

**APPENDIX O  
ASSIGNMENT PAY**

~~This Appendix has been modified by an MOU effective December 16, 2021~~

Assignment Pay (AP) is granted in recognition of assigned duties which exceed ordinary conditions. The “premium” is usually stated in a percentage above basic salary or a specific dollar amount. The “reference number” indicates the specific conditions for which AP is to be paid.

Group A indicates those classes which have been granted assignment pay; Group B indicates those assigned duties granted AP which are not class specific; Group C applies only to Ref #29.

<b>GROUP A</b>			
<b>Class Title</b>	<b>Class Code</b>	<b>Premium</b>	<b>Reference#</b>
<del>Bridge Maintenance Specialist 1</del>	<del>597F</del>	<del>See Reference</del>	<del>5, 21, 22</del>
<del>Bridge Maintenance Specialist 2</del>	<del>597G</del>	<del>See Reference</del>	<del>5, 21, 22</del>
<del>Bridge Maintenance Specialist 3</del>	<del>597K</del>	<del>See Reference</del>	<del>5, 22</del>
<del>Bridge Maintenance Specialist Lead</del>	<del>597N</del>	<del>See Reference</del>	<del>5, 21, 22</del>
<del>Construction &amp; Maintenance Project Lead</del>	<del>627F</del>	<del>See Reference</del>	<del>3, 39</del>
Construction & Maintenance Project Specialist	627E	\$10.00/hour	3
<del>Construction &amp; Maintenance Project Lead</del>	<del>627F</del>	<del>See References</del>	<del>3, 39</del>
Construction & Maintenance Project Supervisor	627G	See References	3, 39
Custodian 1	378I	5 percent	9
Custodian 2	678J	5 percent	9
<del>Customer Service Specialist 1</del>	<del>102A</del>	<del>5 percent</del>	<del>64</del>
<del>Customer Service Specialist 1</del>	<del>102A</del>	<del>5 percent</del>	<del>64</del>
<del>Customer Service Specialist 2</del>	<del>102B</del>	<del>5 percent</del>	<del>64</del>
<del>Customer Service Specialist 2</del>	<del>102B</del>	<del>5 percent</del>	<del>64</del>
<del>Customer Service Specialist 3</del>	<del>102C</del>	<del>5 percent</del>	<del>64</del>

GROUP A			
Class Title	Class Code	Premium	Reference#
<del>Customer Service Specialist 3</del>	<del>102C</del>	<del>5 percent</del>	<del>64</del>
<del>Customer Service Specialist 4</del>	<del>102D</del>	<del>5 percent</del>	<del>64</del>
<del>Customer Service Specialist 4</del>	<del>102D</del>	<del>5 percent</del>	<del>64</del>
Electrician	608F	5 percent	51
Equipment Operator 1	618R	See Reference <del>10 percent</del>	12
<del>Equipment Technician 3</del>	<del>600K</del>	<del>10 percent</del>	<del>65</del>
<del>Equipment Technician Lead</del>	<del>600L</del>	<del>10 percent</del>	<del>65</del>
<del>Equipment Technician Supervisor</del>	<del>600M</del>	<del>10 percent</del>	<del>65</del>
Ferry Operator Assistant	653P	10 percent	5
<del>Highway Maintenance Worker 1</del>	<del>596P</del>	<del>See Reference</del>	<del>5, 16, 22, 36, 69</del>
<del>Highway Maintenance Worker 2</del>	<del>596R</del>	<del>See Reference</del>	<del>5, 16, 22, 36, 69</del>
<del>Highway Maintenance Worker 3</del>	<del>596S</del>	<del>See References</del>	<del>5, 14, 16, 21, 22, 36, 69</del>
<del>Highway Maintenance Worker 4</del>	<del>596X</del>	<del>See References</del>	<del>5, 14, 16, 21, 22, 36, 69</del>
<del>Compliance Industrial Safety and Health Investigator 1</del>	<del>New</del>	<del>10 percent</del>	<del>56</del>
<del>Industrial Hygienist Compliance Industrial Safety and Health Investigator 2</del>	<del>394E</del> <del>New</del>	10 percent	56
<del>Industrial Hygienist Compliance Industrial Safety and Health Investigator 3</del>	<del>394F</del> <del>New</del>	10 percent	56

<b>GROUP A</b>			
<b>Class Title</b>	<b>Class Code</b>	<b>Premium</b>	<b>Reference#</b>
<del>Industrial Hygienist Compliance</del> <u>Industrial Safety and Health Investigator 4</u>	<del>394G</del> <u>New</u>	10 percent	56
<u>Compliance Industrial Safety and Health Investigator 5</u>	<u>New</u>	<u>10 percent</u>	<u>56</u>
<u>Compliance Industrial Safety and Health Investigator 6</u>	<u>New</u>	<u>10 percent</u>	<u>56</u>
<del>Highway Maintenance Worker 3</del>	<del>596S</del>	<del>See References</del>	5, 14, 16, 21, 22
<del>Bridge Maintenance Specialist Lead</del>	<del>597N</del>	<del>See References</del>	5, 21, 22
<u>Legal Office Assistant</u>	<u>425D</u>	<u>10 percent</u>	<u>71</u>
<u>Legal Assistant 1</u>	<u>425E</u>	<u>10 percent</u>	<u>71</u>
<u>Legal Assistant 2</u>	<u>425F</u>	<u>10 percent</u>	<u>71</u>
<u>Legal Assistant 3</u>	<u>425G</u>	<u>10 percent</u>	<u>71</u>
<u>Legal Assistant 3</u>	<u>425G</u>	<u>7.5 percent</u>	<u>71</u>
<u>Legal Assistant 4</u>	<u>425H</u>	<u>10 percent</u>	<u>71</u>
<u>Legal Assistant 4</u>	<u>425H</u>	<u>7.5 percent</u>	<u>71</u>
<u>Legal Administrative Manager</u>	<u>425I</u>	<u>10 percent</u>	<u>71</u>
<u>Legal Administrative Manager</u>	<u>425I</u>	<u>7.5 percent</u>	<u>71</u>
<u>Paralegal 1</u>	<u>426E</u>	<u>10 percent</u>	<u>71</u>
<u>Paralegal 1</u>	<u>426E</u>	<u>7.5 percent</u>	<u>71</u>
<u>Paralegal 2</u>	<u>426F</u>	<u>10 percent</u>	<u>71</u>
<u>Paralegal 2</u>	<u>426F</u>	<u>7.5 percent</u>	<u>71</u>
<u>Paralegal 3</u>	<u>426G</u>	<u>10 percent</u>	<u>71</u>
<u>Paralegal 3</u>	<u>426G</u>	<u>7.5 percent</u>	<u>71</u>

