	35.08	35.93	36.86	37.76
	Standby	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.51	2.58	2.64
60	Annual	60120	61584	63168	64704	66348	67980	69684	71424	73248	75012	76968	78852	80844
	Monthly	5010	5132	5264	5392	5529	5665	5807	5952	6104	6251	6414	6571	6737
	Hourly	28.79	29.49	30.25	30.99	31.78	32.56	33.37	34.21	35.08	35.93	36.86	37.76	38.72
	Standby	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.51	2.58	2.64	2.71
61	Annual	61584	63168	64704	66348	67980	69684	71424	73248	75012	76968	78852	80844	82872
	Monthly	5132	5264	5392	5529	5665	5807	5952	6104	6251	6414	6571	6737	6906
	Hourly	29.49	30.25	30.99	31.78	32.56	33.37	34.21	35.08	35.93	36.86	37.76	38.72	39.69
	Standby	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.51	2.58	2.64	2.71	2.78
62	Annual	63168	64704	66348	67980	69684	71424	73248	75012	76968	78852	80844	82872	84900
	Monthly	5264	5392	5529	5665	5807	5952	6104	6251	6414	6571	6737	6906	7075
	Hourly	30.25	30.99	31.78	32.56	33.37	34.21	35.08	35.93	36.86	37.76	38.72	39.69	40.66
	Standby	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.51	2.58	2.64	2.71	2.78	2.85

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
63	Annual	64704	66348	67980	69684	71424	73248	75012	76968	78852	80844	82872	84900	87024
	Monthly	5392	5529	5665	5807	5952	6104	6251	6414	6571	6737	6906	7075	7252
	Hourly	30.99	31.78	32.56	33.37	34.21	35.08	35.93	36.86	37.76	38.72	39.69	40.66	41.68
	Standby	2.17	2.22	2.28	2.34	2.39	2.46	2.51	2.58	2.64	2.71	2.78	2.85	2.92
64	Annual	66348	67980	69684	71424	73248	75012	76968	78852	80844	82872	84900	87024	89232
	Monthly	5529	5665	5807	5952	6104	6251	6414	6571	6737	6906	7075	7252	7436
	Hourly	31.78	32.56	33.37	34.21	35.08	35.93	36.86	37.76	38.72	39.69	40.66	41.68	42.74
	Standby	2.22	2.28	2.34	2.39	2.46	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99
65	Annual	67980	69684	71424	73248	75012	76968	78852	80844	82872	84900	87024	89232	91440
	Monthly	5665	5807	5952	6104	6251	6414	6571	6737	6906	7075	7252	7436	7620
	Hourly	32.56	33.37	34.21	35.08	35.93	36.86	37.76	38.72	39.69	40.66	41.68	42.74	43.79
	Standby	2.28	2.34	2.39	2.46	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99	3.07
66	Annual	69684	71424	73248	75012	76968	78852	80844	82872	84900	87024	89232	91440	93780
	Monthly	5807	5952	6104	6251	6414	6571	6737	6906	7075	7252	7436	7620	7815
	Hourly	33.37	34.21	35.08	35.93	36.86	37.76	38.72	39.69	40.66	41.68	42.74	43.79	44.91
	Standby	2.34	2.39	2.46	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99	3.07	3.14
67	Annual	71424	73248	75012	76968	78852	80844	82872	84900	87024	89232	91440	93780	96084
	Monthly	5952	6104	6251	6414	6571	6737	6906	7075	7252	7436	7620	7815	8007
	Hourly	34.21	35.08	35.93	36.86	37.76	38.72	39.69	40.66	41.68	42.74	43.79	44.91	46.02
	Standby	2.39	2.46	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22
68	Annual	73248	75012	76968	78852	80844	82872	84900	87024	89232	91440	93780	96084	98508
	Monthly	6104	6251	6414	6571	6737	6906	7075	7252	7436	7620	7815	8007	8209
	Hourly	35.08	35.93	36.86	37.76	38.72	39.69	40.66	41.68	42.74	43.79	44.91	46.02	47.18
	Standby	2.46	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30
69	Annual	75012	76968	78852	80844	82872	84900	87024	89232	91440	93780	96084	98508	100920
	Monthly	6251	6414	6571	6737	6906	7075	7252	7436	7620	7815	8007	8209	8410
	Hourly	35.93	36.86	37.76	38.72	39.69	40.66	41.68	42.74	43.79	44.91	46.02	47.18	48.33
	Standby	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.38
70	Annual	76968	78852	80844	82872	84900	87024	89232	91440	93780	96084	98508	100920	103488
	Monthly	6414	6571	6737	6906	7075	7252	7436	7620	7815	8007	8209	8410	8624
	Hourly	36.86	37.76	38.72	39.69	40.66	41.68	42.74	43.79	44.91	46.02	47.18	48.33	49.56
	Standby	2.58	2.64	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.38	3.47
71	Annual	78852	80844	82872	84900	87024	89232	91440	93780	96084	98508	100920	103488	106068
	Monthly	6571	6737	6906	7075	7252	7436	7620	7815	8007	8209	8410	8624	8839
	Hourly	37.76	38.72	39.69	40.66	41.68	42.74	43.79	44.91	46.02	47.18	48.33	49.56	50.80
	Standby	2.64	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.38	3.47	3.56

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
72	Annual	80844	82872	84900	87024	89232	91440	93780	96084	98508	100920	103488	106068	108720
	Monthly	6737	6906	7075	7252	7436	7620	7815	8007	8209	8410	8624	8839	9060
	Hourly	38.72	39.69	40.66	41.68	42.74	43.79	44.91	46.02	47.18	48.33	49.56	50.80	52.07
	Standby	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.38	3.47	3.56	3.64
73	Annual	82872	84900	87024	89232	91440	93780	96084	98508	100920	103488	106068	108720	111420
	Monthly	6906	7075	7252	7436	7620	7815	8007	8209	8410	8624	8839	9060	9285
	Hourly	39.69	40.66	41.68	42.74	43.79	44.91	46.02	47.18	48.33	49.56	50.80	52.07	53.36
	Standby	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.38	3.47	3.56	3.64	3.74
74	Annual	84900	87024	89232	91440	93780	96084	98508	100920	103488	106068	108720	111420	114252
	Monthly	7075	7252	7436	7620	7815	8007	8209	8410	8624	8839	9060	9285	9521
	Hourly	40.66	41.68	42.74	43.79	44.91	46.02	47.18	48.33	49.56	50.80	52.07	53.36	54.72
	Standby	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.38	3.47	3.56	3.64	3.74	3.83
75	Annual	87024	89232	91440	93780	96084	98508	100920	103488	106068	108720	111420	114252	117060
	Monthly	7252	7436	7620	7815	8007	8209	8410	8624	8839	9060	9285	9521	9755
	Hourly	41.68	42.74	43.79	44.91	46.02	47.18	48.33	49.56	50.80	52.07	53.36	54.72	56.06
	Standby	2.92	2.99	3.07	3.14	3.22	3.30	3.38	3.47	3.56	3.64	3.74	3.83	3.92
76	Annual	89232	91440	93780	96084	98508	100920	103488	106068	108720	111420	114252	117060	120000
	Monthly	7436	7620	7815	8007	8209	8410	8624	8839	9060	9285	9521	9755	10000
	Hourly	42.74	43.79	44.91	46.02	47.18	48.33	49.56	50.80	52.07	53.36	54.72	56.06	57.47
	Standby	2.99	3.07	3.14	3.22	3.30	3.38	3.47	3.56	3.64	3.74	3.83	3.92	4.02
77	Annual	91440	93780	96084	98508	100920	103488	106068	108720	111420	114252	117060	120000	123012
	Monthly	7620	7815	8007	8209	8410	8624	8839	9060	9285	9521	9755	10000	10251
	Hourly	43.79	44.91	46.02	47.18	48.33	49.56	50.80	52.07	53.36	54.72	56.06	57.47	58.91
	Standby	3.07	3.14	3.22	3.30	3.38	3.47	3.56	3.64	3.74	3.83	3.92	4.02	4.12
78	Annual	93780	96084	98508	100920	103488	106068	108720	111420	114252	117060	120000	123012	126072
	Monthly	7815	8007	8209	8410	8624	8839	9060	9285	9521	9755	10000	10251	10506
	Hourly	44.91	46.02	47.18	48.33	49.56	50.80	52.07	53.36	54.72	56.06	57.47	58.91	60.38
	Standby	3.14	3.22	3.30	3.38	3.47	3.56	3.64	3.74	3.83	3.92	4.02	4.12	4.23
79	Annual	96084	98508	100920	103488	106068	108720	111420	114252	117060	120000	123012	126072	129192
	Monthly	8007	8209	8410	8624	8839	9060	9285	9521	9755	10000	10251	10506	10766
	Hourly	46.02	47.18	48.33	49.56	50.80	52.07	53.36	54.72	56.06	57.47	58.91	60.38	61.87
	Standby	3.22	3.30	3.38	3.47	3.56	3.64	3.74	3.83	3.92	4.02	4.12	4.23	4.33
80	Annual	98508	100920	103488	106068	108720	111420	114252	117060	120000	123012	126072	129192	132408
	Monthly	8209	8410	8624	8839	9060	9285	9521	9755	10000	10251	10506	10766	11034
	Hourly	47.18	48.33	49.56	50.80	52.07	53.36	54.72	56.06	57.47	58.91	60.38	61.87	63.41
	Standby	3.30	3.38	3.47	3.56	3.64	3.74	3.83	3.92	4.02	4.12	4.23	4.33	4.44

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
81	Annual	100920	103488	106068	108720	111420	114252	117060	120000	123012	126072	129192	132408	135780
	Monthly	8410	8624	8839	9060	9285	9521	9755	10000	10251	10506	10766	11034	11315
	Hourly	48.33	49.56	50.80	52.07	53.36	54.72	56.06	57.47	58.91	60.38	61.87	63.41	65.03
	Standby	3.38	3.47	3.56	3.64	3.74	3.83	3.92	4.02	4.12	4.23	4.33	4.44	4.55
82	Annual	103488	106068	108720	111420	114252	117060	120000	123012	126072	129192	132408	135780	139140
	Monthly	8624	8839	9060	9285	9521	9755	10000	10251	10506	10766	11034	11315	11595
	Hourly	49.56	50.80	52.07	53.36	54.72	56.06	57.47	58.91	60.38	61.87	63.41	65.03	66.64
	Standby	3.47	3.56	3.64	3.74	3.83	3.92	4.02	4.12	4.23	4.33	4.44	4.55	4.66
83	Annual	106068	108720	111420	114252	117060	120000	123012	126072	129192	132408	135780	139140	142608
	Monthly	8839	9060	9285	9521	9755	10000	10251	10506	10766	11034	11315	11595	11884
	Hourly	50.80	52.07	53.36	54.72	56.06	57.47	58.91	60.38	61.87	63.41	65.03	66.64	68.30
	Standby	3.56	3.64	3.74	3.83	3.92	4.02	4.12	4.23	4.33	4.44	4.55	4.66	4.78
84	Annual	108720	111420	114252	117060	120000	123012	126072	129192	132408	135780	139140	142608	146232
	Monthly	9060	9285	9521	9755	10000	10251	10506	10766	11034	11315	11595	11884	12186
	Hourly	52.07	53.36	54.72	56.06	57.47	58.91	60.38	61.87	63.41	65.03	66.64	68.30	70.03
	Standby	3.64	3.74	3.83	3.92	4.02	4.12	4.23	4.33	4.44	4.55	4.66	4.78	4.90
85	Annual	111420	114252	117060	120000	123012	126072	129192	132408	135780	139140	142608	146232	149820
	Monthly	9285	9521	9755	10000	10251	10506	10766	11034	11315	11595	11884	12186	12485
	Hourly	53.36	54.72	56.06	57.47	58.91	60.38	61.87	63.41	65.03	66.64	68.30	70.03	71.75
	Standby	3.74	3.83	3.92	4.02	4.12	4.23	4.33	4.44	4.55	4.66	4.78	4.90	5.02
86	Annual	114252	117060	120000	123012	126072	129192	132408	135780	139140	142608	146232	149820	153576
	Monthly	9521	9755	10000	10251	10506	10766	11034	11315	11595	11884	12186	12485	12798
	Hourly	54.72	56.06	57.47	58.91	60.38	61.87	63.41	65.03	66.64	68.30	70.03	71.75	73.55
	Standby	3.83	3.92	4.02	4.12	4.23	4.33	4.44	4.55	4.66	4.78	4.90	5.02	5.15
87	Annual	117060	120000	123012	126072	129192	132408	135780	139140	142608	146232	149820	153576	157488
	Monthly	9755	10000	10251	10506	10766	11034	11315	11595	11884	12186	12485	12798	13124
	Hourly	56.06	57.47	58.91	60.38	61.87	63.41	65.03	66.64	68.30	70.03	71.75	73.55	75.43
	Standby	3.92	4.02	4.12	4.23	4.33	4.44	4.55	4.66	4.78	4.90	5.02	5.15	5.28
88	Annual	120000	123012	126072	129192	132408	135780	139140	142608	146232	149820	153576	157488	161364
	Monthly	10000	10251	10506	10766	11034	11315	11595	11884	12186	12485	12798	13124	13447
	Hourly	57.47	58.91	60.38	61.87	63.41	65.03	66.64	68.30	70.03	71.75	73.55	75.43	77.28
	Standby	4.02	4.12	4.23	4.33	4.44	4.55	4.66	4.78	4.90	5.02	5.15	5.28	5.41
89	Annual	123012	126072	129192	132408	135780	139140	142608	146232	149820	153576	157488	161364	165456
	Monthly	10251	10506	10766	11034	11315	11595	11884	12186	12485	12798	13124	13447	13788
	Hourly	58.91	60.38	61.87	63.41	65.03	66.64	68.30	70.03	71.75	73.55	75.43	77.28	79.24
	Standby	4.12	4.23	4.33	4.44	4.55	4.66	4.78	4.90	5.02	5.15	5.28	5.41	5.55

Standby rate is equal to 7% of the hourly rate

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ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
90	Annual	126072	129192	132408	135780	139140	142608	146232	149820	153576	157488	161364	165456	169524
	Monthly	10506	10766	11034	11315	11595	11884	12186	12485	12798	13124	13447	13788	14127
	Hourly	60.38	61.87	63.41	65.03	66.64	68.30	70.03	71.75	73.55	75.43	77.28	79.24	81.19
	Standby	4.23	4.33	4.44	4.55	4.66	4.78	4.90	5.02	5.15	5.28	5.41	5.55	5.68
91	Annual	129192	132408	135780	139140	142608	146232	149820	153576	157488	161364	165456	169524	173796
	Monthly	10766	11034	11315	11595	11884	12186	12485	12798	13124	13447	13788	14127	14483
	Hourly	61.87	63.41	65.03	66.64	68.30	70.03	71.75	73.55	75.43	77.28	79.24	81.19	83.24
	Standby	4.33	4.44	4.55	4.66	4.78	4.90	5.02	5.15	5.28	5.41	5.55	5.68	5.83
92	Annual	132408	135780	139140	142608	146232	149820	153576	157488	161364	165456	169524	173796	178104
	Monthly	11034	11315	11595	11884	12186	12485	12798	13124	13447	13788	14127	14483	14842
	Hourly	63.41	65.03	66.64	68.30	70.03	71.75	73.55	75.43	77.28	79.24	81.19	83.24	85.30
	Standby	4.44	4.55	4.66	4.78	4.90	5.02	5.15	5.28	5.41	5.55	5.68	5.83	5.97
93	Annual	135780	139140	142608	146232	149820	153576	157488	161364	165456	169524	173796	178104	182640
	Monthly	11315	11595	11884	12186	12485	12798	13124	13447	13788	14127	14483	14842	15220
	Hourly	65.03	66.64	68.30	70.03	71.75	73.55	75.43	77.28	79.24	81.19	83.24	85.30	87.47
	Standby	4.55	4.66	4.78	4.90	5.02	5.15	5.28	5.41	5.55	5.68	5.83	5.97	6.12
94	Annual	139140	142608	146232	149820	153576	157488	161364	165456	169524	173796	178104	182640	187152
	Monthly	11595	11884	12186	12485	12798	13124	13447	13788	14127	14483	14842	15220	15596
	Hourly	66.64	68.30	70.03	71.75	73.55	75.43	77.28	79.24	81.19	83.24	85.30	87.47	89.63
	Standby	4.66	4.78	4.90	5.02	5.15	5.28	5.41	5.55	5.68	5.83	5.97	6.12	6.27
95	Annual	142608	146232	149820	153576	157488	161364	165456	169524	173796	178104	182640	187152	191868
	Monthly	11884	12186	12485	12798	13124	13447	13788	14127	14483	14842	15220	15596	15989
	Hourly	68.30	70.03	71.75	73.55	75.43	77.28	79.24	81.19	83.24	85.30	87.47	89.63	91.89
	Standby	4.78	4.90	5.02	5.15	5.28	5.41	5.55	5.68	5.83	5.97	6.12	6.27	6.43
96	Annual	146232	149820	153576	157488	161364	165456	169524	173796	178104	182640	187152	191868	196656
	Monthly	12186	12485	12798	13124	13447	13788	14127	14483	14842	15220	15596	15989	16388
	Hourly	70.03	71.75	73.55	75.43	77.28	79.24	81.19	83.24	85.30	87.47	89.63	91.89	94.18
	Standby	4.90	5.02	5.15	5.28	5.41	5.55	5.68	5.83	5.97	6.12	6.27	6.43	6.59
97	Annual	149820	153576	157488	161364	165456	169524	173796	178104	182640	187152	191868	196656	201576
	Monthly	12485	12798	13124	13447	13788	14127	14483	14842	15220	15596	15989	16388	16798
	Hourly	71.75	73.55	75.43	77.28	79.24	81.19	83.24	85.30	87.47	89.63	91.89	94.18	96.54
	Standby	5.02	5.15	5.28	5.41	5.55	5.68	5.83	5.97	6.12	6.27	6.43	6.59	6.76
98	Annual	153576	157488	161364	165456	169524	173796	178104	182640	187152	191868	196656	201576	206628
	Monthly	12798	13124	13447	13788	14127	14483	14842	15220	15596	15989	16388	16798	17219
	Hourly	73.55	75.43	77.28	79.24	81.19	83.24	85.30	87.47	89.63	91.89	94.18	96.54	98.96
	Standby	5.15	5.28	5.41	5.55	5.68	5.83	5.97	6.12	6.27	6.43	6.59	6.76	6.93

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
99	Annual	157488	161364	165456	169524	173796	178104	182640	187152	191868	196656	201576	206628	211788
	Monthly	13124	13447	13788	14127	14483	14842	15220	15596	15989	16388	16798	17219	17649
	Hourly	75.43	77.28	79.24	81.19	83.24	85.30	87.47	89.63	91.89	94.18	96.54	98.96	101.43
	Standby	5.28	5.41	5.55	5.68	5.83	5.97	6.12	6.27	6.43	6.59	6.76	6.93	7.10
100	Annual	161364	165456	169524	173796	178104	182640	187152	191868	196656	201576	206628	211788	217080
	Monthly	13447	13788	14127	14483	14842	15220	15596	15989	16388	16798	17219	17649	18090
	Hourly	77.28	79.24	81.19	83.24	85.30	87.47	89.63	91.89	94.18	96.54	98.96	101.43	103.97
	Standby	5.41	5.55	5.68	5.83	5.97	6.12	6.27	6.43	6.59	6.76	6.93	7.10	7.28
101	Annual	165456	169524	173796	178104	182640	187152	191868	196656	201576	206628	211788	217080	222504
	Monthly	13788	14127	14483	14842	15220	15596	15989	16388	16798	17219	17649	18090	18542
	Hourly	79.24	81.19	83.24	85.30	87.47	89.63	91.89	94.18	96.54	98.96	101.43	103.97	106.56
	Standby	5.55	5.68	5.83	5.97	6.12	6.27	6.43	6.59	6.76	6.93	7.10	7.28	7.46
102	Annual	169524	173796	178104	182640	187152	191868	196656	201576	206628	211788	217080	222504	228060
	Monthly	14127	14483	14842	15220	15596	15989	16388	16798	17219	17649	18090	18542	19005
	Hourly	81.19	83.24	85.30	87.47	89.63	91.89	94.18	96.54	98.96	101.43	103.97	106.56	109.22
	Standby	5.68	5.83	5.97	6.12	6.27	6.43	6.59	6.76	6.93	7.10	7.28	7.46	7.65
103	Annual	173796	178104	182640	187152	191868	196656	201576	206628	211788	217080	222504	228060	233760
	Monthly	14483	14842	15220	15596	15989	16388	16798	17219	17649	18090	18542	19005	19480
	Hourly	83.24	85.30	87.47	89.63	91.89	94.18	96.54	98.96	101.43	103.97	106.56	109.22	111.95
	Standby	5.83	5.97	6.12	6.27	6.43	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84
104	Annual	178104	182640	187152	191868	196656	201576	206628	211788	217080	222504	228060	233760	239628
	Monthly	14842	15220	15596	15989	16388	16798	17219	17649	18090	18542	19005	19480	19969
	Hourly	85.30	87.47	89.63	91.89	94.18	96.54	98.96	101.43	103.97	106.56	109.22	111.95	114.76
	Standby	5.97	6.12	6.27	6.43	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.03
105	Annual	182640	187152	191868	196656	201576	206628	211788	217080	222504	228060	233760	239628	245604
	Monthly	15220	15596	15989	16388	16798	17219	17649	18090	18542	19005	19480	19969	20467
	Hourly	87.47	89.63	91.89	94.18	96.54	98.96	101.43	103.97	106.56	109.22	111.95	114.76	117.63
	Standby	6.12	6.27	6.43	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.03	8.23
106	Annual	187152	191868	196656	201576	206628	211788	217080	222504	228060	233760	239628	245604	251748
	Monthly	15596	15989	16388	16798	17219	17649	18090	18542	19005	19480	19969	20467	20979
	Hourly	89.63	91.89	94.18	96.54	98.96	101.43	103.97	106.56	109.22	111.95	114.76	117.63	120.57
	Standby	6.27	6.43	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.03	8.23	8.44
107	Annual	191868	196656	201576	206628	211788	217080	222504	228060	233760	239628	245604	251748	258048
	Monthly	15989	16388	16798	17219	17649	18090	18542	19005	19480	19969	20467	20979	21504
	Hourly	91.89	94.18	96.54	98.96	101.43	103.97	106.56	109.22	111.95	114.76	117.63	120.57	123.59
	Standby	6.43	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.03	8.23	8.44	8.65

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
108	Annual	196656	201576	206628	211788	217080	222504	228060	233760	239628	245604	251748	258048	264504
	Monthly	16388	16798	17219	17649	18090	18542	19005	19480	19969	20467	20979	21504	22042
	Hourly	94.18	96.54	98.96	101.43	103.97	106.56	109.22	111.95	114.76	117.63	120.57	123.59	126.68
	Standby	6.59	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.03	8.23	8.44	8.65	8.87
109	Annual	201576	206628	211788	217080	222504	228060	233760	239628	245604	251748	258048	264504	271116
	Monthly	16798	17219	17649	18090	18542	19005	19480	19969	20467	20979	21504	22042	22593
	Hourly	96.54	98.96	101.43	103.97	106.56	109.22	111.95	114.76	117.63	120.57	123.59	126.68	129.84
	Standby	6.76	6.93	7.10	7.28	7.46	7.65	7.84	8.03	8.23	8.44	8.65	8.87	9.09
110	Annual	206628	211788	217080	222504	228060	233760	239628	245604	251748	258048	264504	271116	277896
	Monthly	17219	17649	18090	18542	19005	19480	19969	20467	20979	21504	22042	22593	23158
	Hourly	98.96	101.43	103.97	106.56	109.22	111.95	114.76	117.63	120.57	123.59	126.68	129.84	133.09
	Standby	6.93	7.10	7.28	7.46	7.65	7.84	8.03	8.23	8.44	8.65	8.87	9.09	9.32
111	Annual	211788	217080	222504	228060	233760	239628	245604	251748	258048	264504	271116	277896	284844
	Monthly	17649	18090	18542	19005	19480	19969	20467	20979	21504	22042	22593	23158	23737
	Hourly	101.43	103.97	106.56	109.22	111.95	114.76	117.63	120.57	123.59	126.68	129.84	133.09	136.42
	Standby	7.10	7.28	7.46	7.65	7.84	8.03	8.23	8.44	8.65	8.87	9.09	9.32	9.55
112	Annual	217080	222504	228060	233760	239628	245604	251748	258048	264504	271116	277896	284844	291972
	Monthly	18090	18542	19005	19480	19969	20467	20979	21504	22042	22593	23158	23737	24331
	Hourly	103.97	106.56	109.22	111.95	114.76	117.63	120.57	123.59	126.68	129.84	133.09	136.42	139.83
	Standby	7.28	7.46	7.65	7.84	8.03	8.23	8.44	8.65	8.87	9.09	9.32	9.55	9.79
113	Annual	222504	228060	233760	239628	245604	251748	258048	264504	271116	277896	284844	291972	299268
	Monthly	18542	19005	19480	19969	20467	20979	21504	22042	22593	23158	23737	24331	24939
	Hourly	106.56	109.22	111.95	114.76	117.63	120.57	123.59	126.68	129.84	133.09	136.42	139.83	143.33
	Standby	7.46	7.65	7.84	8.03	8.23	8.44	8.65	8.87	9.09	9.32	9.55	9.79	10.03
114	Annual	228060	233760	239628	245604	251748	258048	264504	271116	277896	284844	291972	299268	306756
	Monthly	19005	19480	19969	20467	20979	21504	22042	22593	23158	23737	24331	24939	25563
	Hourly	109.22	111.95	114.76	117.63	120.57	123.59	126.68	129.84	133.09	136.42	139.83	143.33	146.91
	Standby	7.65	7.84	8.03	8.23	8.44	8.65	8.87	9.09	9.32	9.55	9.79	10.03	10.28
115	Annual	233760	239628	245604	251748	258048	264504	271116	277896	284844	291972	299268	306756	314436
	Monthly	19480	19969	20467	20979	21504	22042	22593	23158	23737	24331	24939	25563	26203
	Hourly	111.95	114.76	117.63	120.57	123.59	126.68	129.84	133.09	136.42	139.83	143.33	146.91	150.59
	Standby	7.84	8.03	8.23	8.44	8.65	8.87	9.09	9.32	9.55	9.79	10.03	10.28	10.54
116	Annual	239628	245604	251748	258048	264504	271116	277896	284844	291972	299268	306756	314436	322296
	Monthly	19969	20467	20979	21504	22042	22593	23158	23737	24331	24939	25563	26203	26858
	Hourly	114.76	117.63	120.57	123.59	126.68	129.84	133.09	136.42	139.83	143.33	146.91	150.59	154.36
	Standby	8.03	8.23	8.44	8.65	8.87	9.09	9.32	9.55	9.79	10.03	10.28	10.54	10.80

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 218

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2019

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
117	Annual	245604	251748	258048	264504	271116	277896	284844	291972	299268	306756	314436	322296	330360
	Monthly	20467	20979	21504	22042	22593	23158	23737	24331	24939	25563	26203	26858	27530
	Hourly	117.63	120.57	123.59	126.68	129.84	133.09	136.42	139.83	143.33	146.91	150.59	154.36	158.22
	Standby	8.23	8.44	8.65	8.87	9.09	9.32	9.55	9.79	10.03	10.28	10.54	10.80	11.08
118	Annual	251748	258048	264504	271116	277896	284844	291972	299268	306756	314436	322296	330360	338616
	Monthly	20979	21504	22042	22593	23158	23737	24331	24939	25563	26203	26858	27530	28218
	Hourly	120.57	123.59	126.68	129.84	133.09	136.42	139.83	143.33	146.91	150.59	154.36	158.22	162.17
	Standby	8.44	8.65	8.87	9.09	9.32	9.55	9.79	10.03	10.28	10.54	10.80	11.08	11.35
119	Annual	258048	264504	271116	277896	284844	291972	299268	306756	314436	322296	330360	338616	347076
	Monthly	21504	22042	22593	23158	23737	24331	24939	25563	26203	26858	27530	28218	28923
	Hourly	123.59	126.68	129.84	133.09	136.42	139.83	143.33	146.91	150.59	154.36	158.22	162.17	166.22
	Standby	8.65	8.87	9.09	9.32	9.55	9.79	10.03	10.28	10.54	10.80	11.08	11.35	11.64
120	Annual	264504	271116	277896	284844	291972	299268	306756	314436	322296	330360	338616	347076	355752
	Monthly	22042	22593	23158	23737	24331	24939	25563	26203	26858	27530	28218	28923	29646
	Hourly	126.68	129.84	133.09	136.42	139.83	143.33	146.91	150.59	154.36	158.22	162.17	166.22	170.38
	Standby	8.87	9.09	9.32	9.55	9.79	10.03	10.28	10.54	10.80	11.08	11.35	11.64	11.93

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 219

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

DES Printing Teamsters

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	29472	30144	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844
	Monthly	2456	2512	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237
	Hourly	14.11	14.44	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60
	Standby	0.99	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30
31	Annual	30144	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792
	Monthly	2512	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316
	Hourly	14.44	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06
	Standby	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33
32	Annual	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692
	Monthly	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391
	Hourly	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49
	Standby	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36
33	Annual	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712
	Monthly	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476
	Hourly	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98
	Standby	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40
34	Annual	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684
	Monthly	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557
	Hourly	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44
	Standby	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43
35	Annual	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680
	Monthly	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640
	Hourly	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92
	Standby	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46
36	Annual	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760
	Monthly	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730
	Hourly	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44
	Standby	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50
37	Annual	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876
	Monthly	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823
	Hourly	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97
	Standby	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54
38	Annual	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040
	Monthly	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920
	Hourly	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53
	Standby	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58

Standby rate is equal to 7% of the hourly rate
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ITEM 219

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

DES Printing Teamsters

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180
	Monthly	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015
	Hourly	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62
40	Annual	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440
	Monthly	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120
	Hourly	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66
41	Annual	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592
	Monthly	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216
	Hourly	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70
42	Annual	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912
	Monthly	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326
	Hourly	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86
	Standby	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74
43	Annual	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208
	Monthly	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434
	Hourly	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48
	Standby	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78
44	Annual	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600
	Monthly	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550
	Hourly	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15
	Standby	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83
45	Annual	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920
	Monthly	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660
	Hourly	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78
	Standby	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87
46	Annual	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300
	Monthly	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775
	Hourly	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44
	Standby	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92
47	Annual	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692
	Monthly	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891
	Hourly	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11
	Standby	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97

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DES Printing Teamsters

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228
	Monthly	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019
	Hourly	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84
	Standby	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02
49	Annual	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704
	Monthly	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142
	Hourly	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55
	Standby	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07
50	Annual	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264
	Monthly	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272
	Hourly	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30
	Standby	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12
51	Annual	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824
	Monthly	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402
	Hourly	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05
	Standby	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17
52	Annual	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444
	Monthly	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537
	Hourly	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82
	Standby	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23
53	Annual	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100
	Monthly	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675
	Hourly	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28
54	Annual	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792
	Monthly	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816
	Hourly	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43
	Standby	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34
55	Annual	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556
	Monthly	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963
	Hourly	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27
	Standby	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40
56	Annual	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368
	Monthly	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114
	Hourly	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14
	Standby	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46

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DES Printing Teamsters

DRAFT

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57	Annual	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156
	Monthly	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263
	Hourly	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99
	Standby	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52
58	Annual	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112
	Monthly	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426
	Hourly	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93
	Standby	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59
59	Annual	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960
	Monthly	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580
	Hourly	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82
	Standby	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65
60	Annual	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976
	Monthly	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748
	Hourly	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71
61	Annual	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028
	Monthly	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919
	Hourly	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78
62	Annual	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056
	Monthly	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088
	Hourly	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85
63	Annual	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192
	Monthly	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266
	Hourly	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92
64	Annual	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376
	Monthly	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448
	Hourly	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00
65	Annual	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584
	Monthly	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632
	Hourly	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86
	Standby	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07

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66	Annual	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912
	Monthly	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826
	Hourly	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98
	Standby	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15
67	Annual	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252
	Monthly	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021
	Hourly	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10
	Standby	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23
68	Annual	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652
	Monthly	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221
	Hourly	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25
	Standby	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31
69	Annual	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100
	Monthly	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425
	Hourly	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42
	Standby	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39
70	Annual	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656
	Monthly	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638
	Hourly	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64
	Standby	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48
71	Annual	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260
	Monthly	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855
	Hourly	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89
	Standby	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56
72	Annual	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924
	Monthly	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077
	Hourly	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17
	Standby	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65
73	Annual	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612
	Monthly	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301
	Hourly	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45
	Standby	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74
74	Annual	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456
	Monthly	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538
	Hourly	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82
	Standby	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84

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ITEM 219

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Effective July 1, 2019
3% Increase

DES Printing Teamsters

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276
	Monthly	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773
	Hourly	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17
	Standby	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93
76	Annual	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204
	Monthly	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017
	Hourly	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57
	Standby	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03
77	Annual	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204
	Monthly	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267
	Hourly	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01
	Standby	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13
78	Annual	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300
	Monthly	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525
	Hourly	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49
	Standby	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23
79	Annual	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396
	Monthly	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783
	Hourly	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97
	Standby	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34
80	Annual	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636
	Monthly	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053
	Hourly	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52
	Standby	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45
81	Annual	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996
	Monthly	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333
	Hourly	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13
	Standby	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56
82	Annual	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380
	Monthly	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615
	Hourly	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75
	Standby	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67
83	Annual	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860
	Monthly	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905
	Hourly	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79

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DES Printing Teamsters

DRAFT

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84	Annual	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448
	Monthly	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204
	Hourly	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14
	Standby	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91
85	Annual	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048
	Monthly	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504
	Hourly	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86
	Standby	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03
86	Annual	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852
	Monthly	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821
	Hourly	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68
	Standby	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16
87	Annual	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752
	Monthly	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146
	Hourly	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55
	Standby	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29
88	Annual	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652
	Monthly	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471
	Hourly	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42
	Standby	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42
89	Annual	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732
	Monthly	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811
	Hourly	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37
	Standby	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56
90	Annual	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812
	Monthly	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151
	Hourly	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33
	Standby	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69
91	Annual	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096
	Monthly	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508
	Hourly	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38
	Standby	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84
92	Annual	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428
	Monthly	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869
	Hourly	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45
	Standby	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98

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DRAFT

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93	Annual	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952
	Monthly	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246
	Hourly	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62
	Standby	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13
94	Annual	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476
	Monthly	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623
	Hourly	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79
	Standby	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29
95	Annual	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180
	Monthly	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015
	Hourly	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04
	Standby	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44
96	Annual	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992
	Monthly	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416
	Hourly	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34
	Standby	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60
97	Annual	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924
	Monthly	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827
	Hourly	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71
	Standby	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77
98	Annual	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976
	Monthly	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248
	Hourly	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13
	Standby	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94
99	Annual	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148
	Monthly	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679
	Hourly	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60
	Standby	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11
100	Annual	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452
	Monthly	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121
	Hourly	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14
	Standby	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29
101	Annual	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888
	Monthly	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574
	Hourly	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75
	Standby	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47

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102	Annual	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444
	Monthly	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037
	Hourly	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41
	Standby	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66
103	Annual	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156
	Monthly	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513
	Hourly	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14
	Standby	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85
104	Annual	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036
	Monthly	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003
	Hourly	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96
	Standby	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05
105	Annual	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024
	Monthly	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502
	Hourly	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83
	Standby	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25
106	Annual	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168
	Monthly	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014
	Hourly	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77
	Standby	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45
107	Annual	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468
	Monthly	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539
	Hourly	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79
	Standby	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67
108	Annual	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948
	Monthly	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079
	Hourly	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89
	Standby	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88
109	Annual	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560
	Monthly	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630
	Hourly	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06
	Standby	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10
110	Annual	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364
	Monthly	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197
	Hourly	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32
	Standby	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 219

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

DES Printing Teamsters

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324
	Monthly	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777
	Hourly	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65
	Standby	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57
112	Annual	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452
	Monthly	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371
	Hourly	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06
	Standby	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80
113	Annual	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772
	Monthly	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981
	Hourly	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57
	Standby	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05
114	Annual	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260
	Monthly	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605
	Hourly	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16
	Standby	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30
115	Annual	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940
	Monthly	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245
	Hourly	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83
	Standby	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56
116	Annual	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812
	Monthly	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901
	Hourly	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60
	Standby	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82
117	Annual	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888
	Monthly	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574
	Hourly	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47
	Standby	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09
118	Annual	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144
	Monthly	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262
	Hourly	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43
	Standby	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37
119	Annual	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144	347628
	Monthly	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262	28969
	Hourly	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43	166.49
	Standby	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 219

