

UNION'S FINAL ECONOMIC PROPOSAL
July 23, 2014

ARTICLE 32 and APPENDICIES

July 1, 2015

Establish a new Teamsters Salary Schedule that:

- Eliminates Reference #29 in Appendix F ("Geo Pay"). This proposal does not apply to the recruitment/retention adjustment for psychiatrists, and accepts the Employer's Appendix F reference which reflects the increase already granted to the Psychiatrist 4.
- Sets the new Teamsters General Salary Schedule and Teamsters N2 Range Salary Schedule such that each such schedule is 10% above the corresponding General Service or General Nurse Salary Schedule ("Prison Premium").
- Cost of living increase of 4.0%.

Eliminate 25% of the difference between the current salary range after the above-referenced adjustments and the average of the comparable jurisdictions surveyed (deficiencies only),* by making a range adjustment to the nearest range.

Ensure that, after all above adjustments are made there is no less than a 12.5% (five range) differential between any classification and the immediately subordinate classification in career progression.

32.15 and 32.16: Delete "registered" throughout.

32.17(E): Increase from twenty-five dollars (\$25.00) to one-hundred twenty-five dollars (\$125.00).

July 1, 2016

Cost of living increase of 3.0%.

Eliminate 25% of the difference between the current salary range after the above-referenced adjustments and the average of the comparable jurisdictions surveyed (deficiencies only),* by making a range adjustment to the nearest range.

June 30, 2017

Eliminate the remaining 50% of the difference between the current salary range after the above-referenced adjustments and the average of the comparable jurisdictions surveyed (deficiencies only),* by making a range adjustment to the nearest range.

- * For purposes of determining the comparable deficiency, the parties would utilize the following methodology:

For non-DOC specific classifications: utilize the State's 2014 Total Compensation Survey results.

For DOC-specific classifications: utilize the State's data from Arizona, Colorado, and Oregon, supplemented with the Union's data from Washington counties (attached).

Note: From the Union's perspective, all comparable surveys—whatever jurisdictions are included, and whatever methodology is used—support the Union's proposal for substantial increases in compensation across all classifications. In this proposal, the Union is making specific reference to jurisdictions and methodology to allow the State to cost the proposal. The Union reserves the right to present to the interest arbitrator additional data, methodology proposals and arguments relative to the comparable analysis. Finally, the Union believes that it is important for there to be a substantial degree of consistency in the comparable analysis as between non-DOC specific classifications and DOC specific classifications with the bargaining unit.

ARTICLE 32

COMPENSATION

32.1 Pay Range Assignments

A. Except as provided in Article 32.1(E) or (F) below, eEffective July 1, 20132015, each classification represented by the Union will continue to be assigned to the same salary range of the "Washington State Salary Schedule Effective July 1, 2009-2013 through June 30, 20112015" applicable to Teamsters bargaining units (the 2009-2011 Teamsters Salary Schedule) that it was assigned on June 30, 20132015. Effective July 1, 20132015, each employee will continue to be assigned to the same range and step of the – 20092013-2015-2011 Teamsters Salary Schedule that he/she was assigned on June 30, 20132015.

B. Effective July 1, 2015, each range and step of the Teamsters General Salary Schedule shall have a salary and/or wage rate that is ten percent (10%) higher than the State General Salary Schedule. Effective July 1, 2013, the Teamsters Salary Schedule Effective July 1, 2009 through June 30, 2011 will remain in effect through June 30, 2015 as shown in Appendix B.

C. Effective July 1, 20132015, after implementation of Article 32.1(B) above, all ranges and steps of the Teamsters Salary Schedule will be increased by four percent (4%) as shown in Appendix B.

D. All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

E. After implementation of Article 32.1(B) and (C) above, each classification that is found to be behind the average of the comparables by reference to the applicable survey (non-DOC-specific classifications utilize the results from the State's 2014 Total Compensation survey; DOC-specific classifications, utilize the results from the State's data for Arizona,

1 Colorado and Oregon supplemented with the Union's data from
2 Washington counties), hereafter referred to as "the gap," will be reassigned
3 to a range that closes the gap by no less than twenty-five percent (25%) of
4 the total wage deficiency, effective July 1, 2015.

5 F. After implementation of Article 32.1(B), (C) and (E) to the extent that any
6 classification is assigned to a range that is less than five (5) ranges
7 (representing twelve and one-half percent (12.5%)) ahead of any
8 immediately subordinate classification in series or career progression as
9 indicated on Appendix C, the classification shall be increased to a range that
10 meets that criterion, effective July 1, 2015.

11 G. Effective July 1, 2016, all ranges and steps of the Teamsters Salary
12 Schedule will be increased by three percent (3%) as shown in Appendix E.