<b>GROUP A</b>			
Class Title	Class Code	Premium	Reference#
Maintenance Mechanic 1	626J	10 percent	14
Maintenance Mechanic 2	626K	10 percent	14
Maintenance Mechanic 3	626L	See References	5, 14, 16
Maintenance Specialist 2	596I	<del>See Reference 10 percent</del>	5
Maintenance Specialist 3	596J	<del>See Reference 10 percent</del>	5
Maintenance Specialist 5	596L	See Reference	21
<del>Bridge Maintenance Specialist 3</del>	<del>597I</del>	<del>See References</del>	<del>5, 22</del>
<del>Highway Maintenance Worker 1</del>	<del>596P</del>	<del>See References</del>	<del>5, 16, 22, 36</del>
<del>Highway Maintenance Worker 2</del>	<del>596Q</del>	<del>See References</del>	<del>5, 16, 22, 36</del>
<del>Bridge Maintenance Specialist 1</del>	<del>597F</del>	<del>See References</del>	<del>5, 21, 22</del>
<del>Bridge Maintenance Specialist 2</del>	<del>597G</del>	<del>See References</del>	<del>5, 21, 22</del>
Mental Health Technician 1	347L	5 percent	11
Mental Health Technician 2	347M	5 percent	11
Mental Health Technician 3	347N	5 percent	11
<u>Natural Resource Specialist 3</u>	<u>523U</u>	<u>7.5 percent</u>	<u>73</u>
Park Ranger 2	389B	7.5 percent	53
Park Ranger 3	389C	7.5 percent	53
PBX Chief Operator	101H	5 percent	4
<del>Psychiatric Security Attendant</del> <u>Forensic Care Associate 1</u>	347J	5 percent	11
<u>Forensic Care Associate 2</u>	<u>New</u>	<u>5 percent</u>	<u>11</u>
<u>Forensic Care Associate 3</u>	<u>New</u>	<u>5 percent</u>	<u>11</u>
Residential Rehabilitation Counselor 2	347F	2.5 percent	55
Residential Rehabilitation Counselor 3	347G	2.5 percent	55
Residential Rehabilitation Counselor 4	347H	2.5 percent	55
<u>Occupational Safety and Health Specialist Professional 1</u>	392E	10 percent	56
<u>Occupational Safety and Health Specialist Professional 2</u>	392F	10 percent	56
<u>Occupational Safety and Health Specialist Professional 3</u>	392G	10 percent	56

GROUP A			
Class Title	Class Code	Premium	Reference#
<del>Occupational Safety and Health Specialist Professional 4</del>	392H	10 percent	56
<del>Psychologist—Forensic Evaluator</del>	<del>362F</del>	<del>10 percent</del>	<del>New-D</del>
Security Guard 2	385L	2.5 percent	55
Security Guard 3	385M	2.5 percent	55
<del>Therapy—Supervisor Social—Service Specialist 1</del>	<del>306Y351Q</del>	<del>15 percent</del> <del>percent</del>	<del>New-E66</del>
<del>Social Service Specialist 2</del>	<del>351P</del>	<del>5 percent</del>	<del>66</del>
<del>Social Service Specialist 3</del>	<del>351Q</del>	<del>5 percent</del>	<del>66</del>
<del>Social Service Specialist 4</del>	<del>351M</del>	<del>5 percent</del>	<del>66</del>
<del>Social Service Specialist 5</del>	<del>351R</del>	<del>5 percent</del>	<del>66</del>
<del>Traffic Safety Systems Operator 1</del>	401A	10 percent	40
<del>Traffic Safety Systems Operator 3</del>	401C	10 percent	40
<del>Traffic Safety Systems Operator 4</del>	401D	10 percent	40
Truck Driver 1	632I	10 percent	12
Truck Driver 2	632J	10 percent	12
Warehouse Operator 1	117I	\$10.00/month	2