Prepared by Washington State Office of Financial Management

DES Printing Teamsters

General Service Salary Schedule for Represented Employees

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144	347628	356316
	Monthly	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262	28969	29693
	Hourly	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43	166.49	170.65
	Standby	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.95

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 220

Prepared by the Washington State Office of Financial Management
CC Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WFSE - Community Corrections

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	29472	30144	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844
	Monthly	2456	2512	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237
	Hourly	14.11	14.44	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60
	Standby	0.99	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30
31	Annual	30144	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792
	Monthly	2512	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316
	Hourly	14.44	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06
	Standby	1.01	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33
32	Annual	30840	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692
	Monthly	2570	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391
	Hourly	14.77	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49
	Standby	1.03	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36
33	Annual	31584	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712
	Monthly	2632	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476
	Hourly	15.13	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98
	Standby	1.06	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40
34	Annual	32280	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684
	Monthly	2690	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557
	Hourly	15.46	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44
	Standby	1.08	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43
35	Annual	33012	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680
	Monthly	2751	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640
	Hourly	15.81	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92
	Standby	1.11	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46
36	Annual	33816	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760
	Monthly	2818	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730
	Hourly	16.20	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44
	Standby	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50
37	Annual	34584	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876
	Monthly	2882	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823
	Hourly	16.56	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97
	Standby	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54
38	Annual	35412	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040
	Monthly	2951	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920
	Hourly	16.96	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53
	Standby	1.19	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58

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ITEM 220

Prepared by the Washington State Office of Financial Management
CC Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WFSE - Community Corrections

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	36192	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180
	Monthly	3016	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015
	Hourly	17.33	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62
40	Annual	37116	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440
	Monthly	3093	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120
	Hourly	17.78	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66
41	Annual	37944	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592
	Monthly	3162	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216
	Hourly	18.17	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70
42	Annual	38844	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912
	Monthly	3237	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326
	Hourly	18.60	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86
	Standby	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74
43	Annual	39792	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208
	Monthly	3316	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434
	Hourly	19.06	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48
	Standby	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78
44	Annual	40692	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600
	Monthly	3391	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550
	Hourly	19.49	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15
	Standby	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83
45	Annual	41712	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920
	Monthly	3476	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660
	Hourly	19.98	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78
	Standby	1.40	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87
46	Annual	42684	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300
	Monthly	3557	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775
	Hourly	20.44	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44
	Standby	1.43	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92
47	Annual	43680	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692
	Monthly	3640	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891
	Hourly	20.92	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11
	Standby	1.46	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97

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3% Increase

WFSE - Community Corrections

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	44760	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228
	Monthly	3730	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019
	Hourly	21.44	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84
	Standby	1.50	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02
49	Annual	45876	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704
	Monthly	3823	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142
	Hourly	21.97	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55
	Standby	1.54	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07
50	Annual	47040	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264
	Monthly	3920	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272
	Hourly	22.53	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30
	Standby	1.58	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12
51	Annual	48180	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824
	Monthly	4015	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402
	Hourly	23.07	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05
	Standby	1.62	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17
52	Annual	49440	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444
	Monthly	4120	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537
	Hourly	23.68	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82
	Standby	1.66	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23
53	Annual	50592	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100
	Monthly	4216	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675
	Hourly	24.23	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28
54	Annual	51912	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792
	Monthly	4326	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816
	Hourly	24.86	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43
	Standby	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34
55	Annual	53208	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556
	Monthly	4434	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963
	Hourly	25.48	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27
	Standby	1.78	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40
56	Annual	54600	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368
	Monthly	4550	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114
	Hourly	26.15	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14
	Standby	1.83	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46

Standby rate is equal to 7% of the hourly rate
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ITEM 220

Prepared by the Washington State Office of Financial Management

WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2019

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	55920	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156
	Monthly	4660	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263
	Hourly	26.78	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99
	Standby	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52
58	Annual	57300	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112
	Monthly	4775	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426
	Hourly	27.44	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93
	Standby	1.92	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59
59	Annual	58692	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960
	Monthly	4891	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580
	Hourly	28.11	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82
	Standby	1.97	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65
60	Annual	60228	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976
	Monthly	5019	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748
	Hourly	28.84	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78
	Standby	2.02	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71
61	Annual	61704	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028
	Monthly	5142	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919
	Hourly	29.55	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76
	Standby	2.07	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78
62	Annual	63264	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056
	Monthly	5272	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088
	Hourly	30.30	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74
	Standby	2.12	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85
63	Annual	64824	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192
	Monthly	5402	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266
	Hourly	31.05	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76
	Standby	2.17	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92
64	Annual	66444	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376
	Monthly	5537	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448
	Hourly	31.82	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80
	Standby	2.23	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00
65	Annual	68100	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584
	Monthly	5675	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632
	Hourly	32.61	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86
	Standby	2.28	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07

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3% Increase

WFSE - Community Corrections

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	69792	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912
	Monthly	5816	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826
	Hourly	33.43	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98
	Standby	2.34	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15
67	Annual	71556	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252
	Monthly	5963	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021
	Hourly	34.27	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10
	Standby	2.40	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23
68	Annual	73368	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652
	Monthly	6114	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221
	Hourly	35.14	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25
	Standby	2.46	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31
69	Annual	75156	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100
	Monthly	6263	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425
	Hourly	35.99	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42
	Standby	2.52	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39
70	Annual	77112	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656
	Monthly	6426	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638
	Hourly	36.93	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64
	Standby	2.59	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48
71	Annual	78960	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260
	Monthly	6580	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855
	Hourly	37.82	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89
	Standby	2.65	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56
72	Annual	80976	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924
	Monthly	6748	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077
	Hourly	38.78	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17
	Standby	2.71	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65
73	Annual	83028	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612
	Monthly	6919	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301
	Hourly	39.76	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45
	Standby	2.78	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74
74	Annual	85056	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456
	Monthly	7088	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538
	Hourly	40.74	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82
	Standby	2.85	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84

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3% Increase

WFSE - Community Corrections

DRAFT

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75	Annual	87192	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276
	Monthly	7266	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773
	Hourly	41.76	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17
	Standby	2.92	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93
76	Annual	89376	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204
	Monthly	7448	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017
	Hourly	42.80	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57
	Standby	3.00	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03
77	Annual	91584	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204
	Monthly	7632	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267
	Hourly	43.86	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01
	Standby	3.07	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13
78	Annual	93912	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300
	Monthly	7826	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525
	Hourly	44.98	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49
	Standby	3.15	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23
79	Annual	96252	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396
	Monthly	8021	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783
	Hourly	46.10	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97
	Standby	3.23	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34
80	Annual	98652	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636
	Monthly	8221	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053
	Hourly	47.25	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52
	Standby	3.31	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45
81	Annual	101100	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996
	Monthly	8425	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333
	Hourly	48.42	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13
	Standby	3.39	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56
82	Annual	103656	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380
	Monthly	8638	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615
	Hourly	49.64	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75
	Standby	3.48	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67
83	Annual	106260	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860
	Monthly	8855	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905
	Hourly	50.89	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42
	Standby	3.56	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79

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84	Annual	108924	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448
	Monthly	9077	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204
	Hourly	52.17	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14
	Standby	3.65	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91
85	Annual	111612	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048
	Monthly	9301	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504
	Hourly	53.45	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86
	Standby	3.74	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03
86	Annual	114456	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852
	Monthly	9538	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821
	Hourly	54.82	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68
	Standby	3.84	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16
87	Annual	117276	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752
	Monthly	9773	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146
	Hourly	56.17	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55
	Standby	3.93	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29
88	Annual	120204	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652
	Monthly	10017	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471
	Hourly	57.57	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42
	Standby	4.03	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42
89	Annual	123204	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732
	Monthly	10267	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811
	Hourly	59.01	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37
	Standby	4.13	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56
90	Annual	126300	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812
	Monthly	10525	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151
	Hourly	60.49	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33
	Standby	4.23	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69
91	Annual	129396	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096
	Monthly	10783	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508
	Hourly	61.97	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38
	Standby	4.34	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84
92	Annual	132636	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428
	Monthly	11053	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869
	Hourly	63.52	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45
	Standby	4.45	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 220

Prepared by the Washington State Office of Financial Management
CC Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WFSE - Community Corrections

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	135996	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952
	Monthly	11333	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246
	Hourly	65.13	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62
	Standby	4.56	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13
94	Annual	139380	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476
	Monthly	11615	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623
	Hourly	66.75	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79
	Standby	4.67	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29
95	Annual	142860	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180
	Monthly	11905	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015
	Hourly	68.42	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04
	Standby	4.79	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44
96	Annual	146448	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992
	Monthly	12204	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416
	Hourly	70.14	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34
	Standby	4.91	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60
97	Annual	150048	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924
	Monthly	12504	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827
	Hourly	71.86	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71
	Standby	5.03	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77
98	Annual	153852	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976
	Monthly	12821	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248
	Hourly	73.68	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13
	Standby	5.16	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94
99	Annual	157752	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148
	Monthly	13146	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679
	Hourly	75.55	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60
	Standby	5.29	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11
100	Annual	161652	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452
	Monthly	13471	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121
	Hourly	77.42	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14
	Standby	5.42	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29
101	Annual	165732	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888
	Monthly	13811	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574
	Hourly	79.37	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75
	Standby	5.56	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 220

Prepared by the Washington State Office of Financial Management
CC Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WFSE - Community Corrections

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	169812	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444
	Monthly	14151	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037
	Hourly	81.33	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41
	Standby	5.69	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66
103	Annual	174096	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156
	Monthly	14508	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513
	Hourly	83.38	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14
	Standby	5.84	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85
104	Annual	178428	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036
	Monthly	14869	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003
	Hourly	85.45	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96
	Standby	5.98	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05
105	Annual	182952	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024
	Monthly	15246	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502
	Hourly	87.62	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83
	Standby	6.13	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25
106	Annual	187476	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168
	Monthly	15623	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014
	Hourly	89.79	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77
	Standby	6.29	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45
107	Annual	192180	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468
	Monthly	16015	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539
	Hourly	92.04	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79
	Standby	6.44	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67
108	Annual	196992	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948
	Monthly	16416	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079
	Hourly	94.34	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89
	Standby	6.60	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88
109	Annual	201924	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560
	Monthly	16827	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630
	Hourly	96.71	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06
	Standby	6.77	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10
110	Annual	206976	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364
	Monthly	17248	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197
	Hourly	99.13	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32
	Standby	6.94	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 220

Prepared by the Washington State Office of Financial Management
CC Range Salary Schedule for Represented Employees
Effective July 1, 2019
3% Increase

WFSE - Community Corrections

DRAFT

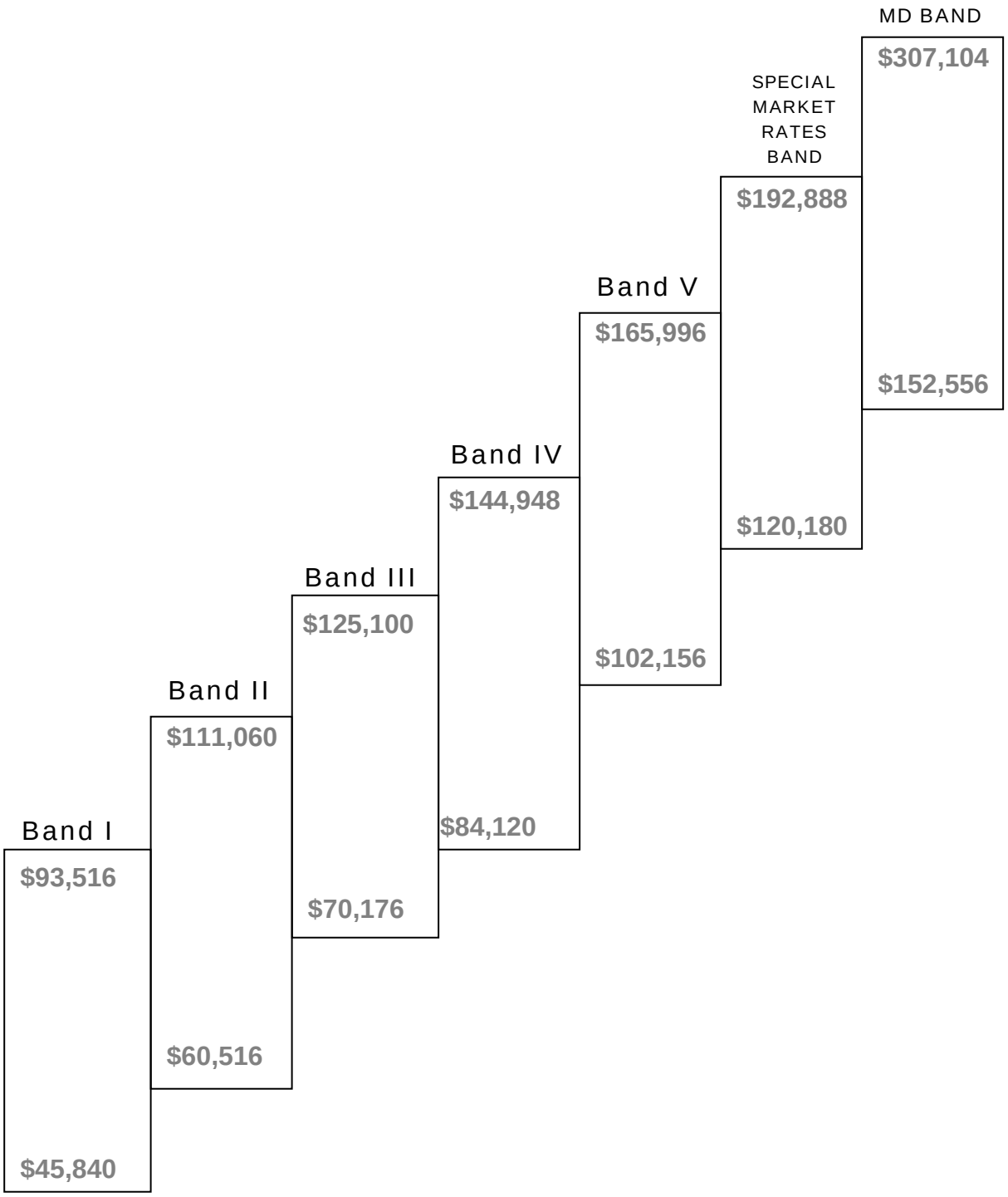
SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	212148	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324
	Monthly	17679	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777
	Hourly	101.60	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65
	Standby	7.11	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57
112	Annual	217452	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452
	Monthly	18121	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371
	Hourly	104.14	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06
	Standby	7.29	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80
113	Annual	222888	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772
	Monthly	18574	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981
	Hourly	106.75	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57
	Standby	7.47	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05
114	Annual	228444	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260
	Monthly	19037	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605
	Hourly	109.41	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16
	Standby	7.66	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30
115	Annual	234156	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940
	Monthly	19513	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245
	Hourly	112.14	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83
	Standby	7.85	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56
116	Annual	240036	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812
	Monthly	20003	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901
	Hourly	114.96	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60
	Standby	8.05	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82
117	Annual	246024	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888
	Monthly	20502	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574
	Hourly	117.83	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47
	Standby	8.25	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09
118	Annual	252168	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144
	Monthly	21014	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262
	Hourly	120.77	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43
	Standby	8.45	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37
119	Annual	258468	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144	347628
	Monthly	21539	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262	28969
	Hourly	123.79	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43	166.49
	Standby	8.67	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65
120	Annual	264948	271560	278364	285324	292452	299772	307260	314940	322812	330888	339144	347628	356316
	Monthly	22079	22630	23197	23777	24371	24981	25605	26245	26901	27574	28262	28969	29693
	Hourly	126.89	130.06	133.32	136.65	140.06	143.57	147.16	150.83	154.60	158.47	162.43	166.49	170.65
	Standby	8.88	9.10	9.33	9.57	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.95

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

Item: 221

Exempt Management Service Salary Structure

Effective July 1, 2019

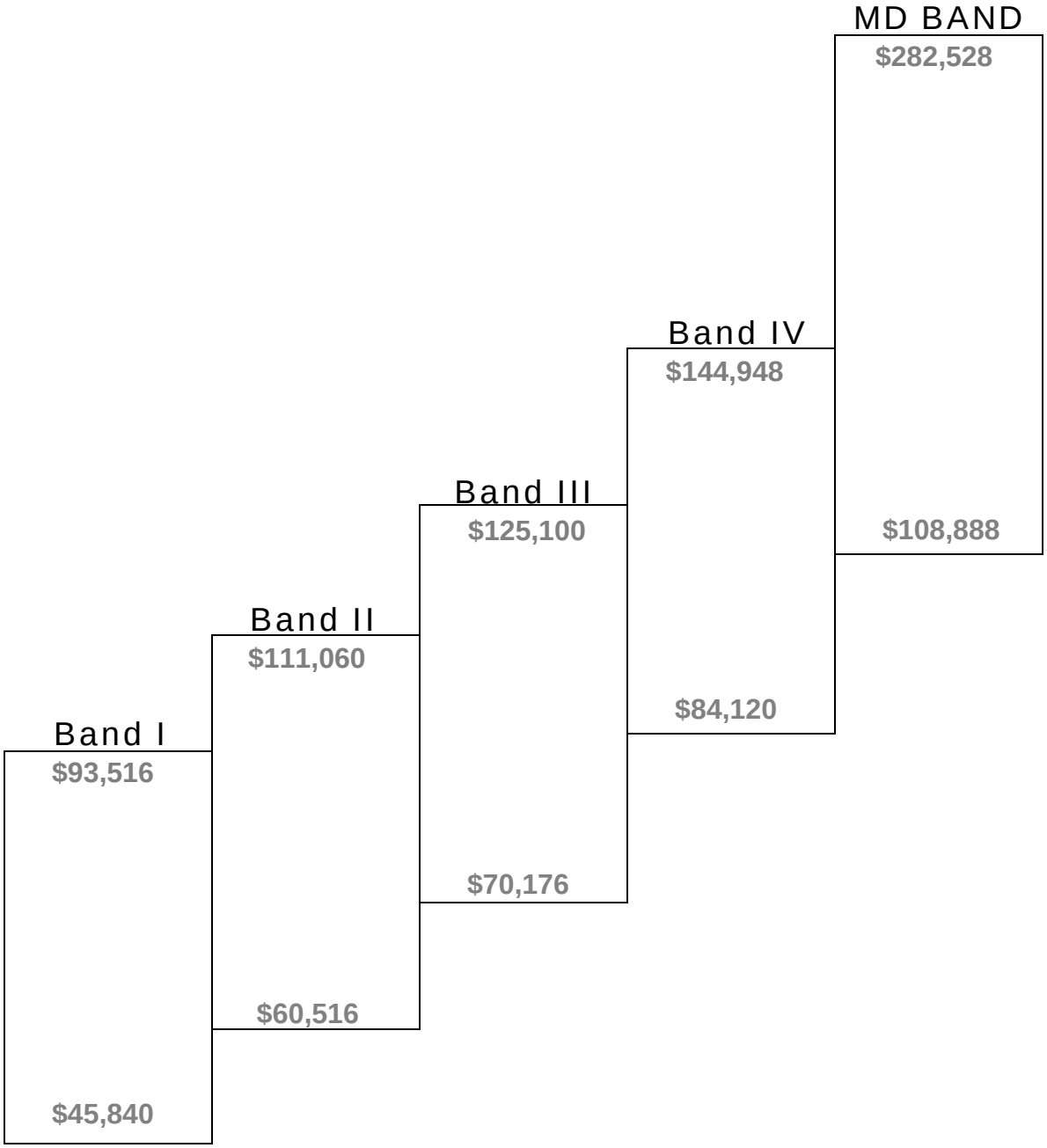


State of Washington

Item: 222

Washington Management Service Salary Structure

Effective July 1, 2019



State of Washington

ITEM 223

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	30108	30624	31344	32124	32856	33588	34368	35148	35988	36804	37728	38592	39528
	Monthly	2509	2552	2612	2677	2738	2799	2864	2929	2999	3067	3144	3216	3294
	Hourly	14.42	14.67	15.01	15.39	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93
	Standby	1.01	1.03	1.05	1.08	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33
31	Annual	30624	31344	32124	32856	33588	34368	35148	35988	36804	37728	38592	39528	40440
	Monthly	2552	2612	2677	2738	2799	2864	2929	2999	3067	3144	3216	3294	3370
	Hourly	14.67	15.01	15.39	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37
	Standby	1.03	1.05	1.08	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36
32	Annual	31344	32124	32856	33588	34368	35148	35988	36804	37728	38592	39528	40440	41352
	Monthly	2612	2677	2738	2799	2864	2929	2999	3067	3144	3216	3294	3370	3446
	Hourly	15.01	15.39	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80
	Standby	1.05	1.08	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39
33	Annual	32124	32856	33588	34368	35148	35988	36804	37728	38592	39528	40440	41352	42420
	Monthly	2677	2738	2799	2864	2929	2999	3067	3144	3216	3294	3370	3446	3535
	Hourly	15.39	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32
	Standby	1.08	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42
34	Annual	32856	33588	34368	35148	35988	36804	37728	38592	39528	40440	41352	42420	43392
	Monthly	2738	2799	2864	2929	2999	3067	3144	3216	3294	3370	3446	3535	3616
	Hourly	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78
	Standby	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45
35	Annual	33588	34368	35148	35988	36804	37728	38592	39528	40440	41352	42420	43392	44412
	Monthly	2799	2864	2929	2999	3067	3144	3216	3294	3370	3446	3535	3616	3701
	Hourly	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27
	Standby	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49
36	Annual	34368	35148	35988	36804	37728	38592	39528	40440	41352	42420	43392	44412	45504
	Monthly	2864	2929	2999	3067	3144	3216	3294	3370	3446	3535	3616	3701	3792
	Hourly	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79
	Standby	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53
37	Annual	35148	35988	36804	37728	38592	39528	40440	41352	42420	43392	44412	45504	46644
	Monthly	2929	2999	3067	3144	3216	3294	3370	3446	3535	3616	3701	3792	3887
	Hourly	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34
	Standby	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56

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3% Increase

General Government
Higher Education

DRAFT

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38	Annual	35988	36804	37728	38592	39528	40440	41352	42420	43392	44412	45504	46644	47844
	Monthly	2999	3067	3144	3216	3294	3370	3446	3535	3616	3701	3792	3887	3987
	Hourly	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91
	Standby	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60
39	Annual	36804	37728	38592	39528	40440	41352	42420	43392	44412	45504	46644	47844	48996
	Monthly	3067	3144	3216	3294	3370	3446	3535	3616	3701	3792	3887	3987	4083
	Hourly	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47
	Standby	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64
40	Annual	37728	38592	39528	40440	41352	42420	43392	44412	45504	46644	47844	48996	50256
	Monthly	3144	3216	3294	3370	3446	3535	3616	3701	3792	3887	3987	4083	4188
	Hourly	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07
	Standby	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68
41	Annual	38592	39528	40440	41352	42420	43392	44412	45504	46644	47844	48996	50256	51432
	Monthly	3216	3294	3370	3446	3535	3616	3701	3792	3887	3987	4083	4188	4286
	Hourly	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63
	Standby	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72
42	Annual	39528	40440	41352	42420	43392	44412	45504	46644	47844	48996	50256	51432	52776
	Monthly	3294	3370	3446	3535	3616	3701	3792	3887	3987	4083	4188	4286	4398
	Hourly	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28
	Standby	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77
43	Annual	40440	41352	42420	43392	44412	45504	46644	47844	48996	50256	51432	52776	54108
	Monthly	3370	3446	3535	3616	3701	3792	3887	3987	4083	4188	4286	4398	4509
	Hourly	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91
	Standby	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81
44	Annual	41352	42420	43392	44412	45504	46644	47844	48996	50256	51432	52776	54108	55524
	Monthly	3446	3535	3616	3701	3792	3887	3987	4083	4188	4286	4398	4509	4627
	Hourly	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59
	Standby	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86
45	Annual	42420	43392	44412	45504	46644	47844	48996	50256	51432	52776	54108	55524	56856
	Monthly	3535	3616	3701	3792	3887	3987	4083	4188	4286	4398	4509	4627	4738
	Hourly	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23
	Standby	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91

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46	Annual	43392	44412	45504	46644	47844	48996	50256	51432	52776	54108	55524	56856	58260
	Monthly	3616	3701	3792	3887	3987	4083	4188	4286	4398	4509	4627	4738	4855
	Hourly	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90
	Standby	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95
47	Annual	44412	45504	46644	47844	48996	50256	51432	52776	54108	55524	56856	58260	59688
	Monthly	3701	3792	3887	3987	4083	4188	4286	4398	4509	4627	4738	4855	4974
	Hourly	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00
48	Annual	45504	46644	47844	48996	50256	51432	52776	54108	55524	56856	58260	59688	61224
	Monthly	3792	3887	3987	4083	4188	4286	4398	4509	4627	4738	4855	4974	5102
	Hourly	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32
	Standby	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05
49	Annual	46644	47844	48996	50256	51432	52776	54108	55524	56856	58260	59688	61224	62748
	Monthly	3887	3987	4083	4188	4286	4398	4509	4627	4738	4855	4974	5102	5229
	Hourly	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05
	Standby	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10
50	Annual	47844	48996	50256	51432	52776	54108	55524	56856	58260	59688	61224	62748	64332
	Monthly	3987	4083	4188	4286	4398	4509	4627	4738	4855	4974	5102	5229	5361
	Hourly	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81
	Standby	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16
51	Annual	48996	50256	51432	52776	54108	55524	56856	58260	59688	61224	62748	64332	65928
	Monthly	4083	4188	4286	4398	4509	4627	4738	4855	4974	5102	5229	5361	5494
	Hourly	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57
	Standby	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21
52	Annual	50256	51432	52776	54108	55524	56856	58260	59688	61224	62748	64332	65928	67560
	Monthly	4188	4286	4398	4509	4627	4738	4855	4974	5102	5229	5361	5494	5630
	Hourly	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36
	Standby	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26
53	Annual	51432	52776	54108	55524	56856	58260	59688	61224	62748	64332	65928	67560	69264
	Monthly	4286	4398	4509	4627	4738	4855	4974	5102	5229	5361	5494	5630	5772
	Hourly	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17
	Standby	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32

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54	Annual	52776	54108	55524	56856	58260	59688	61224	62748	64332	65928	67560	69264	70956
	Monthly	4398	4509	4627	4738	4855	4974	5102	5229	5361	5494	5630	5772	5913
	Hourly	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98
	Standby	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38
55	Annual	54108	55524	56856	58260	59688	61224	62748	64332	65928	67560	69264	70956	72756
	Monthly	4509	4627	4738	4855	4974	5102	5229	5361	5494	5630	5772	5913	6063
	Hourly	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84
	Standby	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44
56	Annual	55524	56856	58260	59688	61224	62748	64332	65928	67560	69264	70956	72756	74604
	Monthly	4627	4738	4855	4974	5102	5229	5361	5494	5630	5772	5913	6063	6217
	Hourly	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73
	Standby	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50
57	Annual	56856	58260	59688	61224	62748	64332	65928	67560	69264	70956	72756	74604	76416
	Monthly	4738	4855	4974	5102	5229	5361	5494	5630	5772	5913	6063	6217	6368
	Hourly	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60
	Standby	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56
58	Annual	58260	59688	61224	62748	64332	65928	67560	69264	70956	72756	74604	76416	78408
	Monthly	4855	4974	5102	5229	5361	5494	5630	5772	5913	6063	6217	6368	6534
	Hourly	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55
	Standby	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63
59	Annual	59688	61224	62748	64332	65928	67560	69264	70956	72756	74604	76416	78408	80292
	Monthly	4974	5102	5229	5361	5494	5630	5772	5913	6063	6217	6368	6534	6691
	Hourly	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45
	Standby	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69
60	Annual	61224	62748	64332	65928	67560	69264	70956	72756	74604	76416	78408	80292	82344
	Monthly	5102	5229	5361	5494	5630	5772	5913	6063	6217	6368	6534	6691	6862
	Hourly	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44
	Standby	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76
61	Annual	62748	64332	65928	67560	69264	70956	72756	74604	76416	78408	80292	82344	84396
	Monthly	5229	5361	5494	5630	5772	5913	6063	6217	6368	6534	6691	6862	7033
	Hourly	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42
	Standby	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83

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62	Annual	64332	65928	67560	69264	70956	72756	74604	76416	78408	80292	82344	84396	86484
	Monthly	5361	5494	5630	5772	5913	6063	6217	6368	6534	6691	6862	7033	7207
	Hourly	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42
	Standby	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90
63	Annual	65928	67560	69264	70956	72756	74604	76416	78408	80292	82344	84396	86484	88644
	Monthly	5494	5630	5772	5913	6063	6217	6368	6534	6691	6862	7033	7207	7387
	Hourly	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45
	Standby	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97
64	Annual	67560	69264	70956	72756	74604	76416	78408	80292	82344	84396	86484	88644	90888
	Monthly	5630	5772	5913	6063	6217	6368	6534	6691	6862	7033	7207	7387	7574
	Hourly	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53
	Standby	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05
65	Annual	69264	70956	72756	74604	76416	78408	80292	82344	84396	86484	88644	90888	93132
	Monthly	5772	5913	6063	6217	6368	6534	6691	6862	7033	7207	7387	7574	7761
	Hourly	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60
	Standby	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12
66	Annual	70956	72756	74604	76416	78408	80292	82344	84396	86484	88644	90888	93132	95484
	Monthly	5913	6063	6217	6368	6534	6691	6862	7033	7207	7387	7574	7761	7957
	Hourly	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73
	Standby	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20
67	Annual	72756	74604	76416	78408	80292	82344	84396	86484	88644	90888	93132	95484	97872
	Monthly	6063	6217	6368	6534	6691	6862	7033	7207	7387	7574	7761	7957	8156
	Hourly	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87
	Standby	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28
68	Annual	74604	76416	78408	80292	82344	84396	86484	88644	90888	93132	95484	97872	100308
	Monthly	6217	6368	6534	6691	6862	7033	7207	7387	7574	7761	7957	8156	8359
	Hourly	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04
	Standby	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36
69	Annual	76416	78408	80292	82344	84396	86484	88644	90888	93132	95484	97872	100308	102816
	Monthly	6368	6534	6691	6862	7033	7207	7387	7574	7761	7957	8156	8359	8568
	Hourly	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24
	Standby	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45

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ITEM 223

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Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
70	Annual	78408	80292	82344	84396	86484	88644	90888	93132	95484	97872	100308	102816	105384
	Monthly	6534	6691	6862	7033	7207	7387	7574	7761	7957	8156	8359	8568	8782
	Hourly	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47
	Standby	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53
71	Annual	80292	82344	84396	86484	88644	90888	93132	95484	97872	100308	102816	105384	108036
	Monthly	6691	6862	7033	7207	7387	7574	7761	7957	8156	8359	8568	8782	9003
	Hourly	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74
	Standby	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62
72	Annual	82344	84396	86484	88644	90888	93132	95484	97872	100308	102816	105384	108036	110760
	Monthly	6862	7033	7207	7387	7574	7761	7957	8156	8359	8568	8782	9003	9230
	Hourly	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05
	Standby	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71
73	Annual	84396	86484	88644	90888	93132	95484	97872	100308	102816	105384	108036	110760	113484
	Monthly	7033	7207	7387	7574	7761	7957	8156	8359	8568	8782	9003	9230	9457
	Hourly	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35
	Standby	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80
74	Annual	86484	88644	90888	93132	95484	97872	100308	102816	105384	108036	110760	113484	116352
	Monthly	7207	7387	7574	7761	7957	8156	8359	8568	8782	9003	9230	9457	9696
	Hourly	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72
	Standby	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90
75	Annual	88644	90888	93132	95484	97872	100308	102816	105384	108036	110760	113484	116352	119244
	Monthly	7387	7574	7761	7957	8156	8359	8568	8782	9003	9230	9457	9696	9937
	Hourly	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11
	Standby	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00
76	Annual	90888	93132	95484	97872	100308	102816	105384	108036	110760	113484	116352	119244	122220
	Monthly	7574	7761	7957	8156	8359	8568	8782	9003	9230	9457	9696	9937	10185
	Hourly	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53
	Standby	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10
77	Annual	93132	95484	97872	100308	102816	105384	108036	110760	113484	116352	119244	122220	125268
	Monthly	7761	7957	8156	8359	8568	8782	9003	9230	9457	9696	9937	10185	10439
	Hourly	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99
	Standby	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20

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78	Annual	95484	97872	100308	102816	105384	108036	110760	113484	116352	119244	122220	125268	128436
	Monthly	7957	8156	8359	8568	8782	9003	9230	9457	9696	9937	10185	10439	10703
	Hourly	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51
	Standby	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31
79	Annual	97872	100308	102816	105384	108036	110760	113484	116352	119244	122220	125268	128436	131592
	Monthly	8156	8359	8568	8782	9003	9230	9457	9696	9937	10185	10439	10703	10966
	Hourly	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02
	Standby	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41
80	Annual	100308	102816	105384	108036	110760	113484	116352	119244	122220	125268	128436	131592	134892
	Monthly	8359	8568	8782	9003	9230	9457	9696	9937	10185	10439	10703	10966	11241
	Hourly	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60
	Standby	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52
81	Annual	102816	105384	108036	110760	113484	116352	119244	122220	125268	128436	131592	134892	138288
	Monthly	8568	8782	9003	9230	9457	9696	9937	10185	10439	10703	10966	11241	11524
	Hourly	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23
	Standby	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64
82	Annual	105384	108036	110760	113484	116352	119244	122220	125268	128436	131592	134892	138288	141708
	Monthly	8782	9003	9230	9457	9696	9937	10185	10439	10703	10966	11241	11524	11809
	Hourly	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87
	Standby	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75
83	Annual	108036	110760	113484	116352	119244	122220	125268	128436	131592	134892	138288	141708	145248
	Monthly	9003	9230	9457	9696	9937	10185	10439	10703	10966	11241	11524	11809	12104
	Hourly	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56
	Standby	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87
84	Annual	110760	113484	116352	119244	122220	125268	128436	131592	134892	138288	141708	145248	148908
	Monthly	9230	9457	9696	9937	10185	10439	10703	10966	11241	11524	11809	12104	12409
	Hourly	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32
	Standby	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99
85	Annual	113484	116352	119244	122220	125268	128436	131592	134892	138288	141708	145248	148908	152580
	Monthly	9457	9696	9937	10185	10439	10703	10966	11241	11524	11809	12104	12409	12715
	Hourly	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07
	Standby	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12

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86	Annual	116352	119244	122220	125268	128436	131592	134892	138288	141708	145248	148908	152580	156456
	Monthly	9696	9937	10185	10439	10703	10966	11241	11524	11809	12104	12409	12715	13038
	Hourly	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93
	Standby	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25
87	Annual	119244	122220	125268	128436	131592	134892	138288	141708	145248	148908	152580	156456	160380
	Monthly	9937	10185	10439	10703	10966	11241	11524	11809	12104	12409	12715	13038	13365
	Hourly	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81
	Standby	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38
88	Annual	122220	125268	128436	131592	134892	138288	141708	145248	148908	152580	156456	160380	164364
	Monthly	10185	10439	10703	10966	11241	11524	11809	12104	12409	12715	13038	13365	13697
	Hourly	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72
	Standby	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51
89	Annual	125268	128436	131592	134892	138288	141708	145248	148908	152580	156456	160380	164364	168516
	Monthly	10439	10703	10966	11241	11524	11809	12104	12409	12715	13038	13365	13697	14043
	Hourly	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71
	Standby	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65
90	Annual	128436	131592	134892	138288	141708	145248	148908	152580	156456	160380	164364	168516	172680
	Monthly	10703	10966	11241	11524	11809	12104	12409	12715	13038	13365	13697	14043	14390
	Hourly	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70
	Standby	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79
91	Annual	131592	134892	138288	141708	145248	148908	152580	156456	160380	164364	168516	172680	177024
	Monthly	10966	11241	11524	11809	12104	12409	12715	13038	13365	13697	14043	14390	14752
	Hourly	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78
	Standby	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93
92	Annual	134892	138288	141708	145248	148908	152580	156456	160380	164364	168516	172680	177024	181416
	Monthly	11241	11524	11809	12104	12409	12715	13038	13365	13697	14043	14390	14752	15118
	Hourly	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89
	Standby	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08
93	Annual	138288	141708	145248	148908	152580	156456	160380	164364	168516	172680	177024	181416	185988
	Monthly	11524	11809	12104	12409	12715	13038	13365	13697	14043	14390	14752	15118	15499
	Hourly	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07
	Standby	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24

