

## SPECIAL PAY RANGE DESCRIPTIONS

A special pay range is a unique salary range assigned to a position or class.

WAC 357-28-025 states in part that these ranges are used for positions based upon pay practices found in private industry or other governmental units. This includes special pay salary ranges and/or compensation practices for higher education institutions and related higher education boards as authorized in [RCW 41.06.133](#)

An affected class is identified by a letter designation following the basic salary range number or by a letter designation preceding a number. In the latter case, a special salary schedule will be used for such classes.

**“C” RANGE:** This range is used for classes having a prevailing pay range which is shorter than Washington’s standard ranges. A “C” range is a standard range with the first two steps removed. Thus, the first step of such a range is the same as Step C of the standard range having the same range number. Periodic increases through the steps of this range are made at the same intervals as through standard ranges, i.e., a two-step increase after six months at Step C and two annually thereafter up to the maximum step of the range.

**“CC” RANGE:** This range applies to specific job classes represented by the Washington Federation of State Employees in Community Corrections at the Department of Corrections. The specific job classes are: Community Corrections Assistant, Community Corrections Officers 1-3, Community Corrections Specialists, Corrections Specialists 3, Correctional Mental Health Counselors 2 and 3, Corrections & Custody Officers 2 and 3 and Correctional Hearings Officers 3 and 4. Periodic increases through the steps of this range are made at the same intervals as through standard ranges.

**“D” RANGE:** This range is a single level hourly rate equivalent to one-half of step A of range 29. It is payable to employees who have dog handler assignments, and only while they are off duty, but are still required to care for the dog in their charge (usually at home). Work time to be paid at “D” range includes, but is not limited to time required for daily feeding, exercising, grooming, and emergency health care of the dog, and care and cleaning of the kennel.

**“E” RANGE:** This range is used for classes having a prevailing pay range which is shorter than Washington’s standard ranges. An “E” range is a standard range with the first four steps removed. Thus, the first step of such a range is the same as Step E of the standard range having the same range number. Periodic increases through the steps of this range are made at the same intervals as through standard ranges, i.e., a two-step increase after six months at Step E and two annually thereafter up to the maximum step of the range.

**“G” RANGE:** This range is used for classes having a prevailing pay range which is shorter than Washington’s standard ranges. A “G” range is a standard range with the first six steps removed. Thus, the first step of such a range is the same as Step G of the standard range having the same range number. Periodic increases through the steps of this range are made at the same intervals as through standard ranges, i.e., a two-step increase after six months at Step G and two annually thereafter up to the maximum step of the range.

**“GS1” RANGE:** This range applies to specific job classes that are not eligible for the 2017-19 general wage increases. The specific job classes are: Physician 2-4, Psychiatric Social Worker 1-4, and Psychiatrists. Periodic increases through the steps of this range are made at the same intervals as through standard ranges.

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**“I” RANGE:** This range is always five (5) ranges higher than the range approved for lottery district sales representative and it may be applied only to that classifications. Use of this range is limited to sales incentive programs which: (a) may not exceed thirteen weeks for any program; (b) may not exceed four programs in any consecutive twelve months; (c) require achievement of specific goals which are set for each program by the lottery, such goals to be in excess of normal performance standards for the class.

The lottery is authorized to compensate individual employees on the “I” range for not more than three months as a result of any one sales incentive program, with the number of months stipulated in the incentive program announcement. Within these limits, movement of any employee to and from the “I” range will be at the discretion of the lottery, and shall be from and to the same step, subject to change by the employee's period increment date.

**“J” RANGE:** This range consists of the single rate per hour of salary range 62, step K. Use is limited to lottery employees who volunteer and are selected for lottery drawing duty as on of the following: (a) the lottery drawing official (LDO); (b) the lottery security official (LSO); or (c) the headquarters drawing official (HDO), as described under lottery procedures.

Employees performing these functions during their normal working shift will not be eligible for “J” range compensation. Employees performing these functions outside of their shift will be compensated by the “J” rate on an hourly basis with a two-hour minimum per drawing period.

**“N” RANGE:** This range is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than Washington's standard ranges. An “N” range is a standard range, step A through K, with ten added steps, L through U. Periodic increases through step K of these ranges are made at the same intervals as through standard ranges. Thereafter, an employee receives a one-step increase based on years of experience up to the maximum step of the range.

The salary of employees in classes requiring licensure as a registered nurse or physician assistant will be governed by the “N” Range salary schedule. An employee's experience as a registered nurse or physician assistant, and/or licensed practical nurse, calculated as follows, will determine the placement on the proper step within the range:

Registered nurse or physician assistant experience will be credited year for year

Up to ten (10) years licensed practical nurse experience will be credited at the rate of two (2) years licensed practical nurse experience equals one (1) year of registered nurse or physician assistant experience, for a maximum credit of five (5) years.

**“N1” RANGE:** This range applies to nurses represented by SEIU 1199 NW, WFSE-GG, and the Coalition and is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than Washington's standard ranges. An “N1” range is a standard range, step A through K, with ten added steps, L through U. Periodic increases through step K of these ranges are made at the same intervals as through standard ranges. Thereafter, an employee receives a one-step increase based on years of experience up to the maximum step of the range.

**“N2” RANGE:** This range applies to nurses represented by the Teamsters, and is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than Washington's standard ranges. An “N2” range is a standard range, step A through K, with ten added

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steps, L through U. Periodic increases through step K of these ranges are made at the same intervals as through standard ranges. Thereafter, an employee receives a one-step increase based on years of experience up to the maximum step of the range.

**“SP” RANGE:** For employees represented by the Local 17, WPEA-GG, and the Coalition, this range is used by the State Patrol for the commercial vehicle enforcement officer, commercial vehicle officer, and communication officer series.

**“V” RANGE:** This range is for the all classified employees certificated by the Office of Superintendent of Public Instruction at the Washington State Center for Childhood Deafness and Hearing Loss and the Washington State School for the Blind. “V” ranges are the same as the current ranges of Vancouver, Washington School District #37 for certificated employees of similar background and experience. Advancement through the range is at the rate of one step per year.