<b>GROUP B</b>		
<b>Assigned Duty</b>	<b>Premium</b>	<b>Reference#</b>
<u>Part A – DSHS: Adult Protective Services (APS)</u>		
<u>Part B – DCYF: Licensing Child Protective Services (CPS), Child Welfare CPS, Child and Family Welfare Services (CFWS), Family Assessment Response (FAR), and Family Volunteer Services (FVS); Child Protective Services, Child Welfare Family Services, Adoption Services, and Family Reconciliation Services, Family Voluntary Services.</u>		
	<u>10 percent</u>	<u>New A</u>
Asbestos Workers (Certified)	10 percent	20
Certified Instructors (DCYF, DFW, DSHS, Parks)	<u>See Reference \$10.00/hour</u>	37B
Certified Instructors (DOC)	<u>See Reference \$15.00/hour</u>	50
Specialty Teams (DOC)	5 percent	59
Clerical Crime Lab Support (WSP)	5 percent	25
<u>Criminal Intelligence and Investigative Analysis (WSP)</u>	<u>5 percent</u>	<u>62</u>
CSR Team and SIR Team (WSP)	3 percent	27
Designated Corridors, Night Shift (DOT)	<u>See Reference \$2.00/hour</u>	49
Driving Fish Hauling Trucks (DFW)	<u>See Reference 10 percent</u>	26
Dual Language Requirement	5 percent	18
<u>Emergency Spill Response Team (ECY)</u>	<u>See Reference</u>	<u>24</u>
Enhanced Drivers License (DOL)	10 percent	43
<u>Emergency Spill Response Team (ECY)</u>	<u>See Reference</u>	<u>24</u>
<u>Heavy Equipment Mechanic work greater than 26,000 lbs.</u>	<u>20 percent</u>	<u>New B</u>
Illegal Encampments Right of Way (DOT)	10 percent	48
<u>Criminal Intelligence and Investigative Analysis (WSP)</u>	<u>5 percent</u>	<u>62</u>
Patient Resident Supervision (DCYF, DSHS)	5 percent	1
Patient Transport (DSHS)	<u>10 percent See Reference</u>	17

Pesticide Sprayers (DOT)	<u>10 percent</u> <u>See Reference</u>	16
SCUBA Diving/DPIC Requirement	\$10.00/hour	3
<u>Training Certification and Re-Certification</u>	<u>\$10.00/hour</u>	<u>New C</u>
Tree felling duties (DOT)	See Reference	63
<u>Duties that require fall protection (DOT)</u>	<u>See Reference</u>	<u>67</u>
<u>DOT workers performing duties in the I-90 and SR99 Tunnel</u> <u>Duties performed in a mountain pass (DOT)</u>	<u>See Reference</u>	<u>4068</u>
<u>Fire suppression, sprinklers, fitters, or NICET certification or license</u>	<u>See Reference</u>	<u>70</u>
<u>Duties requiring use of Adaptive Technology</u>	<u>See Reference</u>	<u>72</u>

GROUP C			
Agency/Class Code	Class Title	Location	Increase
<b>Department of Agriculture</b>			
567A	Grain Sampler/Weigher	Seattle	5 percent
567B	Grain Inspector 1	Seattle	5 percent
567C	Grain Inspector 2	Seattle	5 percent
567D	Grain Inspector 3	Seattle	5 percent
567E	Grain Inspector Supervisor	Seattle	5 percent
<b>Department of Children, Youth and Families</b>			
355H	Juvenile Rehabilitation Resident Counselor	Lewis Co. and Yakima Co.	5 percent
355K	Juvenile Rehabilitation <del>Supervisor</del> Counselor 3	Lewis Co. and Yakima Co.	5 percent
<b>Department of Social and Health Services</b>			
168K	DDS Adjudicator 3	King Co.	2.5 percent
168M	DDS Adjudicator 4	King Co.	2.5 percent
168L	DDS Adjudicator 5	King Co.	2.5 percent
<del>501J</del>	<del>Grounds &amp; Nursery Services Specialist 2</del>	<del>Buckley</del>	<del>5 percent</del>
<del>501K</del>	<del>Grounds &amp; Nursery Services Specialist 3</del>	<del>Buckley</del>	<del>5 percent</del>
<del>501L</del>	<del>Grounds &amp; Nursery Services Specialist 4</del>	<del>Buckley</del>	<del>5 percent</del>
621F	Plumber/Pipefitter/Steamfitter	Fircrest School	<del>12.5</del> percent
608F	Electrician	Fircrest School	<del>212.5</del> percent
<del>592W</del>	<del>Electronics Technician</del>	<del>Fircrest School</del>	<del>12.5</del> percent
602K	Stationary Engineer 2	Fircrest School	12.5 percent
602L	Stationary Engineer 3	Fircrest School	12.5 percent
<del>306N</del>	<del>Occupational Therapist 1</del>	<del>Pierce Co.</del>	<del>5 percent</del>
306P	Occupational Therapist 3	Lakeland Village	10 percent
306P	Occupational Therapist 3	Pierce Co.	5 percent
306R	Occupational Therapist Supervisor	Pierce Co.	5 percent



GROUP C			
Agency/Class Code	Class Title	Location	Increase
<del>310I</del>	Occupational Therapy Assistant 2	Pierce Co.	5 percent
306V	Physical Therapist 3	Lakeland Village	15 percent
306R	Occupational Therapist Supervisor	Rainier School	10 percent
308G	Speech Pathologist/Audiologist 3	Rainier School	10 percent
362F	Psychologist - Forensic Evaluator	Special Commitment Center	5 percent
<del>362D</del>	<del>Psychologist 4</del>	<del>Fort Stevilacoom (FSCR)</del>	<del>7.5 percent</del>
311F	Dietician 2	Western State Hospital	5 percent
Department of Transportation			
<u>597F</u>	<u>Bridge Maintenance Specialist 1</u>	<u>Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Medina, Mercer Island, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville</u>	<u>10 percent</u>
<u>597F</u>	<u>Bridge Maintenance Specialist 1</u>	<u>Enumclaw</u>	<u>10.5 percent</u>
<u>597G</u>	<u>Bridge Maintenance Specialist 2</u>	<u>Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Medina, Mercer Island, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville</u>	<u>10 percent</u>
<u>597G</u>	<u>Bridge Maintenance Specialist 2</u>	<u>Enumclaw</u>	<u>10.5 percent</u>
<u>597K</u>	<u>Bridge Maintenance Specialist 3</u>	<u>Tacoma</u>	<u>10 percent</u>