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94	Annual	141708	145248	148908	152580	156456	160380	164364	168516	172680	177024	181416	185988	190620
	Monthly	11809	12104	12409	12715	13038	13365	13697	14043	14390	14752	15118	15499	15885
	Hourly	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29
	Standby	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39
95	Annual	145248	148908	152580	156456	160380	164364	168516	172680	177024	181416	185988	190620	195396
	Monthly	12104	12409	12715	13038	13365	13697	14043	14390	14752	15118	15499	15885	16283
	Hourly	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58
	Standby	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55
96	Annual	148908	152580	156456	160380	164364	168516	172680	177024	181416	185988	190620	195396	200304
	Monthly	12409	12715	13038	13365	13697	14043	14390	14752	15118	15499	15885	16283	16692
	Hourly	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93
	Standby	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72
97	Annual	152580	156456	160380	164364	168516	172680	177024	181416	185988	190620	195396	200304	205320
	Monthly	12715	13038	13365	13697	14043	14390	14752	15118	15499	15885	16283	16692	17110
	Hourly	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33
	Standby	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88
98	Annual	156456	160380	164364	168516	172680	177024	181416	185988	190620	195396	200304	205320	210456
	Monthly	13038	13365	13697	14043	14390	14752	15118	15499	15885	16283	16692	17110	17538
	Hourly	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79
	Standby	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06
99	Annual	160380	164364	168516	172680	177024	181416	185988	190620	195396	200304	205320	210456	215700
	Monthly	13365	13697	14043	14390	14752	15118	15499	15885	16283	16692	17110	17538	17975
	Hourly	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30
	Standby	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23
100	Annual	164364	168516	172680	177024	181416	185988	190620	195396	200304	205320	210456	215700	221100
	Monthly	13697	14043	14390	14752	15118	15499	15885	16283	16692	17110	17538	17975	18425
	Hourly	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89
	Standby	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41
101	Annual	168516	172680	177024	181416	185988	190620	195396	200304	205320	210456	215700	221100	226632
	Monthly	14043	14390	14752	15118	15499	15885	16283	16692	17110	17538	17975	18425	18886
	Hourly	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54
	Standby	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60

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102	Annual	172680	177024	181416	185988	190620	195396	200304	205320	210456	215700	221100	226632	232296
	Monthly	14390	14752	15118	15499	15885	16283	16692	17110	17538	17975	18425	18886	19358
	Hourly	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25
	Standby	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79
103	Annual	177024	181416	185988	190620	195396	200304	205320	210456	215700	221100	226632	232296	238104
	Monthly	14752	15118	15499	15885	16283	16692	17110	17538	17975	18425	18886	19358	19842
	Hourly	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03
	Standby	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98
104	Annual	181416	185988	190620	195396	200304	205320	210456	215700	221100	226632	232296	238104	244044
	Monthly	15118	15499	15885	16283	16692	17110	17538	17975	18425	18886	19358	19842	20337
	Hourly	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88
	Standby	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18
105	Annual	185988	190620	195396	200304	205320	210456	215700	221100	226632	232296	238104	244044	250140
	Monthly	15499	15885	16283	16692	17110	17538	17975	18425	18886	19358	19842	20337	20845
	Hourly	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80
	Standby	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39
106	Annual	190620	195396	200304	205320	210456	215700	221100	226632	232296	238104	244044	250140	256404
	Monthly	15885	16283	16692	17110	17538	17975	18425	18886	19358	19842	20337	20845	21367
	Hourly	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80
	Standby	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60
107	Annual	195396	200304	205320	210456	215700	221100	226632	232296	238104	244044	250140	256404	262824
	Monthly	16283	16692	17110	17538	17975	18425	18886	19358	19842	20337	20845	21367	21902
	Hourly	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87
	Standby	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81
108	Annual	200304	205320	210456	215700	221100	226632	232296	238104	244044	250140	256404	262824	269412
	Monthly	16692	17110	17538	17975	18425	18886	19358	19842	20337	20845	21367	21902	22451
	Hourly	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03
	Standby	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03
109	Annual	205320	210456	215700	221100	226632	232296	238104	244044	250140	256404	262824	269412	276120
	Monthly	17110	17538	17975	18425	18886	19358	19842	20337	20845	21367	21902	22451	23010
	Hourly	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24
	Standby	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

ITEM 223

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
110	Annual	210456	215700	221100	226632	232296	238104	244044	250140	256404	262824	269412	276120	283020
	Monthly	17538	17975	18425	18886	19358	19842	20337	20845	21367	21902	22451	23010	23585
	Hourly	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55
	Standby	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49
111	Annual	215700	221100	226632	232296	238104	244044	250140	256404	262824	269412	276120	283020	290100
	Monthly	17975	18425	18886	19358	19842	20337	20845	21367	21902	22451	23010	23585	24175
	Hourly	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94
	Standby	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73
112	Annual	221100	226632	232296	238104	244044	250140	256404	262824	269412	276120	283020	290100	297360
	Monthly	18425	18886	19358	19842	20337	20845	21367	21902	22451	23010	23585	24175	24780
	Hourly	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41
	Standby	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97
113	Annual	226632	232296	238104	244044	250140	256404	262824	269412	276120	283020	290100	297360	304776
	Monthly	18886	19358	19842	20337	20845	21367	21902	22451	23010	23585	24175	24780	25398
	Hourly	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97
	Standby	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22
114	Annual	232296	238104	244044	250140	256404	262824	269412	276120	283020	290100	297360	304776	312396
	Monthly	19358	19842	20337	20845	21367	21902	22451	23010	23585	24175	24780	25398	26033
	Hourly	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61
	Standby	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47
115	Annual	238104	244044	250140	256404	262824	269412	276120	283020	290100	297360	304776	312396	320220
	Monthly	19842	20337	20845	21367	21902	22451	23010	23585	24175	24780	25398	26033	26685
	Hourly	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36
	Standby	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74
116	Annual	244044	250140	256404	262824	269412	276120	283020	290100	297360	304776	312396	320220	328224
	Monthly	20337	20845	21367	21902	22451	23010	23585	24175	24780	25398	26033	26685	27352
	Hourly	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20
	Standby	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00
117	Annual	250140	256404	262824	269412	276120	283020	290100	297360	304776	312396	320220	328224	336432
	Monthly	20845	21367	21902	22451	23010	23585	24175	24780	25398	26033	26685	27352	28036
	Hourly	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20	161.13
	Standby	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00	11.28

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ITEM 223

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
118	Annual	256404	262824	269412	276120	283020	290100	297360	304776	312396	320220	328224	336432	344844
	Monthly	21367	21902	22451	23010	23585	24175	24780	25398	26033	26685	27352	28036	28737
	Hourly	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20	161.13	165.16
	Standby	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00	11.28	11.56
119	Annual	262824	269412	276120	283020	290100	297360	304776	312396	320220	328224	336432	344844	353460
	Monthly	21902	22451	23010	23585	24175	24780	25398	26033	26685	27352	28036	28737	29455
	Hourly	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20	161.13	165.16	169.28
	Standby	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00	11.28	11.56	11.85
120	Annual	269412	276120	283020	290100	297360	304776	312396	320220	328224	336432	344844	353460	362292
	Monthly	22451	23010	23585	24175	24780	25398	26033	26685	27352	28036	28737	29455	30191
	Hourly	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20	161.13	165.16	169.28	173.51
	Standby	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00	11.28	11.56	11.85	12.15

Standby rate is equal to 7% of the hourly rate
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ITEM 224

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	30108	30108	30108	30252	30948	31644	32388	33120	33924	34680	35544	36372	37236
	Monthly	2509	2509	2509	2521	2579	2637	2699	2760	2827	2890	2962	3031	3103
	Hourly	14.42	14.42	14.42	14.49	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83
	Standby	1.01	1.01	1.01	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25
31	Annual	30108	30108	30252	30948	31644	32388	33120	33924	34680	35544	36372	37236	38124
	Monthly	2509	2509	2521	2579	2637	2699	2760	2827	2890	2962	3031	3103	3177
	Hourly	14.42	14.42	14.49	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26
	Standby	1.01	1.01	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28
32	Annual	30108	30252	30948	31644	32388	33120	33924	34680	35544	36372	37236	38124	38988
	Monthly	2509	2521	2579	2637	2699	2760	2827	2890	2962	3031	3103	3177	3249
	Hourly	14.42	14.49	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67
	Standby	1.01	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31
33	Annual	30252	30948	31644	32388	33120	33924	34680	35544	36372	37236	38124	38988	39972
	Monthly	2521	2579	2637	2699	2760	2827	2890	2962	3031	3103	3177	3249	3331
	Hourly	14.49	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14
	Standby	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34
34	Annual	30948	31644	32388	33120	33924	34680	35544	36372	37236	38124	38988	39972	40884
	Monthly	2579	2637	2699	2760	2827	2890	2962	3031	3103	3177	3249	3331	3407
	Hourly	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58
	Standby	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37
35	Annual	31644	32388	33120	33924	34680	35544	36372	37236	38124	38988	39972	40884	41856
	Monthly	2637	2699	2760	2827	2890	2962	3031	3103	3177	3249	3331	3407	3488
	Hourly	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05
	Standby	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40
36	Annual	32388	33120	33924	34680	35544	36372	37236	38124	38988	39972	40884	41856	42888
	Monthly	2699	2760	2827	2890	2962	3031	3103	3177	3249	3331	3407	3488	3574
	Hourly	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54
	Standby	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44
37	Annual	33120	33924	34680	35544	36372	37236	38124	38988	39972	40884	41856	42888	43968
	Monthly	2760	2827	2890	2962	3031	3103	3177	3249	3331	3407	3488	3574	3664
	Hourly	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06
	Standby	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47
38	Annual	33924	34680	35544	36372	37236	38124	38988	39972	40884	41856	42888	43968	45072
	Monthly	2827	2890	2962	3031	3103	3177	3249	3331	3407	3488	3574	3664	3756
	Hourly	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59
	Standby	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51

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ITEM 224

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General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	34680	35544	36372	37236	38124	38988	39972	40884	41856	42888	43968	45072	46176
	Monthly	2890	2962	3031	3103	3177	3249	3331	3407	3488	3574	3664	3756	3848
	Hourly	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11
	Standby	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55
40	Annual	35544	36372	37236	38124	38988	39972	40884	41856	42888	43968	45072	46176	47376
	Monthly	2962	3031	3103	3177	3249	3331	3407	3488	3574	3664	3756	3848	3948
	Hourly	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59
41	Annual	36372	37236	38124	38988	39972	40884	41856	42888	43968	45072	46176	47376	48468
	Monthly	3031	3103	3177	3249	3331	3407	3488	3574	3664	3756	3848	3948	4039
	Hourly	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62
42	Annual	37236	38124	38988	39972	40884	41856	42888	43968	45072	46176	47376	48468	49740
	Monthly	3103	3177	3249	3331	3407	3488	3574	3664	3756	3848	3948	4039	4145
	Hourly	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82
	Standby	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67
43	Annual	38124	38988	39972	40884	41856	42888	43968	45072	46176	47376	48468	49740	50988
	Monthly	3177	3249	3331	3407	3488	3574	3664	3756	3848	3948	4039	4145	4249
	Hourly	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42
	Standby	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71
44	Annual	38988	39972	40884	41856	42888	43968	45072	46176	47376	48468	49740	50988	52308
	Monthly	3249	3331	3407	3488	3574	3664	3756	3848	3948	4039	4145	4249	4359
	Hourly	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05
	Standby	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75
45	Annual	39972	40884	41856	42888	43968	45072	46176	47376	48468	49740	50988	52308	53568
	Monthly	3331	3407	3488	3574	3664	3756	3848	3948	4039	4145	4249	4359	4464
	Hourly	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66
	Standby	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80
46	Annual	40884	41856	42888	43968	45072	46176	47376	48468	49740	50988	52308	53568	54900
	Monthly	3407	3488	3574	3664	3756	3848	3948	4039	4145	4249	4359	4464	4575
	Hourly	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29
	Standby	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84
47	Annual	41856	42888	43968	45072	46176	47376	48468	49740	50988	52308	53568	54900	56256
	Monthly	3488	3574	3664	3756	3848	3948	4039	4145	4249	4359	4464	4575	4688
	Hourly	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94
	Standby	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 224

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	42888	43968	45072	46176	47376	48468	49740	50988	52308	53568	54900	56256	57696
	Monthly	3574	3664	3756	3848	3948	4039	4145	4249	4359	4464	4575	4688	4808
	Hourly	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63
	Standby	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93
49	Annual	43968	45072	46176	47376	48468	49740	50988	52308	53568	54900	56256	57696	59112
	Monthly	3664	3756	3848	3948	4039	4145	4249	4359	4464	4575	4688	4808	4926
	Hourly	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31
	Standby	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98
50	Annual	45072	46176	47376	48468	49740	50988	52308	53568	54900	56256	57696	59112	60624
	Monthly	3756	3848	3948	4039	4145	4249	4359	4464	4575	4688	4808	4926	5052
	Hourly	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03
	Standby	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03
51	Annual	46176	47376	48468	49740	50988	52308	53568	54900	56256	57696	59112	60624	62112
	Monthly	3848	3948	4039	4145	4249	4359	4464	4575	4688	4808	4926	5052	5176
	Hourly	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75
	Standby	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08
52	Annual	47376	48468	49740	50988	52308	53568	54900	56256	57696	59112	60624	62112	63672
	Monthly	3948	4039	4145	4249	4359	4464	4575	4688	4808	4926	5052	5176	5306
	Hourly	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49
	Standby	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13
53	Annual	48468	49740	50988	52308	53568	54900	56256	57696	59112	60624	62112	63672	65256
	Monthly	4039	4145	4249	4359	4464	4575	4688	4808	4926	5052	5176	5306	5438
	Hourly	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25
	Standby	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19
54	Annual	49740	50988	52308	53568	54900	56256	57696	59112	60624	62112	63672	65256	66876
	Monthly	4145	4249	4359	4464	4575	4688	4808	4926	5052	5176	5306	5438	5573
	Hourly	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03
	Standby	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24
55	Annual	50988	52308	53568	54900	56256	57696	59112	60624	62112	63672	65256	66876	68556
	Monthly	4249	4359	4464	4575	4688	4808	4926	5052	5176	5306	5438	5573	5713
	Hourly	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83
	Standby	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30
56	Annual	52308	53568	54900	56256	57696	59112	60624	62112	63672	65256	66876	68556	70308
	Monthly	4359	4464	4575	4688	4808	4926	5052	5176	5306	5438	5573	5713	5859
	Hourly	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67
	Standby	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 224

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	53568	54900	56256	57696	59112	60624	62112	63672	65256	66876	68556	70308	72024
	Monthly	4464	4575	4688	4808	4926	5052	5176	5306	5438	5573	5713	5859	6002
	Hourly	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49
	Standby	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41
58	Annual	54900	56256	57696	59112	60624	62112	63672	65256	66876	68556	70308	72024	73884
	Monthly	4575	4688	4808	4926	5052	5176	5306	5438	5573	5713	5859	6002	6157
	Hourly	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39
	Standby	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48
59	Annual	56256	57696	59112	60624	62112	63672	65256	66876	68556	70308	72024	73884	75660
	Monthly	4688	4808	4926	5052	5176	5306	5438	5573	5713	5859	6002	6157	6305
	Hourly	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24
	Standby	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54
60	Annual	57696	59112	60624	62112	63672	65256	66876	68556	70308	72024	73884	75660	77592
	Monthly	4808	4926	5052	5176	5306	5438	5573	5713	5859	6002	6157	6305	6466
	Hourly	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16
	Standby	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60
61	Annual	59112	60624	62112	63672	65256	66876	68556	70308	72024	73884	75660	77592	79524
	Monthly	4926	5052	5176	5306	5438	5573	5713	5859	6002	6157	6305	6466	6627
	Hourly	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09
	Standby	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67
62	Annual	60624	62112	63672	65256	66876	68556	70308	72024	73884	75660	77592	79524	81492
	Monthly	5052	5176	5306	5438	5573	5713	5859	6002	6157	6305	6466	6627	6791
	Hourly	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03
	Standby	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73
63	Annual	62112	63672	65256	66876	68556	70308	72024	73884	75660	77592	79524	81492	83532
	Monthly	5176	5306	5438	5573	5713	5859	6002	6157	6305	6466	6627	6791	6961
	Hourly	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01
	Standby	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80
64	Annual	63672	65256	66876	68556	70308	72024	73884	75660	77592	79524	81492	83532	85644
	Monthly	5306	5438	5573	5713	5859	6002	6157	6305	6466	6627	6791	6961	7137
	Hourly	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02
	Standby	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87
65	Annual	65256	66876	68556	70308	72024	73884	75660	77592	79524	81492	83532	85644	87768
	Monthly	5438	5573	5713	5859	6002	6157	6305	6466	6627	6791	6961	7137	7314
	Hourly	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03
	Standby	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94

Standby rate is equal to 7% of the hourly rate
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ITEM 224

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	66876	68556	70308	72024	73884	75660	77592	79524	81492	83532	85644	87768	89976
	Monthly	5573	5713	5859	6002	6157	6305	6466	6627	6791	6961	7137	7314	7498
	Hourly	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09
	Standby	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02
67	Annual	68556	70308	72024	73884	75660	77592	79524	81492	83532	85644	87768	89976	92208
	Monthly	5713	5859	6002	6157	6305	6466	6627	6791	6961	7137	7314	7498	7684
	Hourly	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16
	Standby	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09
68	Annual	70308	72024	73884	75660	77592	79524	81492	83532	85644	87768	89976	92208	94524
	Monthly	5859	6002	6157	6305	6466	6627	6791	6961	7137	7314	7498	7684	7877
	Hourly	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27
	Standby	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17
69	Annual	72024	73884	75660	77592	79524	81492	83532	85644	87768	89976	92208	94524	96888
	Monthly	6002	6157	6305	6466	6627	6791	6961	7137	7314	7498	7684	7877	8074
	Hourly	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40
	Standby	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25
70	Annual	73884	75660	77592	79524	81492	83532	85644	87768	89976	92208	94524	96888	99312
	Monthly	6157	6305	6466	6627	6791	6961	7137	7314	7498	7684	7877	8074	8276
	Hourly	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56
	Standby	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33
71	Annual	75660	77592	79524	81492	83532	85644	87768	89976	92208	94524	96888	99312	101808
	Monthly	6305	6466	6627	6791	6961	7137	7314	7498	7684	7877	8074	8276	8484
	Hourly	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76
	Standby	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41
72	Annual	77592	79524	81492	83532	85644	87768	89976	92208	94524	96888	99312	101808	104364
	Monthly	6466	6627	6791	6961	7137	7314	7498	7684	7877	8074	8276	8484	8697
	Hourly	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98
	Standby	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50
73	Annual	79524	81492	83532	85644	87768	89976	92208	94524	96888	99312	101808	104364	106956
	Monthly	6627	6791	6961	7137	7314	7498	7684	7877	8074	8276	8484	8697	8913
	Hourly	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22
	Standby	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59
74	Annual	81492	83532	85644	87768	89976	92208	94524	96888	99312	101808	104364	106956	109644
	Monthly	6791	6961	7137	7314	7498	7684	7877	8074	8276	8484	8697	8913	9137
	Hourly	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51
	Standby	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68

Standby rate is equal to 7% of the hourly rate
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3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	83532	85644	87768	89976	92208	94524	96888	99312	101808	104364	106956	109644	112368
	Monthly	6961	7137	7314	7498	7684	7877	8074	8276	8484	8697	8913	9137	9364
	Hourly	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82
	Standby	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77
76	Annual	85644	87768	89976	92208	94524	96888	99312	101808	104364	106956	109644	112368	115164
	Monthly	7137	7314	7498	7684	7877	8074	8276	8484	8697	8913	9137	9364	9597
	Hourly	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16
	Standby	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86
77	Annual	87768	89976	92208	94524	96888	99312	101808	104364	106956	109644	112368	115164	118056
	Monthly	7314	7498	7684	7877	8074	8276	8484	8697	8913	9137	9364	9597	9838
	Hourly	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54
	Standby	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96
78	Annual	89976	92208	94524	96888	99312	101808	104364	106956	109644	112368	115164	118056	121020
	Monthly	7498	7684	7877	8074	8276	8484	8697	8913	9137	9364	9597	9838	10085
	Hourly	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96
	Standby	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06
79	Annual	92208	94524	96888	99312	101808	104364	106956	109644	112368	115164	118056	121020	123996
	Monthly	7684	7877	8074	8276	8484	8697	8913	9137	9364	9597	9838	10085	10333
	Hourly	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39
	Standby	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16
80	Annual	94524	96888	99312	101808	104364	106956	109644	112368	115164	118056	121020	123996	127116
	Monthly	7877	8074	8276	8484	8697	8913	9137	9364	9597	9838	10085	10333	10593
	Hourly	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88
	Standby	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26
81	Annual	96888	99312	101808	104364	106956	109644	112368	115164	118056	121020	123996	127116	130296
	Monthly	8074	8276	8484	8697	8913	9137	9364	9597	9838	10085	10333	10593	10858
	Hourly	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40
	Standby	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37
82	Annual	99312	101808	104364	106956	109644	112368	115164	118056	121020	123996	127116	130296	133536
	Monthly	8276	8484	8697	8913	9137	9364	9597	9838	10085	10333	10593	10858	11128
	Hourly	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95
	Standby	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48
83	Annual	101808	104364	106956	109644	112368	115164	118056	121020	123996	127116	130296	133536	136872
	Monthly	8484	8697	8913	9137	9364	9597	9838	10085	10333	10593	10858	11128	11406
	Hourly	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55
	Standby	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 224

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	104364	106956	109644	112368	115164	118056	121020	123996	127116	130296	133536	136872	140340
	Monthly	8697	8913	9137	9364	9597	9838	10085	10333	10593	10858	11128	11406	11695
	Hourly	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21
	Standby	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70
85	Annual	106956	109644	112368	115164	118056	121020	123996	127116	130296	133536	136872	140340	143784
	Monthly	8913	9137	9364	9597	9838	10085	10333	10593	10858	11128	11406	11695	11982
	Hourly	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86
	Standby	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82
86	Annual	109644	112368	115164	118056	121020	123996	127116	130296	133536	136872	140340	143784	147420
	Monthly	9137	9364	9597	9838	10085	10333	10593	10858	11128	11406	11695	11982	12285
	Hourly	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60
	Standby	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94
87	Annual	112368	115164	118056	121020	123996	127116	130296	133536	136872	140340	143784	147420	151140
	Monthly	9364	9597	9838	10085	10333	10593	10858	11128	11406	11695	11982	12285	12595
	Hourly	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39
	Standby	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07
88	Annual	115164	118056	121020	123996	127116	130296	133536	136872	140340	143784	147420	151140	154896
	Monthly	9597	9838	10085	10333	10593	10858	11128	11406	11695	11982	12285	12595	12908
	Hourly	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18
	Standby	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19
89	Annual	118056	121020	123996	127116	130296	133536	136872	140340	143784	147420	151140	154896	158796
	Monthly	9838	10085	10333	10593	10858	11128	11406	11695	11982	12285	12595	12908	13233
	Hourly	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05
	Standby	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32
90	Annual	121020	123996	127116	130296	133536	136872	140340	143784	147420	151140	154896	158796	162708
	Monthly	10085	10333	10593	10858	11128	11406	11695	11982	12285	12595	12908	13233	13559
	Hourly	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93
	Standby	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45
91	Annual	123996	127116	130296	133536	136872	140340	143784	147420	151140	154896	158796	162708	166812
	Monthly	10333	10593	10858	11128	11406	11695	11982	12285	12595	12908	13233	13559	13901
	Hourly	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89
	Standby	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59
92	Annual	127116	130296	133536	136872	140340	143784	147420	151140	154896	158796	162708	166812	170952
	Monthly	10593	10858	11128	11406	11695	11982	12285	12595	12908	13233	13559	13901	14246
	Hourly	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87
	Standby	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73

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ITEM 224

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General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	130296	133536	136872	140340	143784	147420	151140	154896	158796	162708	166812	170952	175272
	Monthly	10858	11128	11406	11695	11982	12285	12595	12908	13233	13559	13901	14246	14606
	Hourly	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94
	Standby	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88
94	Annual	133536	136872	140340	143784	147420	151140	154896	158796	162708	166812	170952	175272	179616
	Monthly	11128	11406	11695	11982	12285	12595	12908	13233	13559	13901	14246	14606	14968
	Hourly	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02
	Standby	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02
95	Annual	136872	140340	143784	147420	151140	154896	158796	162708	166812	170952	175272	179616	184140
	Monthly	11406	11695	11982	12285	12595	12908	13233	13559	13901	14246	14606	14968	15345
	Hourly	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19
	Standby	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17
96	Annual	140340	143784	147420	151140	154896	158796	162708	166812	170952	175272	179616	184140	188748
	Monthly	11695	11982	12285	12595	12908	13233	13559	13901	14246	14606	14968	15345	15729
	Hourly	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40
	Standby	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33
97	Annual	143784	147420	151140	154896	158796	162708	166812	170952	175272	179616	184140	188748	193488
	Monthly	11982	12285	12595	12908	13233	13559	13901	14246	14606	14968	15345	15729	16124
	Hourly	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67
	Standby	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49
98	Annual	147420	151140	154896	158796	162708	166812	170952	175272	179616	184140	188748	193488	198300
	Monthly	12285	12595	12908	13233	13559	13901	14246	14606	14968	15345	15729	16124	16525
	Hourly	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97
	Standby	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65
99	Annual	151140	154896	158796	162708	166812	170952	175272	179616	184140	188748	193488	198300	203256
	Monthly	12595	12908	13233	13559	13901	14246	14606	14968	15345	15729	16124	16525	16938
	Hourly	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34
	Standby	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81
100	Annual	154896	158796	162708	166812	170952	175272	179616	184140	188748	193488	198300	203256	208344
	Monthly	12908	13233	13559	13901	14246	14606	14968	15345	15729	16124	16525	16938	17362
	Hourly	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78
	Standby	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98
101	Annual	158796	162708	166812	170952	175272	179616	184140	188748	193488	198300	203256	208344	213552
	Monthly	13233	13559	13901	14246	14606	14968	15345	15729	16124	16525	16938	17362	17796
	Hourly	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28
	Standby	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16

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ITEM 224

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General Service 1 (GS1) Salary Schedule for Non-Represented Employees
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General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	162708	166812	170952	175272	179616	184140	188748	193488	198300	203256	208344	213552	218892
	Monthly	13559	13901	14246	14606	14968	15345	15729	16124	16525	16938	17362	17796	18241
	Hourly	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83
	Standby	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34
103	Annual	166812	170952	175272	179616	184140	188748	193488	198300	203256	208344	213552	218892	224376
	Monthly	13901	14246	14606	14968	15345	15729	16124	16525	16938	17362	17796	18241	18698
	Hourly	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46
	Standby	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52
104	Annual	170952	175272	179616	184140	188748	193488	198300	203256	208344	213552	218892	224376	229968
	Monthly	14246	14606	14968	15345	15729	16124	16525	16938	17362	17796	18241	18698	19164
	Hourly	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14
	Standby	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71
105	Annual	175272	179616	184140	188748	193488	198300	203256	208344	213552	218892	224376	229968	235716
	Monthly	14606	14968	15345	15729	16124	16525	16938	17362	17796	18241	18698	19164	19643
	Hourly	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89
	Standby	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90
106	Annual	179616	184140	188748	193488	198300	203256	208344	213552	218892	224376	229968	235716	241608
	Monthly	14968	15345	15729	16124	16525	16938	17362	17796	18241	18698	19164	19643	20134
	Hourly	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71
	Standby	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10
107	Annual	184140	188748	193488	198300	203256	208344	213552	218892	224376	229968	235716	241608	247668
	Monthly	15345	15729	16124	16525	16938	17362	17796	18241	18698	19164	19643	20134	20639
	Hourly	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61
	Standby	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30
108	Annual	188748	193488	198300	203256	208344	213552	218892	224376	229968	235716	241608	247668	253860
	Monthly	15729	16124	16525	16938	17362	17796	18241	18698	19164	19643	20134	20639	21155
	Hourly	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58
	Standby	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51
109	Annual	193488	198300	203256	208344	213552	218892	224376	229968	235716	241608	247668	253860	260196
	Monthly	16124	16525	16938	17362	17796	18241	18698	19164	19643	20134	20639	21155	21683
	Hourly	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61
	Standby	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72
110	Annual	198300	203256	208344	213552	218892	224376	229968	235716	241608	247668	253860	260196	266688
	Monthly	16525	16938	17362	17796	18241	18698	19164	19643	20134	20639	21155	21683	22224
	Hourly	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72
	Standby	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	203256	208344	213552	218892	224376	229968	235716	241608	247668	253860	260196	266688	273372
	Monthly	16938	17362	17796	18241	18698	19164	19643	20134	20639	21155	21683	22224	22781
	Hourly	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93
	Standby	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16
112	Annual	208344	213552	218892	224376	229968	235716	241608	247668	253860	260196	266688	273372	280200
	Monthly	17362	17796	18241	18698	19164	19643	20134	20639	21155	21683	22224	22781	23350
	Hourly	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20
	Standby	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39
113	Annual	213552	218892	224376	229968	235716	241608	247668	253860	260196	266688	273372	280200	287208
	Monthly	17796	18241	18698	19164	19643	20134	20639	21155	21683	22224	22781	23350	23934
	Hourly	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55
	Standby	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63
114	Annual	218892	224376	229968	235716	241608	247668	253860	260196	266688	273372	280200	287208	294396
	Monthly	18241	18698	19164	19643	20134	20639	21155	21683	22224	22781	23350	23934	24533
	Hourly	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99
	Standby	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87
115	Annual	224376	229968	235716	241608	247668	253860	260196	266688	273372	280200	287208	294396	301740
	Monthly	18698	19164	19643	20134	20639	21155	21683	22224	22781	23350	23934	24533	25145
	Hourly	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51
	Standby	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12
116	Annual	229968	235716	241608	247668	253860	260196	266688	273372	280200	287208	294396	301740	309300
	Monthly	19164	19643	20134	20639	21155	21683	22224	22781	23350	23934	24533	25145	25775
	Hourly	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13
	Standby	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37
117	Annual	235716	241608	247668	253860	260196	266688	273372	280200	287208	294396	301740	309300	317016
	Monthly	19643	20134	20639	21155	21683	22224	22781	23350	23934	24533	25145	25775	26418
	Hourly	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13	151.83
	Standby	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37	10.63
118	Annual	241608	247668	253860	260196	266688	273372	280200	287208	294396	301740	309300	317016	324960
	Monthly	20134	20639	21155	21683	22224	22781	23350	23934	24533	25145	25775	26418	27080
	Hourly	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13	151.83	155.63
	Standby	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37	10.63	10.89
119	Annual	247668	253860	260196	266688	273372	280200	287208	294396	301740	309300	317016	324960	333072
	Monthly	20639	21155	21683	22224	22781	23350	23934	24533	25145	25775	26418	27080	27756
	Hourly	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13	151.83	155.63	159.52
	Standby	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37	10.63	10.89	11.17

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 224

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Non-Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	253860	260196	266688	273372	280200	287208	294396	301740	309300	317016	324960	333072	341412
	Monthly	21155	21683	22224	22781	23350	23934	24533	25145	25775	26418	27080	27756	28451
	Hourly	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13	151.83	155.63	159.52	163.51
	Standby	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37	10.63	10.89	11.17	11.45

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 225

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
01IT	Annual	55296	56700	58104	59556	61044	62568	64140	65748	67392	69072	70800	72564	74388
	Monthly	4608	4725	4842	4963	5087	5214	5345	5479	5616	5756	5900	6047	6199
	Hourly	26.48	27.16	27.83	28.52	29.24	29.97	30.72	31.49	32.28	33.08	33.91	34.75	35.63
	Standby	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49
02IT	Annual	59436	60936	62460	64020	65628	67272	68940	70680	72444	74244	76104	78000	79944
	Monthly	4953	5078	5205	5335	5469	5606	5745	5890	6037	6187	6342	6500	6662
	Hourly	28.47	29.18	29.91	30.66	31.43	32.22	33.02	33.85	34.70	35.56	36.45	37.36	38.29
	Standby	1.99	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.61	2.68
03IT	Annual	63912	65508	67152	68832	70548	72324	74136	75984	77892	79836	81840	83892	85992
	Monthly	5326	5459	5596	5736	5879	6027	6178	6332	6491	6653	6820	6991	7166
	Hourly	30.61	31.37	32.16	32.97	33.79	34.64	35.51	36.39	37.30	38.24	39.20	40.18	41.18
	Standby	2.14	2.20	2.25	2.31	2.37	2.42	2.49	2.55	2.61	2.68	2.74	2.81	2.88
04IT	Annual	68700	70416	72168	73980	75828	77724	79668	81648	83688	85776	87912	90120	92376
	Monthly	5725	5868	6014	6165	6319	6477	6639	6804	6974	7148	7326	7510	7698
	Hourly	32.90	33.72	34.56	35.43	36.32	37.22	38.16	39.10	40.08	41.08	42.10	43.16	44.24
	Standby	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10
05IT	Annual	73848	75696	77592	79524	81516	83556	85644	87780	89964	92220	94524	96888	99312
	Monthly	6154	6308	6466	6627	6793	6963	7137	7315	7497	7685	7877	8074	8276
	Hourly	35.37	36.25	37.16	38.09	39.04	40.02	41.02	42.04	43.09	44.17	45.27	46.40	47.56
	Standby	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33
06IT	Annual	77544	79476	81468	83508	85596	87732	89916	92172	94476	96840	99264	101748	104292
	Monthly	6462	6623	6789	6959	7133	7311	7493	7681	7873	8070	8272	8479	8691
	Hourly	37.14	38.06	39.02	39.99	40.99	42.02	43.06	44.14	45.25	46.38	47.54	48.73	49.95
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.50
07IT	Annual	81420	83460	85548	87684	89868	92112	94404	96768	99192	101676	104220	106824	109500
	Monthly	6785	6955	7129	7307	7489	7676	7867	8064	8266	8473	8685	8902	9125
	Hourly	38.99	39.97	40.97	41.99	43.04	44.11	45.21	46.34	47.51	48.70	49.91	51.16	52.44
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67
08IT	Annual	85476	87624	89820	92052	94356	96720	99144	101616	104160	106776	109452	112176	114984
	Monthly	7123	7302	7485	7671	7863	8060	8262	8468	8680	8898	9121	9348	9582
	Hourly	40.94	41.97	43.02	44.09	45.19	46.32	47.48	48.67	49.89	51.14	52.42	53.72	55.07
	Standby	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85
09IT	Annual	89772	92004	94308	96672	99072	101568	104100	106692	109368	112104	114912	117792	120720
	Monthly	7481	7667	7859	8056	8256	8464	8675	8891	9114	9342	9576	9816	10060
	Hourly	42.99	44.06	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82
	Standby	3.01	3.08	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05
10IT	Annual	94248	96600	99012	101484	104016	106620	109284	112020	114828	117684	120624	123636	126744
	Monthly	7854	8050	8251	8457	8668	8885	9107	9335	9569	9807	10052	10303	10562
	Hourly	45.14	46.26	47.42	48.60	49.82	51.06	52.34	53.65	54.99	56.36	57.77	59.21	60.70
	Standby	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.76	3.85	3.95	4.04	4.14	4.25

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 225

General Government
Higher Education

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Non-Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2020
3% Increase

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
11IT	Annual	98964	101436	103968	106572	109224	111972	114768	117636	120576	123588	126696	129852	133104
	Monthly	8247	8453	8664	8881	9102	9331	9564	9803	10048	10299	10558	10821	11092
	Hourly	47.40	48.58	49.79	51.04	52.31	53.63	54.97	56.34	57.75	59.19	60.68	62.19	63.75
	Standby	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.94	4.04	4.14	4.25	4.35	4.46

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 226

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

Years of Experience

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	0 STEP E	STEP F	1 STEP G	STEP H	2 STEP I	STEP J	3 STEP K	4 STEP L	5 STEP M	6 STEP N	7 STEP O	8 STEP P	12 STEP Q	15 STEP R	18 STEP S	20 STEP T	26 STEP U*
39EN	Annual	37056	37932	38868	39768	40704	41652	42672	43668	44736	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108
	Monthly	3088	3161	3239	3314	3392	3471	3556	3639	3728	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009
	Hourly	17.75	18.17	18.61	19.05	19.49	19.95	20.44	20.91	21.43	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02
41EN	Annual	38868	39768	40704	41652	42672	43668	44736	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192
	Monthly	3239	3314	3392	3471	3556	3639	3728	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266
	Hourly	18.61	19.05	19.49	19.95	20.44	20.91	21.43	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26
	Standby	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12
48EN	Annual	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084
	Monthly	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257
	Hourly	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96
	Standby	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52