13 H. After implementation of Article 32.1(G), each classification identified in
14 Article 32.1(E) will be reassigned to range that closes the gap by no less
15 than fifty percent (50%) of the total wage deficiency, effective July 1, 2016.
16 Effective June 30, 2017, each classification identified in Article 32.1(E) will
17 be reassigned to a range that eliminates the gap.

18
19 **32.2 "N2" Pay Range Assignments**

20 A. Except as provided in Article 32.2(E) or (F) below, eEffective July 1,
21 20132015, each classification represented by the Union will continue to be
22 assigned to the same salary range of the "N2" Range Salary Schedule –
23 Effective July 1, 2009–2013 through June 30, 2011–2015 applicable to
24 Teamsters bargaining units (the 2009–2011 "N2" Range Teamsters Salary
25 Schedule) that it was assigned on June 30, 20132015. Effective July 1,
26 20132015, each employee will continue to be assigned to the same range
27 and step of the "N2" Range Teamsters Salary Schedule that he/she was
28 assigned on June 30, 20132015.

1 B. Effective July 1, 2015, each range and step of the Teamsters N2 Range
2 Salary Schedule shall have a salary and/or wage rate that is ten percent
3 (10%) higher than the State General Nurse Salary Schedule. Effective July
4 1, 2009 through June 30, 2011 will remain in effect through June 30, 2015
5 as shown in Appendix D.

6 C. Effective July 1, 20132015, after implementation of Article 32.2(B) above,
7 all ranges and steps of the Teamsters N2 Salary Schedule will be increased
8 by four percent (4%) as shown in Appendix C.

9 D. All employees who have been at Step T for six (6) years or more will
10 progress to Step U.

11 E. After implementation of Article 32.2(B) and (C) above, each classification
12 that is found to be behind the average of the comparables by reference to
13 the applicable survey (non-DOC-specific classifications utilize the results
14 from the State's 2014 Total Compensation survey; DOC-specific
15 classifications, utilize the results from the State's data for Arizona,
16 Colorado and Oregon supplemented with the Union's data from
17 Washington counties), will be reassigned to a range that closes the gap by
18 no less than twenty-five percent (25%) of the total wage deficiency,
19 effective July 1, 2015.

20 F. After implementation of Article 32.2(B), (C) and (E) to the extent that any
21 classification is assigned to a range that is less than five (5) ranges
22 (representing twelve and one-half percent (12.5%) ahead of any
23 immediately subordinate classification in series or career progression as
24 indicated on Appendix D, the classification shall be increased to a range
25 that meets that criterion, effective July 1, 2015.

26 G. Effective July 1, 2016, all ranges and steps of the Teamsters N2 Salary
27 Schedule will be increased by three percent (3%) as shown in Appendix F.

1 H. After implementation of Article 32.2(G), each classification identified in
2 Article 32.2(E) will be reassigned to range that closes the gap by no less
3 than fifty percent (50%) of the total wage deficiency, effective July 1, 2016.
4 Effective June 30, 2017, each classification identified in Article 32.2(E) will
5 be reassigned to a range that eliminates the gap.

6 **32.3 Pay for Performing the Duties of a Higher Classification**

7 A. An employee who is designated, in writing, by the Employer to assume the
8 duties of a higher classification for three (3) consecutive calendar days or
9 more to a higher level classification whose range is less than six (6) ranges
10 higher than the range of the former class will be notified in writing and will
11 be advanced to a step of the range for the new class that is nearest to five
12 percent (5%) higher than the amount of the pre-promotional step. The
13 increase will become effective on the first day the employee was performing
14 the higher- level duties.

15 B. An employee who is designated, in writing, by the Employer to assume the
16 duties of a higher classification for three (3) consecutive calendar days or
17 more to a higher level classification whose range is six (6) or more ranges
18 higher than the range of the former class will be notified in writing and will
19 be advanced to a step of the range for the new class that is nearest to ten
20 percent (10%) higher than the amount of the pre-promotional step. The
21 increase will become effective on the first day the employee was performing
22 the higher- level duties.

23 C. Unless other on-duty employees are unavailable to work in the higher
24 classification, an employee may refuse an assignment to work in the higher
25 classification, except in those positions where the classification
26 specification allows for the assignment of such duties.

32.4 Establishing Salaries for New Employees and New Classifications

A. The Employer will assign newly hired employees to the appropriate range and step of the appropriate Teamsters Salary Schedules.

B. The salary of employees in classes requiring licensure as a registered nurse will be governed by the "N2" Range Salary Schedule.