GROUP C			
Agency/Class Code	Class Title	Location	Increase
<u>597N</u>	<u>Bridge Maintenance Specialist Lead</u>	<u>Bellevue, Lakewood, Tacoma</u>	<u>10 percent</u>
600J	Equipment Technician 2	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
600J	Equipment Technician 2	Enumclaw	<del>10.5</del> percent
600K	Equipment Technician 3	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
600K	Equipment Technician <u>3</u>	Enumclaw	<del>10.5</del> percent
600L	Equipment Technician Lead	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
600L	Equipment Technician Lead	Enumclaw	<del>10.5</del> percent
600M	Equipment Technician Supervisor	Auburn, Bellevue, Everett, Issaquah, Kent, Monroe, Renton, Seattle, Shoreline, Woodinville	10 percent
148M	Fiscal Technician 2	Northwest Region outlying Maintenance Offices (except King	10 percent

GROUP C			
Agency/Class Code	Class Title	Location	Increase
		County and Region HQ)	
148M	Fiscal Technician 2	King County	5 percent
<u>596P</u>	<u>Highway Maintenance Worker 1</u>	<u>Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville</u>	<u>10 percent</u>
<u>596P</u>	<u>Highway Maintenance Worker 1</u>	<u>Enumclaw</u>	<u>10.5 percent</u>
<u>596R</u>	<u>Highway Maintenance Worker 2</u>	<u>Auburn, Bellevue, Buckley, Enumclaw, Everett, Greenwater, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville</u>	<u>10 percent</u>
<u>596R</u>	<u>Highway Maintenance Worker 2</u>	<u>Enumclaw</u>	<u>5 percent</u>
<u>596S</u>	<u>Highway Maintenance Worker 3</u>	<u>Enumclaw, Greenwater,</u>	<u>10.5 percent</u>
596S	Highway Maintenance Worker 3	Auburn, Bellevue, Buckley, Enumclaw, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
596X	Highway Maintenance Worker 4	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Puyallup, Renton, Seattle,	10 percent

GROUP C			
Agency/Class Code	Class Title	Location	Increase
		Shoreline, Tacoma, Woodinville	
596X	Highway Maintenance Worker 4	Enumclaw, Greenwater	<del>10.5</del> percent
<u>596T</u>	<u>Highway Maintenance Supervisor</u>	<u>Auburn, Bellevue, Buckley, Enumclaw, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville</u>	<u>10 percent</u>
<u>596T</u>	<u>Highway Maintenance Supervisor</u>	<u>Enumclaw</u>	<u>10.5 percent</u>
626L	Maintenance Mechanic 3	Auburn, Bellevue, Everett, Issaquah, Kent, Monroe, Renton, Seattle, Shoreline, Woodinville	10 percent
626M	Maintenance Mechanic 4	Auburn, Bellevue, Everett, Issaquah, Kent, Monroe, Renton, Seattle, Shoreline, Woodinville	10 percent
598P	Maintenance Operations Assistant Superintendent	Seattle, <del>of</del> Shoreline	10 percent
596I	Maintenance Specialist 2	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton,	10 percent

GROUP C			
Agency/Class Code	Class Title	Location	Increase
		Seattle, Shoreline, Tacoma, Woodinville	
596I	Maintenance Specialist 2	Enumclaw	<del>10-5</del> percent
596J	Maintenance Specialist 3	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
596J	Maintenance Specialist 3	Enumclaw	<del>10-5</del> percent
<del>597K</del>	<del>Bridge Maintenance Specialist 3</del>	<del>Tacoma</del>	<del>10 percent</del>
<del>597N</del>	<del>Bridge Maintenance Specialist Lead</del>	<del>Bellevue, Lakewood, Tacoma</del>	<del>10 percent</del>
<del>596T</del>	<del>Highway Maintenance Supervisor</del>	<del>Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville</del>	<del>10 percent</del>
<del>596T</del>	<del>Highway Maintenance Supervisor</del>	<del>Enumclaw</del>	<del>5 percent</del>
<del>596P</del>	<del>Highway Maintenance Worker 1</del>	<del>Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville</del>	<del>10 percent</del>
<del>596P</del>	<del>Highway Maintenance Worker 1</del>	<del>Enumclaw</del>	<del>5 percent</del>
<del>597F</del>	<del>Bridge Maintenance Specialist 1</del>	<del>Auburn, Bellevue, Buckley, Everett, Issaquah, Kent,</del>	<del>10 percent</del>

GROUP C			
Agency/Class Code	Class Title	Location	Increase
		Monroe, Lakewood, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	
597F	Bridge Maintenance Specialist 1	Enumelaw	5 percent
596Q	Highway Maintenance Worker 2	Auburn, Bellevue, Buckley, Everett, Issaquah, Greenwater, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
596Q	Highway Maintenance Worker 2	Enumelaw	5 percent
597G	Bridge Maintenance Specialist 2	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Monroe, Lakewood, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
597G	Bridge Maintenance Specialist 2	Enumelaw	5 percent
179I	Property & Acquisition Specialist 1	Northwest Region (except King County)	2.5 percent
179J	Property & Acquisition Specialist 2	Headquarters, Eastern Region, Olympic Region, Northwest Region (except King County)	5 percent
179K	Property & Acquisition Specialist 3	Headquarters, Eastern Region, Olympic Region, Northwest Region (except King County)	10 percent