Years of Experience

		0 A	B	1 C	D	2 E	F	3 G	H	4 I	J	5 K	6 L	7 M	8 N	9 O	10 P	12 Q	15 R	18 S	20 T	26 U
45N	Annual	42672	43668	44736	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696
	Monthly	3556	3639	3728	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808
	Hourly	20.44	20.91	21.43	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38
	Standby	1.43	1.46	1.50	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34
47N	Annual	44736	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260
	Monthly	3728	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105
	Hourly	21.43	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09
	Standby	1.50	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46
49N	Annual	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932
	Monthly	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411
	Hourly	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84
	Standby	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 226

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
50N	Annual	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912
	Monthly	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576
	Hourly	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79
	Standby	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65
51N	Annual	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856
	Monthly	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738
	Hourly	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72
	Standby	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71
52N	Annual	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860
	Monthly	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905
	Hourly	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78
53N	Annual	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972
	Monthly	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081
	Hourly	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70
	Standby	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85
54N	Annual	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048
	Monthly	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254
	Hourly	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69
	Standby	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92
55N	Annual	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232
	Monthly	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436
	Hourly	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74
	Standby	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99
56N	Annual	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440
	Monthly	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620
	Hourly	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79
	Standby	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 226

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
57N	Annual	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744
	Monthly	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812
	Hourly	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90
	Standby	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14
58N	Annual	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096
	Monthly	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008
	Hourly	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02
	Standby	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22
59N	Annual	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508
	Monthly	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209
	Hourly	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18
	Standby	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30
60N	Annual	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980
	Monthly	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415
	Hourly	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36
	Standby	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39
61N	Annual	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524
	Monthly	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627
	Hourly	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58
	Standby	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47
62N	Annual	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104
	Monthly	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842
	Hourly	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82
	Standby	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56
63N	Annual	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756
	Monthly	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063
	Hourly	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09
	Standby	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65

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Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
64N	Annual	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504
	Monthly	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292
	Hourly	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40
	Standby	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74
65N	Annual	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276
	Monthly	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523
	Hourly	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73
	Standby	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83
66N	Annual	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132
	Monthly	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761
	Hourly	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10
	Standby	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93
67N	Annual	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060
	Monthly	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005
	Hourly	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50
	Standby	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03
68N	Annual	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072
	Monthly	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256
	Hourly	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94
	Standby	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13
69N	Annual	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144
	Monthly	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512
	Hourly	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41
	Standby	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23
70N	Annual	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312
	Monthly	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776
	Hourly	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93
	Standby	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34

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3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
71N	Annual	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540
	Monthly	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045
	Hourly	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48
	Standby	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44
72N	Annual	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852
	Monthly	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321
	Hourly	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06
	Standby	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55
73N	Annual	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248
	Monthly	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604
	Hourly	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69
	Standby	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67
74N	Annual	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716
	Monthly	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893
	Hourly	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35
	Standby	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78
75N	Annual	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292
	Monthly	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191
	Hourly	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06
	Standby	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90
76N	Annual	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940
	Monthly	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495
	Hourly	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81
	Standby	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03
77N	Annual	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684
	Monthly	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807
	Hourly	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60
	Standby	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15

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		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
78N	Annual	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524
	Monthly	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127
	Hourly	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44
	Standby	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28
79N	Annual	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460
	Monthly	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455
	Hourly	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33
	Standby	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41
80N	Annual	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504
	Monthly	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792
	Hourly	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26
	Standby	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55
81N	Annual	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644
	Monthly	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137
	Hourly	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25
	Standby	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69
82N	Annual	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880
	Monthly	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490
	Hourly	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28
	Standby	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83
83N	Annual	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880	178224
	Monthly	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490	14852
	Hourly	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28	85.36
	Standby	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.97
84N	Annual	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880	178224	182664
	Monthly	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490	14852	15222
	Hourly	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28	85.36	87.48
	Standby	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.97	6.12

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 226

Prepared by the Washington State Office of Financial Management
N Range Salary Schedule for Non-Represented Employees
Effective July 1, 2020
3% Increase

General Government
Higher Education

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
85N	Annual	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880	178224	182664	187236
	Monthly	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490	14852	15222	15603
	Hourly	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28	85.36	87.48	89.67
	Standby	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.97	6.12	6.28
86N	Annual	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880	178224	182664	187236	191928
	Monthly	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490	14852	15222	15603	15994
	Hourly	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28	85.36	87.48	89.67	91.92
	Standby	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.97	6.12	6.28	6.43

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 227

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

WFSE - GG
WPEA - GG
WAFWP
PTE Local 17
Coalition
Higher Ed. (see CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	30108	30624	31344	32124	32856	33588	34368	35148	35988	36804	37728	38592	39528
	Monthly	2509	2552	2612	2677	2738	2799	2864	2929	2999	3067	3144	3216	3294
	Hourly	14.42	14.67	15.01	15.39	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93
	Standby	1.01	1.03	1.05	1.08	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33
31	Annual	30624	31344	32124	32856	33588	34368	35148	35988	36804	37728	38592	39528	40440
	Monthly	2552	2612	2677	2738	2799	2864	2929	2999	3067	3144	3216	3294	3370
	Hourly	14.67	15.01	15.39	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37
	Standby	1.03	1.05	1.08	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36
32	Annual	31344	32124	32856	33588	34368	35148	35988	36804	37728	38592	39528	40440	41352
	Monthly	2612	2677	2738	2799	2864	2929	2999	3067	3144	3216	3294	3370	3446
	Hourly	15.01	15.39	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80
	Standby	1.05	1.08	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39
33	Annual	32124	32856	33588	34368	35148	35988	36804	37728	38592	39528	40440	41352	42420
	Monthly	2677	2738	2799	2864	2929	2999	3067	3144	3216	3294	3370	3446	3535
	Hourly	15.39	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32
	Standby	1.08	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42
34	Annual	32856	33588	34368	35148	35988	36804	37728	38592	39528	40440	41352	42420	43392
	Monthly	2738	2799	2864	2929	2999	3067	3144	3216	3294	3370	3446	3535	3616
	Hourly	15.74	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78
	Standby	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45
35	Annual	33588	34368	35148	35988	36804	37728	38592	39528	40440	41352	42420	43392	44412
	Monthly	2799	2864	2929	2999	3067	3144	3216	3294	3370	3446	3535	3616	3701
	Hourly	16.09	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27
	Standby	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49
36	Annual	34368	35148	35988	36804	37728	38592	39528	40440	41352	42420	43392	44412	45504
	Monthly	2864	2929	2999	3067	3144	3216	3294	3370	3446	3535	3616	3701	3792
	Hourly	16.46	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79
	Standby	1.15	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53
37	Annual	35148	35988	36804	37728	38592	39528	40440	41352	42420	43392	44412	45504	46644
	Monthly	2929	2999	3067	3144	3216	3294	3370	3446	3535	3616	3701	3792	3887
	Hourly	16.83	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34
	Standby	1.18	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56
38	Annual	35988	36804	37728	38592	39528	40440	41352	42420	43392	44412	45504	46644	47844
	Monthly	2999	3067	3144	3216	3294	3370	3446	3535	3616	3701	3792	3887	3987
	Hourly	17.24	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91
	Standby	1.21	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 227
Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

WFSE - GG
WPEA - GG
WAFWP
PTE Local 17
Coalition
Higher Ed. (see CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	36804	37728	38592	39528	40440	41352	42420	43392	44412	45504	46644	47844	48996
	Monthly	3067	3144	3216	3294	3370	3446	3535	3616	3701	3792	3887	3987	4083
	Hourly	17.63	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47
	Standby	1.23	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64
40	Annual	37728	38592	39528	40440	41352	42420	43392	44412	45504	46644	47844	48996	50256
	Monthly	3144	3216	3294	3370	3446	3535	3616	3701	3792	3887	3987	4083	4188
	Hourly	18.07	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07
	Standby	1.26	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68
41	Annual	38592	39528	40440	41352	42420	43392	44412	45504	46644	47844	48996	50256	51432
	Monthly	3216	3294	3370	3446	3535	3616	3701	3792	3887	3987	4083	4188	4286
	Hourly	18.48	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63
	Standby	1.29	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72
42	Annual	39528	40440	41352	42420	43392	44412	45504	46644	47844	48996	50256	51432	52776
	Monthly	3294	3370	3446	3535	3616	3701	3792	3887	3987	4083	4188	4286	4398
	Hourly	18.93	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28
	Standby	1.33	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77
43	Annual	40440	41352	42420	43392	44412	45504	46644	47844	48996	50256	51432	52776	54108
	Monthly	3370	3446	3535	3616	3701	3792	3887	3987	4083	4188	4286	4398	4509
	Hourly	19.37	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91
	Standby	1.36	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81
44	Annual	41352	42420	43392	44412	45504	46644	47844	48996	50256	51432	52776	54108	55524
	Monthly	3446	3535	3616	3701	3792	3887	3987	4083	4188	4286	4398	4509	4627
	Hourly	19.80	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59
	Standby	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86
45	Annual	42420	43392	44412	45504	46644	47844	48996	50256	51432	52776	54108	55524	56856
	Monthly	3535	3616	3701	3792	3887	3987	4083	4188	4286	4398	4509	4627	4738
	Hourly	20.32	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23
	Standby	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91
46	Annual	43392	44412	45504	46644	47844	48996	50256	51432	52776	54108	55524	56856	58260
	Monthly	3616	3701	3792	3887	3987	4083	4188	4286	4398	4509	4627	4738	4855
	Hourly	20.78	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90
	Standby	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95
47	Annual	44412	45504	46644	47844	48996	50256	51432	52776	54108	55524	56856	58260	59688
	Monthly	3701	3792	3887	3987	4083	4188	4286	4398	4509	4627	4738	4855	4974
	Hourly	21.27	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

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General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

WFSE - GG
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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	45504	46644	47844	48996	50256	51432	52776	54108	55524	56856	58260	59688	61224
	Monthly	3792	3887	3987	4083	4188	4286	4398	4509	4627	4738	4855	4974	5102
	Hourly	21.79	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32
	Standby	1.53	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05
49	Annual	46644	47844	48996	50256	51432	52776	54108	55524	56856	58260	59688	61224	62748
	Monthly	3887	3987	4083	4188	4286	4398	4509	4627	4738	4855	4974	5102	5229
	Hourly	22.34	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05
	Standby	1.56	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10
50	Annual	47844	48996	50256	51432	52776	54108	55524	56856	58260	59688	61224	62748	64332
	Monthly	3987	4083	4188	4286	4398	4509	4627	4738	4855	4974	5102	5229	5361
	Hourly	22.91	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81
	Standby	1.60	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16
51	Annual	48996	50256	51432	52776	54108	55524	56856	58260	59688	61224	62748	64332	65928
	Monthly	4083	4188	4286	4398	4509	4627	4738	4855	4974	5102	5229	5361	5494
	Hourly	23.47	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57
	Standby	1.64	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21
52	Annual	50256	51432	52776	54108	55524	56856	58260	59688	61224	62748	64332	65928	67560
	Monthly	4188	4286	4398	4509	4627	4738	4855	4974	5102	5229	5361	5494	5630
	Hourly	24.07	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36
	Standby	1.68	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26
53	Annual	51432	52776	54108	55524	56856	58260	59688	61224	62748	64332	65928	67560	69264
	Monthly	4286	4398	4509	4627	4738	4855	4974	5102	5229	5361	5494	5630	5772
	Hourly	24.63	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17
	Standby	1.72	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32
54	Annual	52776	54108	55524	56856	58260	59688	61224	62748	64332	65928	67560	69264	70956
	Monthly	4398	4509	4627	4738	4855	4974	5102	5229	5361	5494	5630	5772	5913
	Hourly	25.28	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98
	Standby	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38
55	Annual	54108	55524	56856	58260	59688	61224	62748	64332	65928	67560	69264	70956	72756
	Monthly	4509	4627	4738	4855	4974	5102	5229	5361	5494	5630	5772	5913	6063
	Hourly	25.91	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84
	Standby	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44
56	Annual	55524	56856	58260	59688	61224	62748	64332	65928	67560	69264	70956	72756	74604
	Monthly	4627	4738	4855	4974	5102	5229	5361	5494	5630	5772	5913	6063	6217
	Hourly	26.59	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73
	Standby	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50

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57	Annual	56856	58260	59688	61224	62748	64332	65928	67560	69264	70956	72756	74604	76416
	Monthly	4738	4855	4974	5102	5229	5361	5494	5630	5772	5913	6063	6217	6368
	Hourly	27.23	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60
	Standby	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56
58	Annual	58260	59688	61224	62748	64332	65928	67560	69264	70956	72756	74604	76416	78408
	Monthly	4855	4974	5102	5229	5361	5494	5630	5772	5913	6063	6217	6368	6534
	Hourly	27.90	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55
	Standby	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63
59	Annual	59688	61224	62748	64332	65928	67560	69264	70956	72756	74604	76416	78408	80292
	Monthly	4974	5102	5229	5361	5494	5630	5772	5913	6063	6217	6368	6534	6691
	Hourly	28.59	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45
	Standby	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69
60	Annual	61224	62748	64332	65928	67560	69264	70956	72756	74604	76416	78408	80292	82344
	Monthly	5102	5229	5361	5494	5630	5772	5913	6063	6217	6368	6534	6691	6862
	Hourly	29.32	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44
	Standby	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76
61	Annual	62748	64332	65928	67560	69264	70956	72756	74604	76416	78408	80292	82344	84396
	Monthly	5229	5361	5494	5630	5772	5913	6063	6217	6368	6534	6691	6862	7033
	Hourly	30.05	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42
	Standby	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83
62	Annual	64332	65928	67560	69264	70956	72756	74604	76416	78408	80292	82344	84396	86484
	Monthly	5361	5494	5630	5772	5913	6063	6217	6368	6534	6691	6862	7033	7207
	Hourly	30.81	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42
	Standby	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90
63	Annual	65928	67560	69264	70956	72756	74604	76416	78408	80292	82344	84396	86484	88644
	Monthly	5494	5630	5772	5913	6063	6217	6368	6534	6691	6862	7033	7207	7387
	Hourly	31.57	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45
	Standby	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97
64	Annual	67560	69264	70956	72756	74604	76416	78408	80292	82344	84396	86484	88644	90888
	Monthly	5630	5772	5913	6063	6217	6368	6534	6691	6862	7033	7207	7387	7574
	Hourly	32.36	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53
	Standby	2.26	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05
65	Annual	69264	70956	72756	74604	76416	78408	80292	82344	84396	86484	88644	90888	93132
	Monthly	5772	5913	6063	6217	6368	6534	6691	6862	7033	7207	7387	7574	7761
	Hourly	33.17	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60
	Standby	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12

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66	Annual	70956	72756	74604	76416	78408	80292	82344	84396	86484	88644	90888	93132	95484
	Monthly	5913	6063	6217	6368	6534	6691	6862	7033	7207	7387	7574	7761	7957
	Hourly	33.98	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73
	Standby	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20
67	Annual	72756	74604	76416	78408	80292	82344	84396	86484	88644	90888	93132	95484	97872
	Monthly	6063	6217	6368	6534	6691	6862	7033	7207	7387	7574	7761	7957	8156
	Hourly	34.84	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87
	Standby	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28
68	Annual	74604	76416	78408	80292	82344	84396	86484	88644	90888	93132	95484	97872	100308
	Monthly	6217	6368	6534	6691	6862	7033	7207	7387	7574	7761	7957	8156	8359
	Hourly	35.73	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04
	Standby	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36
69	Annual	76416	78408	80292	82344	84396	86484	88644	90888	93132	95484	97872	100308	102816
	Monthly	6368	6534	6691	6862	7033	7207	7387	7574	7761	7957	8156	8359	8568
	Hourly	36.60	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24
	Standby	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45
70	Annual	78408	80292	82344	84396	86484	88644	90888	93132	95484	97872	100308	102816	105384
	Monthly	6534	6691	6862	7033	7207	7387	7574	7761	7957	8156	8359	8568	8782
	Hourly	37.55	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47
	Standby	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53
71	Annual	80292	82344	84396	86484	88644	90888	93132	95484	97872	100308	102816	105384	108036
	Monthly	6691	6862	7033	7207	7387	7574	7761	7957	8156	8359	8568	8782	9003
	Hourly	38.45	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74
	Standby	2.69	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62
72	Annual	82344	84396	86484	88644	90888	93132	95484	97872	100308	102816	105384	108036	110760
	Monthly	6862	7033	7207	7387	7574	7761	7957	8156	8359	8568	8782	9003	9230
	Hourly	39.44	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05
	Standby	2.76	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71
73	Annual	84396	86484	88644	90888	93132	95484	97872	100308	102816	105384	108036	110760	113484
	Monthly	7033	7207	7387	7574	7761	7957	8156	8359	8568	8782	9003	9230	9457
	Hourly	40.42	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35
	Standby	2.83	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80
74	Annual	86484	88644	90888	93132	95484	97872	100308	102816	105384	108036	110760	113484	116352
	Monthly	7207	7387	7574	7761	7957	8156	8359	8568	8782	9003	9230	9457	9696
	Hourly	41.42	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72
	Standby	2.90	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90

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75	Annual	88644	90888	93132	95484	97872	100308	102816	105384	108036	110760	113484	116352	119244
	Monthly	7387	7574	7761	7957	8156	8359	8568	8782	9003	9230	9457	9696	9937
	Hourly	42.45	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11
	Standby	2.97	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00
76	Annual	90888	93132	95484	97872	100308	102816	105384	108036	110760	113484	116352	119244	122220
	Monthly	7574	7761	7957	8156	8359	8568	8782	9003	9230	9457	9696	9937	10185
	Hourly	43.53	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53
	Standby	3.05	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10
77	Annual	93132	95484	97872	100308	102816	105384	108036	110760	113484	116352	119244	122220	125268
	Monthly	7761	7957	8156	8359	8568	8782	9003	9230	9457	9696	9937	10185	10439
	Hourly	44.60	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99
	Standby	3.12	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20
78	Annual	95484	97872	100308	102816	105384	108036	110760	113484	116352	119244	122220	125268	128436
	Monthly	7957	8156	8359	8568	8782	9003	9230	9457	9696	9937	10185	10439	10703
	Hourly	45.73	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51
	Standby	3.20	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31
79	Annual	97872	100308	102816	105384	108036	110760	113484	116352	119244	122220	125268	128436	131592
	Monthly	8156	8359	8568	8782	9003	9230	9457	9696	9937	10185	10439	10703	10966
	Hourly	46.87	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02
	Standby	3.28	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41
80	Annual	100308	102816	105384	108036	110760	113484	116352	119244	122220	125268	128436	131592	134892
	Monthly	8359	8568	8782	9003	9230	9457	9696	9937	10185	10439	10703	10966	11241
	Hourly	48.04	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60
	Standby	3.36	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52
81	Annual	102816	105384	108036	110760	113484	116352	119244	122220	125268	128436	131592	134892	138288
	Monthly	8568	8782	9003	9230	9457	9696	9937	10185	10439	10703	10966	11241	11524
	Hourly	49.24	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23
	Standby	3.45	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64
82	Annual	105384	108036	110760	113484	116352	119244	122220	125268	128436	131592	134892	138288	141708
	Monthly	8782	9003	9230	9457	9696	9937	10185	10439	10703	10966	11241	11524	11809
	Hourly	50.47	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87
	Standby	3.53	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75
83	Annual	108036	110760	113484	116352	119244	122220	125268	128436	131592	134892	138288	141708	145248
	Monthly	9003	9230	9457	9696	9937	10185	10439	10703	10966	11241	11524	11809	12104
	Hourly	51.74	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56
	Standby	3.62	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87

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84	Annual	110760	113484	116352	119244	122220	125268	128436	131592	134892	138288	141708	145248	148908
	Monthly	9230	9457	9696	9937	10185	10439	10703	10966	11241	11524	11809	12104	12409
	Hourly	53.05	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32
	Standby	3.71	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99
85	Annual	113484	116352	119244	122220	125268	128436	131592	134892	138288	141708	145248	148908	152580
	Monthly	9457	9696	9937	10185	10439	10703	10966	11241	11524	11809	12104	12409	12715
	Hourly	54.35	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07
	Standby	3.80	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12
86	Annual	116352	119244	122220	125268	128436	131592	134892	138288	141708	145248	148908	152580	156456
	Monthly	9696	9937	10185	10439	10703	10966	11241	11524	11809	12104	12409	12715	13038
	Hourly	55.72	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93
	Standby	3.90	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25
87	Annual	119244	122220	125268	128436	131592	134892	138288	141708	145248	148908	152580	156456	160380
	Monthly	9937	10185	10439	10703	10966	11241	11524	11809	12104	12409	12715	13038	13365
	Hourly	57.11	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81
	Standby	4.00	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38
88	Annual	122220	125268	128436	131592	134892	138288	141708	145248	148908	152580	156456	160380	164364
	Monthly	10185	10439	10703	10966	11241	11524	11809	12104	12409	12715	13038	13365	13697
	Hourly	58.53	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72
	Standby	4.10	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51
89	Annual	125268	128436	131592	134892	138288	141708	145248	148908	152580	156456	160380	164364	168516
	Monthly	10439	10703	10966	11241	11524	11809	12104	12409	12715	13038	13365	13697	14043
	Hourly	59.99	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71
	Standby	4.20	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65
90	Annual	128436	131592	134892	138288	141708	145248	148908	152580	156456	160380	164364	168516	172680
	Monthly	10703	10966	11241	11524	11809	12104	12409	12715	13038	13365	13697	14043	14390
	Hourly	61.51	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70
	Standby	4.31	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79
91	Annual	131592	134892	138288	141708	145248	148908	152580	156456	160380	164364	168516	172680	177024
	Monthly	10966	11241	11524	11809	12104	12409	12715	13038	13365	13697	14043	14390	14752
	Hourly	63.02	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78
	Standby	4.41	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93
92	Annual	134892	138288	141708	145248	148908	152580	156456	160380	164364	168516	172680	177024	181416
	Monthly	11241	11524	11809	12104	12409	12715	13038	13365	13697	14043	14390	14752	15118
	Hourly	64.60	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89
	Standby	4.52	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08

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Coalition
Higher Ed. (see CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	138288	141708	145248	148908	152580	156456	160380	164364	168516	172680	177024	181416	185988
	Monthly	11524	11809	12104	12409	12715	13038	13365	13697	14043	14390	14752	15118	15499
	Hourly	66.23	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07
	Standby	4.64	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24
94	Annual	141708	145248	148908	152580	156456	160380	164364	168516	172680	177024	181416	185988	190620
	Monthly	11809	12104	12409	12715	13038	13365	13697	14043	14390	14752	15118	15499	15885
	Hourly	67.87	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29
	Standby	4.75	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39
95	Annual	145248	148908	152580	156456	160380	164364	168516	172680	177024	181416	185988	190620	195396
	Monthly	12104	12409	12715	13038	13365	13697	14043	14390	14752	15118	15499	15885	16283
	Hourly	69.56	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58
	Standby	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55
96	Annual	148908	152580	156456	160380	164364	168516	172680	177024	181416	185988	190620	195396	200304
	Monthly	12409	12715	13038	13365	13697	14043	14390	14752	15118	15499	15885	16283	16692
	Hourly	71.32	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93
	Standby	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72
97	Annual	152580	156456	160380	164364	168516	172680	177024	181416	185988	190620	195396	200304	205320
	Monthly	12715	13038	13365	13697	14043	14390	14752	15118	15499	15885	16283	16692	17110
	Hourly	73.07	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33
	Standby	5.12	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88
98	Annual	156456	160380	164364	168516	172680	177024	181416	185988	190620	195396	200304	205320	210456
	Monthly	13038	13365	13697	14043	14390	14752	15118	15499	15885	16283	16692	17110	17538
	Hourly	74.93	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79
	Standby	5.25	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06
99	Annual	160380	164364	168516	172680	177024	181416	185988	190620	195396	200304	205320	210456	215700
	Monthly	13365	13697	14043	14390	14752	15118	15499	15885	16283	16692	17110	17538	17975
	Hourly	76.81	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30
	Standby	5.38	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23
100	Annual	164364	168516	172680	177024	181416	185988	190620	195396	200304	205320	210456	215700	221100
	Monthly	13697	14043	14390	14752	15118	15499	15885	16283	16692	17110	17538	17975	18425
	Hourly	78.72	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89
	Standby	5.51	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41
101	Annual	168516	172680	177024	181416	185988	190620	195396	200304	205320	210456	215700	221100	226632
	Monthly	14043	14390	14752	15118	15499	15885	16283	16692	17110	17538	17975	18425	18886
	Hourly	80.71	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54
	Standby	5.65	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	172680	177024	181416	185988	190620	195396	200304	205320	210456	215700	221100	226632	232296
	Monthly	14390	14752	15118	15499	15885	16283	16692	17110	17538	17975	18425	18886	19358
	Hourly	82.70	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25
	Standby	5.79	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79
103	Annual	177024	181416	185988	190620	195396	200304	205320	210456	215700	221100	226632	232296	238104
	Monthly	14752	15118	15499	15885	16283	16692	17110	17538	17975	18425	18886	19358	19842
	Hourly	84.78	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03
	Standby	5.93	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98
104	Annual	181416	185988	190620	195396	200304	205320	210456	215700	221100	226632	232296	238104	244044
	Monthly	15118	15499	15885	16283	16692	17110	17538	17975	18425	18886	19358	19842	20337
	Hourly	86.89	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88
	Standby	6.08	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18
105	Annual	185988	190620	195396	200304	205320	210456	215700	221100	226632	232296	238104	244044	250140
	Monthly	15499	15885	16283	16692	17110	17538	17975	18425	18886	19358	19842	20337	20845
	Hourly	89.07	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80
	Standby	6.24	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39
106	Annual	190620	195396	200304	205320	210456	215700	221100	226632	232296	238104	244044	250140	256404
	Monthly	15885	16283	16692	17110	17538	17975	18425	18886	19358	19842	20337	20845	21367
	Hourly	91.29	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80
	Standby	6.39	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60
107	Annual	195396	200304	205320	210456	215700	221100	226632	232296	238104	244044	250140	256404	262824
	Monthly	16283	16692	17110	17538	17975	18425	18886	19358	19842	20337	20845	21367	21902
	Hourly	93.58	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87
	Standby	6.55	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81
108	Annual	200304	205320	210456	215700	221100	226632	232296	238104	244044	250140	256404	262824	269412
	Monthly	16692	17110	17538	17975	18425	18886	19358	19842	20337	20845	21367	21902	22451
	Hourly	95.93	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03
	Standby	6.72	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03
109	Annual	205320	210456	215700	221100	226632	232296	238104	244044	250140	256404	262824	269412	276120
	Monthly	17110	17538	17975	18425	18886	19358	19842	20337	20845	21367	21902	22451	23010
	Hourly	98.33	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24
	Standby	6.88	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26
110	Annual	210456	215700	221100	226632	232296	238104	244044	250140	256404	262824	269412	276120	283020
	Monthly	17538	17975	18425	18886	19358	19842	20337	20845	21367	21902	22451	23010	23585
	Hourly	100.79	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55
	Standby	7.06	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	215700	221100	226632	232296	238104	244044	250140	256404	262824	269412	276120	283020	290100
	Monthly	17975	18425	18886	19358	19842	20337	20845	21367	21902	22451	23010	23585	24175
	Hourly	103.30	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94
	Standby	7.23	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73
112	Annual	221100	226632	232296	238104	244044	250140	256404	262824	269412	276120	283020	290100	297360
	Monthly	18425	18886	19358	19842	20337	20845	21367	21902	22451	23010	23585	24175	24780
	Hourly	105.89	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41
	Standby	7.41	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97
113	Annual	226632	232296	238104	244044	250140	256404	262824	269412	276120	283020	290100	297360	304776
	Monthly	18886	19358	19842	20337	20845	21367	21902	22451	23010	23585	24175	24780	25398
	Hourly	108.54	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97
	Standby	7.60	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22
114	Annual	232296	238104	244044	250140	256404	262824	269412	276120	283020	290100	297360	304776	312396
	Monthly	19358	19842	20337	20845	21367	21902	22451	23010	23585	24175	24780	25398	26033
	Hourly	111.25	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61
	Standby	7.79	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47
115	Annual	238104	244044	250140	256404	262824	269412	276120	283020	290100	297360	304776	312396	320220
	Monthly	19842	20337	20845	21367	21902	22451	23010	23585	24175	24780	25398	26033	26685
	Hourly	114.03	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36
	Standby	7.98	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74
116	Annual	244044	250140	256404	262824	269412	276120	283020	290100	297360	304776	312396	320220	328224
	Monthly	20337	20845	21367	21902	22451	23010	23585	24175	24780	25398	26033	26685	27352
	Hourly	116.88	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20
	Standby	8.18	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00
117	Annual	250140	256404	262824	269412	276120	283020	290100	297360	304776	312396	320220	328224	336432
	Monthly	20845	21367	21902	22451	23010	23585	24175	24780	25398	26033	26685	27352	28036
	Hourly	119.80	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20	161.13
	Standby	8.39	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00	11.28
118	Annual	256404	262824	269412	276120	283020	290100	297360	304776	312396	320220	328224	336432	344844
	Monthly	21367	21902	22451	23010	23585	24175	24780	25398	26033	26685	27352	28036	28737
	Hourly	122.80	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20	161.13	165.16
	Standby	8.60	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00	11.28	11.56
119	Annual	262824	269412	276120	283020	290100	297360	304776	312396	320220	328224	336432	344844	353460
	Monthly	21902	22451	23010	23585	24175	24780	25398	26033	26685	27352	28036	28737	29455
	Hourly	125.87	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20	161.13	165.16	169.28
	Standby	8.81	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00	11.28	11.56	11.85

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	269412	276120	283020	290100	297360	304776	312396	320220	328224	336432	344844	353460	362292
	Monthly	22451	23010	23585	24175	24780	25398	26033	26685	27352	28036	28737	29455	30191
	Hourly	129.03	132.24	135.55	138.94	142.41	145.97	149.61	153.36	157.20	161.13	165.16	169.28	173.51
	Standby	9.03	9.26	9.49	9.73	9.97	10.22	10.47	10.74	11.00	11.28	11.56	11.85	12.15

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ITEM 228

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

WFSE
Coalition

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	30108	30108	30108	30252	30948	31644	32388	33120	33924	34680	35544	36372	37236
	Monthly	2509	2509	2509	2521	2579	2637	2699	2760	2827	2890	2962	3031	3103
	Hourly	14.42	14.42	14.42	14.49	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83
	Standby	1.01	1.01	1.01	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25
31	Annual	30108	30108	30252	30948	31644	32388	33120	33924	34680	35544	36372	37236	38124
	Monthly	2509	2509	2521	2579	2637	2699	2760	2827	2890	2962	3031	3103	3177
	Hourly	14.42	14.42	14.49	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26
	Standby	1.01	1.01	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28
32	Annual	30108	30252	30948	31644	32388	33120	33924	34680	35544	36372	37236	38124	38988
	Monthly	2509	2521	2579	2637	2699	2760	2827	2890	2962	3031	3103	3177	3249
	Hourly	14.42	14.49	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67
	Standby	1.01	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31
33	Annual	30252	30948	31644	32388	33120	33924	34680	35544	36372	37236	38124	38988	39972
	Monthly	2521	2579	2637	2699	2760	2827	2890	2962	3031	3103	3177	3249	3331
	Hourly	14.49	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14
	Standby	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34
34	Annual	30948	31644	32388	33120	33924	34680	35544	36372	37236	38124	38988	39972	40884
	Monthly	2579	2637	2699	2760	2827	2890	2962	3031	3103	3177	3249	3331	3407
	Hourly	14.82	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58
	Standby	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37
35	Annual	31644	32388	33120	33924	34680	35544	36372	37236	38124	38988	39972	40884	41856
	Monthly	2637	2699	2760	2827	2890	2962	3031	3103	3177	3249	3331	3407	3488
	Hourly	15.16	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05
	Standby	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40
36	Annual	32388	33120	33924	34680	35544	36372	37236	38124	38988	39972	40884	41856	42888
	Monthly	2699	2760	2827	2890	2962	3031	3103	3177	3249	3331	3407	3488	3574
	Hourly	15.51	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54
	Standby	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44
37	Annual	33120	33924	34680	35544	36372	37236	38124	38988	39972	40884	41856	42888	43968
	Monthly	2760	2827	2890	2962	3031	3103	3177	3249	3331	3407	3488	3574	3664
	Hourly	15.86	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06
	Standby	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47
38	Annual	33924	34680	35544	36372	37236	38124	38988	39972	40884	41856	42888	43968	45072
	Monthly	2827	2890	2962	3031	3103	3177	3249	3331	3407	3488	3574	3664	3756
	Hourly	16.25	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59
	Standby	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51

Standby rate is equal to 7% of the hourly rate
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ITEM 228

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Coalition

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3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	34680	35544	36372	37236	38124	38988	39972	40884	41856	42888	43968	45072	46176
	Monthly	2890	2962	3031	3103	3177	3249	3331	3407	3488	3574	3664	3756	3848
	Hourly	16.61	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11
	Standby	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55
40	Annual	35544	36372	37236	38124	38988	39972	40884	41856	42888	43968	45072	46176	47376
	Monthly	2962	3031	3103	3177	3249	3331	3407	3488	3574	3664	3756	3848	3948
	Hourly	17.02	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59
41	Annual	36372	37236	38124	38988	39972	40884	41856	42888	43968	45072	46176	47376	48468
	Monthly	3031	3103	3177	3249	3331	3407	3488	3574	3664	3756	3848	3948	4039
	Hourly	17.42	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62
42	Annual	37236	38124	38988	39972	40884	41856	42888	43968	45072	46176	47376	48468	49740
	Monthly	3103	3177	3249	3331	3407	3488	3574	3664	3756	3848	3948	4039	4145
	Hourly	17.83	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82
	Standby	1.25	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67
43	Annual	38124	38988	39972	40884	41856	42888	43968	45072	46176	47376	48468	49740	50988
	Monthly	3177	3249	3331	3407	3488	3574	3664	3756	3848	3948	4039	4145	4249
	Hourly	18.26	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42
	Standby	1.28	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71
44	Annual	38988	39972	40884	41856	42888	43968	45072	46176	47376	48468	49740	50988	52308
	Monthly	3249	3331	3407	3488	3574	3664	3756	3848	3948	4039	4145	4249	4359
	Hourly	18.67	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05
	Standby	1.31	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75
45	Annual	39972	40884	41856	42888	43968	45072	46176	47376	48468	49740	50988	52308	53568
	Monthly	3331	3407	3488	3574	3664	3756	3848	3948	4039	4145	4249	4359	4464
	Hourly	19.14	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66
	Standby	1.34	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80
46	Annual	40884	41856	42888	43968	45072	46176	47376	48468	49740	50988	52308	53568	54900
	Monthly	3407	3488	3574	3664	3756	3848	3948	4039	4145	4249	4359	4464	4575
	Hourly	19.58	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29
	Standby	1.37	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84
47	Annual	41856	42888	43968	45072	46176	47376	48468	49740	50988	52308	53568	54900	56256
	Monthly	3488	3574	3664	3756	3848	3948	4039	4145	4249	4359	4464	4575	4688
	Hourly	20.05	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94
	Standby	1.40	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89