1. An employee's experience as a registered nurse (RN) and/or licensed practical nurse (LPN), calculated as follows, will determine the placement of a nurse on the proper step within an "N2" range:

a. At a minimum, RN experience will be credited year for year. However, the Employer reserves the right to hire RN's at a higher step.

b. Up to ten (10) years LPN experience will be credited at the rate of two (2) years LPN experience equals one (1) year of RN experience, for a maximum credit of five (5) years.

C. In the event the Employer creates new classifications during the term of this Agreement, the parties may meet to discuss the assignment of new bargaining unit classes or the reassignment of existing bargaining unit classes to pay ranges.

32.5 Periodic Increases

An employee's periodic increment date will be set and remain the same for any period of continuous service in accordance with the following:

A. All employees' current periodic increment dates are retained. Employees will receive a two (2) step increase to base salary annually, on their periodic increment date, until they reach the top step of the pay range.

B. Employees who are hired at the minimum step of their pay range will receive a two (2) step increase to base salary following completion of six

(6) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a two (2) step increase annually, on their periodic increment date, until they reach the top of the pay range.

C. Employees who are hired above the minimum step of the pay range will receive a two (2) step increase to base salary following completion of twelve (12) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a two (2) step increase annually, on their periodic increment date, until they reach the top of the pay range.

D. Employees governed by the "N2" Range Salary Schedule that have reached Step K, will receive a one (1) step increase based on years of experience up to the maximum of the range.

E. Employees who are appointed to another position with a different salary range maximum will retain their periodic increment date and will receive step increases in accordance with paragraphs A-C above.

32.6 Salary Assignment Upon Promotion

A. Employees promoted to a position in a class whose range is less than six (6) ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step.

B. Employees promoted to a position in a class whose range is six (6) or more ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to ten percent (10%) higher than the amount of the pre-promotional step.

C. Recruitment, Retention, Other Business Needs or Geographic Adjustments

The Appointing Authority may authorize more than the step increases specified in Subsections A and B above, when there are recruitment, retention or other business needs, as well as when an employee's promotion requires a change of residence to another geographic area to be within a reasonable commuting distance of the new place of work. Such an increase may not result in a salary greater than the range maximum.

D. Promotions for Registered Nurses

1. Promotional increases for classes requiring licensure as a registered nurse ("N2" ranges) are calculated in the manner described below.

2. An employee who is promoted into or between classes, which have pay range "N2" will advance to the step in the new range, as shown in the "N2" Range Teamsters Salary Schedule, as described in Section 32.2, which represents the greater of (a), (b) or (c) below.

a. Placement on the step which coincides with the employee's total length of experience as a registered nurse (RN), physicians assistant (PA) and/or licensed practical nurse (LPN). Experience will be credited as follows:

i. At a minimum, RN and PA experience will be credited year for year. However, the Employer reserves the right to hire RN's at a higher step.

ii. Up to ten (10) years LPN experience will be credited at the rate of two (2) years LPN experience equals one (1) year of RN or PA experience, for a maximum credit of five (5) years.

Or

1 b. Placement on the step of the new range, which is nearest to
2 a minimum of five percent (5%) higher than the amount of
3 the pre-promotional step. The Appointing Authority may
4 authorize more than a five percent (5%) increase, but the
5 amount must be on a step within the salary range for the
6 class.

7 Or

8 c. The Appointing Authority will advance an employee who is
9 promoted under any one or more of the following conditions
10 to the step of the range for the new class, which is nearest to
11 a minimum of ten percent (10%) higher than the amount of
12 the pre-promotional step. The Appointing Authority may
13 authorize more than a ten percent (10%) increase, but the
14 amount must be on a step within the salary range for the
15 class.

16 i. When the employee is promoted to a class whose
17 base range is six (6) or more ranges higher than the
18 base range of the employee's former class.

19 ii. When the employee is promoted over an intervening
20 class in the same class series.

21 iii. When the employee is promoted from one (1) class
22 series to a higher class in a different series and over
23 an intervening class in the new series, which would
24 have represented a promotion.

25 iv. When an employee's promotion requires a change of
26 residence to another geographic area to be within a

reasonable commuting distance of the new place of
work.

32.7 Demotion

An employee who voluntarily demotes to another position with a lower salary range maximum will be placed in the new range at a salary equal to his/her previous base salary. If the previous base salary exceeds the new range, the employee's base salary will be set equal to the new range maximum.

32.8 Transfer

A transfer is defined as an employee-initiated move of an employee from a position to another position within or between agencies in the same class or a different class with the same salary range maximum. Transferred employees will retain their current base salary.

32.9 Reassignment

Reassignment is defined as an agency-initiated move of an employee within the agency from one position to another in the same class or a different class with the same salary range maximum. Upon reassignment, an employee retains his/her current base salary.