<b>GROUP C</b>			
<b>Agency/Class Code</b>	<b>Class Title</b>	<b>Location</b>	<b>Increase</b>
179K	Property & Acquisition Specialist 3	King County	5 percent
179L	Property & Acquisition Specialist 4	Headquarters, Eastern Region, Olympic Region <u>(except King County)</u>	7.5 percent
<u>179L</u>	<u>Property &amp; Acquisition Specialist 4</u>	<u>King County</u>	<u>2.5 percent</u>
179M	Property & Acquisition Specialist 5	Headquarters, Eastern Region, Olympic Region, Northwest Region (except King County)	7.5 percent
179M	Property & Acquisition Specialist 5	King County	2.5 percent
179N	Property & Acquisition Specialist 6	Olympia	7.5 percent
179N	Property & Acquisition Specialist 6	Seattle	2.5 percent
179N	Property & Acquisition Specialist 6	Spokane	7.5 percent
530M	Transportation Engineer 3 (Cadastral)	Northwest Region (except King County)	10 percent
530M	Transportation Engineer 3 (Cadastral)	King County	5 percent
530M	Transportation Engineer 3 (Cadastral)	Urban Corridors Office (Shoreline/King County)	5 percent
100V	Secretary Supervisor	Northwest Region outlying Maintenance Offices (Everett, King County [except Region HQ])	5 percent
<b>Department of Veteran Affairs</b>			
311E	Dietitian 1	Retsil	5 percent
<b>Office of Attorney General</b>			
425E	Legal Assistant 1	King County	10 percent

<b>GROUP C</b>			
<b>Agency/Class Code</b>	<b>Class Title</b>	<b>Location</b>	<b>Increase</b>
425F	Legal Assistant 2	King County	15 percent
425G	Legal Assistant 3	King County	15 percent
<u>425G</u>	<u>Legal Assistant 3</u>	<u>Thurston County</u>	<u>10 percent</u>
425H	Legal Assistant 4	King County	15 percent
<u>425H</u>	<u>Legal Assistant 4</u>	<u>Thurston County</u>	<u>10 percent</u>
425I	Legal Administrative Manager	King County	15 percent
<u>425I</u>	<u>Legal Administrative Manager</u>	<u>Thurston County</u>	<u>10 percent</u>
<b>Washington State Patrol</b>			
396L	Deputy State Fire Marshal— <u>extend to all employees at WSP Fire Academy</u>	North Bend	2.5 percent
<u>106G</u>	<u>Administrative Services Manager C</u>	<u>North Bend</u>	<u>2.5 percent</u>
<u>111B</u>	<u>Events Coordinator 2</u>	<u>North Bend</u>	<u>2.5 percent</u>
<u>100T</u>	<u>Secretary Senior</u>	<u>North Bend</u>	<u>2.5 percent</u>
<u>143J</u>	<u>Fiscal Analyst 2</u>	<u>North Bend</u>	<u>2.5 percent</u>
<u>626K</u>	<u>Maintenance Mechanic 2</u>	<u>North Bend</u>	<u>2.5 percent</u>
<u>626L</u>	<u>Maintenance Mechanic 3</u>	<u>North Bend</u>	<u>2.5 percent</u>
<u>598E</u>	<u>Maintenance Supervisor 3</u>	<u>North Bend</u>	<u>2.5 percent</u>
<b>Washington Center for Deaf and Hard of Hearing Youth</b>			
<u>257J</u>	<u>Residential/Student Life Counselor</u>	<u>Vancouver</u>	<u>5 percent</u>
<b>Washington State School for the Blind</b>			
<u>257J</u>	<u>Residential/Student Life Counselor</u>	<u>Vancouver</u>	<u>5 percent</u>

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**REFERENCE #1:**

Within the Department of Social and Health Services for the supervision, training, and mentoring 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 ~~or DSHS~~ for the supervision, training, and mentoring of Juvenile



1 Rehabilitation (JR) institution residents or Department of Corrections offenders residing in  
2 JR facilities. Basic salary plus five percent (5%).

3 **REFERENCE #2:**

4 For full-time assignment to forklift operations. Basic salary plus ten dollars (\$10.00) a  
5 month shall be paid to employees in this class.

6 **REFERENCE #3:**

7 For required SCUBA diving and/or serving as Designated Person in Charge (DPIC). Basic  
8 salary plus ten dollars (\$10.00) per diving or DPIC hour to employees in any class.

9 **REFERENCE #4:**

10 For direct supervisory responsibility over PBX and Telephone Operators. Basic salary plus  
11 five percent (5%).

12 **REFERENCE #5:**

13 For assigned operation of highway equipment rated above the employee's classification.  
14 Basic salary plus the hourly difference between step M of the Highway Maintenance  
15 Worker 2 class and step M of the salary range representing a four-range increase over the  
16 Highway Maintenance Worker 2 class. Employees operating this equipment shall be paid  
17 for actual operations that continue for at least one (1) hour. Equipment operation that lasts  
18 for less than one (1) continuous hour shall not qualify the operator for premium pay.  
19 Employees operating this equipment in a bona fide training assignment are not entitled to  
20 the higher rate.

21 **REFERENCE #9:**

22 For full-time assignment to a floor care crew and the operation of heavy duty floor cleaning  
23 and waxing equipment. Basic salary range plus five percent (5%). Basic salary range plus  
24 ~~five percent (5%) two (2) ranges~~ will also be paid to designated working supervisor of floor  
25 crew.