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3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	42888	43968	45072	46176	47376	48468	49740	50988	52308	53568	54900	56256	57696
	Monthly	3574	3664	3756	3848	3948	4039	4145	4249	4359	4464	4575	4688	4808
	Hourly	20.54	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63
	Standby	1.44	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93
49	Annual	43968	45072	46176	47376	48468	49740	50988	52308	53568	54900	56256	57696	59112
	Monthly	3664	3756	3848	3948	4039	4145	4249	4359	4464	4575	4688	4808	4926
	Hourly	21.06	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31
	Standby	1.47	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98
50	Annual	45072	46176	47376	48468	49740	50988	52308	53568	54900	56256	57696	59112	60624
	Monthly	3756	3848	3948	4039	4145	4249	4359	4464	4575	4688	4808	4926	5052
	Hourly	21.59	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03
	Standby	1.51	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03
51	Annual	46176	47376	48468	49740	50988	52308	53568	54900	56256	57696	59112	60624	62112
	Monthly	3848	3948	4039	4145	4249	4359	4464	4575	4688	4808	4926	5052	5176
	Hourly	22.11	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75
	Standby	1.55	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08
52	Annual	47376	48468	49740	50988	52308	53568	54900	56256	57696	59112	60624	62112	63672
	Monthly	3948	4039	4145	4249	4359	4464	4575	4688	4808	4926	5052	5176	5306
	Hourly	22.69	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49
	Standby	1.59	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13
53	Annual	48468	49740	50988	52308	53568	54900	56256	57696	59112	60624	62112	63672	65256
	Monthly	4039	4145	4249	4359	4464	4575	4688	4808	4926	5052	5176	5306	5438
	Hourly	23.21	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25
	Standby	1.62	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19
54	Annual	49740	50988	52308	53568	54900	56256	57696	59112	60624	62112	63672	65256	66876
	Monthly	4145	4249	4359	4464	4575	4688	4808	4926	5052	5176	5306	5438	5573
	Hourly	23.82	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03
	Standby	1.67	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24
55	Annual	50988	52308	53568	54900	56256	57696	59112	60624	62112	63672	65256	66876	68556
	Monthly	4249	4359	4464	4575	4688	4808	4926	5052	5176	5306	5438	5573	5713
	Hourly	24.42	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83
	Standby	1.71	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30
56	Annual	52308	53568	54900	56256	57696	59112	60624	62112	63672	65256	66876	68556	70308
	Monthly	4359	4464	4575	4688	4808	4926	5052	5176	5306	5438	5573	5713	5859
	Hourly	25.05	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67
	Standby	1.75	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	53568	54900	56256	57696	59112	60624	62112	63672	65256	66876	68556	70308	72024
	Monthly	4464	4575	4688	4808	4926	5052	5176	5306	5438	5573	5713	5859	6002
	Hourly	25.66	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49
	Standby	1.80	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41
58	Annual	54900	56256	57696	59112	60624	62112	63672	65256	66876	68556	70308	72024	73884
	Monthly	4575	4688	4808	4926	5052	5176	5306	5438	5573	5713	5859	6002	6157
	Hourly	26.29	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39
	Standby	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48
59	Annual	56256	57696	59112	60624	62112	63672	65256	66876	68556	70308	72024	73884	75660
	Monthly	4688	4808	4926	5052	5176	5306	5438	5573	5713	5859	6002	6157	6305
	Hourly	26.94	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24
	Standby	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54
60	Annual	57696	59112	60624	62112	63672	65256	66876	68556	70308	72024	73884	75660	77592
	Monthly	4808	4926	5052	5176	5306	5438	5573	5713	5859	6002	6157	6305	6466
	Hourly	27.63	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16
	Standby	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60
61	Annual	59112	60624	62112	63672	65256	66876	68556	70308	72024	73884	75660	77592	79524
	Monthly	4926	5052	5176	5306	5438	5573	5713	5859	6002	6157	6305	6466	6627
	Hourly	28.31	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09
	Standby	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67
62	Annual	60624	62112	63672	65256	66876	68556	70308	72024	73884	75660	77592	79524	81492
	Monthly	5052	5176	5306	5438	5573	5713	5859	6002	6157	6305	6466	6627	6791
	Hourly	29.03	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03
	Standby	2.03	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73
63	Annual	62112	63672	65256	66876	68556	70308	72024	73884	75660	77592	79524	81492	83532
	Monthly	5176	5306	5438	5573	5713	5859	6002	6157	6305	6466	6627	6791	6961
	Hourly	29.75	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01
	Standby	2.08	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80
64	Annual	63672	65256	66876	68556	70308	72024	73884	75660	77592	79524	81492	83532	85644
	Monthly	5306	5438	5573	5713	5859	6002	6157	6305	6466	6627	6791	6961	7137
	Hourly	30.49	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02
	Standby	2.13	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87
65	Annual	65256	66876	68556	70308	72024	73884	75660	77592	79524	81492	83532	85644	87768
	Monthly	5438	5573	5713	5859	6002	6157	6305	6466	6627	6791	6961	7137	7314
	Hourly	31.25	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03
	Standby	2.19	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	66876	68556	70308	72024	73884	75660	77592	79524	81492	83532	85644	87768	89976
	Monthly	5573	5713	5859	6002	6157	6305	6466	6627	6791	6961	7137	7314	7498
	Hourly	32.03	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09
	Standby	2.24	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02
67	Annual	68556	70308	72024	73884	75660	77592	79524	81492	83532	85644	87768	89976	92208
	Monthly	5713	5859	6002	6157	6305	6466	6627	6791	6961	7137	7314	7498	7684
	Hourly	32.83	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16
	Standby	2.30	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09
68	Annual	70308	72024	73884	75660	77592	79524	81492	83532	85644	87768	89976	92208	94524
	Monthly	5859	6002	6157	6305	6466	6627	6791	6961	7137	7314	7498	7684	7877
	Hourly	33.67	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27
	Standby	2.36	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17
69	Annual	72024	73884	75660	77592	79524	81492	83532	85644	87768	89976	92208	94524	96888
	Monthly	6002	6157	6305	6466	6627	6791	6961	7137	7314	7498	7684	7877	8074
	Hourly	34.49	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40
	Standby	2.41	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25
70	Annual	73884	75660	77592	79524	81492	83532	85644	87768	89976	92208	94524	96888	99312
	Monthly	6157	6305	6466	6627	6791	6961	7137	7314	7498	7684	7877	8074	8276
	Hourly	35.39	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56
	Standby	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33
71	Annual	75660	77592	79524	81492	83532	85644	87768	89976	92208	94524	96888	99312	101808
	Monthly	6305	6466	6627	6791	6961	7137	7314	7498	7684	7877	8074	8276	8484
	Hourly	36.24	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76
	Standby	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41
72	Annual	77592	79524	81492	83532	85644	87768	89976	92208	94524	96888	99312	101808	104364
	Monthly	6466	6627	6791	6961	7137	7314	7498	7684	7877	8074	8276	8484	8697
	Hourly	37.16	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98
	Standby	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50
73	Annual	79524	81492	83532	85644	87768	89976	92208	94524	96888	99312	101808	104364	106956
	Monthly	6627	6791	6961	7137	7314	7498	7684	7877	8074	8276	8484	8697	8913
	Hourly	38.09	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22
	Standby	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59
74	Annual	81492	83532	85644	87768	89976	92208	94524	96888	99312	101808	104364	106956	109644
	Monthly	6791	6961	7137	7314	7498	7684	7877	8074	8276	8484	8697	8913	9137
	Hourly	39.03	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51
	Standby	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68

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Coalition

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3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	83532	85644	87768	89976	92208	94524	96888	99312	101808	104364	106956	109644	112368
	Monthly	6961	7137	7314	7498	7684	7877	8074	8276	8484	8697	8913	9137	9364
	Hourly	40.01	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82
	Standby	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77
76	Annual	85644	87768	89976	92208	94524	96888	99312	101808	104364	106956	109644	112368	115164
	Monthly	7137	7314	7498	7684	7877	8074	8276	8484	8697	8913	9137	9364	9597
	Hourly	41.02	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16
	Standby	2.87	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86
77	Annual	87768	89976	92208	94524	96888	99312	101808	104364	106956	109644	112368	115164	118056
	Monthly	7314	7498	7684	7877	8074	8276	8484	8697	8913	9137	9364	9597	9838
	Hourly	42.03	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54
	Standby	2.94	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96
78	Annual	89976	92208	94524	96888	99312	101808	104364	106956	109644	112368	115164	118056	121020
	Monthly	7498	7684	7877	8074	8276	8484	8697	8913	9137	9364	9597	9838	10085
	Hourly	43.09	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96
	Standby	3.02	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06
79	Annual	92208	94524	96888	99312	101808	104364	106956	109644	112368	115164	118056	121020	123996
	Monthly	7684	7877	8074	8276	8484	8697	8913	9137	9364	9597	9838	10085	10333
	Hourly	44.16	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39
	Standby	3.09	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16
80	Annual	94524	96888	99312	101808	104364	106956	109644	112368	115164	118056	121020	123996	127116
	Monthly	7877	8074	8276	8484	8697	8913	9137	9364	9597	9838	10085	10333	10593
	Hourly	45.27	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88
	Standby	3.17	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26
81	Annual	96888	99312	101808	104364	106956	109644	112368	115164	118056	121020	123996	127116	130296
	Monthly	8074	8276	8484	8697	8913	9137	9364	9597	9838	10085	10333	10593	10858
	Hourly	46.40	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40
	Standby	3.25	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37
82	Annual	99312	101808	104364	106956	109644	112368	115164	118056	121020	123996	127116	130296	133536
	Monthly	8276	8484	8697	8913	9137	9364	9597	9838	10085	10333	10593	10858	11128
	Hourly	47.56	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95
	Standby	3.33	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48
83	Annual	101808	104364	106956	109644	112368	115164	118056	121020	123996	127116	130296	133536	136872
	Monthly	8484	8697	8913	9137	9364	9597	9838	10085	10333	10593	10858	11128	11406
	Hourly	48.76	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55
	Standby	3.41	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	104364	106956	109644	112368	115164	118056	121020	123996	127116	130296	133536	136872	140340
	Monthly	8697	8913	9137	9364	9597	9838	10085	10333	10593	10858	11128	11406	11695
	Hourly	49.98	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21
	Standby	3.50	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70
85	Annual	106956	109644	112368	115164	118056	121020	123996	127116	130296	133536	136872	140340	143784
	Monthly	8913	9137	9364	9597	9838	10085	10333	10593	10858	11128	11406	11695	11982
	Hourly	51.22	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86
	Standby	3.59	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82
86	Annual	109644	112368	115164	118056	121020	123996	127116	130296	133536	136872	140340	143784	147420
	Monthly	9137	9364	9597	9838	10085	10333	10593	10858	11128	11406	11695	11982	12285
	Hourly	52.51	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60
	Standby	3.68	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94
87	Annual	112368	115164	118056	121020	123996	127116	130296	133536	136872	140340	143784	147420	151140
	Monthly	9364	9597	9838	10085	10333	10593	10858	11128	11406	11695	11982	12285	12595
	Hourly	53.82	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39
	Standby	3.77	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07
88	Annual	115164	118056	121020	123996	127116	130296	133536	136872	140340	143784	147420	151140	154896
	Monthly	9597	9838	10085	10333	10593	10858	11128	11406	11695	11982	12285	12595	12908
	Hourly	55.16	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18
	Standby	3.86	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19
89	Annual	118056	121020	123996	127116	130296	133536	136872	140340	143784	147420	151140	154896	158796
	Monthly	9838	10085	10333	10593	10858	11128	11406	11695	11982	12285	12595	12908	13233
	Hourly	56.54	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05
	Standby	3.96	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32
90	Annual	121020	123996	127116	130296	133536	136872	140340	143784	147420	151140	154896	158796	162708
	Monthly	10085	10333	10593	10858	11128	11406	11695	11982	12285	12595	12908	13233	13559
	Hourly	57.96	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93
	Standby	4.06	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45
91	Annual	123996	127116	130296	133536	136872	140340	143784	147420	151140	154896	158796	162708	166812
	Monthly	10333	10593	10858	11128	11406	11695	11982	12285	12595	12908	13233	13559	13901
	Hourly	59.39	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89
	Standby	4.16	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59
92	Annual	127116	130296	133536	136872	140340	143784	147420	151140	154896	158796	162708	166812	170952
	Monthly	10593	10858	11128	11406	11695	11982	12285	12595	12908	13233	13559	13901	14246
	Hourly	60.88	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87
	Standby	4.26	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73

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SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	130296	133536	136872	140340	143784	147420	151140	154896	158796	162708	166812	170952	175272
	Monthly	10858	11128	11406	11695	11982	12285	12595	12908	13233	13559	13901	14246	14606
	Hourly	62.40	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94
	Standby	4.37	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88
94	Annual	133536	136872	140340	143784	147420	151140	154896	158796	162708	166812	170952	175272	179616
	Monthly	11128	11406	11695	11982	12285	12595	12908	13233	13559	13901	14246	14606	14968
	Hourly	63.95	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02
	Standby	4.48	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02
95	Annual	136872	140340	143784	147420	151140	154896	158796	162708	166812	170952	175272	179616	184140
	Monthly	11406	11695	11982	12285	12595	12908	13233	13559	13901	14246	14606	14968	15345
	Hourly	65.55	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19
	Standby	4.59	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17
96	Annual	140340	143784	147420	151140	154896	158796	162708	166812	170952	175272	179616	184140	188748
	Monthly	11695	11982	12285	12595	12908	13233	13559	13901	14246	14606	14968	15345	15729
	Hourly	67.21	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40
	Standby	4.70	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33
97	Annual	143784	147420	151140	154896	158796	162708	166812	170952	175272	179616	184140	188748	193488
	Monthly	11982	12285	12595	12908	13233	13559	13901	14246	14606	14968	15345	15729	16124
	Hourly	68.86	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67
	Standby	4.82	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49
98	Annual	147420	151140	154896	158796	162708	166812	170952	175272	179616	184140	188748	193488	198300
	Monthly	12285	12595	12908	13233	13559	13901	14246	14606	14968	15345	15729	16124	16525
	Hourly	70.60	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97
	Standby	4.94	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65
99	Annual	151140	154896	158796	162708	166812	170952	175272	179616	184140	188748	193488	198300	203256
	Monthly	12595	12908	13233	13559	13901	14246	14606	14968	15345	15729	16124	16525	16938
	Hourly	72.39	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34
	Standby	5.07	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81
100	Annual	154896	158796	162708	166812	170952	175272	179616	184140	188748	193488	198300	203256	208344
	Monthly	12908	13233	13559	13901	14246	14606	14968	15345	15729	16124	16525	16938	17362
	Hourly	74.18	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78
	Standby	5.19	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98
101	Annual	158796	162708	166812	170952	175272	179616	184140	188748	193488	198300	203256	208344	213552
	Monthly	13233	13559	13901	14246	14606	14968	15345	15729	16124	16525	16938	17362	17796
	Hourly	76.05	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28
	Standby	5.32	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 228

WFSE
Coalition

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	162708	166812	170952	175272	179616	184140	188748	193488	198300	203256	208344	213552	218892
	Monthly	13559	13901	14246	14606	14968	15345	15729	16124	16525	16938	17362	17796	18241
	Hourly	77.93	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83
	Standby	5.45	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34
103	Annual	166812	170952	175272	179616	184140	188748	193488	198300	203256	208344	213552	218892	224376
	Monthly	13901	14246	14606	14968	15345	15729	16124	16525	16938	17362	17796	18241	18698
	Hourly	79.89	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46
	Standby	5.59	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52
104	Annual	170952	175272	179616	184140	188748	193488	198300	203256	208344	213552	218892	224376	229968
	Monthly	14246	14606	14968	15345	15729	16124	16525	16938	17362	17796	18241	18698	19164
	Hourly	81.87	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14
	Standby	5.73	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71
105	Annual	175272	179616	184140	188748	193488	198300	203256	208344	213552	218892	224376	229968	235716
	Monthly	14606	14968	15345	15729	16124	16525	16938	17362	17796	18241	18698	19164	19643
	Hourly	83.94	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89
	Standby	5.88	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90
106	Annual	179616	184140	188748	193488	198300	203256	208344	213552	218892	224376	229968	235716	241608
	Monthly	14968	15345	15729	16124	16525	16938	17362	17796	18241	18698	19164	19643	20134
	Hourly	86.02	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71
	Standby	6.02	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10
107	Annual	184140	188748	193488	198300	203256	208344	213552	218892	224376	229968	235716	241608	247668
	Monthly	15345	15729	16124	16525	16938	17362	17796	18241	18698	19164	19643	20134	20639
	Hourly	88.19	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61
	Standby	6.17	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30
108	Annual	188748	193488	198300	203256	208344	213552	218892	224376	229968	235716	241608	247668	253860
	Monthly	15729	16124	16525	16938	17362	17796	18241	18698	19164	19643	20134	20639	21155
	Hourly	90.40	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58
	Standby	6.33	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51
109	Annual	193488	198300	203256	208344	213552	218892	224376	229968	235716	241608	247668	253860	260196
	Monthly	16124	16525	16938	17362	17796	18241	18698	19164	19643	20134	20639	21155	21683
	Hourly	92.67	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61
	Standby	6.49	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72
110	Annual	198300	203256	208344	213552	218892	224376	229968	235716	241608	247668	253860	260196	266688
	Monthly	16525	16938	17362	17796	18241	18698	19164	19643	20134	20639	21155	21683	22224
	Hourly	94.97	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72
	Standby	6.65	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94

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ITEM 228

WFSE
Coalition

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General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	203256	208344	213552	218892	224376	229968	235716	241608	247668	253860	260196	266688	273372
	Monthly	16938	17362	17796	18241	18698	19164	19643	20134	20639	21155	21683	22224	22781
	Hourly	97.34	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93
	Standby	6.81	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16
112	Annual	208344	213552	218892	224376	229968	235716	241608	247668	253860	260196	266688	273372	280200
	Monthly	17362	17796	18241	18698	19164	19643	20134	20639	21155	21683	22224	22781	23350
	Hourly	99.78	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20
	Standby	6.98	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39
113	Annual	213552	218892	224376	229968	235716	241608	247668	253860	260196	266688	273372	280200	287208
	Monthly	17796	18241	18698	19164	19643	20134	20639	21155	21683	22224	22781	23350	23934
	Hourly	102.28	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55
	Standby	7.16	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63
114	Annual	218892	224376	229968	235716	241608	247668	253860	260196	266688	273372	280200	287208	294396
	Monthly	18241	18698	19164	19643	20134	20639	21155	21683	22224	22781	23350	23934	24533
	Hourly	104.83	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99
	Standby	7.34	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87
115	Annual	224376	229968	235716	241608	247668	253860	260196	266688	273372	280200	287208	294396	301740
	Monthly	18698	19164	19643	20134	20639	21155	21683	22224	22781	23350	23934	24533	25145
	Hourly	107.46	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51
	Standby	7.52	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12
116	Annual	229968	235716	241608	247668	253860	260196	266688	273372	280200	287208	294396	301740	309300
	Monthly	19164	19643	20134	20639	21155	21683	22224	22781	23350	23934	24533	25145	25775
	Hourly	110.14	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13
	Standby	7.71	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37
117	Annual	235716	241608	247668	253860	260196	266688	273372	280200	287208	294396	301740	309300	317016
	Monthly	19643	20134	20639	21155	21683	22224	22781	23350	23934	24533	25145	25775	26418
	Hourly	112.89	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13	151.83
	Standby	7.90	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37	10.63
118	Annual	241608	247668	253860	260196	266688	273372	280200	287208	294396	301740	309300	317016	324960
	Monthly	20134	20639	21155	21683	22224	22781	23350	23934	24533	25145	25775	26418	27080
	Hourly	115.71	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13	151.83	155.63
	Standby	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37	10.63	10.89
119	Annual	247668	253860	260196	266688	273372	280200	287208	294396	301740	309300	317016	324960	333072
	Monthly	20639	21155	21683	22224	22781	23350	23934	24533	25145	25775	26418	27080	27756
	Hourly	118.61	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13	151.83	155.63	159.52
	Standby	8.30	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37	10.63	10.89	11.17

Standby rate is equal to 7% of the hourly rate
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3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	253860	260196	266688	273372	280200	287208	294396	301740	309300	317016	324960	333072	341412
	Monthly	21155	21683	22224	22781	23350	23934	24533	25145	25775	26418	27080	27756	28451
	Hourly	121.58	124.61	127.72	130.93	134.20	137.55	140.99	144.51	148.13	151.83	155.63	159.52	163.51
	Standby	8.51	8.72	8.94	9.16	9.39	9.63	9.87	10.12	10.37	10.63	10.89	11.17	11.45

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ITEM 229

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General Service Salary Schedule for Represented Employees
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Effective July 1, 2020

Coalition
WPEA- GG
WAFWP
PTE Local 17

DRAFT

Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
01IT	Annual	55296	56700	58104	59556	61044	62568	64140	65748	67392	69072	70800	72564	74388
	Monthly	4608	4725	4842	4963	5087	5214	5345	5479	5616	5756	5900	6047	6199
	Hourly	26.48	27.16	27.83	28.52	29.24	29.97	30.72	31.49	32.28	33.08	33.91	34.75	35.63
	Standby	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.32	2.37	2.43	2.49
02IT	Annual	59436	60936	62460	64020	65628	67272	68940	70680	72444	74244	76104	78000	79944
	Monthly	4953	5078	5205	5335	5469	5606	5745	5890	6037	6187	6342	6500	6662
	Hourly	28.47	29.18	29.91	30.66	31.43	32.22	33.02	33.85	34.70	35.56	36.45	37.36	38.29
	Standby	1.99	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.61	2.68
03IT	Annual	63912	65508	67152	68832	70548	72324	74136	75984	77892	79836	81840	83892	85992
	Monthly	5326	5459	5596	5736	5879	6027	6178	6332	6491	6653	6820	6991	7166
	Hourly	30.61	31.37	32.16	32.97	33.79	34.64	35.51	36.39	37.30	38.24	39.20	40.18	41.18
	Standby	2.14	2.20	2.25	2.31	2.37	2.42	2.49	2.55	2.61	2.68	2.74	2.81	2.88
04IT	Annual	68700	70416	72168	73980	75828	77724	79668	81648	83688	85776	87912	90120	92376
	Monthly	5725	5868	6014	6165	6319	6477	6639	6804	6974	7148	7326	7510	7698
	Hourly	32.90	33.72	34.56	35.43	36.32	37.22	38.16	39.10	40.08	41.08	42.10	43.16	44.24
	Standby	2.30	2.36	2.42	2.48	2.54	2.61	2.67	2.74	2.81	2.88	2.95	3.02	3.10
05IT	Annual	73848	75696	77592	79524	81516	83556	85644	87780	89964	92220	94524	96888	99312
	Monthly	6154	6308	6466	6627	6793	6963	7137	7315	7497	7685	7877	8074	8276
	Hourly	35.37	36.25	37.16	38.09	39.04	40.02	41.02	42.04	43.09	44.17	45.27	46.40	47.56
	Standby	2.48	2.54	2.60	2.67	2.73	2.80	2.87	2.94	3.02	3.09	3.17	3.25	3.33
06IT	Annual	77544	79476	81468	83508	85596	87732	89916	92172	94476	96840	99264	101748	104292
	Monthly	6462	6623	6789	6959	7133	7311	7493	7681	7873	8070	8272	8479	8691
	Hourly	37.14	38.06	39.02	39.99	40.99	42.02	43.06	44.14	45.25	46.38	47.54	48.73	49.95
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.50
07IT	Annual	81420	83460	85548	87684	89868	92112	94404	96768	99192	101676	104220	106824	109500
	Monthly	6785	6955	7129	7307	7489	7676	7867	8064	8266	8473	8685	8902	9125
	Hourly	38.99	39.97	40.97	41.99	43.04	44.11	45.21	46.34	47.51	48.70	49.91	51.16	52.44
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.33	3.41	3.49	3.58	3.67
08IT	Annual	85476	87624	89820	92052	94356	96720	99144	101616	104160	106776	109452	112176	114984
	Monthly	7123	7302	7485	7671	7863	8060	8262	8468	8680	8898	9121	9348	9582
	Hourly	40.94	41.97	43.02	44.09	45.19	46.32	47.48	48.67	49.89	51.14	52.42	53.72	55.07
	Standby	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85

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ITEM 229

Prepared by the Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Only applies to job classes assigned to the Information Technology Professional Structure
Effective July 1, 2020

Coalition
WPEA- GG
WAFWP
PTE Local 17

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Salary Range		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M*
09IT	Annual	89772	92004	94308	96672	99072	101568	104100	106692	109368	112104	114912	117792	120720
	Monthly	7481	7667	7859	8056	8256	8464	8675	8891	9114	9342	9576	9816	10060
	Hourly	42.99	44.06	45.17	46.30	47.45	48.64	49.86	51.10	52.38	53.69	55.03	56.41	57.82
	Standby	3.01	3.08	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05
10IT	Annual	94248	96600	99012	101484	104016	106620	109284	112020	114828	117684	120624	123636	126744
	Monthly	7854	8050	8251	8457	8668	8885	9107	9335	9569	9807	10052	10303	10562
	Hourly	45.14	46.26	47.42	48.60	49.82	51.06	52.34	53.65	54.99	56.36	57.77	59.21	60.70
	Standby	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.76	3.85	3.95	4.04	4.14	4.25
11IT	Annual	98964	101436	103968	106572	109224	111972	114768	117636	120576	123588	126696	129852	133104
	Monthly	8247	8453	8664	8881	9102	9331	9564	9803	10048	10299	10558	10821	11092
	Hourly	47.40	48.58	49.79	51.04	52.31	53.63	54.97	56.34	57.75	59.19	60.68	62.19	63.75
	Standby	3.32	3.40	3.49	3.57	3.66	3.75	3.85	3.94	4.04	4.14	4.25	4.35	4.46

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ITEM 230

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

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Years of Experience

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	0 STEP E	STEP F	1 STEP G	STEP H	2 STEP I	STEP J	3 STEP K	4 STEP L	5 STEP M	6 STEP N	7 STEP O	8 STEP P	12 STEP Q	15 STEP R	18 STEP S	20 STEP T	26 STEP U*
39E1	Annual	37056	37932	38868	39768	40704	41652	42672	43668	44736	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108
	Monthly	3088	3161	3239	3314	3392	3471	3556	3639	3728	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009
	Hourly	17.75	18.17	18.61	19.05	19.49	19.95	20.44	20.91	21.43	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02
41E1	Annual	38868	39768	40704	41652	42672	43668	44736	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192
	Monthly	3239	3314	3392	3471	3556	3639	3728	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266
	Hourly	18.61	19.05	19.49	19.95	20.44	20.91	21.43	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26
	Standby	1.30	1.33	1.36	1.40	1.43	1.46	1.50	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12
48E1	Annual	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084
	Monthly	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257
	Hourly	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96
	Standby	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52

Years of Experience

		0 A	B	1 C	D	2 E	F	3 G	H	4 I	J	5 K	6 L	7 M	8 N	9 O	10 P	12 Q	15 R	18 S	20 T	26 U*
45N1	Annual	42672	43668	44736	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696
	Monthly	3556	3639	3728	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808
	Hourly	20.44	20.91	21.43	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38
	Standby	1.43	1.46	1.50	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34
47N1	Annual	44736	45792	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260
	Monthly	3728	3816	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105
	Hourly	21.43	21.93	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09
	Standby	1.50	1.54	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46
49N1	Annual	46980	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932
	Monthly	3915	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411
	Hourly	22.50	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84
	Standby	1.58	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 230

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
50N1	Annual	48144	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912
	Monthly	4012	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576
	Hourly	23.06	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79
	Standby	1.61	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65
51N1	Annual	49344	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856
	Monthly	4112	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738
	Hourly	23.63	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72
	Standby	1.65	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71
52N1	Annual	50604	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860
	Monthly	4217	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905
	Hourly	24.24	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68
	Standby	1.70	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78
53N1	Annual	51804	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972
	Monthly	4317	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081
	Hourly	24.81	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70
	Standby	1.74	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85
54N1	Annual	53112	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048
	Monthly	4426	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254
	Hourly	25.44	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69
	Standby	1.78	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92
55N1	Annual	54444	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232
	Monthly	4537	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436
	Hourly	26.07	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74
	Standby	1.83	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99
56N1	Annual	55836	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440
	Monthly	4653	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620
	Hourly	26.74	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79
	Standby	1.87	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 230

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
57N1	Annual	57252	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744
	Monthly	4771	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812
	Hourly	27.42	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90
	Standby	1.92	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14
58N1	Annual	58632	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096
	Monthly	4886	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008
	Hourly	28.08	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02
	Standby	1.97	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22
59N1	Annual	60108	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508
	Monthly	5009	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209
	Hourly	28.79	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18
	Standby	2.02	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30
60N1	Annual	61584	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980
	Monthly	5132	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415
	Hourly	29.49	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36
	Standby	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39
61N1	Annual	63192	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524
	Monthly	5266	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627
	Hourly	30.26	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58
	Standby	2.12	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47
62N1	Annual	64728	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104
	Monthly	5394	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842
	Hourly	31.00	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82
	Standby	2.17	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56
63N1	Annual	66348	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756
	Monthly	5529	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063
	Hourly	31.78	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09
	Standby	2.22	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 230

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
64N1	Annual	68016	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504
	Monthly	5668	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292
	Hourly	32.57	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40
	Standby	2.28	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74
65N1	Annual	69696	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276
	Monthly	5808	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523
	Hourly	33.38	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73
	Standby	2.34	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83
66N1	Annual	71436	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132
	Monthly	5953	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761
	Hourly	34.21	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10
	Standby	2.39	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93
67N1	Annual	73260	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060
	Monthly	6105	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005
	Hourly	35.09	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50
	Standby	2.46	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03
68N1	Annual	75084	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072
	Monthly	6257	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256
	Hourly	35.96	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94
	Standby	2.52	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13
69N1	Annual	76932	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144
	Monthly	6411	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512
	Hourly	36.84	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41
	Standby	2.58	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23
70N1	Annual	78912	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312
	Monthly	6576	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776
	Hourly	37.79	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93
	Standby	2.65	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 230

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
71N1	Annual	80856	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540
	Monthly	6738	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045
	Hourly	38.72	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48
	Standby	2.71	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44
72N1	Annual	82860	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852
	Monthly	6905	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321
	Hourly	39.68	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06
	Standby	2.78	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55
73N1	Annual	84972	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248
	Monthly	7081	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604
	Hourly	40.70	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69
	Standby	2.85	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67
74N1	Annual	87048	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716
	Monthly	7254	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893
	Hourly	41.69	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35
	Standby	2.92	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78
75N1	Annual	89232	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292
	Monthly	7436	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191
	Hourly	42.74	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06
	Standby	2.99	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90
76N1	Annual	91440	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940
	Monthly	7620	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495
	Hourly	43.79	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81
	Standby	3.07	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03
77N1	Annual	93744	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684
	Monthly	7812	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807
	Hourly	44.90	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60
	Standby	3.14	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 230

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
78N1	Annual	96096	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524
	Monthly	8008	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127
	Hourly	46.02	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44
	Standby	3.22	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28
79N1	Annual	98508	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460
	Monthly	8209	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455
	Hourly	47.18	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33
	Standby	3.30	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41
80N1	Annual	100980	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504
	Monthly	8415	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792
	Hourly	48.36	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26
	Standby	3.39	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55
81N1	Annual	103524	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644
	Monthly	8627	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137
	Hourly	49.58	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25
	Standby	3.47	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69
82N1	Annual	106104	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880
	Monthly	8842	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490
	Hourly	50.82	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28
	Standby	3.56	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83
83N1	Annual	108756	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880	178224
	Monthly	9063	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490	14852
	Hourly	52.09	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28	85.36
	Standby	3.65	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.97

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 230

Prepared by the Washington State Office of Financial Management
N1 Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

SEIU 1199 NW
WFSE - GG
Coalition

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
84N1	Annual	111504	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880	178224	182664
	Monthly	9292	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490	14852	15222
	Hourly	53.40	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28	85.36	87.48
	Standby	3.74	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.97	6.12
85N1	Annual	114276	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880	178224	182664	187236
	Monthly	9523	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490	14852	15222	15603
	Hourly	54.73	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28	85.36	87.48	89.67
	Standby	3.83	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.97	6.12	6.28
86N1	Annual	117132	120060	123072	126144	129312	132540	135852	139248	142716	146292	149940	153684	157524	161460	165504	169644	173880	178224	182664	187236	191928
	Monthly	9761	10005	10256	10512	10776	11045	11321	11604	11893	12191	12495	12807	13127	13455	13792	14137	14490	14852	15222	15603	15994
	Hourly	56.10	57.50	58.94	60.41	61.93	63.48	65.06	66.69	68.35	70.06	71.81	73.60	75.44	77.33	79.26	81.25	83.28	85.36	87.48	89.67	91.92
	Standby	3.93	4.03	4.13	4.23	4.34	4.44	4.55	4.67	4.78	4.90	5.03	5.15	5.28	5.41	5.55	5.69	5.83	5.97	6.12	6.28	6.43

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 231

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2020
4% Increase

Teamsters

DRAFT

Years of Experience

SALARY RANGE		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
								1		2		3	4	5	6	7	8	12	15	18	20	26
39E2	Annual	40188	41100	42120	43092	44100	45132	46212	47328	48468	49632	50892	52176	53472	54840	56124	57540	59004	60480	62028	63540	65148
	Monthly	3349	3425	3510	3591	3675	3761	3851	3944	4039	4136	4241	4348	4456	4570	4677	4795	4917	5040	5169	5295	5429
	Hourly	19.25	19.68	20.17	20.64	21.12	21.61	22.13	22.67	23.21	23.77	24.37	24.99	25.61	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20
	Standby	1.35	1.38	1.41	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18
41E2	Annual	42120	43092	44100	45132	46212	47328	48468	49632	50892	52176	53472	54840	56124	57540	59004	60480	62028	63540	65148	66756	68460
	Monthly	3510	3591	3675	3761	3851	3944	4039	4136	4241	4348	4456	4570	4677	4795	4917	5040	5169	5295	5429	5563	5705
	Hourly	20.17	20.64	21.12	21.61	22.13	22.67	23.21	23.77	24.37	24.99	25.61	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79
	Standby	1.41	1.44	1.48	1.51	1.55	1.59	1.62	1.66	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30
48E2	Annual	49632	50892	52176	53472	54840	56124	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372
	Monthly	4136	4241	4348	4456	4570	4677	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781
	Hourly	23.77	24.37	24.99	25.61	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97
	Standby	1.66	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73

Years of Experience

		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
45N2	Annual	46212	47328	48468	49632	50892	52176	53472	54840	56124	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540
	Monthly	3851	3944	4039	4136	4241	4348	4456	4570	4677	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295
	Hourly	22.13	22.67	23.21	23.77	24.37	24.99	25.61	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18
	Standby	1.55	1.59	1.62	1.66	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53
47N2	Annual	48468	49632	50892	52176	53472	54840	56124	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368
	Monthly	4039	4136	4241	4348	4456	4570	4677	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614
	Hourly	23.21	23.77	24.37	24.99	25.61	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01
	Standby	1.62	1.66	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66
49N2	Annual	50892	52176	53472	54840	56124	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352
	Monthly	4241	4348	4456	4570	4677	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946
	Hourly	24.37	24.99	25.61	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92
	Standby	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 231

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2020
4% Increase

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
50N2	Annual	52176	53472	54840	56124	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488
	Monthly	4348	4456	4570	4677	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124
	Hourly	24.99	25.61	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94
	Standby	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87
51N2	Annual	53472	54840	56124	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588
	Monthly	4456	4570	4677	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299
	Hourly	25.61	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94
52N2	Annual	54840	56124	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784
	Monthly	4570	4677	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482
	Hourly	26.26	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01
53N2	Annual	56124	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076
	Monthly	4677	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673
	Hourly	26.88	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09
54N2	Annual	57540	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332
	Monthly	4795	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861
	Hourly	27.56	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16
55N2	Annual	59004	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684
	Monthly	4917	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057
	Hourly	28.26	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24
56N2	Annual	60480	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108
	Monthly	5040	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259
	Hourly	28.97	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47
	Standby	2.03	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 231

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2020
4% Increase

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
57N2	Annual	62028	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568
	Monthly	5169	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464
	Hourly	29.71	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64
	Standby	2.08	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41
58N2	Annual	63540	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148
	Monthly	5295	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679
	Hourly	30.43	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88
	Standby	2.13	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49
59N2	Annual	65148	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752
	Monthly	5429	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896
	Hourly	31.20	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13
	Standby	2.18	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58
60N2	Annual	66756	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428
	Monthly	5563	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119
	Hourly	31.97	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41
	Standby	2.24	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67
61N2	Annual	68460	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176
	Monthly	5705	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348
	Hourly	32.79	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72
	Standby	2.30	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76
62N2	Annual	70128	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984
	Monthly	5844	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582
	Hourly	33.59	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07
	Standby	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85
63N2	Annual	71928	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852
	Monthly	5994	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821
	Hourly	34.45	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44
	Standby	2.41	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 231

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2020
4% Increase

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
64N2	Annual	73704	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792
	Monthly	6142	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066
	Hourly	35.30	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85
	Standby	2.47	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05
65N2	Annual	75540	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816
	Monthly	6295	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318
	Hourly	36.18	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30
	Standby	2.53	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15
66N2	Annual	77412	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912
	Monthly	6451	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576
	Hourly	37.07	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78
	Standby	2.60	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25
67N2	Annual	79368	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080
	Monthly	6614	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840
	Hourly	38.01	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30
	Standby	2.66	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36
68N2	Annual	81372	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332
	Monthly	6781	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111
	Hourly	38.97	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86
	Standby	2.73	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47
69N2	Annual	83352	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668
	Monthly	6946	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389
	Hourly	39.92	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45
	Standby	2.79	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58
70N2	Annual	85488	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088
	Monthly	7124	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674
	Hourly	40.94	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09
	Standby	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 231

Teamsters

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2020
4% Increase

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
71N2	Annual	87588	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592
	Monthly	7299	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966
	Hourly	41.95	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77
	Standby	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81
72N2	Annual	89784	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192
	Monthly	7482	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266
	Hourly	43.00	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49
	Standby	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93
73N2	Annual	92076	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876
	Monthly	7673	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573
	Hourly	44.10	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26
	Standby	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06
74N2	Annual	94332	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656
	Monthly	7861	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888
	Hourly	45.18	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07
	Standby	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18
75N2	Annual	96684	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520
	Monthly	8057	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210
	Hourly	46.30	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92
	Standby	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31
76N2	Annual	99108	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480
	Monthly	8259	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540
	Hourly	47.47	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82
	Standby	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45
77N2	Annual	101568	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536
	Monthly	8464	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878
	Hourly	48.64	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76
	Standby	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 231