32.10 Reversion

Reversion is defined as voluntary or involuntary movement of an employee during the trial service period to the class the employee most recently held permanent status in, to a class in the same or lower salary range, or separation placement onto the Employer's internal layoff list. Upon reversion, the base salary the employee was receiving prior to promotion will be reinstated.

32.11 Elevation

Elevation is defined as restoring an employee to the higher classification, with permanent status, which was held prior to being granted a demotion or to a class that is between the current class and the class from which the employee was

demoted. Upon elevation, an employee's salary will be determined in the same manner that is provided from promotion in Section 32.6 above.

32.12 Part-Time Employment

Monthly compensation for part-time employment will be pro-rated based on the ratio of hours worked to hours required for full-time employment. In the alternative, part-time employees may be paid the appropriate hourly rate for all hours worked.

32.13 Callback

A. Scheduled work period employees who are not notified prior to their scheduled quitting time, either to return to work after departing the work site or to change the starting time of their next scheduled work shift, will receive three (3) hours of pay at their basic salary, in addition to all other compensation due.

B. Work site is defined as the employees' location(s) when the assigned work shift has begun until the work shift has ended; and when required, the employee is properly relieved.

C. Scheduled work period employees will not be entitled to callback pay due to late relief. Once the Employer learns of a situation involving late relief, the Employer will notify the affected employee(s) as soon as possible.

D. Employees that are assigned to work overtime as a result of signing up on the volunteer overtime sign-up list or employees on standby will not be entitled to callback compensation.

32.14 Shift Premium

A. For purposes of this Section, the following definitions apply:

1. Evening shift is a work shift of eight (8) or more hours which ends at or after 10:00 p.m.

1 2. Night shift is a work shift of eight (8) or more hours which begins
2 by 3:00 a.m.

3 B. A basic shift premium of sixty-five cents (\$0.65) per hour will be paid to
4 full-time employees under the following circumstances:

5 1. Regularly scheduled evening and night shift employees are entitled
6 to shift premium for all hours worked.

7 2. Regularly scheduled day shift employees are not entitled to shift
8 premium unless:

9 a. The employee's regular or temporary scheduled work shift
10 includes hours after 6:00 p.m. and before 6:00 a.m. where no
11 overtime, schedule change pay, or callback compensation is
12 received. Shift premium is paid only for those hours actually
13 worked after 6:00 p.m. and before 6:00 a.m.

14 b. The employee is temporarily assigned a full evening or night
15 shift where no overtime, schedule change pay, or callback
16 compensation is received. Shift premium is paid only for all
17 evening or night shift hours worked in this circumstance.

18 3. Employees regularly scheduled to work at least one (1), but not all,
19 evening and/or night shifts are entitled to shift premium for those
20 shifts. Additionally, these employees are entitled to shift premium
21 for all hours adjoining that evening or night shift which are worked.

22 C. Part-time and on-call employees will be entitled to basic shift premium
23 under the following circumstances:

24 1. For all assigned hours of work after 6:00 p.m. and before 6:00 a.m.

2. For assigned full evening or night shifts, as defined in Subsection A above.

D. In cases where shift premium hours are regularly scheduled over a year, agencies may pay shift premium at a monthly rate which is equal for all months of the year. Monthly rates will be calculated by dividing twelve (12) into the amount of shift premium an employee would earn in a year if the hourly rules in Subsection B.2 of this Section were applied.

E. When an employee is compensated for working overtime during hours for which shift premium is authorized in this Section, the overtime rate will be calculated using the "regular rate".

F. Employees eligible for shift premium for their regularly scheduled shifts will receive the same proportion of shift premium for respective periods of authorized paid leave and for holidays not worked which fall within their regularly scheduled shift.

32.15 Shift Premium for Registered Nurses and Related Classes

Registered nurses and related job classes requiring licensure as a registered nurse, and licensed practical nurses will receive one dollar and fifty cents (\$1.50) per hour shift differential for evening shift and night shift work.

32.16 Supplemental Shift Premium for Nurses

For the classes of ~~registered~~ nurse and related job classes requiring licensure as a ~~registered~~ nurse, supplemental shift premium will be paid in the amounts and under the conditions described below. Employees may qualify for one (1) or both of these supplemental shift premiums.

A. One dollar (\$1.00) per hour during any hours assigned to work or while on paid leave from 11:00 p.m. until 7:00 a.m.

1 B. Three dollars (\$3.00) per hour during any hours worked or while on paid
2 leave from Friday midnight to Sunday midnight.