26 **REFERENCE #11:**

27 For successful completion of the Department of Social and Health Services approved core  
28 curriculum which consists of forty-five (45) college quarter credit hours or its equivalent  
29 in semester hours and current participation in the development and implementation of  
30 assigned aspects of individual resident treatment activities. Basic salary plus five percent  
31 (5%).

32 **REFERENCE #12:**

33 Employees assigned to operate equipment above this level shall be compensated basic  
34 salary plus ten percent (10), and shall be credited with a minimum of four (4) hours at the  
35 higher rate on each day they operate the higher level equipment.

1 **REFERENCE #14:**

2 For all hours worked when assigned to bridge painting inspection duties which involve  
3 climbing and work in exposed positions at heights from which an employee might fall  
4 thirty (30) feet or more; excludes work on bridges or overpasses within areas protected by  
5 walls or guardrails. Basic salary plus ten percent (10%).

6 **REFERENCE #16:**

7 For mixing, record keeping, and application of pesticides by a licensed Department of  
8 Transportation spray operator. Basic salary plus the hourly difference between step M of  
9 the Highway Maintenance Worker 2 class and step M of the salary range representing a  
10 four-range increase over the Highway Maintenance Worker 2 class. Employees who are  
11 responsible for actual mixing, record keeping, and spraying of pesticide as documented by  
12 completion and signature of a "Pesticide Application Record" shall be paid for actual hours  
13 of operation that continues for at least one (1) hour. Mixing, record keeping, and  
14 application of pesticides that last for less than one (1) hour shall not qualify employees for  
15 assignment pay.

16 **REFERENCE #17:**

17 Payable to DSHS staff in classifications below the Truck Driver salary range when they  
18 are qualified to operate, and are operating equipment, which is on the DSHS equipment list  
19 calling for Truck Driver 1, 2, or 3. Pay will be the basic salary plus ten percent (10%).  
20 Payable for the greater of actual operating time or two (2) hours. Applicable only to the  
21 Department of Social and Health Services.

22 **REFERENCE #18:**

23 Employees in any position whose current assigned job responsibilities include proficient  
24 use of written and oral English and proficiency in speaking and/or writing one or more  
25 ~~foreign~~additional languages, American Sign Language, or Unified English Braille,  
26 provided that proficiency or formal training in such additional language is not required in  
27 the specifications for the job class. Basic salary plus five percent (5%).

28 **REFERENCE #20:**

29 Basic salary plus ten percent (10%) for certified asbestos workers while they are required  
30 to wear and change into or out of full-body protective clothing and a pressurized respirator.

31 **REFERENCE #21:**

32 Basic salary plus ten percent (10%) for a minimum of four (4) hours per working day when  
33 assigned to perform repairs or maintenance on the Tacoma Narrows Bridge excluding  
34 routine maintenance or roadway, sidewalks, railing, bridge approaches, signs, etc.

1 **REFERENCE #22:**

2 Basic salary plus ten percent (10%) for a minimum of four (4) hours per working day while  
3 either operating an under-bridge inspection truck (UBIT) from the bucket or while serving  
4 as back-up operator on the bridge deck.

5 **REFERENCE #24:**

6 **Part A:** Within the Department of Ecology, basic salary plus ten percent  
7 (10%) to designated employees permanently assigned to the  
8 Emergency Spill Response Team.

9 **Part B:** Within the Department of Ecology, two dollars and forty-four cents  
10 (\$2.44) for each hour on duty in the assigned duty week outside of  
11 normal work hours to designated employees not permanently  
12 assigned to the Emergency Spill Response Team.

13 **REFERENCE #25:**

14 Basic salary plus five percent (5%) for crime lab support staff performing evidence  
15 handling activities.

16 **REFERENCE #26:**

17 Within the Department of Fish and Wildlife, basic salary plus ten percent (10%) for  
18 employees with a Class A or Class B Commercial Driver's License performing the  
19 following duties: driving CDL fish-hauling trucks to transport fish or to deliver a CDL  
20 truck for authorized maintenance, fish loading or unloading, pre and post trip inspections,  
21 and fuel stops. The advanced pay level shall be for a one (1) hour minimum and thereafter  
22 on an hour-for-hour basis, rounded up to an hour.

23 **REFERENCE #27:**

24 Basic salary plus three percent (3%) to designated forensic scientist of the Washington  
25 State Patrol assigned to either the Crime Scene Response Team and/or Statewide Incident  
26 Response Team.

27 **REFERENCE #29:**

28 Upon review from OFM State Human Resources and negotiations with OFM Labor  
29 Relations Section employees in any position located where the cost of living impacts the  
30 agency's ability to recruit and/or retain employees which would severely impair the  
31 effective operation of the agency, will be compensated basic salary plus specified  
32 percentages as detailed in the Group C listing.

33 **REFERENCE #35:**

34 Basic salary plus five percent (5%) for each day that an eligible employee is assigned the  
35 role of the Presiding Steward for the Washington Horse Racing Commission.

1 **REFERENCE #36:**

2 Basic salary plus ten percent (10%) while performing back flow valve testing.

3 **REFERENCE #37B (WFSE Only):**

4 Excluding employees whose assigned duties are classification specific or position specific,  
5 within the Washington State Parks and Recreation Commission, Department of Children,  
6 Youth, and Families, and the Department of Social and Health Services, certified  
7 instructors of defensive tactics, firearms, fitness, bicycle, boating safety, EVOC, and/or  
8 pistol maintenance, will be compensated at basic salary plus ten dollars (\$10.00) per hour  
9 for every hour engaged in giving instruction to or in receiving re-certification training.  
10 Pistol maintenance instructors are eligible for this additional compensation when they are  
11 instructing in a classroom setting, providing one-on-one instruction or repairing at the  
12 firing range.