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2020
4% Increase

DRAFT

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
78N2	Annual	104148	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700
	Monthly	8679	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225
	Hourly	49.88	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75
	Standby	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72
79N2	Annual	106752	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700	174972
	Monthly	8896	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225	14581
	Hourly	51.13	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75	83.80
	Standby	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.87
80N2	Annual	109428	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700	174972	179352
	Monthly	9119	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225	14581	14946
	Hourly	52.41	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75	83.80	85.90
	Standby	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.87	6.01
81N2	Annual	112176	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700	174972	179352	183828
	Monthly	9348	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225	14581	14946	15319
	Hourly	53.72	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75	83.80	85.90	88.04
	Standby	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.87	6.01	6.16
82N2	Annual	114984	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700	174972	179352	183828	188424
	Monthly	9582	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225	14581	14946	15319	15702
	Hourly	55.07	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75	83.80	85.90	88.04	90.24
	Standby	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.87	6.01	6.16	6.32
83N2	Annual	117852	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700	174972	179352	183828	188424	193128
	Monthly	9821	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225	14581	14946	15319	15702	16094
	Hourly	56.44	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75	83.80	85.90	88.04	90.24	92.49
	Standby	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.87	6.01	6.16	6.32	6.47
84N2	Annual	120792	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700	174972	179352	183828	188424	193128	197952
	Monthly	10066	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225	14581	14946	15319	15702	16094	16496
	Hourly	57.85	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75	83.80	85.90	88.04	90.24	92.49	94.80
	Standby	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.87	6.01	6.16	6.32	6.47	6.64

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 231

Teamsters

Prepared by the Washington State Office of Financial Management
N2 Range Salary Schedule for Represented Employees
Effective July 1, 2020
4% Increase

DRAFT

		Years of Experience																			
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U*
85N2	Annual	123816	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700	174972	179352	183828	188424	193128	197952	202896
	Monthly	10318	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225	14581	14946	15319	15702	16094	16496	16908
	Hourly	59.30	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75	83.80	85.90	88.04	90.24	92.49	94.80	97.17
	Standby	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.87	6.01	6.16	6.32	6.47	6.64	6.80
86N2	Annual	126912	130080	133332	136668	140088	143592	147192	150876	154656	158520	162480	166536	170700	174972	179352	183828	188424	193128	197952	202896	207984
	Monthly	10576	10840	11111	11389	11674	11966	12266	12573	12888	13210	13540	13878	14225	14581	14946	15319	15702	16094	16496	16908	17332
	Hourly	60.78	62.30	63.86	65.45	67.09	68.77	70.49	72.26	74.07	75.92	77.82	79.76	81.75	83.80	85.90	88.04	90.24	92.49	94.80	97.17	99.61
	Standby	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.87	6.01	6.16	6.32	6.47	6.64	6.80	6.97

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 232

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

WPEA - GG
PTE Local 17
Coalition
Higher Ed (See CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
35SP	Annual	38460	39336	40284	41244	42168	43224	44208	45240	46308	47388	48564	49716	50904
	Monthly	3205	3278	3357	3437	3514	3602	3684	3770	3859	3949	4047	4143	4242
	Hourly	18.42	18.84	19.29	19.75	20.20	20.70	21.17	21.67	22.18	22.70	23.26	23.81	24.38
	Standby	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71
36SP	Annual	39336	40284	41244	42168	43224	44208	45240	46308	47388	48564	49716	50904	52152
	Monthly	3278	3357	3437	3514	3602	3684	3770	3859	3949	4047	4143	4242	4346
	Hourly	18.84	19.29	19.75	20.20	20.70	21.17	21.67	22.18	22.70	23.26	23.81	24.38	24.98
	Standby	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75
37SP	Annual	40284	41244	42168	43224	44208	45240	46308	47388	48564	49716	50904	52152	53448
	Monthly	3357	3437	3514	3602	3684	3770	3859	3949	4047	4143	4242	4346	4454
	Hourly	19.29	19.75	20.20	20.70	21.17	21.67	22.18	22.70	23.26	23.81	24.38	24.98	25.60
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.79
38SP	Annual	41244	42168	43224	44208	45240	46308	47388	48564	49716	50904	52152	53448	54792
	Monthly	3437	3514	3602	3684	3770	3859	3949	4047	4143	4242	4346	4454	4566
	Hourly	19.75	20.20	20.70	21.17	21.67	22.18	22.70	23.26	23.81	24.38	24.98	25.60	26.24
	Standby	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84
39SP	Annual	42168	43224	44208	45240	46308	47388	48564	49716	50904	52152	53448	54792	56124
	Monthly	3514	3602	3684	3770	3859	3949	4047	4143	4242	4346	4454	4566	4677
	Hourly	20.20	20.70	21.17	21.67	22.18	22.70	23.26	23.81	24.38	24.98	25.60	26.24	26.88
	Standby	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88
40SP	Annual	43224	44208	45240	46308	47388	48564	49716	50904	52152	53448	54792	56124	57576
	Monthly	3602	3684	3770	3859	3949	4047	4143	4242	4346	4454	4566	4677	4798
	Hourly	20.70	21.17	21.67	22.18	22.70	23.26	23.81	24.38	24.98	25.60	26.24	26.88	27.57
	Standby	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93
41SP	Annual	44208	45240	46308	47388	48564	49716	50904	52152	53448	54792	56124	57576	58968
	Monthly	3684	3770	3859	3949	4047	4143	4242	4346	4454	4566	4677	4798	4914
	Hourly	21.17	21.67	22.18	22.70	23.26	23.81	24.38	24.98	25.60	26.24	26.88	27.57	28.24
	Standby	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98
42SP	Annual	45240	46308	47388	48564	49716	50904	52152	53448	54792	56124	57576	58968	60480
	Monthly	3770	3859	3949	4047	4143	4242	4346	4454	4566	4677	4798	4914	5040
	Hourly	21.67	22.18	22.70	23.26	23.81	24.38	24.98	25.60	26.24	26.88	27.57	28.24	28.97
	Standby	1.52	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03
43SP	Annual	46308	47388	48564	49716	50904	52152	53448	54792	56124	57576	58968	60480	61956
	Monthly	3859	3949	4047	4143	4242	4346	4454	4566	4677	4798	4914	5040	5163
	Hourly	22.18	22.70	23.26	23.81	24.38	24.98	25.60	26.24	26.88	27.57	28.24	28.97	29.67
	Standby	1.55	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 232

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

WPEA - GG
PTE Local 17
Coalition
Higher Ed (See CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
44SP	Annual	47388	48564	49716	50904	52152	53448	54792	56124	57576	58968	60480	61956	63540
	Monthly	3949	4047	4143	4242	4346	4454	4566	4677	4798	4914	5040	5163	5295
	Hourly	22.70	23.26	23.81	24.38	24.98	25.60	26.24	26.88	27.57	28.24	28.97	29.67	30.43
	Standby	1.59	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13
45SP	Annual	48564	49716	50904	52152	53448	54792	56124	57576	58968	60480	61956	63540	65124
	Monthly	4047	4143	4242	4346	4454	4566	4677	4798	4914	5040	5163	5295	5427
	Hourly	23.26	23.81	24.38	24.98	25.60	26.24	26.88	27.57	28.24	28.97	29.67	30.43	31.19
	Standby	1.63	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18
46SP	Annual	49716	50904	52152	53448	54792	56124	57576	58968	60480	61956	63540	65124	66720
	Monthly	4143	4242	4346	4454	4566	4677	4798	4914	5040	5163	5295	5427	5560
	Hourly	23.81	24.38	24.98	25.60	26.24	26.88	27.57	28.24	28.97	29.67	30.43	31.19	31.95
	Standby	1.67	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24
47SP	Annual	50904	52152	53448	54792	56124	57576	58968	60480	61956	63540	65124	66720	68364
	Monthly	4242	4346	4454	4566	4677	4798	4914	5040	5163	5295	5427	5560	5697
	Hourly	24.38	24.98	25.60	26.24	26.88	27.57	28.24	28.97	29.67	30.43	31.19	31.95	32.74
	Standby	1.71	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
48SP	Annual	52152	53448	54792	56124	57576	58968	60480	61956	63540	65124	66720	68364	70128
	Monthly	4346	4454	4566	4677	4798	4914	5040	5163	5295	5427	5560	5697	5844
	Hourly	24.98	25.60	26.24	26.88	27.57	28.24	28.97	29.67	30.43	31.19	31.95	32.74	33.59
	Standby	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
49SP	Annual	53448	54792	56124	57576	58968	60480	61956	63540	65124	66720	68364	70128	71856
	Monthly	4454	4566	4677	4798	4914	5040	5163	5295	5427	5560	5697	5844	5988
	Hourly	25.60	26.24	26.88	27.57	28.24	28.97	29.67	30.43	31.19	31.95	32.74	33.59	34.41
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
50SP	Annual	54792	56124	57576	58968	60480	61956	63540	65124	66720	68364	70128	71856	73704
	Monthly	4566	4677	4798	4914	5040	5163	5295	5427	5560	5697	5844	5988	6142
	Hourly	26.24	26.88	27.57	28.24	28.97	29.67	30.43	31.19	31.95	32.74	33.59	34.41	35.30
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
51SP	Annual	56124	57576	58968	60480	61956	63540	65124	66720	68364	70128	71856	73704	75516
	Monthly	4677	4798	4914	5040	5163	5295	5427	5560	5697	5844	5988	6142	6293
	Hourly	26.88	27.57	28.24	28.97	29.67	30.43	31.19	31.95	32.74	33.59	34.41	35.30	36.17
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53
52SP	Annual	57576	58968	60480	61956	63540	65124	66720	68364	70128	71856	73704	75516	77400
	Monthly	4798	4914	5040	5163	5295	5427	5560	5697	5844	5988	6142	6293	6450
	Hourly	27.57	28.24	28.97	29.67	30.43	31.19	31.95	32.74	33.59	34.41	35.30	36.17	37.07
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 232

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

WPEA - GG
PTE Local 17
Coalition
Higher Ed (See CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
53SP	Annual	58968	60480	61956	63540	65124	66720	68364	70128	71856	73704	75516	77400	79296
	Monthly	4914	5040	5163	5295	5427	5560	5697	5844	5988	6142	6293	6450	6608
	Hourly	28.24	28.97	29.67	30.43	31.19	31.95	32.74	33.59	34.41	35.30	36.17	37.07	37.98
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66
54SP	Annual	60480	61956	63540	65124	66720	68364	70128	71856	73704	75516	77400	79296	81300
	Monthly	5040	5163	5295	5427	5560	5697	5844	5988	6142	6293	6450	6608	6775
	Hourly	28.97	29.67	30.43	31.19	31.95	32.74	33.59	34.41	35.30	36.17	37.07	37.98	38.94
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73
55SP	Annual	61956	63540	65124	66720	68364	70128	71856	73704	75516	77400	79296	81300	83304
	Monthly	5163	5295	5427	5560	5697	5844	5988	6142	6293	6450	6608	6775	6942
	Hourly	29.67	30.43	31.19	31.95	32.74	33.59	34.41	35.30	36.17	37.07	37.98	38.94	39.90
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79
56SP	Annual	63540	65124	66720	68364	70128	71856	73704	75516	77400	79296	81300	83304	85404
	Monthly	5295	5427	5560	5697	5844	5988	6142	6293	6450	6608	6775	6942	7117
	Hourly	30.43	31.19	31.95	32.74	33.59	34.41	35.30	36.17	37.07	37.98	38.94	39.90	40.90
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86
57SP	Annual	65124	66720	68364	70128	71856	73704	75516	77400	79296	81300	83304	85404	87540
	Monthly	5427	5560	5697	5844	5988	6142	6293	6450	6608	6775	6942	7117	7295
	Hourly	31.19	31.95	32.74	33.59	34.41	35.30	36.17	37.07	37.98	38.94	39.90	40.90	41.93
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.93
58SP	Annual	66720	68364	70128	71856	73704	75516	77400	79296	81300	83304	85404	87540	89736
	Monthly	5560	5697	5844	5988	6142	6293	6450	6608	6775	6942	7117	7295	7478
	Hourly	31.95	32.74	33.59	34.41	35.30	36.17	37.07	37.98	38.94	39.90	40.90	41.93	42.98
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.93	3.01
59SP	Annual	68364	70128	71856	73704	75516	77400	79296	81300	83304	85404	87540	89736	91980
	Monthly	5697	5844	5988	6142	6293	6450	6608	6775	6942	7117	7295	7478	7665
	Hourly	32.74	33.59	34.41	35.30	36.17	37.07	37.98	38.94	39.90	40.90	41.93	42.98	44.05
	Standby	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.93	3.01	3.08
60SP	Annual	70128	71856	73704	75516	77400	79296	81300	83304	85404	87540	89736	91980	94272
	Monthly	5844	5988	6142	6293	6450	6608	6775	6942	7117	7295	7478	7665	7856
	Hourly	33.59	34.41	35.30	36.17	37.07	37.98	38.94	39.90	40.90	41.93	42.98	44.05	45.15
	Standby	2.35	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.93	3.01	3.08	3.16
61SP	Annual	71856	73704	75516	77400	79296	81300	83304	85404	87540	89736	91980	94272	96648
	Monthly	5988	6142	6293	6450	6608	6775	6942	7117	7295	7478	7665	7856	8054
	Hourly	34.41	35.30	36.17	37.07	37.98	38.94	39.90	40.90	41.93	42.98	44.05	45.15	46.29
	Standby	2.41	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.93	3.01	3.08	3.16	3.24

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 232

Prepared by the Washington State Office of Financial Management
SP Range Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

WPEA - GG
PTE Local 17
Coalition
Higher Ed (See CBA)

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
62SP	Annual	73704	75516	77400	79296	81300	83304	85404	87540	89736	91980	94272	96648	99048
	Monthly	6142	6293	6450	6608	6775	6942	7117	7295	7478	7665	7856	8054	8254
	Hourly	35.30	36.17	37.07	37.98	38.94	39.90	40.90	41.93	42.98	44.05	45.15	46.29	47.44
	Standby	2.47	2.53	2.59	2.66	2.73	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32
63SP	Annual	75516	77400	79296	81300	83304	85404	87540	89736	91980	94272	96648	99048	101508
	Monthly	6293	6450	6608	6775	6942	7117	7295	7478	7665	7856	8054	8254	8459
	Hourly	36.17	37.07	37.98	38.94	39.90	40.90	41.93	42.98	44.05	45.15	46.29	47.44	48.61
	Standby	2.53	2.59	2.66	2.73	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40
64SP	Annual	77400	79296	81300	83304	85404	87540	89736	91980	94272	96648	99048	101508	104064
	Monthly	6450	6608	6775	6942	7117	7295	7478	7665	7856	8054	8254	8459	8672
	Hourly	37.07	37.98	38.94	39.90	40.90	41.93	42.98	44.05	45.15	46.29	47.44	48.61	49.84
	Standby	2.59	2.66	2.73	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49
65SP	Annual	79296	81300	83304	85404	87540	89736	91980	94272	96648	99048	101508	104064	106656
	Monthly	6608	6775	6942	7117	7295	7478	7665	7856	8054	8254	8459	8672	8888
	Hourly	37.98	38.94	39.90	40.90	41.93	42.98	44.05	45.15	46.29	47.44	48.61	49.84	51.08
	Standby	2.66	2.73	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58
66SP	Annual	81300	83304	85404	87540	89736	91980	94272	96648	99048	101508	104064	106656	109320
	Monthly	6775	6942	7117	7295	7478	7665	7856	8054	8254	8459	8672	8888	9110
	Hourly	38.94	39.90	40.90	41.93	42.98	44.05	45.15	46.29	47.44	48.61	49.84	51.08	52.36
	Standby	2.73	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66
67SP	Annual	83304	85404	87540	89736	91980	94272	96648	99048	101508	104064	106656	109320	112056
	Monthly	6942	7117	7295	7478	7665	7856	8054	8254	8459	8672	8888	9110	9338
	Hourly	39.90	40.90	41.93	42.98	44.05	45.15	46.29	47.44	48.61	49.84	51.08	52.36	53.67
	Standby	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76
68SP	Annual	85404	87540	89736	91980	94272	96648	99048	101508	104064	106656	109320	112056	114864
	Monthly	7117	7295	7478	7665	7856	8054	8254	8459	8672	8888	9110	9338	9572
	Hourly	40.90	41.93	42.98	44.05	45.15	46.29	47.44	48.61	49.84	51.08	52.36	53.67	55.01
	Standby	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.58	3.66	3.76	3.85

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 233

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
27	Annual	31680	32340	33144	33888	34668	35484	36336	37140	38016	38904	39792	40764	41640
	Monthly	2640	2695	2762	2824	2889	2957	3028	3095	3168	3242	3316	3397	3470
	Hourly	15.17	15.49	15.87	16.23	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94
	Standby	1.06	1.08	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40
28	Annual	32340	33144	33888	34668	35484	36336	37140	38016	38904	39792	40764	41640	42708
	Monthly	2695	2762	2824	2889	2957	3028	3095	3168	3242	3316	3397	3470	3559
	Hourly	15.49	15.87	16.23	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45
	Standby	1.08	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43
29	Annual	33144	33888	34668	35484	36336	37140	38016	38904	39792	40764	41640	42708	43692
	Monthly	2762	2824	2889	2957	3028	3095	3168	3242	3316	3397	3470	3559	3641
	Hourly	15.87	16.23	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93
	Standby	1.11	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46
30	Annual	33888	34668	35484	36336	37140	38016	38904	39792	40764	41640	42708	43692	44700
	Monthly	2824	2889	2957	3028	3095	3168	3242	3316	3397	3470	3559	3641	3725
	Hourly	16.23	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41
	Standby	1.14	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50
31	Annual	34668	35484	36336	37140	38016	38904	39792	40764	41640	42708	43692	44700	45780
	Monthly	2889	2957	3028	3095	3168	3242	3316	3397	3470	3559	3641	3725	3815
	Hourly	16.60	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93
	Standby	1.16	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53
32	Annual	35484	36336	37140	38016	38904	39792	40764	41640	42708	43692	44700	45780	46812
	Monthly	2957	3028	3095	3168	3242	3316	3397	3470	3559	3641	3725	3815	3901
	Hourly	16.99	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42
	Standby	1.19	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57
33	Annual	36336	37140	38016	38904	39792	40764	41640	42708	43692	44700	45780	46812	48012
	Monthly	3028	3095	3168	3242	3316	3397	3470	3559	3641	3725	3815	3901	4001
	Hourly	17.40	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99
	Standby	1.22	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61
34	Annual	37140	38016	38904	39792	40764	41640	42708	43692	44700	45780	46812	48012	49116
	Monthly	3095	3168	3242	3316	3397	3470	3559	3641	3725	3815	3901	4001	4093
	Hourly	17.79	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52
	Standby	1.25	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65
35	Annual	38016	38904	39792	40764	41640	42708	43692	44700	45780	46812	48012	49116	50292
	Monthly	3168	3242	3316	3397	3470	3559	3641	3725	3815	3901	4001	4093	4191
	Hourly	18.21	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09
	Standby	1.27	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 233

Prepared by Washington State Office of Financial Management

Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
36	Annual	38904	39792	40764	41640	42708	43692	44700	45780	46812	48012	49116	50292	51528
	Monthly	3242	3316	3397	3470	3559	3641	3725	3815	3901	4001	4093	4191	4294
	Hourly	18.63	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68
	Standby	1.30	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73
37	Annual	39792	40764	41640	42708	43692	44700	45780	46812	48012	49116	50292	51528	52776
	Monthly	3316	3397	3470	3559	3641	3725	3815	3901	4001	4093	4191	4294	4398
	Hourly	19.06	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28
	Standby	1.33	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77
38	Annual	40764	41640	42708	43692	44700	45780	46812	48012	49116	50292	51528	52776	54156
	Monthly	3397	3470	3559	3641	3725	3815	3901	4001	4093	4191	4294	4398	4513
	Hourly	19.52	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94
	Standby	1.37	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82
39	Annual	41640	42708	43692	44700	45780	46812	48012	49116	50292	51528	52776	54156	55464
	Monthly	3470	3559	3641	3725	3815	3901	4001	4093	4191	4294	4398	4513	4622
	Hourly	19.94	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56
	Standby	1.40	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86
40	Annual	42708	43692	44700	45780	46812	48012	49116	50292	51528	52776	54156	55464	56892
	Monthly	3559	3641	3725	3815	3901	4001	4093	4191	4294	4398	4513	4622	4741
	Hourly	20.45	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25
	Standby	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91
41	Annual	43692	44700	45780	46812	48012	49116	50292	51528	52776	54156	55464	56892	58236
	Monthly	3641	3725	3815	3901	4001	4093	4191	4294	4398	4513	4622	4741	4853
	Hourly	20.93	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89
	Standby	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95
42	Annual	44700	45780	46812	48012	49116	50292	51528	52776	54156	55464	56892	58236	59760
	Monthly	3725	3815	3901	4001	4093	4191	4294	4398	4513	4622	4741	4853	4980
	Hourly	21.41	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62
	Standby	1.50	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00
43	Annual	45780	46812	48012	49116	50292	51528	52776	54156	55464	56892	58236	59760	61284
	Monthly	3815	3901	4001	4093	4191	4294	4398	4513	4622	4741	4853	4980	5107
	Hourly	21.93	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05
44	Annual	46812	48012	49116	50292	51528	52776	54156	55464	56892	58236	59760	61284	62820
	Monthly	3901	4001	4093	4191	4294	4398	4513	4622	4741	4853	4980	5107	5235
	Hourly	22.42	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09
	Standby	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 233

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
45	Annual	48012	49116	50292	51528	52776	54156	55464	56892	58236	59760	61284	62820	64356
	Monthly	4001	4093	4191	4294	4398	4513	4622	4741	4853	4980	5107	5235	5363
	Hourly	22.99	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82
	Standby	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16
46	Annual	49116	50292	51528	52776	54156	55464	56892	58236	59760	61284	62820	64356	65964
	Monthly	4093	4191	4294	4398	4513	4622	4741	4853	4980	5107	5235	5363	5497
	Hourly	23.52	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59
	Standby	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21
47	Annual	50292	51528	52776	54156	55464	56892	58236	59760	61284	62820	64356	65964	67584
	Monthly	4191	4294	4398	4513	4622	4741	4853	4980	5107	5235	5363	5497	5632
	Hourly	24.09	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37
	Standby	1.69	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27
48	Annual	51528	52776	54156	55464	56892	58236	59760	61284	62820	64356	65964	67584	69324
	Monthly	4294	4398	4513	4622	4741	4853	4980	5107	5235	5363	5497	5632	5777
	Hourly	24.68	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20
	Standby	1.73	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32
49	Annual	52776	54156	55464	56892	58236	59760	61284	62820	64356	65964	67584	69324	71016
	Monthly	4398	4513	4622	4741	4853	4980	5107	5235	5363	5497	5632	5777	5918
	Hourly	25.28	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01
	Standby	1.77	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38
50	Annual	54156	55464	56892	58236	59760	61284	62820	64356	65964	67584	69324	71016	72828
	Monthly	4513	4622	4741	4853	4980	5107	5235	5363	5497	5632	5777	5918	6069
	Hourly	25.94	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88
	Standby	1.82	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44
51	Annual	55464	56892	58236	59760	61284	62820	64356	65964	67584	69324	71016	72828	74604
	Monthly	4622	4741	4853	4980	5107	5235	5363	5497	5632	5777	5918	6069	6217
	Hourly	26.56	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73
	Standby	1.86	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50
52	Annual	56892	58236	59760	61284	62820	64356	65964	67584	69324	71016	72828	74604	76500
	Monthly	4741	4853	4980	5107	5235	5363	5497	5632	5777	5918	6069	6217	6375
	Hourly	27.25	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64
	Standby	1.91	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56
53	Annual	58236	59760	61284	62820	64356	65964	67584	69324	71016	72828	74604	76500	78384
	Monthly	4853	4980	5107	5235	5363	5497	5632	5777	5918	6069	6217	6375	6532
	Hourly	27.89	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54
	Standby	1.95	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 233

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
54	Annual	59760	61284	62820	64356	65964	67584	69324	71016	72828	74604	76500	78384	80352
	Monthly	4980	5107	5235	5363	5497	5632	5777	5918	6069	6217	6375	6532	6696
	Hourly	28.62	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48
	Standby	2.00	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69
55	Annual	61284	62820	64356	65964	67584	69324	71016	72828	74604	76500	78384	80352	82356
	Monthly	5107	5235	5363	5497	5632	5777	5918	6069	6217	6375	6532	6696	6863
	Hourly	29.35	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44
	Standby	2.05	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76
56	Annual	62820	64356	65964	67584	69324	71016	72828	74604	76500	78384	80352	82356	84456
	Monthly	5235	5363	5497	5632	5777	5918	6069	6217	6375	6532	6696	6863	7038
	Hourly	30.09	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45
	Standby	2.11	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83
57	Annual	64356	65964	67584	69324	71016	72828	74604	76500	78384	80352	82356	84456	86484
	Monthly	5363	5497	5632	5777	5918	6069	6217	6375	6532	6696	6863	7038	7207
	Hourly	30.82	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42
	Standby	2.16	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90
58	Annual	65964	67584	69324	71016	72828	74604	76500	78384	80352	82356	84456	86484	88728
	Monthly	5497	5632	5777	5918	6069	6217	6375	6532	6696	6863	7038	7207	7394
	Hourly	31.59	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49
	Standby	2.21	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97
59	Annual	67584	69324	71016	72828	74604	76500	78384	80352	82356	84456	86484	88728	90900
	Monthly	5632	5777	5918	6069	6217	6375	6532	6696	6863	7038	7207	7394	7575
	Hourly	32.37	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53
	Standby	2.27	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05
60	Annual	69324	71016	72828	74604	76500	78384	80352	82356	84456	86484	88728	90900	93216
	Monthly	5777	5918	6069	6217	6375	6532	6696	6863	7038	7207	7394	7575	7768
	Hourly	33.20	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64
	Standby	2.32	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13
61	Annual	71016	72828	74604	76500	78384	80352	82356	84456	86484	88728	90900	93216	95532
	Monthly	5918	6069	6217	6375	6532	6696	6863	7038	7207	7394	7575	7768	7961
	Hourly	34.01	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75
	Standby	2.38	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20
62	Annual	72828	74604	76500	78384	80352	82356	84456	86484	88728	90900	93216	95532	97896
	Monthly	6069	6217	6375	6532	6696	6863	7038	7207	7394	7575	7768	7961	8158
	Hourly	34.88	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89
	Standby	2.44	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 233

Prepared by Washington State Office of Financial Management

Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
63	Annual	74604	76500	78384	80352	82356	84456	86484	88728	90900	93216	95532	97896	100344
	Monthly	6217	6375	6532	6696	6863	7038	7207	7394	7575	7768	7961	8158	8362
	Hourly	35.73	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06
	Standby	2.50	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36
64	Annual	76500	78384	80352	82356	84456	86484	88728	90900	93216	95532	97896	100344	102888
	Monthly	6375	6532	6696	6863	7038	7207	7394	7575	7768	7961	8158	8362	8574
	Hourly	36.64	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28
	Standby	2.56	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45
65	Annual	78384	80352	82356	84456	86484	88728	90900	93216	95532	97896	100344	102888	105444
	Monthly	6532	6696	6863	7038	7207	7394	7575	7768	7961	8158	8362	8574	8787
	Hourly	37.54	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50
	Standby	2.63	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54
66	Annual	80352	82356	84456	86484	88728	90900	93216	95532	97896	100344	102888	105444	108132
	Monthly	6696	6863	7038	7207	7394	7575	7768	7961	8158	8362	8574	8787	9011
	Hourly	38.48	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79
	Standby	2.69	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63
67	Annual	82356	84456	86484	88728	90900	93216	95532	97896	100344	102888	105444	108132	110772
	Monthly	6863	7038	7207	7394	7575	7768	7961	8158	8362	8574	8787	9011	9231
	Hourly	39.44	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05
	Standby	2.76	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71
68	Annual	84456	86484	88728	90900	93216	95532	97896	100344	102888	105444	108132	110772	113568
	Monthly	7038	7207	7394	7575	7768	7961	8158	8362	8574	8787	9011	9231	9464
	Hourly	40.45	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39
	Standby	2.83	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81
69	Annual	86484	88728	90900	93216	95532	97896	100344	102888	105444	108132	110772	113568	116376
	Monthly	7207	7394	7575	7768	7961	8158	8362	8574	8787	9011	9231	9464	9698
	Hourly	41.42	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74
	Standby	2.90	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90
70	Annual	88728	90900	93216	95532	97896	100344	102888	105444	108132	110772	113568	116376	119316
	Monthly	7394	7575	7768	7961	8158	8362	8574	8787	9011	9231	9464	9698	9943
	Hourly	42.49	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14
	Standby	2.97	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00
71	Annual	90900	93216	95532	97896	100344	102888	105444	108132	110772	113568	116376	119316	122280
	Monthly	7575	7768	7961	8158	8362	8574	8787	9011	9231	9464	9698	9943	10190
	Hourly	43.53	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56
	Standby	3.05	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10

Standby rate is equal to 7% of the hourly rate

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ITEM 233

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
72	Annual	93216	95532	97896	100344	102888	105444	108132	110772	113568	116376	119316	122280	125352
	Monthly	7768	7961	8158	8362	8574	8787	9011	9231	9464	9698	9943	10190	10446
	Hourly	44.64	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03
	Standby	3.13	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20
73	Annual	95532	97896	100344	102888	105444	108132	110772	113568	116376	119316	122280	125352	128472
	Monthly	7961	8158	8362	8574	8787	9011	9231	9464	9698	9943	10190	10446	10706
	Hourly	45.75	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53
	Standby	3.20	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31
74	Annual	97896	100344	102888	105444	108132	110772	113568	116376	119316	122280	125352	128472	131736
	Monthly	8158	8362	8574	8787	9011	9231	9464	9698	9943	10190	10446	10706	10978
	Hourly	46.89	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09
	Standby	3.28	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42
75	Annual	100344	102888	105444	108132	110772	113568	116376	119316	122280	125352	128472	131736	134976
	Monthly	8362	8574	8787	9011	9231	9464	9698	9943	10190	10446	10706	10978	11248
	Hourly	48.06	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64
	Standby	3.36	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53
76	Annual	102888	105444	108132	110772	113568	116376	119316	122280	125352	128472	131736	134976	138336
	Monthly	8574	8787	9011	9231	9464	9698	9943	10190	10446	10706	10978	11248	11528
	Hourly	49.28	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25
	Standby	3.45	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64
77	Annual	105444	108132	110772	113568	116376	119316	122280	125352	128472	131736	134976	138336	141840
	Monthly	8787	9011	9231	9464	9698	9943	10190	10446	10706	10978	11248	11528	11820
	Hourly	50.50	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93
	Standby	3.54	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76
78	Annual	108132	110772	113568	116376	119316	122280	125352	128472	131736	134976	138336	141840	145368
	Monthly	9011	9231	9464	9698	9943	10190	10446	10706	10978	11248	11528	11820	12114
	Hourly	51.79	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62
	Standby	3.63	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87
79	Annual	110772	113568	116376	119316	122280	125352	128472	131736	134976	138336	141840	145368	148956
	Monthly	9231	9464	9698	9943	10190	10446	10706	10978	11248	11528	11820	12114	12413
	Hourly	53.05	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34
	Standby	3.71	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99
80	Annual	113568	116376	119316	122280	125352	128472	131736	134976	138336	141840	145368	148956	152676
	Monthly	9464	9698	9943	10190	10446	10706	10978	11248	11528	11820	12114	12413	12723
	Hourly	54.39	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12
	Standby	3.81	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 233

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
81	Annual	116376	119316	122280	125352	128472	131736	134976	138336	141840	145368	148956	152676	156552
	Monthly	9698	9943	10190	10446	10706	10978	11248	11528	11820	12114	12413	12723	13046
	Hourly	55.74	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98
	Standby	3.90	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25
82	Annual	119316	122280	125352	128472	131736	134976	138336	141840	145368	148956	152676	156552	160428
	Monthly	9943	10190	10446	10706	10978	11248	11528	11820	12114	12413	12723	13046	13369
	Hourly	57.14	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83
	Standby	4.00	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38
83	Annual	122280	125352	128472	131736	134976	138336	141840	145368	148956	152676	156552	160428	164424
	Monthly	10190	10446	10706	10978	11248	11528	11820	12114	12413	12723	13046	13369	13702
	Hourly	58.56	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75
	Standby	4.10	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51
84	Annual	125352	128472	131736	134976	138336	141840	145368	148956	152676	156552	160428	164424	168588
	Monthly	10446	10706	10978	11248	11528	11820	12114	12413	12723	13046	13369	13702	14049
	Hourly	60.03	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74
	Standby	4.20	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65
85	Annual	128472	131736	134976	138336	141840	145368	148956	152676	156552	160428	164424	168588	172740
	Monthly	10706	10978	11248	11528	11820	12114	12413	12723	13046	13369	13702	14049	14395
	Hourly	61.53	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73
	Standby	4.31	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79
86	Annual	131736	134976	138336	141840	145368	148956	152676	156552	160428	164424	168588	172740	177084
	Monthly	10978	11248	11528	11820	12114	12413	12723	13046	13369	13702	14049	14395	14757
	Hourly	63.09	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81
	Standby	4.42	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94
87	Annual	134976	138336	141840	145368	148956	152676	156552	160428	164424	168588	172740	177084	181584
	Monthly	11248	11528	11820	12114	12413	12723	13046	13369	13702	14049	14395	14757	15132
	Hourly	64.64	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97
	Standby	4.53	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09
88	Annual	138336	141840	145368	148956	152676	156552	160428	164424	168588	172740	177084	181584	186048
	Monthly	11528	11820	12114	12413	12723	13046	13369	13702	14049	14395	14757	15132	15504
	Hourly	66.25	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10
	Standby	4.64	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24
89	Annual	141840	145368	148956	152676	156552	160428	164424	168588	172740	177084	181584	186048	190776
	Monthly	11820	12114	12413	12723	13046	13369	13702	14049	14395	14757	15132	15504	15898
	Hourly	67.93	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37
	Standby	4.76	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40

Standby rate is equal to 7% of the hourly rate

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ITEM 233

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
90	Annual	145368	148956	152676	156552	160428	164424	168588	172740	177084	181584	186048	190776	195456
	Monthly	12114	12413	12723	13046	13369	13702	14049	14395	14757	15132	15504	15898	16288
	Hourly	69.62	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61
	Standby	4.87	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55
91	Annual	148956	152676	156552	160428	164424	168588	172740	177084	181584	186048	190776	195456	200400
	Monthly	12413	12723	13046	13369	13702	14049	14395	14757	15132	15504	15898	16288	16700
	Hourly	71.34	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98
	Standby	4.99	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72
92	Annual	152676	156552	160428	164424	168588	172740	177084	181584	186048	190776	195456	200400	205344
	Monthly	12723	13046	13369	13702	14049	14395	14757	15132	15504	15898	16288	16700	17112
	Hourly	73.12	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34
	Standby	5.12	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88
93	Annual	156552	160428	164424	168588	172740	177084	181584	186048	190776	195456	200400	205344	210600
	Monthly	13046	13369	13702	14049	14395	14757	15132	15504	15898	16288	16700	17112	17550
	Hourly	74.98	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86
	Standby	5.25	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06
94	Annual	160428	164424	168588	172740	177084	181584	186048	190776	195456	200400	205344	210600	215784
	Monthly	13369	13702	14049	14395	14757	15132	15504	15898	16288	16700	17112	17550	17982
	Hourly	76.83	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34
	Standby	5.38	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23
95	Annual	164424	168588	172740	177084	181584	186048	190776	195456	200400	205344	210600	215784	221220
	Monthly	13702	14049	14395	14757	15132	15504	15898	16288	16700	17112	17550	17982	18435
	Hourly	78.75	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95
	Standby	5.51	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42
96	Annual	168588	172740	177084	181584	186048	190776	195456	200400	205344	210600	215784	221220	226752
	Monthly	14049	14395	14757	15132	15504	15898	16288	16700	17112	17550	17982	18435	18896
	Hourly	80.74	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60
	Standby	5.65	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60
97	Annual	172740	177084	181584	186048	190776	195456	200400	205344	210600	215784	221220	226752	232416
	Monthly	14395	14757	15132	15504	15898	16288	16700	17112	17550	17982	18435	18896	19368
	Hourly	82.73	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31
	Standby	5.79	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79
98	Annual	177084	181584	186048	190776	195456	200400	205344	210600	215784	221220	226752	232416	238248
	Monthly	14757	15132	15504	15898	16288	16700	17112	17550	17982	18435	18896	19368	19854
	Hourly	84.81	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10
	Standby	5.94	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99