3 C. Supplemental shift premiums are payable regardless of employment status
4 and/or whether the work was prescheduled.

5 D. Supplemental shift premiums are not payable during hours other than those
6 specified.

7 **32.17 Standby**

8 A. An overtime-eligible employee is in standby status while waiting to be
9 engaged to work by the Employer and both of the following conditions
10 exist:

11 1. The employee is required to be present at a specified location or is
12 immediately available to be contacted. The location may be the
13 employee's home or other specific location, but not a work site away
14 from home. When the standby location is the employee's home, and
15 the home is on the same state property where the employee works,
16 the home is not considered a work site.

17 2. The agency requires the employee to be prepared to report
18 immediately for work if the need arises, although the need might not
19 arise.

20 B. Standby status will not be concurrent with work time.

21 C. When the nature of a work assignment confines an employee during off duty
22 hours and that confinement is a normal condition of work in the employee's
23 position, standby compensation is not required merely because the
24 employee is confined.

1 D. Overtime-eligible employees on standby status will be compensated at a
2 rate of seven percent (7%) of their hourly base salary for time spent in
3 standby status.

4 E. Overtime-exempt employees will be compensated one hundred twenty-five
5 dollars (\$125.00) for each day or portion thereof spent in standby status. A
6 day is defined as a twenty-four (24) hour period beginning on the first hour
7 an employee is assigned standby status.

8 F. Employees dispatched to emergency fire duty as defined by RCW
9 38.52.010 are not eligible for standby pay.

10 **32.18 Relocation Compensation**

11 A. The Employer may authorize lump sum relocation compensation, within
12 existing budgetary resources, under the following conditions.

13 1. When it is reasonably necessary that a person make a domiciliary
14 move in accepting a reassignment or appointment; or

15 2. It is necessary to successfully recruit or retain a qualified candidate
16 or employee who will have to make a domiciliary move in order to
17 accept the position.

18 B. If the employee receiving the relocation payment terminates or causes
19 termination of his/her employment with the state within one (1) year of the
20 date of employment, the state will be entitled to reimbursement for the
21 moving costs which have been paid and may withhold such sum as
22 necessary from any amounts due the employee. Termination as a result of
23 layoff, or disability separation will not require the employee to repay the
24 relocation compensation.

1 **32.19 Salary Overpayment Recovery**

2 A. When an agency has determined that an employee has been overpaid wages,
3 the agency will provide written notice to the employee that will include the
4 following items:

- 5 1. The amount of the overpayment
6 2. The basis for the claim
7 3. The rights of the employee under the terms of this Agreement

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9 B. Method of Payback

10 1. The employee must choose one (1) of the following options for
11 paying back the overpayment:

- 12 a. Voluntary wage deduction
13 b. Cash
14 c. Check

15 2. The employee will have the option to repay the overpayment over a
16 period of time equal to the number of pay periods during which the
17 overpayment was made, unless the employee and the agency agree
18 upon a longer period.

19 3. If the employee fails to choose one (1) of the three (3) options
20 described above, within the timeframe specified in the agency's
21 written notice of overpayment, the agency will deduct the
22 overpayment owed from the employee's wages. This overpayment
23 recovery shall take place over a period of time equal to the number
24 of pay periods during which the overpayment was made.

25 4. Any overpayment amount still outstanding at separation of
26 employment will be deducted from their final pay.

1 C. Appeal Rights

2 Any dispute concerning the occurrence or amount of the overpayment will
3 be resolved through the grievance procedure in Article 9 of this Agreement.

4 **32.20 Assignment Pay Provisions**

5 Assignment pay is a premium added to base salary and is intended to be used only
6 so long as the skills, duties, or circumstances it is based on are in effect.

7 A. An Employer may grant assignment pay to a position to recognize a
8 specialized skill, assigned duties, and/or unique circumstances that exceed
9 the ordinary. The Employer determines which positions qualify for
10 premium.

11 B. Classes approved for Assignment Pay have the letters "AP" appearing after
12 their class title in the compensation plan. All Assignment Pay rates and
13 Special Pay ranges and Notes are attached as Appendices D and E to this
14 Agreement.

15 **32.21 Dependent Care Salary Reduction Plan**

16 The Employer agrees to maintain the current dependent care salary reduction plan
17 that allows eligible employees, covered by this Agreement, the option to participate
18 in dependent care reimbursement program for work-related dependent care
19 expenses on a pretax basis as permitted by Federal tax law or regulation.

20 **32.22 Pretax Health Care Premiums**

21 The Employer agrees to provide eligible employees with the option to pay for the
22 employee portion of health premiums on a pretax basis as permitted by Federal tax
23 law or regulation.