13 **REFERENCE #39:**

14 Construction and Maintenance Project Lead and Construction and Maintenance Project  
15 Supervisor positions assigned to marine crew will be compensated basic salary plus ten  
16 percent (10%) and will be credited with a minimum of four (4) hours at the higher rate on  
17 each day they operate Class C equipment.

18 ~~**REFERENCE #40:**~~

19 ~~Basic salary plus ten percent (10%) will be paid to Department of Transportation~~  
20 ~~employees in the northwest region permanently assigned to the I-90 tunnel or SR-99 tunnel~~  
21 ~~and are responsible to monitor, maintain, and operate the highly complex and specialized~~  
22 ~~tunnel systems located only at the I-90 tunnel or SR-99 tunnel.~~

23 ~~**REFERENCE #40:**~~

24 ~~Basic salary plus ten percent (10%) will be paid to Department of Transportation~~  
25 ~~employees in the northwest region permanently assigned to the I-90 tunnel or SR-99 tunnel~~  
26 ~~and are responsible to monitor, maintain, and operate the highly complex and specialized~~  
27 ~~tunnel systems located at the I-90 tunnel or SR-99 tunnel.~~

28

29 **REFERENCE #43:**

30 Basic salary plus ten percent (10%) shall be paid to Department of Licensing employees  
31 who have successfully completed the DOL-sponsored Enhanced Drivers License Training  
32 Course and have been qualified and permanently assigned to denote US Citizenship and  
33 issue a Washington State enhanced driver's license or enhanced identification card.

34 **REFERENCE #48:**

35 Basic salary plus ten percent (10%) will be paid to Department of Transportation  
36 employees when assigned by the employer to work in or remove illegal encampments  
37 within State Right of Way.

1 **REFERENCE #49:**

2 Basic salary plus two dollars (\$2.00) per hour for Department of Transportation employees  
3 permanently or temporarily assigned to crews that maintain designated corridors on night  
4 shift because heavy congestion on the roadway prevents these activities from occurring  
5 during the day. Employees temporarily assigned to night shift to perform snow and ice  
6 removal do not qualify for the premium.

7 **REFERENCE #50:**

8 Within the Department of Corrections (excluding those assigned to the Training and  
9 Development Unit and Emergency Operations Unit), certified instructors of defensive  
10 tactics, firearms, taser, verbal tactics, and pistol maintenance, will be compensated at basic  
11 salary plus fifteen dollars (\$15.00) per hour for every hour engaged in giving instruction to  
12 or in receiving re-certification training.

13 **REFERENCE #51:**

14 Within the Department of Enterprise Services, basic salary plus five percent (5%) for work  
15 assigned on and/or testing of high voltage distribution systems of 751 volts or more and  
16 will be rounded up to the nearest hour.

17 **REFERENCE #53:**

18 Within the Washington State Parks and Recreation Commission, basic salary plus seven  
19 and one half percent (7.5%) for performing duties as a Field Training Officer (FTO). Such  
20 duties will be assigned in writing and as directed by management.

21 **REFERENCE #55:**

22 Basic salary plus two and one half percent (2.5%) for Security Guards and Residential  
23 Rehabilitation Counselors within the Department of Social and Health Services that are  
24 assigned to the Special Commitment Center (SCC) firefighting response team.

25 **REFERENCE #56:**

26 Within the Department of Labor and Industries, conditional to serious hazard exposure as  
27 defined by [RCW 49.17.180\(6\)](#): ~~Industrial Hygienists~~Compliance Industrial Safety and  
28 Health Investigators and Occupational Safety & Health ~~Specialists~~Professionals will be  
29 compensated basic salary plus ten percent (10%) for each hour they are required to use  
30 personal protective equipment (excluding hard hat, boots, hearing and eye protection) to  
31 enter a hazardous worksite to consult, inspect or investigate where serious hazards are  
32 present.

33 **REFERENCE #59:**

34 Basic salary plus five percent (5%) shall be paid to trained and qualified employees who  
35 are assigned members of the following designated specialty teams: Emergency Response  
36 Team (ERT), Special Emergency Response Team (SERT), Inmate Recovery Team (INT),  
37 Crisis Negotiation Team (CNT) and Critical Incident Stress Management (CISM).

1 Assignment pay under this reference shall be paid on an hour for hour basis for every hour  
2 worked during an authorized team related assignment or training.

3 **REFERENCE #62:**

4 Within the Washington State Patrol, basic salary plus five percent (5%) shall be paid to  
5 Northwest High Intensity Drug Trafficking Area and Organized Crime Intelligence Unit  
6 employees for performing criminal intelligence and investigative analysis work. Activities  
7 include de-confliction communications with other government public safety agencies for  
8 officer safety.; De-confliction of case information to ensure that officers are not taking  
9 action in conflict of another active investigation. ~~and~~ Developing criminal link to associates  
10 and family members for known or potential criminal activities.; Participating in proffer  
11 interviews ~~sing with detectives, subjects' individuals~~ and ~~their~~ attorneys. Participating in the  
12 service of state and federal search warrants.

13 **REFERENCE #63:**

14 For certified Department of Transportation employees in positions permanently assigned  
15 duties that include tree evaluation and felling. Basic salary plus the hourly difference  
16 between step M of the Highway Maintenance Worker 2 class and step M of the salary  
17 representing a four (4) range increase over the Highway Maintenance Worker 2 class for  
18 each hour evaluating and/or tree felling trees greater than six (6) inches in diameter.