Standby rate is equal to 7% of the hourly rate

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ITEM 233

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
99	Annual	181584	186048	190776	195456	200400	205344	210600	215784	221220	226752	232416	238248	244200
	Monthly	15132	15504	15898	16288	16700	17112	17550	17982	18435	18896	19368	19854	20350
	Hourly	86.97	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95
	Standby	6.09	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19
100	Annual	186048	190776	195456	200400	205344	210600	215784	221220	226752	232416	238248	244200	250284
	Monthly	15504	15898	16288	16700	17112	17550	17982	18435	18896	19368	19854	20350	20857
	Hourly	89.10	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87
	Standby	6.24	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39
101	Annual	190776	195456	200400	205344	210600	215784	221220	226752	232416	238248	244200	250284	256548
	Monthly	15898	16288	16700	17112	17550	17982	18435	18896	19368	19854	20350	20857	21379
	Hourly	91.37	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87
	Standby	6.40	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60
102	Annual	195456	200400	205344	210600	215784	221220	226752	232416	238248	244200	250284	256548	262944
	Monthly	16288	16700	17112	17550	17982	18435	18896	19368	19854	20350	20857	21379	21912
	Hourly	93.61	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93
	Standby	6.55	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82
103	Annual	200400	205344	210600	215784	221220	226752	232416	238248	244200	250284	256548	262944	269532
	Monthly	16700	17112	17550	17982	18435	18896	19368	19854	20350	20857	21379	21912	22461
	Hourly	95.98	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09
	Standby	6.72	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04
104	Annual	205344	210600	215784	221220	226752	232416	238248	244200	250284	256548	262944	269532	276288
	Monthly	17112	17550	17982	18435	18896	19368	19854	20350	20857	21379	21912	22461	23024
	Hourly	98.34	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32
	Standby	6.88	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26
105	Annual	210600	215784	221220	226752	232416	238248	244200	250284	256548	262944	269532	276288	283188
	Monthly	17550	17982	18435	18896	19368	19854	20350	20857	21379	21912	22461	23024	23599
	Hourly	100.86	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63
	Standby	7.06	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49
106	Annual	215784	221220	226752	232416	238248	244200	250284	256548	262944	269532	276288	283188	290256
	Monthly	17982	18435	18896	19368	19854	20350	20857	21379	21912	22461	23024	23599	24188
	Hourly	103.34	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01
	Standby	7.23	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73
107	Annual	221220	226752	232416	238248	244200	250284	256548	262944	269532	276288	283188	290256	297528
	Monthly	18435	18896	19368	19854	20350	20857	21379	21912	22461	23024	23599	24188	24794
	Hourly	105.95	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49
	Standby	7.42	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97

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ITEM 233

Prepared by Washington State Office of Financial Management — Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
108	Annual	226752	232416	238248	244200	250284	256548	262944	269532	276288	283188	290256	297528	304956
	Monthly	18896	19368	19854	20350	20857	21379	21912	22461	23024	23599	24188	24794	25413
	Hourly	108.60	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05
	Standby	7.60	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22
109	Annual	232416	238248	244200	250284	256548	262944	269532	276288	283188	290256	297528	304956	312588
	Monthly	19368	19854	20350	20857	21379	21912	22461	23024	23599	24188	24794	25413	26049
	Hourly	111.31	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71
	Standby	7.79	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48
110	Annual	238248	244200	250284	256548	262944	269532	276288	283188	290256	297528	304956	312588	320400
	Monthly	19854	20350	20857	21379	21912	22461	23024	23599	24188	24794	25413	26049	26700
	Hourly	114.10	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45
	Standby	7.99	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74
111	Annual	244200	250284	256548	262944	269532	276288	283188	290256	297528	304956	312588	320400	328428
	Monthly	20350	20857	21379	21912	22461	23024	23599	24188	24794	25413	26049	26700	27369
	Hourly	116.95	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29
	Standby	8.19	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01
112	Annual	250284	256548	262944	269532	276288	283188	290256	297528	304956	312588	320400	328428	336612
	Monthly	20857	21379	21912	22461	23024	23599	24188	24794	25413	26049	26700	27369	28051
	Hourly	119.87	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21
	Standby	8.39	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28
113	Annual	256548	262944	269532	276288	283188	290256	297528	304956	312588	320400	328428	336612	345036
	Monthly	21379	21912	22461	23024	23599	24188	24794	25413	26049	26700	27369	28051	28753
	Hourly	122.87	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25
	Standby	8.60	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57
114	Annual	262944	269532	276288	283188	290256	297528	304956	312588	320400	328428	336612	345036	353676
	Monthly	21912	22461	23024	23599	24188	24794	25413	26049	26700	27369	28051	28753	29473
	Hourly	125.93	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39
	Standby	8.82	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86
115	Annual	269532	276288	283188	290256	297528	304956	312588	320400	328428	336612	345036	353676	362496
	Monthly	22461	23024	23599	24188	24794	25413	26049	26700	27369	28051	28753	29473	30208
	Hourly	129.09	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61
	Standby	9.04	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15
116	Annual	276288	283188	290256	297528	304956	312588	320400	328428	336612	345036	353676	362496	371568
	Monthly	23024	23599	24188	24794	25413	26049	26700	27369	28051	28753	29473	30208	30964
	Hourly	132.32	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95
	Standby	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 233

Prepared by Washington State Office of Financial Management

Teamsters

Standard Progression General Service Salary Schedule for Represented Employees

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
117	Annual	283188	290256	297528	304956	312588	320400	328428	336612	345036	353676	362496	371568	380868
	Monthly	23599	24188	24794	25413	26049	26700	27369	28051	28753	29473	30208	30964	31739
	Hourly	135.63	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95	182.41
	Standby	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46	12.77
118	Annual	290256	297528	304956	312588	320400	328428	336612	345036	353676	362496	371568	380868	390372
	Monthly	24188	24794	25413	26049	26700	27369	28051	28753	29473	30208	30964	31739	32531
	Hourly	139.01	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95	182.41	186.96
	Standby	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46	12.77	13.09
119	Annual	297528	304956	312588	320400	328428	336612	345036	353676	362496	371568	380868	390372	400128
	Monthly	24794	25413	26049	26700	27369	28051	28753	29473	30208	30964	31739	32531	33344
	Hourly	142.49	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95	182.41	186.96	191.63
	Standby	9.97	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46	12.77	13.09	13.41
120	Annual	304956	312588	320400	328428	336612	345036	353676	362496	371568	380868	390372	400128	410136
	Monthly	25413	26049	26700	27369	28051	28753	29473	30208	30964	31739	32531	33344	34178
	Hourly	146.05	149.71	153.45	157.29	161.21	165.25	169.39	173.61	177.95	182.41	186.96	191.63	196.43
	Standby	10.22	10.48	10.74	11.01	11.28	11.57	11.86	12.15	12.46	12.77	13.09	13.41	13.75

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Prepared by the Washington State Office of Financial Management — Teamsters

General Service 1 (GS1) Salary Schedule for Represented Employees

Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists

Effective July 1, 2020

4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
27	Annual	28572	29160	29904	30564	31260	32016	32772	33504	34296	35076	35892	36768	37572
	Monthly	2381	2430	2492	2547	2605	2668	2731	2792	2858	2923	2991	3064	3131
	Hourly	13.68	13.97	14.32	14.64	14.97	15.33	15.70	16.05	16.43	16.80	17.19	17.61	17.99
	Standby	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26
28	Annual	29160	29904	30564	31260	32016	32772	33504	34296	35076	35892	36768	37572	38508
	Monthly	2430	2492	2547	2605	2668	2731	2792	2858	2923	2991	3064	3131	3209
	Hourly	13.97	14.32	14.64	14.97	15.33	15.70	16.05	16.43	16.80	17.19	17.61	17.99	18.44
	Standby	0.98	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29
29	Annual	29904	30564	31260	32016	32772	33504	34296	35076	35892	36768	37572	38508	39396
	Monthly	2492	2547	2605	2668	2731	2792	2858	2923	2991	3064	3131	3209	3283
	Hourly	14.32	14.64	14.97	15.33	15.70	16.05	16.43	16.80	17.19	17.61	17.99	18.44	18.87
	Standby	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32
30	Annual	30564	31260	32016	32772	33504	34296	35076	35892	36768	37572	38508	39396	40320
	Monthly	2547	2605	2668	2731	2792	2858	2923	2991	3064	3131	3209	3283	3360
	Hourly	14.64	14.97	15.33	15.70	16.05	16.43	16.80	17.19	17.61	17.99	18.44	18.87	19.31
	Standby	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.35
31	Annual	31260	32016	32772	33504	34296	35076	35892	36768	37572	38508	39396	40320	41280
	Monthly	2605	2668	2731	2792	2858	2923	2991	3064	3131	3209	3283	3360	3440
	Hourly	14.97	15.33	15.70	16.05	16.43	16.80	17.19	17.61	17.99	18.44	18.87	19.31	19.77
	Standby	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.35	1.38
32	Annual	32016	32772	33504	34296	35076	35892	36768	37572	38508	39396	40320	41280	42228
	Monthly	2668	2731	2792	2858	2923	2991	3064	3131	3209	3283	3360	3440	3519
	Hourly	15.33	15.70	16.05	16.43	16.80	17.19	17.61	17.99	18.44	18.87	19.31	19.77	20.22
	Standby	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.42
33	Annual	32772	33504	34296	35076	35892	36768	37572	38508	39396	40320	41280	42228	43296
	Monthly	2731	2792	2858	2923	2991	3064	3131	3209	3283	3360	3440	3519	3608
	Hourly	15.70	16.05	16.43	16.80	17.19	17.61	17.99	18.44	18.87	19.31	19.77	20.22	20.74
	Standby	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45
34	Annual	33504	34296	35076	35892	36768	37572	38508	39396	40320	41280	42228	43296	44316
	Monthly	2792	2858	2923	2991	3064	3131	3209	3283	3360	3440	3519	3608	3693
	Hourly	16.05	16.43	16.80	17.19	17.61	17.99	18.44	18.87	19.31	19.77	20.22	20.74	21.22
	Standby	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49
35	Annual	34296	35076	35892	36768	37572	38508	39396	40320	41280	42228	43296	44316	45360
	Monthly	2858	2923	2991	3064	3131	3209	3283	3360	3440	3519	3608	3693	3780
	Hourly	16.43	16.80	17.19	17.61	17.99	18.44	18.87	19.31	19.77	20.22	20.74	21.22	21.72
	Standby	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
36	Annual	35076	35892	36768	37572	38508	39396	40320	41280	42228	43296	44316	45360	46476
	Monthly	2923	2991	3064	3131	3209	3283	3360	3440	3519	3608	3693	3780	3873
	Hourly	16.80	17.19	17.61	17.99	18.44	18.87	19.31	19.77	20.22	20.74	21.22	21.72	22.26
	Standby	1.18	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56
37	Annual	35892	36768	37572	38508	39396	40320	41280	42228	43296	44316	45360	46476	47616
	Monthly	2991	3064	3131	3209	3283	3360	3440	3519	3608	3693	3780	3873	3968
	Hourly	17.19	17.61	17.99	18.44	18.87	19.31	19.77	20.22	20.74	21.22	21.72	22.26	22.80
	Standby	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60
38	Annual	36768	37572	38508	39396	40320	41280	42228	43296	44316	45360	46476	47616	48852
	Monthly	3064	3131	3209	3283	3360	3440	3519	3608	3693	3780	3873	3968	4071
	Hourly	17.61	17.99	18.44	18.87	19.31	19.77	20.22	20.74	21.22	21.72	22.26	22.80	23.40
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64
39	Annual	37572	38508	39396	40320	41280	42228	43296	44316	45360	46476	47616	48852	50028
	Monthly	3131	3209	3283	3360	3440	3519	3608	3693	3780	3873	3968	4071	4169
	Hourly	17.99	18.44	18.87	19.31	19.77	20.22	20.74	21.22	21.72	22.26	22.80	23.40	23.96
	Standby	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68
40	Annual	38508	39396	40320	41280	42228	43296	44316	45360	46476	47616	48852	50028	51312
	Monthly	3209	3283	3360	3440	3519	3608	3693	3780	3873	3968	4071	4169	4276
	Hourly	18.44	18.87	19.31	19.77	20.22	20.74	21.22	21.72	22.26	22.80	23.40	23.96	24.57
	Standby	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72
41	Annual	39396	40320	41280	42228	43296	44316	45360	46476	47616	48852	50028	51312	52524
	Monthly	3283	3360	3440	3519	3608	3693	3780	3873	3968	4071	4169	4276	4377
	Hourly	18.87	19.31	19.77	20.22	20.74	21.22	21.72	22.26	22.80	23.40	23.96	24.57	25.16
	Standby	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76
42	Annual	40320	41280	42228	43296	44316	45360	46476	47616	48852	50028	51312	52524	53904
	Monthly	3360	3440	3519	3608	3693	3780	3873	3968	4071	4169	4276	4377	4492
	Hourly	19.31	19.77	20.22	20.74	21.22	21.72	22.26	22.80	23.40	23.96	24.57	25.16	25.82
	Standby	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81
43	Annual	41280	42228	43296	44316	45360	46476	47616	48852	50028	51312	52524	53904	55260
	Monthly	3440	3519	3608	3693	3780	3873	3968	4071	4169	4276	4377	4492	4605
	Hourly	19.77	20.22	20.74	21.22	21.72	22.26	22.80	23.40	23.96	24.57	25.16	25.82	26.47
	Standby	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85
44	Annual	42228	43296	44316	45360	46476	47616	48852	50028	51312	52524	53904	55260	56676
	Monthly	3519	3608	3693	3780	3873	3968	4071	4169	4276	4377	4492	4605	4723
	Hourly	20.22	20.74	21.22	21.72	22.26	22.80	23.40	23.96	24.57	25.16	25.82	26.47	27.14
	Standby	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
45	Annual	43296	44316	45360	46476	47616	48852	50028	51312	52524	53904	55260	56676	58068
	Monthly	3608	3693	3780	3873	3968	4071	4169	4276	4377	4492	4605	4723	4839
	Hourly	20.74	21.22	21.72	22.26	22.80	23.40	23.96	24.57	25.16	25.82	26.47	27.14	27.81
	Standby	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95
46	Annual	44316	45360	46476	47616	48852	50028	51312	52524	53904	55260	56676	58068	59508
	Monthly	3693	3780	3873	3968	4071	4169	4276	4377	4492	4605	4723	4839	4959
	Hourly	21.22	21.72	22.26	22.80	23.40	23.96	24.57	25.16	25.82	26.47	27.14	27.81	28.50
	Standby	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00
47	Annual	45360	46476	47616	48852	50028	51312	52524	53904	55260	56676	58068	59508	60960
	Monthly	3780	3873	3968	4071	4169	4276	4377	4492	4605	4723	4839	4959	5080
	Hourly	21.72	22.26	22.80	23.40	23.96	24.57	25.16	25.82	26.47	27.14	27.81	28.50	29.20
	Standby	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04
48	Annual	46476	47616	48852	50028	51312	52524	53904	55260	56676	58068	59508	60960	62520
	Monthly	3873	3968	4071	4169	4276	4377	4492	4605	4723	4839	4959	5080	5210
	Hourly	22.26	22.80	23.40	23.96	24.57	25.16	25.82	26.47	27.14	27.81	28.50	29.20	29.94
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.10
49	Annual	47616	48852	50028	51312	52524	53904	55260	56676	58068	59508	60960	62520	64044
	Monthly	3968	4071	4169	4276	4377	4492	4605	4723	4839	4959	5080	5210	5337
	Hourly	22.80	23.40	23.96	24.57	25.16	25.82	26.47	27.14	27.81	28.50	29.20	29.94	30.67
	Standby	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.10	2.15
50	Annual	48852	50028	51312	52524	53904	55260	56676	58068	59508	60960	62520	64044	65700
	Monthly	4071	4169	4276	4377	4492	4605	4723	4839	4959	5080	5210	5337	5475
	Hourly	23.40	23.96	24.57	25.16	25.82	26.47	27.14	27.81	28.50	29.20	29.94	30.67	31.47
	Standby	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.10	2.15	2.20
51	Annual	50028	51312	52524	53904	55260	56676	58068	59508	60960	62520	64044	65700	67296
	Monthly	4169	4276	4377	4492	4605	4723	4839	4959	5080	5210	5337	5475	5608
	Hourly	23.96	24.57	25.16	25.82	26.47	27.14	27.81	28.50	29.20	29.94	30.67	31.47	32.23
	Standby	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.10	2.15	2.20	2.26
52	Annual	51312	52524	53904	55260	56676	58068	59508	60960	62520	64044	65700	67296	69000
	Monthly	4276	4377	4492	4605	4723	4839	4959	5080	5210	5337	5475	5608	5750
	Hourly	24.57	25.16	25.82	26.47	27.14	27.81	28.50	29.20	29.94	30.67	31.47	32.23	33.05
	Standby	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.10	2.15	2.20	2.26	2.31
53	Annual	52524	53904	55260	56676	58068	59508	60960	62520	64044	65700	67296	69000	70704
	Monthly	4377	4492	4605	4723	4839	4959	5080	5210	5337	5475	5608	5750	5892
	Hourly	25.16	25.82	26.47	27.14	27.81	28.50	29.20	29.94	30.67	31.47	32.23	33.05	33.86
	Standby	1.76	1.81	1.85	1.90	1.95	2.00	2.04	2.10	2.15	2.20	2.26	2.31	2.37

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
54	Annual	53904	55260	56676	58068	59508	60960	62520	64044	65700	67296	69000	70704	72468
	Monthly	4492	4605	4723	4839	4959	5080	5210	5337	5475	5608	5750	5892	6039
	Hourly	25.82	26.47	27.14	27.81	28.50	29.20	29.94	30.67	31.47	32.23	33.05	33.86	34.71
	Standby	1.81	1.85	1.90	1.95	2.00	2.04	2.10	2.15	2.20	2.26	2.31	2.37	2.43
55	Annual	55260	56676	58068	59508	60960	62520	64044	65700	67296	69000	70704	72468	74280
	Monthly	4605	4723	4839	4959	5080	5210	5337	5475	5608	5750	5892	6039	6190
	Hourly	26.47	27.14	27.81	28.50	29.20	29.94	30.67	31.47	32.23	33.05	33.86	34.71	35.57
	Standby	1.85	1.90	1.95	2.00	2.04	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49
56	Annual	56676	58068	59508	60960	62520	64044	65700	67296	69000	70704	72468	74280	76176
	Monthly	4723	4839	4959	5080	5210	5337	5475	5608	5750	5892	6039	6190	6348
	Hourly	27.14	27.81	28.50	29.20	29.94	30.67	31.47	32.23	33.05	33.86	34.71	35.57	36.48
	Standby	1.90	1.95	2.00	2.04	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55
57	Annual	58068	59508	60960	62520	64044	65700	67296	69000	70704	72468	74280	76176	78012
	Monthly	4839	4959	5080	5210	5337	5475	5608	5750	5892	6039	6190	6348	6501
	Hourly	27.81	28.50	29.20	29.94	30.67	31.47	32.23	33.05	33.86	34.71	35.57	36.48	37.36
	Standby	1.95	2.00	2.04	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62
58	Annual	59508	60960	62520	64044	65700	67296	69000	70704	72468	74280	76176	78012	80052
	Monthly	4959	5080	5210	5337	5475	5608	5750	5892	6039	6190	6348	6501	6671
	Hourly	28.50	29.20	29.94	30.67	31.47	32.23	33.05	33.86	34.71	35.57	36.48	37.36	38.34
	Standby	2.00	2.04	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68
59	Annual	60960	62520	64044	65700	67296	69000	70704	72468	74280	76176	78012	80052	82008
	Monthly	5080	5210	5337	5475	5608	5750	5892	6039	6190	6348	6501	6671	6834
	Hourly	29.20	29.94	30.67	31.47	32.23	33.05	33.86	34.71	35.57	36.48	37.36	38.34	39.28
	Standby	2.04	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75
60	Annual	62520	64044	65700	67296	69000	70704	72468	74280	76176	78012	80052	82008	84072
	Monthly	5210	5337	5475	5608	5750	5892	6039	6190	6348	6501	6671	6834	7006
	Hourly	29.94	30.67	31.47	32.23	33.05	33.86	34.71	35.57	36.48	37.36	38.34	39.28	40.26
	Standby	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82
61	Annual	64044	65700	67296	69000	70704	72468	74280	76176	78012	80052	82008	84072	86184
	Monthly	5337	5475	5608	5750	5892	6039	6190	6348	6501	6671	6834	7006	7182
	Hourly	30.67	31.47	32.23	33.05	33.86	34.71	35.57	36.48	37.36	38.34	39.28	40.26	41.28
	Standby	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89
62	Annual	65700	67296	69000	70704	72468	74280	76176	78012	80052	82008	84072	86184	88296
	Monthly	5475	5608	5750	5892	6039	6190	6348	6501	6671	6834	7006	7182	7358
	Hourly	31.47	32.23	33.05	33.86	34.71	35.57	36.48	37.36	38.34	39.28	40.26	41.28	42.29
	Standby	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
63	Annual	67296	69000	70704	72468	74280	76176	78012	80052	82008	84072	86184	88296	90504
	Monthly	5608	5750	5892	6039	6190	6348	6501	6671	6834	7006	7182	7358	7542
	Hourly	32.23	33.05	33.86	34.71	35.57	36.48	37.36	38.34	39.28	40.26	41.28	42.29	43.34
	Standby	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03
64	Annual	69000	70704	72468	74280	76176	78012	80052	82008	84072	86184	88296	90504	92796
	Monthly	5750	5892	6039	6190	6348	6501	6671	6834	7006	7182	7358	7542	7733
	Hourly	33.05	33.86	34.71	35.57	36.48	37.36	38.34	39.28	40.26	41.28	42.29	43.34	44.44
	Standby	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11
65	Annual	70704	72468	74280	76176	78012	80052	82008	84072	86184	88296	90504	92796	95100
	Monthly	5892	6039	6190	6348	6501	6671	6834	7006	7182	7358	7542	7733	7925
	Hourly	33.86	34.71	35.57	36.48	37.36	38.34	39.28	40.26	41.28	42.29	43.34	44.44	45.55
	Standby	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19
66	Annual	72468	74280	76176	78012	80052	82008	84072	86184	88296	90504	92796	95100	97536
	Monthly	6039	6190	6348	6501	6671	6834	7006	7182	7358	7542	7733	7925	8128
	Hourly	34.71	35.57	36.48	37.36	38.34	39.28	40.26	41.28	42.29	43.34	44.44	45.55	46.71
	Standby	2.43	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27
67	Annual	74280	76176	78012	80052	82008	84072	86184	88296	90504	92796	95100	97536	99924
	Monthly	6190	6348	6501	6671	6834	7006	7182	7358	7542	7733	7925	8128	8327
	Hourly	35.57	36.48	37.36	38.34	39.28	40.26	41.28	42.29	43.34	44.44	45.55	46.71	47.86
	Standby	2.49	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35
68	Annual	76176	78012	80052	82008	84072	86184	88296	90504	92796	95100	97536	99924	102444
	Monthly	6348	6501	6671	6834	7006	7182	7358	7542	7733	7925	8128	8327	8537
	Hourly	36.48	37.36	38.34	39.28	40.26	41.28	42.29	43.34	44.44	45.55	46.71	47.86	49.06
	Standby	2.55	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43
69	Annual	78012	80052	82008	84072	86184	88296	90504	92796	95100	97536	99924	102444	104952
	Monthly	6501	6671	6834	7006	7182	7358	7542	7733	7925	8128	8327	8537	8746
	Hourly	37.36	38.34	39.28	40.26	41.28	42.29	43.34	44.44	45.55	46.71	47.86	49.06	50.26
	Standby	2.62	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52
70	Annual	80052	82008	84072	86184	88296	90504	92796	95100	97536	99924	102444	104952	107628
	Monthly	6671	6834	7006	7182	7358	7542	7733	7925	8128	8327	8537	8746	8969
	Hourly	38.34	39.28	40.26	41.28	42.29	43.34	44.44	45.55	46.71	47.86	49.06	50.26	51.55
	Standby	2.68	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61
71	Annual	82008	84072	86184	88296	90504	92796	95100	97536	99924	102444	104952	107628	110316
	Monthly	6834	7006	7182	7358	7542	7733	7925	8128	8327	8537	8746	8969	9193
	Hourly	39.28	40.26	41.28	42.29	43.34	44.44	45.55	46.71	47.86	49.06	50.26	51.55	52.83
	Standby	2.75	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
72	Annual	84072	86184	88296	90504	92796	95100	97536	99924	102444	104952	107628	110316	113064
	Monthly	7006	7182	7358	7542	7733	7925	8128	8327	8537	8746	8969	9193	9422
	Hourly	40.26	41.28	42.29	43.34	44.44	45.55	46.71	47.86	49.06	50.26	51.55	52.83	54.15
	Standby	2.82	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79
73	Annual	86184	88296	90504	92796	95100	97536	99924	102444	104952	107628	110316	113064	115872
	Monthly	7182	7358	7542	7733	7925	8128	8327	8537	8746	8969	9193	9422	9656
	Hourly	41.28	42.29	43.34	44.44	45.55	46.71	47.86	49.06	50.26	51.55	52.83	54.15	55.49
	Standby	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.88
74	Annual	88296	90504	92796	95100	97536	99924	102444	104952	107628	110316	113064	115872	118824
	Monthly	7358	7542	7733	7925	8128	8327	8537	8746	8969	9193	9422	9656	9902
	Hourly	42.29	43.34	44.44	45.55	46.71	47.86	49.06	50.26	51.55	52.83	54.15	55.49	56.91
	Standby	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.88	3.98
75	Annual	90504	92796	95100	97536	99924	102444	104952	107628	110316	113064	115872	118824	121740
	Monthly	7542	7733	7925	8128	8327	8537	8746	8969	9193	9422	9656	9902	10145
	Hourly	43.34	44.44	45.55	46.71	47.86	49.06	50.26	51.55	52.83	54.15	55.49	56.91	58.30
	Standby	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.88	3.98	4.08
76	Annual	92796	95100	97536	99924	102444	104952	107628	110316	113064	115872	118824	121740	124800
	Monthly	7733	7925	8128	8327	8537	8746	8969	9193	9422	9656	9902	10145	10400
	Hourly	44.44	45.55	46.71	47.86	49.06	50.26	51.55	52.83	54.15	55.49	56.91	58.30	59.77
	Standby	3.11	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.88	3.98	4.08	4.18
77	Annual	95100	97536	99924	102444	104952	107628	110316	113064	115872	118824	121740	124800	127932
	Monthly	7925	8128	8327	8537	8746	8969	9193	9422	9656	9902	10145	10400	10661
	Hourly	45.55	46.71	47.86	49.06	50.26	51.55	52.83	54.15	55.49	56.91	58.30	59.77	61.27
	Standby	3.19	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.88	3.98	4.08	4.18	4.29
78	Annual	97536	99924	102444	104952	107628	110316	113064	115872	118824	121740	124800	127932	131112
	Monthly	8128	8327	8537	8746	8969	9193	9422	9656	9902	10145	10400	10661	10926
	Hourly	46.71	47.86	49.06	50.26	51.55	52.83	54.15	55.49	56.91	58.30	59.77	61.27	62.79
	Standby	3.27	3.35	3.43	3.52	3.61	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.40
79	Annual	99924	102444	104952	107628	110316	113064	115872	118824	121740	124800	127932	131112	134364
	Monthly	8327	8537	8746	8969	9193	9422	9656	9902	10145	10400	10661	10926	11197
	Hourly	47.86	49.06	50.26	51.55	52.83	54.15	55.49	56.91	58.30	59.77	61.27	62.79	64.35
	Standby	3.35	3.43	3.52	3.61	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.40	4.50
80	Annual	102444	104952	107628	110316	113064	115872	118824	121740	124800	127932	131112	134364	137700
	Monthly	8537	8746	8969	9193	9422	9656	9902	10145	10400	10661	10926	11197	11475
	Hourly	49.06	50.26	51.55	52.83	54.15	55.49	56.91	58.30	59.77	61.27	62.79	64.35	65.95
	Standby	3.43	3.52	3.61	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.40	4.50	4.62

Standby rate is equal to 7% of the hourly rate
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ITEM 234

Teamsters

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General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
81	Annual	104952	107628	110316	113064	115872	118824	121740	124800	127932	131112	134364	137700	141216
	Monthly	8746	8969	9193	9422	9656	9902	10145	10400	10661	10926	11197	11475	11768
	Hourly	50.26	51.55	52.83	54.15	55.49	56.91	58.30	59.77	61.27	62.79	64.35	65.95	67.63
	Standby	3.52	3.61	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.40	4.50	4.62	4.73
82	Annual	107628	110316	113064	115872	118824	121740	124800	127932	131112	134364	137700	141216	144708
	Monthly	8969	9193	9422	9656	9902	10145	10400	10661	10926	11197	11475	11768	12059
	Hourly	51.55	52.83	54.15	55.49	56.91	58.30	59.77	61.27	62.79	64.35	65.95	67.63	69.30
	Standby	3.61	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.40	4.50	4.62	4.73	4.85
83	Annual	110316	113064	115872	118824	121740	124800	127932	131112	134364	137700	141216	144708	148308
	Monthly	9193	9422	9656	9902	10145	10400	10661	10926	11197	11475	11768	12059	12359
	Hourly	52.83	54.15	55.49	56.91	58.30	59.77	61.27	62.79	64.35	65.95	67.63	69.30	71.03
	Standby	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.40	4.50	4.62	4.73	4.85	4.97
84	Annual	113064	115872	118824	121740	124800	127932	131112	134364	137700	141216	144708	148308	152076
	Monthly	9422	9656	9902	10145	10400	10661	10926	11197	11475	11768	12059	12359	12673
	Hourly	54.15	55.49	56.91	58.30	59.77	61.27	62.79	64.35	65.95	67.63	69.30	71.03	72.83
	Standby	3.79	3.88	3.98	4.08	4.18	4.29	4.40	4.50	4.62	4.73	4.85	4.97	5.10
85	Annual	115872	118824	121740	124800	127932	131112	134364	137700	141216	144708	148308	152076	155808
	Monthly	9656	9902	10145	10400	10661	10926	11197	11475	11768	12059	12359	12673	12984
	Hourly	55.49	56.91	58.30	59.77	61.27	62.79	64.35	65.95	67.63	69.30	71.03	72.83	74.62
	Standby	3.88	3.98	4.08	4.18	4.29	4.40	4.50	4.62	4.73	4.85	4.97	5.10	5.22
86	Annual	118824	121740	124800	127932	131112	134364	137700	141216	144708	148308	152076	155808	159720
	Monthly	9902	10145	10400	10661	10926	11197	11475	11768	12059	12359	12673	12984	13310
	Hourly	56.91	58.30	59.77	61.27	62.79	64.35	65.95	67.63	69.30	71.03	72.83	74.62	76.49
	Standby	3.98	4.08	4.18	4.29	4.40	4.50	4.62	4.73	4.85	4.97	5.10	5.22	5.35
87	Annual	121740	124800	127932	131112	134364	137700	141216	144708	148308	152076	155808	159720	163788
	Monthly	10145	10400	10661	10926	11197	11475	11768	12059	12359	12673	12984	13310	13649
	Hourly	58.30	59.77	61.27	62.79	64.35	65.95	67.63	69.30	71.03	72.83	74.62	76.49	78.44
	Standby	4.08	4.18	4.29	4.40	4.50	4.62	4.73	4.85	4.97	5.10	5.22	5.35	5.49
88	Annual	124800	127932	131112	134364	137700	141216	144708	148308	152076	155808	159720	163788	167820
	Monthly	10400	10661	10926	11197	11475	11768	12059	12359	12673	12984	13310	13649	13985
	Hourly	59.77	61.27	62.79	64.35	65.95	67.63	69.30	71.03	72.83	74.62	76.49	78.44	80.37
	Standby	4.18	4.29	4.40	4.50	4.62	4.73	4.85	4.97	5.10	5.22	5.35	5.49	5.63
89	Annual	127932	131112	134364	137700	141216	144708	148308	152076	155808	159720	163788	167820	172080
	Monthly	10661	10926	11197	11475	11768	12059	12359	12673	12984	13310	13649	13985	14340
	Hourly	61.27	62.79	64.35	65.95	67.63	69.30	71.03	72.83	74.62	76.49	78.44	80.37	82.41
	Standby	4.29	4.40	4.50	4.62	4.73	4.85	4.97	5.10	5.22	5.35	5.49	5.63	5.77

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
90	Annual	131112	134364	137700	141216	144708	148308	152076	155808	159720	163788	167820	172080	176304
	Monthly	10926	11197	11475	11768	12059	12359	12673	12984	13310	13649	13985	14340	14692
	Hourly	62.79	64.35	65.95	67.63	69.30	71.03	72.83	74.62	76.49	78.44	80.37	82.41	84.44
	Standby	4.40	4.50	4.62	4.73	4.85	4.97	5.10	5.22	5.35	5.49	5.63	5.77	5.91
91	Annual	134364	137700	141216	144708	148308	152076	155808	159720	163788	167820	172080	176304	180744
	Monthly	11197	11475	11768	12059	12359	12673	12984	13310	13649	13985	14340	14692	15062
	Hourly	64.35	65.95	67.63	69.30	71.03	72.83	74.62	76.49	78.44	80.37	82.41	84.44	86.56
	Standby	4.50	4.62	4.73	4.85	4.97	5.10	5.22	5.35	5.49	5.63	5.77	5.91	6.06
92	Annual	137700	141216	144708	148308	152076	155808	159720	163788	167820	172080	176304	180744	185232
	Monthly	11475	11768	12059	12359	12673	12984	13310	13649	13985	14340	14692	15062	15436
	Hourly	65.95	67.63	69.30	71.03	72.83	74.62	76.49	78.44	80.37	82.41	84.44	86.56	88.71
	Standby	4.62	4.73	4.85	4.97	5.10	5.22	5.35	5.49	5.63	5.77	5.91	6.06	6.21
93	Annual	141216	144708	148308	152076	155808	159720	163788	167820	172080	176304	180744	185232	189948
	Monthly	11768	12059	12359	12673	12984	13310	13649	13985	14340	14692	15062	15436	15829
	Hourly	67.63	69.30	71.03	72.83	74.62	76.49	78.44	80.37	82.41	84.44	86.56	88.71	90.97
	Standby	4.73	4.85	4.97	5.10	5.22	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.37
94	Annual	144708	148308	152076	155808	159720	163788	167820	172080	176304	180744	185232	189948	194640
	Monthly	12059	12359	12673	12984	13310	13649	13985	14340	14692	15062	15436	15829	16220
	Hourly	69.30	71.03	72.83	74.62	76.49	78.44	80.37	82.41	84.44	86.56	88.71	90.97	93.22
	Standby	4.85	4.97	5.10	5.22	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.37	6.53
95	Annual	148308	152076	155808	159720	163788	167820	172080	176304	180744	185232	189948	194640	199548
	Monthly	12359	12673	12984	13310	13649	13985	14340	14692	15062	15436	15829	16220	16629
	Hourly	71.03	72.83	74.62	76.49	78.44	80.37	82.41	84.44	86.56	88.71	90.97	93.22	95.57
	Standby	4.97	5.10	5.22	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.37	6.53	6.69
96	Annual	152076	155808	159720	163788	167820	172080	176304	180744	185232	189948	194640	199548	204528
	Monthly	12673	12984	13310	13649	13985	14340	14692	15062	15436	15829	16220	16629	17044
	Hourly	72.83	74.62	76.49	78.44	80.37	82.41	84.44	86.56	88.71	90.97	93.22	95.57	97.95
	Standby	5.10	5.22	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.37	6.53	6.69	6.86
97	Annual	155808	159720	163788	167820	172080	176304	180744	185232	189948	194640	199548	204528	209640
	Monthly	12984	13310	13649	13985	14340	14692	15062	15436	15829	16220	16629	17044	17470
	Hourly	74.62	76.49	78.44	80.37	82.41	84.44	86.56	88.71	90.97	93.22	95.57	97.95	100.40
	Standby	5.22	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.37	6.53	6.69	6.86	7.03
98	Annual	159720	163788	167820	172080	176304	180744	185232	189948	194640	199548	204528	209640	214896
	Monthly	13310	13649	13985	14340	14692	15062	15436	15829	16220	16629	17044	17470	17908
	Hourly	76.49	78.44	80.37	82.41	84.44	86.56	88.71	90.97	93.22	95.57	97.95	100.40	102.92
	Standby	5.35	5.49	5.63	5.77	5.91	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.20