24 **32.23 Medical/Dental Expense Account**

25 The Employer agrees to allow insurance eligible employees, covered by this
26 Agreement, to participate in a medical and dental expense reimbursement program
27 to cover co-payments, deductibles and other medical and dental expenses, if

employees have such costs, or expenses for services not covered by health or dental insurance on a pretax basis as permitted by Federal tax law or regulation.

32.24 Voluntary Separation Incentives – Voluntary Retirement Incentives

Agencies will have the discretion to participate in a Voluntary Separation Incentive Program or a Voluntary Retirement Incentive Program, if such program is provided for in the ~~2013-2015~~2015-2017 operating budget. Such participation must be in accordance with the program guidelines. Program incentives or offering of such incentives are not subject to the grievance procedure.

~~32.25 Temporary Salary Reduction (TSR) Leave~~

~~In lieu of reducing the daily work hours of employees as a result of the three percent (3%) salary reduction from July 1, 2011 through June 29, 2013, the Employer and the Union agreed to establish Temporary Salary Reduction (TSR) Leave.~~

~~A. — TSR leave has no cash value and balances must be used by February 28, 2014.~~

~~B. — TSR leave must be requested and scheduled in accordance with the vacation leave scheduling requirements of Article 21, Vacation Leave.~~

~~C. — TSR leave will be used prior to vacation leave or pre-scheduled sick leave unless by doing so the employee would exceed the vacation leave maximum in accordance with Article 21, Vacation Leave.~~

~~D. — TSR leave may be used alone or in conjunction with other leave except for unscheduled leave. TSR leave may not be donated as shared leave.~~

~~E. — This Section expires on February 28, 2014.~~

APPENDIX _____

ASSIGNMENT PAY

Assignment Pay (AP) is granted in recognition of assigned duties which exceed ordinary conditions. The "premium" is stated in ranges or a specific dollar amount. If stated in ranges, the number of ranges would be added to the base range of the class. The "reference number" indicates the specific conditions for which AP is to be paid.

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

CLASS TITLE	CLASS CODE	PREMIUM	REFERENCE#
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GROUP A

Correctional Industries Supervisor 2	631B	See Ref.	20
Correctional Industries Supervisor 4	631D	See Ref.	20
Corrections and Custody Officer 1	384A	See Ref	42
Corrections and Custody Officer 2	384B	See Ref.	42
Corrections and Custody Officer 3	384C	See Ref	42

Truck Driver 1	632I	4 ranges	12
Truck Driver 2	632J	4 ranges	12

GROUP B

Asbestos Workers (Certified)	4 ranges	20
<u>Certified instructors of defensive tactics, firearms and fitness.</u>	<u>See Ref.</u>	<u>42</u>
Dual Language Requirement	2 ranges	18

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GROUP C

CLASS TITLE	CLASS CODE	PREMIUM	LOCATION
Classification Counselor 1	354E	1 range	Coyote Ridge (CRCC)
Classification Counselor 2	354G	1 range	Coyote Ridge (CRCC)
Classification Counselor 3	354I	1 range	Coyote Ridge (CRCC)
Corrections and Custody Officer 1	384A	2 ranges	Coyote Ridge (CRCC)
Corrections and Custody Officer 2	384B	2 ranges	Coyote Ridge (CRCC)
Corrections and Custody Officer 3	384C	2 ranges	Coyote Ridge (CRCC)
Classification Counselor 1	354E	1 range	Monroe Correctional Complex (MCC)

Classification Counselor 2	354G	1 range	Monroe Correctional Complex (MCC)
Classification Counselor 3	354I	1 range	Monroe Correctional Complex (MCC)
Corrections and Custody Officer 1	384A	2 ranges	Monroe Correctional Complex (MCC)
Corrections and Custody Officer 2	384B	2 ranges	Monroe Correctional Complex (MCC)
Corrections and Custody Officer 3	384C	2 ranges	Monroe Correctional Complex (MCC)
Licensed Practical Nurse 2	286B	2 ranges	Monroe Correctional Complex (MCC)
Psychologist 4	362D	2 ranges	Monroe Correctional Complex (MCC)
Classification Counselor 1	354E	1 range	Washington State Penitentiary (WSP)

Classification Counselor 2	354G	1 range	Washington State Penitentiary (WSP)
Classification Counselor 3	354I	1 range	Washington State Penitentiary (WSP)
Corrections and Custody Officer 1	384A	2 ranges	Washington State Penitentiary (WSP)
Corrections and Custody Officer 2	384B	2 ranges	Washington State Penitentiary (WSP)
Corrections and Custody Officer 3	384C	2 ranges	Washington State Penitentiary (WSP)
Psychiatrist 4	290D	6 ranges	Statewide