19 Reference #64

20 Customer Service Specialists 1-4 at the Department of Labor & Industries will be  
21 compensated basic salary range plus five percent (5%) for performing higher level duties in  
22 field offices due to handling multiple program areas and multiple agency questions.

23 Reference #64

24

25 Customer Service Specialists 1-4 at the Department of Labor & Industries will be  
26 compensated basic salary range plus five percent (5%) for performing higher level duties  
27 in field offices due to handling multiple program areas and multiple agency questions.

28

29 Reference #65

30 Equipment Technician 3, Lead, Supervisor will be compensated basic salary range plus ten  
31 percent (10%) for performing heavy equipment mechanic work.

32

33 Reference #66

1 Within the Department of Social & Health Services and Department of Children, Youth  
2 & Families, Social Service Specialists 1-5 will be compensated basic salary range plus five  
3 percent (5%) for performing field services work.

4  
5 Reference #67

6 Within the Department of Transportation, employees will be compensated basic salary plus  
7 ten percent (10%) for each hour they are required to use fall protection equipment.

8  
9 Reference #68

10 Within the Department of Transportation, employees required to perform duties in a  
11 mountain pass will be compensated basic salary plus ten percent (10%) for each hour  
12 worked.

13  
14 Reference #69

15 Any Highway Maintenance Worker who responds to an accident will be compensated basic  
16 salary plus five percent (5%) for each hour spent responding to the accident.

17  
18 Reference #70

19 Employees required to perform duties maintaining or repairing fire suppression or sprinkler  
20 fitters or required to have a NICET certification or license will be compensated basic salary  
21 plus ten percent (10%) for each hour performing this work.

22 Reference #70

23 Employees required to perform duties maintaining or repairing fire suppression or sprinkler  
24 fitters or required to have a NICET certification or license will be compensated basic salary  
25 plus ten percent (10%) for each hour performing this work.

26  
27 Reference #71

28 Within the Office of the Attorney General, Legal Office Assistants, Legal Assistants 1-4,  
29 Paralegals 1-3, and Legal Administrative Manager will be compensated ten percent (10%)  
30 for higher level duties specific to working in the AGO.

31 Reference #72

32 Employees working in the Department of Services for the Blind will be compensated five  
33 percent (5%) when required to use Adaptive Technology.

1 Reference #71

2 Within the Office of the Attorney General, Legal Office Assistants, Legal Assistants 1-4,  
3 Paralegals 1-3, and Legal Administrative Manager will be compensated seven and one-half  
4 percent (7.5%) for higher-level duties specific to working in the AGO AGO positions  
5 below handle litigation and appellate work at every level of the state and federal court  
6 system. AGO acknowledged these higher level duties when we met throughout 2021 for a  
7 workgroup to assess the duties and responsibilities.

8  
9 Reference #73

10 In the Department of Natural Resources, employees in the Natural Resource Specialist 3 job  
11 class serving as a technical expert and performing work based on that technical expertise  
12 will be compensated seven and one-half percent (7.5%).

13  
14 **REFERENCE #NEW A:**

15 Part A – DSHS: Basic salary range plus ten percent (10%) for Social Service Specialists  
16 3, 4 and 5s who perform unannounced visits in unregulated environments, such as private  
17 residences, to conduct investigations for allegations of abuse and/or neglect of vulnerable  
18 adults/individuals.

19  
20 Part B – DCYF: Basic salary range plus ten percent (10%) for Social Service Specialists  
21 3, 4 and 5s who perform visits in unregulated environments, such as private residences, to  
22 conduct investigations for allegations of abuse and/or neglect to assess the safety of  
23 vulnerable children.

24  
25 **REFERENCE #NEW B:**

26 Base salary plus twenty percent (20%) for heavy equipment mechanics, within the  
27 Equipment Technician series, required to regularly perform as part of their assigned duties  
28 hands-on mechanical maintenance, diagnostics, fabrication, calibration, and repair work  
29 on heavy equipment and vehicles greater than 26,000 GVW.

30 **REFERENCE #NEW C:**

31 Certified instructors of defensive tactics, firearms, taser, verbal tactics, and pistol  
32 maintenance within the Criminal Justice Training Commission will be compensated at  
33 basic salary plus ten dollars (\$10.00) per hour for every hour engaged in giving instruction  
34 in certification and re-certification training.

35  
36 New D: Psychologist – Forensic Evaluator. Propose ten percent (10%) to recognize specific  
37 forensic evaluator duties. This was specifically separated out from the Psychologist 4 job  
38 class in 2015 and a new job class was established with a 4 range differential. Salary set 4



1 ~~ranges about Psychologist 4. With recent increase to Psychologist 4, it creates~~  
2 ~~compression, and the 4 range (10%) AP corrects the disparity.~~

3  
4 ~~New E. Therapy Supervisor. Fifteen percent (15%) for supervisory responsibility over one~~  
5 ~~or more Psychology Associate positions. With the recent range increase to the Psychology~~  
6 ~~Associate, the Therapy Supervisor is paid 5 ranges less than a position it supervises. The~~  
7 ~~15% recognizes and correct the disparity.~~

8  
9 **TENTATIVE AGREEMENT REACHED**

For the Employer:

For the Union:

\_\_\_\_\_  
Scott Lyders, OFM  
Labor Negotiator

Date

\_\_\_\_\_  
Chris Fox  
WFSE/AFSME Council 28  
Chief Negotiator

Date

10

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