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
99	Annual	163788	167820	172080	176304	180744	185232	189948	194640	199548	204528	209640	214896	220260
	Monthly	13649	13985	14340	14692	15062	15436	15829	16220	16629	17044	17470	17908	18355
	Hourly	78.44	80.37	82.41	84.44	86.56	88.71	90.97	93.22	95.57	97.95	100.40	102.92	105.49
	Standby	5.49	5.63	5.77	5.91	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.20	7.38
100	Annual	167820	172080	176304	180744	185232	189948	194640	199548	204528	209640	214896	220260	225768
	Monthly	13985	14340	14692	15062	15436	15829	16220	16629	17044	17470	17908	18355	18814
	Hourly	80.37	82.41	84.44	86.56	88.71	90.97	93.22	95.57	97.95	100.40	102.92	105.49	108.13
	Standby	5.63	5.77	5.91	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.20	7.38	7.57
101	Annual	172080	176304	180744	185232	189948	194640	199548	204528	209640	214896	220260	225768	231408
	Monthly	14340	14692	15062	15436	15829	16220	16629	17044	17470	17908	18355	18814	19284
	Hourly	82.41	84.44	86.56	88.71	90.97	93.22	95.57	97.95	100.40	102.92	105.49	108.13	110.83
	Standby	5.77	5.91	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76
102	Annual	176304	180744	185232	189948	194640	199548	204528	209640	214896	220260	225768	231408	237180
	Monthly	14692	15062	15436	15829	16220	16629	17044	17470	17908	18355	18814	19284	19765
	Hourly	84.44	86.56	88.71	90.97	93.22	95.57	97.95	100.40	102.92	105.49	108.13	110.83	113.59
	Standby	5.91	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95
103	Annual	180744	185232	189948	194640	199548	204528	209640	214896	220260	225768	231408	237180	243108
	Monthly	15062	15436	15829	16220	16629	17044	17470	17908	18355	18814	19284	19765	20259
	Hourly	86.56	88.71	90.97	93.22	95.57	97.95	100.40	102.92	105.49	108.13	110.83	113.59	116.43
	Standby	6.06	6.21	6.37	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15
104	Annual	185232	189948	194640	199548	204528	209640	214896	220260	225768	231408	237180	243108	249216
	Monthly	15436	15829	16220	16629	17044	17470	17908	18355	18814	19284	19765	20259	20768
	Hourly	88.71	90.97	93.22	95.57	97.95	100.40	102.92	105.49	108.13	110.83	113.59	116.43	119.36
	Standby	6.21	6.37	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35
105	Annual	189948	194640	199548	204528	209640	214896	220260	225768	231408	237180	243108	249216	255432
	Monthly	15829	16220	16629	17044	17470	17908	18355	18814	19284	19765	20259	20768	21286
	Hourly	90.97	93.22	95.57	97.95	100.40	102.92	105.49	108.13	110.83	113.59	116.43	119.36	122.33
	Standby	6.37	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56
106	Annual	194640	199548	204528	209640	214896	220260	225768	231408	237180	243108	249216	255432	261816
	Monthly	16220	16629	17044	17470	17908	18355	18814	19284	19765	20259	20768	21286	21818
	Hourly	93.22	95.57	97.95	100.40	102.92	105.49	108.13	110.83	113.59	116.43	119.36	122.33	125.39
	Standby	6.53	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78
107	Annual	199548	204528	209640	214896	220260	225768	231408	237180	243108	249216	255432	261816	268368
	Monthly	16629	17044	17470	17908	18355	18814	19284	19765	20259	20768	21286	21818	22364
	Hourly	95.57	97.95	100.40	102.92	105.49	108.13	110.83	113.59	116.43	119.36	122.33	125.39	128.53
	Standby	6.69	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
108	Annual	204528	209640	214896	220260	225768	231408	237180	243108	249216	255432	261816	268368	275088
	Monthly	17044	17470	17908	18355	18814	19284	19765	20259	20768	21286	21818	22364	22924
	Hourly	97.95	100.40	102.92	105.49	108.13	110.83	113.59	116.43	119.36	122.33	125.39	128.53	131.75
	Standby	6.86	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22
109	Annual	209640	214896	220260	225768	231408	237180	243108	249216	255432	261816	268368	275088	281964
	Monthly	17470	17908	18355	18814	19284	19765	20259	20768	21286	21818	22364	22924	23497
	Hourly	100.40	102.92	105.49	108.13	110.83	113.59	116.43	119.36	122.33	125.39	128.53	131.75	135.04
	Standby	7.03	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45
110	Annual	214896	220260	225768	231408	237180	243108	249216	255432	261816	268368	275088	281964	289008
	Monthly	17908	18355	18814	19284	19765	20259	20768	21286	21818	22364	22924	23497	24084
	Hourly	102.92	105.49	108.13	110.83	113.59	116.43	119.36	122.33	125.39	128.53	131.75	135.04	138.41
	Standby	7.20	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69
111	Annual	220260	225768	231408	237180	243108	249216	255432	261816	268368	275088	281964	289008	296232
	Monthly	18355	18814	19284	19765	20259	20768	21286	21818	22364	22924	23497	24084	24686
	Hourly	105.49	108.13	110.83	113.59	116.43	119.36	122.33	125.39	128.53	131.75	135.04	138.41	141.87
	Standby	7.38	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93
112	Annual	225768	231408	237180	243108	249216	255432	261816	268368	275088	281964	289008	296232	303648
	Monthly	18814	19284	19765	20259	20768	21286	21818	22364	22924	23497	24084	24686	25304
	Hourly	108.13	110.83	113.59	116.43	119.36	122.33	125.39	128.53	131.75	135.04	138.41	141.87	145.43
	Standby	7.57	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18
113	Annual	231408	237180	243108	249216	255432	261816	268368	275088	281964	289008	296232	303648	311244
	Monthly	19284	19765	20259	20768	21286	21818	22364	22924	23497	24084	24686	25304	25937
	Hourly	110.83	113.59	116.43	119.36	122.33	125.39	128.53	131.75	135.04	138.41	141.87	145.43	149.06
	Standby	7.76	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43
114	Annual	237180	243108	249216	255432	261816	268368	275088	281964	289008	296232	303648	311244	319032
	Monthly	19765	20259	20768	21286	21818	22364	22924	23497	24084	24686	25304	25937	26586
	Hourly	113.59	116.43	119.36	122.33	125.39	128.53	131.75	135.04	138.41	141.87	145.43	149.06	152.79
	Standby	7.95	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.70
115	Annual	243108	249216	255432	261816	268368	275088	281964	289008	296232	303648	311244	319032	327012
	Monthly	20259	20768	21286	21818	22364	22924	23497	24084	24686	25304	25937	26586	27251
	Hourly	116.43	119.36	122.33	125.39	128.53	131.75	135.04	138.41	141.87	145.43	149.06	152.79	156.61
	Standby	8.15	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.70	10.96
116	Annual	249216	255432	261816	268368	275088	281964	289008	296232	303648	311244	319032	327012	335184
	Monthly	20768	21286	21818	22364	22924	23497	24084	24686	25304	25937	26586	27251	27932
	Hourly	119.36	122.33	125.39	128.53	131.75	135.04	138.41	141.87	145.43	149.06	152.79	156.61	160.53
	Standby	8.35	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.70	10.96	11.24

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 234

Teamsters

Prepared by the Washington State Office of Financial Management
General Service 1 (GS1) Salary Schedule for Represented Employees
Only applies to the following job classifications: Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists
Effective July 1, 2020
4% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
117	Annual	255432	261816	268368	275088	281964	289008	296232	303648	311244	319032	327012	335184	343572
	Monthly	21286	21818	22364	22924	23497	24084	24686	25304	25937	26586	27251	27932	28631
	Hourly	122.33	125.39	128.53	131.75	135.04	138.41	141.87	145.43	149.06	152.79	156.61	160.53	164.55
	Standby	8.56	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.70	10.96	11.24	11.52
118	Annual	261816	268368	275088	281964	289008	296232	303648	311244	319032	327012	335184	343572	352164
	Monthly	21818	22364	22924	23497	24084	24686	25304	25937	26586	27251	27932	28631	29347
	Hourly	125.39	128.53	131.75	135.04	138.41	141.87	145.43	149.06	152.79	156.61	160.53	164.55	168.66
	Standby	8.78	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.70	10.96	11.24	11.52	11.81
119	Annual	268368	275088	281964	289008	296232	303648	311244	319032	327012	335184	343572	352164	360960
	Monthly	22364	22924	23497	24084	24686	25304	25937	26586	27251	27932	28631	29347	30080
	Hourly	128.53	131.75	135.04	138.41	141.87	145.43	149.06	152.79	156.61	160.53	164.55	168.66	172.87
	Standby	9.00	9.22	9.45	9.69	9.93	10.18	10.43	10.70	10.96	11.24	11.52	11.81	12.10
120	Annual	275088	281964	289008	296232	303648	311244	319032	327012	335184	343572	352164	360960	369984
	Monthly	22924	23497	24084	24686	25304	25937	26586	27251	27932	28631	29347	30080	30832
	Hourly	131.75	135.04	138.41	141.87	145.43	149.06	152.79	156.61	160.53	164.55	168.66	172.87	177.20
	Standby	9.22	9.45	9.69	9.93	10.18	10.43	10.70	10.96	11.24	11.52	11.81	12.10	12.40

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 235

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

DES Printing Teamsters

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	30360	31044	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008
	Monthly	2530	2587	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334
	Hourly	14.54	14.87	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16
	Standby	1.02	1.04	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34
31	Annual	31044	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980
	Monthly	2587	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415
	Hourly	14.87	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63
	Standby	1.04	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37
32	Annual	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916
	Monthly	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493
	Hourly	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07
	Standby	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41
33	Annual	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960
	Monthly	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580
	Hourly	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57
	Standby	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44
34	Annual	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968
	Monthly	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664
	Hourly	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06
	Standby	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47
35	Annual	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988
	Monthly	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749
	Hourly	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55
	Standby	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51
36	Annual	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104
	Monthly	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842
	Hourly	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55
37	Annual	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256
	Monthly	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938
	Hourly	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58
38	Annual	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456
	Monthly	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038
	Hourly	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 235

DES Printing Teamsters

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
39	Annual	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620
	Monthly	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135
	Hourly	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76
	Standby	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66
40	Annual	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928
	Monthly	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244
	Hourly	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71
41	Annual	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104
	Monthly	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342
	Hourly	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95
	Standby	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75
42	Annual	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472
	Monthly	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456
	Hourly	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61
	Standby	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79
43	Annual	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804
	Monthly	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567
	Hourly	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25
	Standby	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84
44	Annual	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244
	Monthly	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687
	Hourly	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94
	Standby	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89
45	Annual	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600
	Monthly	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800
	Hourly	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59
	Standby	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93
46	Annual	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016
	Monthly	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918
	Hourly	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26
	Standby	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98
47	Annual	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456
	Monthly	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038
	Hourly	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95
	Standby	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 235

DES Printing Teamsters

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
48	Annual	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040
	Monthly	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170
	Hourly	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71
	Standby	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08
49	Annual	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552
	Monthly	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296
	Hourly	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44
	Standby	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13
50	Annual	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160
	Monthly	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430
	Hourly	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21
	Standby	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18
51	Annual	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768
	Monthly	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564
	Hourly	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98
	Standby	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24
52	Annual	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436
	Monthly	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703
	Hourly	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78
	Standby	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
53	Annual	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140
	Monthly	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845
	Hourly	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59
	Standby	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
54	Annual	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880
	Monthly	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990
	Hourly	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43
	Standby	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
55	Annual	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704
	Monthly	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142
	Hourly	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30
	Standby	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
56	Annual	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564
	Monthly	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297
	Hourly	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19
	Standby	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 235

DES Printing Teamsters

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General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
57	Annual	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412
	Monthly	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451
	Hourly	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60
58	Annual	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428
	Monthly	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619
	Hourly	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66
59	Annual	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324
	Monthly	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777
	Hourly	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73
60	Annual	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400
	Monthly	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950
	Hourly	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80
61	Annual	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524
	Monthly	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127
	Hourly	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87
62	Annual	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612
	Monthly	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301
	Hourly	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94
63	Annual	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808
	Monthly	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484
	Hourly	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01
64	Annual	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052
	Monthly	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671
	Hourly	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09
	Standby	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09
65	Annual	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332
	Monthly	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861
	Hourly	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18
	Standby	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16

Standby rate is equal to 7% of the hourly rate
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3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
66	Annual	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732
	Monthly	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061
	Hourly	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33
	Standby	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24
67	Annual	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144
	Monthly	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262
	Hourly	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48
	Standby	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32
68	Annual	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616
	Monthly	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468
	Hourly	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67
	Standby	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41
69	Annual	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136
	Monthly	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678
	Hourly	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49
70	Annual	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764
	Monthly	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897
	Hourly	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13
	Standby	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58
71	Annual	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452
	Monthly	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121
	Hourly	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67
72	Annual	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188
	Monthly	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349
	Hourly	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73
	Standby	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76
73	Annual	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960
	Monthly	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580
	Hourly	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06
	Standby	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85
74	Annual	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888
	Monthly	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824
	Hourly	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46
	Standby	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 235

DES Printing Teamsters

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
75	Annual	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792
	Monthly	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066
	Hourly	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85
	Standby	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05
76	Annual	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816
	Monthly	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318
	Hourly	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30
	Standby	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15
77	Annual	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900
	Monthly	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575
	Hourly	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78
	Standby	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25
78	Annual	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092
	Monthly	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841
	Hourly	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30
	Standby	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36
79	Annual	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272
	Monthly	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106
	Hourly	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83
	Standby	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47
80	Annual	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620
	Monthly	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385
	Hourly	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43
	Standby	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58
81	Annual	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076
	Monthly	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673
	Hourly	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09
	Standby	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70
82	Annual	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556
	Monthly	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963
	Hourly	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75
	Standby	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81
83	Annual	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144
	Monthly	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262
	Hourly	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47
	Standby	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93

Standby rate is equal to 7% of the hourly rate
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ITEM 235

DES Printing Teamsters

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General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
84	Annual	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840
	Monthly	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570
	Hourly	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24
	Standby	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06
85	Annual	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548
	Monthly	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879
	Hourly	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02
	Standby	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18
86	Annual	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472
	Monthly	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206
	Hourly	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90
	Standby	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31
87	Annual	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480
	Monthly	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540
	Hourly	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82
	Standby	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45
88	Annual	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500
	Monthly	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875
	Hourly	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74
	Standby	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58
89	Annual	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700
	Monthly	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225
	Hourly	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75
	Standby	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72
90	Annual	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912
	Monthly	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576
	Hourly	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77
	Standby	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86
91	Annual	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316
	Monthly	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943
	Hourly	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88
	Standby	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01
92	Annual	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780
	Monthly	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315
	Hourly	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02
	Standby	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16

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3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
93	Annual	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436
	Monthly	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703
	Hourly	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25
	Standby	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32
94	Annual	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104
	Monthly	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092
	Hourly	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48
	Standby	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47
95	Annual	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940
	Monthly	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495
	Hourly	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80
	Standby	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64
96	Annual	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896
	Monthly	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908
	Hourly	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17
	Standby	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80
97	Annual	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984
	Monthly	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332
	Hourly	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61
	Standby	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97
98	Annual	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180
	Monthly	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765
	Hourly	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10
	Standby	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15
99	Annual	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508
	Monthly	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209
	Hourly	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65
	Standby	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33
100	Annual	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980
	Monthly	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665
	Hourly	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27
	Standby	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51
101	Annual	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572
	Monthly	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131
	Hourly	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95
	Standby	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70

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DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
102	Annual	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296
	Monthly	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608
	Hourly	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69
	Standby	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89
103	Annual	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176
	Monthly	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098
	Hourly	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51
	Standby	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09
104	Annual	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236
	Monthly	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603
	Hourly	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41
	Standby	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29
105	Annual	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404
	Monthly	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117
	Hourly	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36
	Standby	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50
106	Annual	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728
	Monthly	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644
	Hourly	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39
	Standby	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71
107	Annual	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220
	Monthly	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185
	Hourly	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50
	Standby	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93
108	Annual	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892
	Monthly	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741
	Hourly	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70
	Standby	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15
109	Annual	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708
	Monthly	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309
	Hourly	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96
	Standby	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38
110	Annual	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716
	Monthly	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893
	Hourly	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32
	Standby	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 235

DES Printing Teamsters

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
111	Annual	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880
	Monthly	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490
	Hourly	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75
	Standby	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85
112	Annual	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224
	Monthly	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102
	Hourly	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26
	Standby	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10
113	Annual	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760
	Monthly	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730
	Hourly	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87
	Standby	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35
114	Annual	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476
	Monthly	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373
	Hourly	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57
	Standby	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61
115	Annual	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384
	Monthly	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032
	Hourly	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36
	Standby	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87
116	Annual	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496
	Monthly	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708
	Hourly	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24
	Standby	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15
117	Annual	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812
	Monthly	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401
	Hourly	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22
	Standby	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43
118	Annual	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320
	Monthly	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110
	Hourly	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30
	Standby	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71
119	Annual	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320	358056
	Monthly	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110	29838
	Hourly	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30	171.48
	Standby	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71	12.00

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 235

DES Printing Teamsters

Prepared by Washington State Office of Financial Management
General Service Salary Schedule for Represented Employees
Effective July 1, 2020
3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
120	Annual	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320	358056	367008
	Monthly	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110	29838	30584
	Hourly	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30	171.48	175.77
	Standby	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71	12.00	12.30

Standby rate is equal to 7% of the hourly rate
*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 236

Prepared by the Washington State Office of Financial Management

WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

SALARY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
30	Annual	30360	31044	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008
	Monthly	2530	2587	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334
	Hourly	14.54	14.87	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16
	Standby	1.02	1.04	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34
31	Annual	31044	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980
	Monthly	2587	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415
	Hourly	14.87	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63
	Standby	1.04	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37
32	Annual	31764	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916
	Monthly	2647	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493
	Hourly	15.21	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07
	Standby	1.06	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41
33	Annual	32532	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960
	Monthly	2711	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580
	Hourly	15.58	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57
	Standby	1.09	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44
34	Annual	33252	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968
	Monthly	2771	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664
	Hourly	15.93	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06
	Standby	1.11	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47
35	Annual	34008	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988
	Monthly	2834	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749
	Hourly	16.29	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55
	Standby	1.14	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51
36	Annual	34836	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104
	Monthly	2903	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842
	Hourly	16.68	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08
	Standby	1.17	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55
37	Annual	35616	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256
	Monthly	2968	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938
	Hourly	17.06	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63
	Standby	1.19	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58
38	Annual	36480	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456
	Monthly	3040	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038
	Hourly	17.47	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21
	Standby	1.22	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 236

Prepared by the Washington State Office of Financial Management

WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

39	Annual	37272	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620
	Monthly	3106	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135
	Hourly	17.85	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76
	Standby	1.25	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66
40	Annual	38232	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928
	Monthly	3186	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244
	Hourly	18.31	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39
	Standby	1.28	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71
41	Annual	39084	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104
	Monthly	3257	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342
	Hourly	18.72	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95
	Standby	1.31	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75
42	Annual	40008	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472
	Monthly	3334	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456
	Hourly	19.16	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61
	Standby	1.34	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79
43	Annual	40980	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804
	Monthly	3415	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567
	Hourly	19.63	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25
	Standby	1.37	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84
44	Annual	41916	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244
	Monthly	3493	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687
	Hourly	20.07	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94
	Standby	1.41	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89
45	Annual	42960	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600
	Monthly	3580	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800
	Hourly	20.57	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59
	Standby	1.44	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93
46	Annual	43968	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016
	Monthly	3664	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918
	Hourly	21.06	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26
	Standby	1.47	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98
47	Annual	44988	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456
	Monthly	3749	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038
	Hourly	21.55	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95
	Standby	1.51	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 236

Prepared by the Washington State Office of Financial Management

WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

48	Annual	46104	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040
	Monthly	3842	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170
	Hourly	22.08	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71
	Standby	1.55	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08
49	Annual	47256	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552
	Monthly	3938	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296
	Hourly	22.63	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44
	Standby	1.58	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13
50	Annual	48456	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160
	Monthly	4038	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430
	Hourly	23.21	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21
	Standby	1.62	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18
51	Annual	49620	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768
	Monthly	4135	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564
	Hourly	23.76	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98
	Standby	1.66	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24
52	Annual	50928	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436
	Monthly	4244	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703
	Hourly	24.39	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78
	Standby	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
53	Annual	52104	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140
	Monthly	4342	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845
	Hourly	24.95	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59
	Standby	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
54	Annual	53472	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880
	Monthly	4456	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990
	Hourly	25.61	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43
	Standby	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
55	Annual	54804	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704
	Monthly	4567	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142
	Hourly	26.25	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30
	Standby	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47
56	Annual	56244	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564
	Monthly	4687	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297
	Hourly	26.94	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19
	Standby	1.89	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53

Standby rate is equal to 7% of the hourly rate

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ITEM 236

Prepared by the Washington State Office of Financial Management

WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

57	Annual	57600	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412
	Monthly	4800	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451
	Hourly	27.59	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60
58	Annual	59016	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428
	Monthly	4918	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619
	Hourly	28.26	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66
59	Annual	60456	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324
	Monthly	5038	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777
	Hourly	28.95	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73
60	Annual	62040	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400
	Monthly	5170	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950
	Hourly	29.71	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80
61	Annual	63552	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524
	Monthly	5296	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127
	Hourly	30.44	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87
62	Annual	65160	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612
	Monthly	5430	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301
	Hourly	31.21	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94
63	Annual	66768	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808
	Monthly	5564	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484
	Hourly	31.98	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01
64	Annual	68436	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052
	Monthly	5703	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671
	Hourly	32.78	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09
	Standby	2.29	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09
65	Annual	70140	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332
	Monthly	5845	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861
	Hourly	33.59	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18
	Standby	2.35	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16

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ITEM 236

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WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

66	Annual	71880	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732
	Monthly	5990	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061
	Hourly	34.43	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33
	Standby	2.41	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24
67	Annual	73704	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144
	Monthly	6142	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262
	Hourly	35.30	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48
	Standby	2.47	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32
68	Annual	75564	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616
	Monthly	6297	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468
	Hourly	36.19	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67
	Standby	2.53	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41
69	Annual	77412	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136
	Monthly	6451	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678
	Hourly	37.07	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87
	Standby	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49
70	Annual	79428	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764
	Monthly	6619	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897
	Hourly	38.04	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13
	Standby	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58
71	Annual	81324	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452
	Monthly	6777	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121
	Hourly	38.95	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42
	Standby	2.73	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67
72	Annual	83400	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188
	Monthly	6950	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349
	Hourly	39.94	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73
	Standby	2.80	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76
73	Annual	85524	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960
	Monthly	7127	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580
	Hourly	40.96	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06
	Standby	2.87	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85
74	Annual	87612	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888
	Monthly	7301	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824
	Hourly	41.96	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46
	Standby	2.94	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95

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WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

75	Annual	89808	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792
	Monthly	7484	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066
	Hourly	43.01	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85
	Standby	3.01	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05
76	Annual	92052	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816
	Monthly	7671	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318
	Hourly	44.09	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30
	Standby	3.09	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15
77	Annual	94332	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900
	Monthly	7861	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575
	Hourly	45.18	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78
	Standby	3.16	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25
78	Annual	96732	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092
	Monthly	8061	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841
	Hourly	46.33	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30
	Standby	3.24	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36
79	Annual	99144	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272
	Monthly	8262	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106
	Hourly	47.48	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83
	Standby	3.32	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47
80	Annual	101616	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620
	Monthly	8468	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385
	Hourly	48.67	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43
	Standby	3.41	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58
81	Annual	104136	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076
	Monthly	8678	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673
	Hourly	49.87	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09
	Standby	3.49	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70
82	Annual	106764	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556
	Monthly	8897	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963
	Hourly	51.13	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75
	Standby	3.58	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81
83	Annual	109452	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144
	Monthly	9121	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262
	Hourly	52.42	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47
	Standby	3.67	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93

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3% Increase

DRAFT

84	Annual	112188	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840
	Monthly	9349	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570
	Hourly	53.73	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24
	Standby	3.76	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06
85	Annual	114960	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548
	Monthly	9580	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879
	Hourly	55.06	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02
	Standby	3.85	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18
86	Annual	117888	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472
	Monthly	9824	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206
	Hourly	56.46	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90
	Standby	3.95	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31
87	Annual	120792	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480
	Monthly	10066	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540
	Hourly	57.85	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82
	Standby	4.05	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45
88	Annual	123816	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500
	Monthly	10318	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875
	Hourly	59.30	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74
	Standby	4.15	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58
89	Annual	126900	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700
	Monthly	10575	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225
	Hourly	60.78	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75
	Standby	4.25	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72
90	Annual	130092	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912
	Monthly	10841	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576
	Hourly	62.30	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77
	Standby	4.36	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86
91	Annual	133272	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316
	Monthly	11106	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943
	Hourly	63.83	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88
	Standby	4.47	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01
92	Annual	136620	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780
	Monthly	11385	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315
	Hourly	65.43	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02
	Standby	4.58	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 236

Prepared by the Washington State Office of Financial Management

WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

93	Annual	140076	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436
	Monthly	11673	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703
	Hourly	67.09	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25
	Standby	4.70	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32
94	Annual	143556	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104
	Monthly	11963	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092
	Hourly	68.75	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48
	Standby	4.81	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47
95	Annual	147144	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940
	Monthly	12262	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495
	Hourly	70.47	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80
	Standby	4.93	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64
96	Annual	150840	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896
	Monthly	12570	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908
	Hourly	72.24	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17
	Standby	5.06	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80
97	Annual	154548	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984
	Monthly	12879	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332
	Hourly	74.02	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61
	Standby	5.18	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97
98	Annual	158472	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180
	Monthly	13206	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765
	Hourly	75.90	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10
	Standby	5.31	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15
99	Annual	162480	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508
	Monthly	13540	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209
	Hourly	77.82	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65
	Standby	5.45	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33
100	Annual	166500	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980
	Monthly	13875	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665
	Hourly	79.74	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27
	Standby	5.58	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51
101	Annual	170700	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572
	Monthly	14225	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131
	Hourly	81.75	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95
	Standby	5.72	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70

Standby rate is equal to 7% of the hourly rate

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ITEM 236

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WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

102	Annual	174912	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296
	Monthly	14576	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608
	Hourly	83.77	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69
	Standby	5.86	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89
103	Annual	179316	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176
	Monthly	14943	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098
	Hourly	85.88	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51
	Standby	6.01	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09
104	Annual	183780	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236
	Monthly	15315	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603
	Hourly	88.02	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41
	Standby	6.16	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29
105	Annual	188436	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404
	Monthly	15703	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117
	Hourly	90.25	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36
	Standby	6.32	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50
106	Annual	193104	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728
	Monthly	16092	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644
	Hourly	92.48	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39
	Standby	6.47	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71
107	Annual	197940	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220
	Monthly	16495	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185
	Hourly	94.80	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50
	Standby	6.64	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93
108	Annual	202896	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892
	Monthly	16908	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741
	Hourly	97.17	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70
	Standby	6.80	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15
109	Annual	207984	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708
	Monthly	17332	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309
	Hourly	99.61	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96
	Standby	6.97	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38
110	Annual	213180	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716
	Monthly	17765	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893
	Hourly	102.10	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32
	Standby	7.15	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61

Standby rate is equal to 7% of the hourly rate

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WFSE - Community Corrections

CC Range Salary Schedule for Represented Employees

Effective July 1, 2020

3% Increase

DRAFT

111	Annual	218508	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880
	Monthly	18209	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490
	Hourly	104.65	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75
	Standby	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85
112	Annual	223980	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224
	Monthly	18665	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102
	Hourly	107.27	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26
	Standby	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10
113	Annual	229572	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760
	Monthly	19131	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730
	Hourly	109.95	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87
	Standby	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35
114	Annual	235296	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476
	Monthly	19608	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373
	Hourly	112.69	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57
	Standby	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61
115	Annual	241176	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384
	Monthly	20098	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032
	Hourly	115.51	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36
	Standby	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87
116	Annual	247236	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496
	Monthly	20603	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708
	Hourly	118.41	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24
	Standby	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15
117	Annual	253404	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812
	Monthly	21117	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401
	Hourly	121.36	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22
	Standby	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43
118	Annual	259728	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320
	Monthly	21644	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110
	Hourly	124.39	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30
	Standby	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71
119	Annual	266220	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320	358056
	Monthly	22185	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110	29838
	Hourly	127.50	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30	171.48
	Standby	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71	12.00
120	Annual	272892	279708	286716	293880	301224	308760	316476	324384	332496	340812	349320	358056	367008
	Monthly	22741	23309	23893	24490	25102	25730	26373	27032	27708	28401	29110	29838	30584
	Hourly	130.70	133.96	137.32	140.75	144.26	147.87	151.57	155.36	159.24	163.22	167.30	171.48	175.77
	Standby	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.43	11.71	12.00	12.30

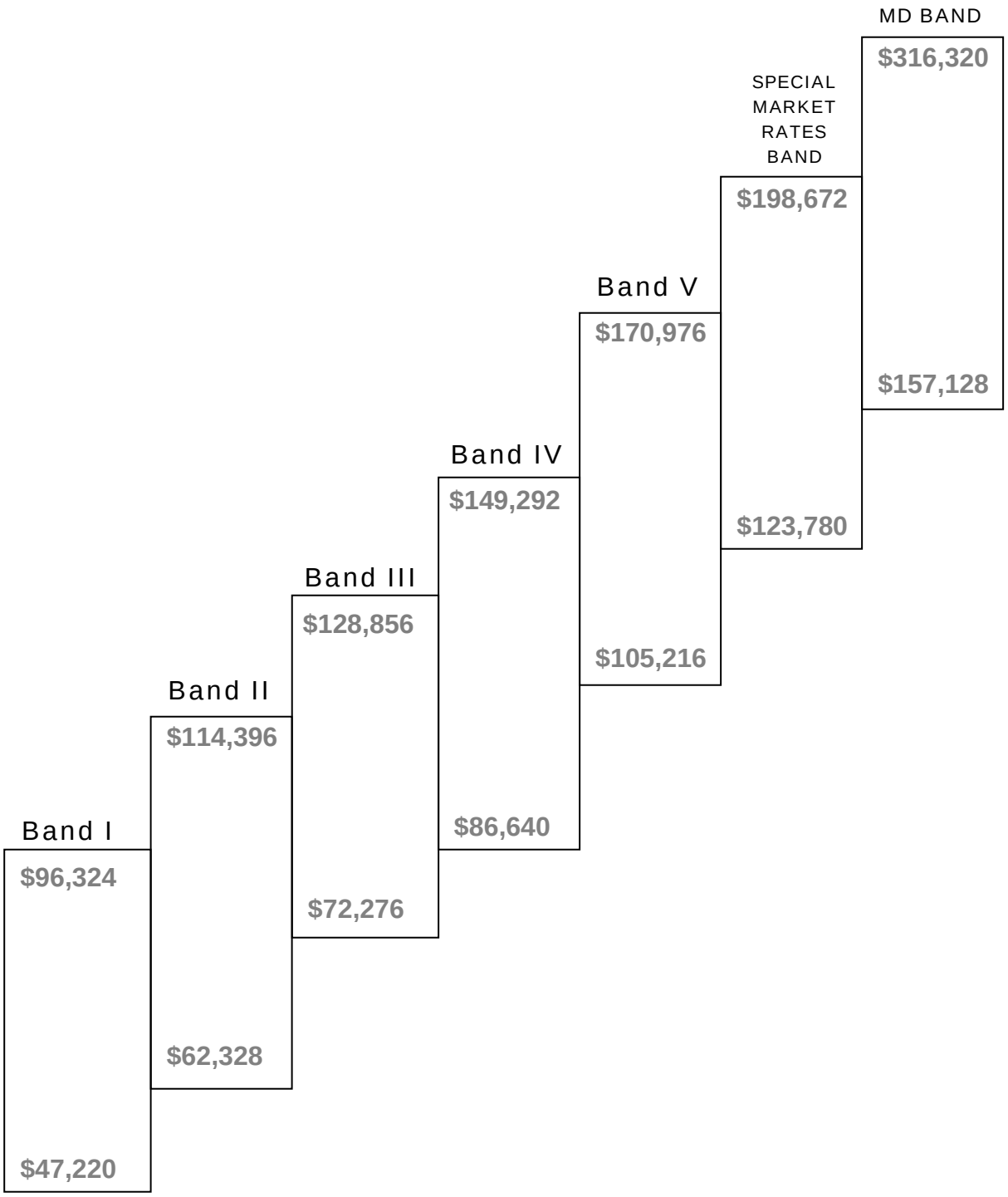
Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after begin assigned to Step L in their permanent salary range.

ITEM 237

Exempt Management Service Salary Structure

Effective July 1, 2020

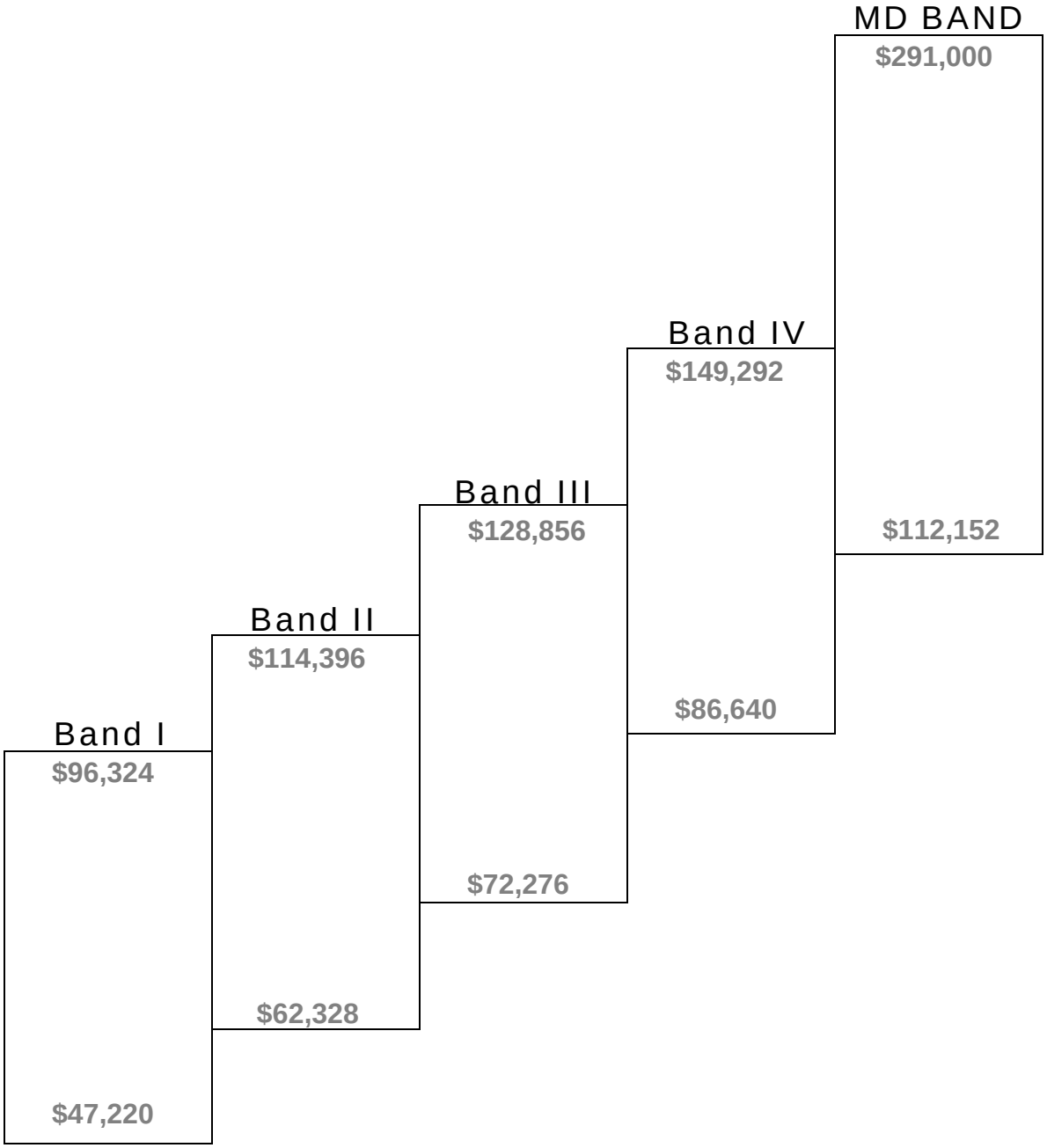


State of Washington

ITEM 238

Washington Management Service Salary Structure

Effective July 1, 2020



State of Washington

Section E: Rule Amendments

No rule amendment items during this period.