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REFERENCE #12: Employees assigned to operate equipment above this level shall be compensated four ranges above their base rate, and shall be credited with a minimum of four hours at the higher rate on each day they operate the higher level equipment. (Eff. 6/84)

1 **REFERENCE #18:** Employees in any position whose current, assigned job
2 responsibilities include proficient use of written and oral English and proficiency in
3 speaking and/or writing one or more foreign languages, American Sign Language, or
4 Braille, provided that proficiency or formal training in such additional language is not
5 required in the specifications for the job class. Basic salary plus two additional ranges.
6 (Rev. 5/92)

7 ~~**REFERENCE #20:** Basic salary plus four ranges for certified asbestos workers while~~
8 ~~they are required to wear and change into or out of full body protective clothing and~~
9 ~~pressurized respirator. (Eff. 5/89)~~

10 **REFERENCE #29:** Upon review and approval from the Office of Financial Management
11 /State Human Resources Director, up to four ranges payable to employees in any position
12 located where the cost of living impacts the agency's ability to recruit and/or retain
13 employees which would severely impair the effective operation of the agency. In
14 extraordinary circumstances, where more than ten percent (10%) is required, a unique
15 assignment pay range will be used. (Eff. 5/01)

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17

18 **REFERENCE #42:** Within the Department of Corrections, employees who are certified
19 instructors of defensive tactics, firearms and fitness will be compensated an additional ten
20 dollars (\$10.00) per hour, over and above regular salary and benefits, for every hour
21 engaged in giving instruction or in receiving re-certification training.

22

**DOC - Teamsters Represented
Supervising Job Classifications**

Alt. in Class Supervise?	Job Title	Sup. Pay Grade	Alt. Class	Position in Class with Supervision (Excludes Supervisors)
	ADMINISTRATIVE ASSISTANT 1	32	1	
No - 1 of 16	ADMINISTRATIVE ASSISTANT 2	35	16	1; OA3
No - 6 of 24	ADMINISTRATIVE ASSISTANT 3	39	24	6; AA2, Sec. Sr., OA3
	AUTOMOTIVE MECHANIC SUPERVISOR	46G	5	
	CARPENTER SUPERVISOR 1	49G	2	
No - 1 of 14	CHAPLAIN	51	14	1; AA2
Yes	CHIEF ENGINEER	58	1	1; SE 2
	CLASSIFICATION COUNSELOR 1 - TEAMSTERS	42	2	
	CLASSIFICATION COUNSELOR 2 - TEAMSTERS	47	164	
No - 46 of 119	CLASSIFICATION COUNSELOR 3 - TEAMSTERS	49	119	46; CC2
No - 12 of 38	CONSTRUCTION & MAINTENANCE PROJECT SUPV	56G	38	12; Elec. Sup., MM1, 3, & 4, Grnds/Nurs 5, Cust.4&5, Plumber/Pipefitter, Paint Sup, TD3, Carp Sup, Auto Mech Sup
	CONSTRUCTION PROJECT COORDINATOR 2	59	2	
	COOK, AC	39	176	
No - 20 of 55	CORRECTIONAL INDUSTRIES SUPV 2, CORR	50	55	20; TD1, CISA, WO2
No - 8 of 10	CORRECTIONAL INDUSTRIES SUPV 4, CORR	54	10	8; CIS2
	CORRECTIONAL INDUSTRIES SUPV ASSISTANT	44	54	
Yes	CORRECTIONAL RECORDS SUPERVISOR	48	10	10; CRT1, CRT2, OA3, Sec. Sr.
No - 5 of 65	CORRECTIONAL RECORDS TECHNICIAN 1	40	65	5; OA2, OA3
No - 6 of 8	CORRECTIONAL RECORDS TECHNICIAN 2	44	8	6; OA3
	CORRECTIONS & CUSTODY OFFICER 2	43	3089	
Yes	CORRECTIONS & CUSTODY OFFICER 3	47	405	All; CO2, OA3, TD1, WO2, Mail Process-Driver
	CORRECTIONS MENTAL HEALTH CNSLR 2 - TEAM	47	25	
No - 6 of 11	CORRECTIONS MENTAL HEALTH CNSLR 3 - TEAM	49	11	6; CMHC2
	CUSTODIAN 4	36	3	
	CUSTODIAN 5	40	5	
	CUSTOMER SERVICE SPECIALIST 1	32	3	
	DENTAL ASSISTANT	47	28	
No - 1 of 7	DENTAL HYGIENIST 2	59	7	1; Dental Asst.
	ELECTRICIAN SUPERVISOR	53G	21	
Yes	ELECTRONICS SUPERVISOR	56E	2	2; MM4, Elec. Sup., Electronic Tech.
	ELECTRONICS TECHNICIAN	45E	8	
	ELECTRONICS TECHNICIAN 3	47G	1	
	ELECTRONICS TECHNICIAN 4	49G	8	
Yes	ELECTRONICS TECHNICIAN SUPERVISOR	51	3	3; Elec. Tech. and Elec. Tech. 4
	EQUIPMENT OPERATOR SUPERVISOR	52G	1	
	EQUIPMENT TECHNICIAN 3	46G	1	
	EQUIPMENT TECHNICIAN LEAD	49G	5	
No - 1 of 2	EQUIPMENT TECHNICIAN SUPERVISOR	54G	2	1; Equip. Tech. Lead
No - 1 of 47	FISCAL ANALYST 1	40	47	1; Fis. Tech. 2
No - 2 of 21	FISCAL ANALYST 2	44	21	2; Fis. Tech. 2, Proc/Supp Spec. 2
	FISCAL ANALYST 3	50	8	
Yes	FISCAL ANALYST 4	52	13	13; FA1, 2, & 3; Fis Tech 2
	FISCAL TECHNICIAN 2	32	36	
Yes	FOOD SERVICE MANAGER 1	41	1	1; Cook A/C
No - 2 of 5	FOOD SERVICE MANAGER 2	44	5	2; Cook A/C
No - 1 of 12	FORMS & RECORDS ANALYST 2	41	12	1; OA3
Yes	FORMS & RECORDS ANALYST 3	46	3	3; FRA2, OA3
	GROUNDS & NURSERY SERVICES SPECIALIST 4	37	3	
	GROUNDS & NURSERY SERVICES SPECIALIST 5	41	4	

**DOC - Teamsters Represented
Supervising Job Classifications**

All in Class Supervise?	Supervising Job Title	Sup. Pay Scale	# in Class	Notes: # in Class who supervise; Class(es) Supervised
	IMAGING TECHNOLOGIST 1	46	5	
	IMAGING TECHNOLOGIST-LEAD	57	1	
	LABORATORY TECHNICIAN 1	42	1	
	LABORATORY TECHNICIAN 2	42	3	
	LAUNDRY WORKER 3	34	1	
Yes	LIBRARY & ARCHIVAL PROFESSIONAL 1	41	1	1; OA3
No - 1 of 3	LIBRARY & ARCHIVAL PROFESSIONAL 2	48	3	1; OA2
	LICENSED PRACTICAL NURSE 2	41	51	
	LICENSED PRACTICAL NURSE 4	44	29	
	LOCKSMITH	42G	1	
	LOCKSMITH LEAD	45G	2	
No - 1 of 3	LOCKSMITH SUPERVISOR	49G	3	1; Lock. Lead
	MAIL PROCESSING-DRIVER	34	4	
	MAINTENANCE MECHANIC 1	42G	2	
	MAINTENANCE MECHANIC 2	46G	1	
	MAINTENANCE MECHANIC 3	49G	13	
No - 2 of 50	MAINTENANCE MECHANIC 4	53G	50	2; MM3, Locksmith
	MEDICAL ASSISTANT	37	11	
	MEDICAL TRANSCRIPTIONIST 2	36	5	
	NURSING ASSISTANT	32	28	
	NURSING ASSISTANT LEAD	32	1	
	OFFICE ASSISTANT 2	28	12	
	OFFICE ASSISTANT 3	31	214	
Yes	OFFICE SUPPORT SUPERVISOR 1	36	1	1; OA3
Yes	OFFICE SUPPORT SUPERVISOR 2	40	3	3; OA2, OA3
	PAINTER SUPERVISOR	49G	3	
	PHARMACIST 2	71G	8	
	PHARMACY TECHNICIAN	47	24	
	PHARMACY TECHNICIAN LEAD	55	1	
No - 5 of 42	PHYSICIAN ASST CERT/ADV RN PRACT LEAD	64N	42	5; Med. Asst., RN2, Psych Assoc., Psych 4
	PLUMBER/PIPEFITTER/STEAMFITTER SUPV	53G	13	
	PROCUREMENT & SUPPLY SPECIALIST 1	39	1	
	PROCUREMENT & SUPPLY SPECIALIST 2	45	1	
	PROCUREMENT & SUPPLY SUPPORT SPEC 2	33	19	
	PROGRAM SPECIALIST 3	52	1	
	PSYCHIATRIC SOCIAL WORKER 3	50	7	
Yes	PSYCHIATRIC SOCIAL WORKER 4	55	1	1; PSW3
	PSYCHIATRIST 4	95	6	
	PSYCHOLOGIST 3 - TEAMSTERS	57	6	
No - 15 of 18	PSYCHOLOGIST 4	57	18	15; PSW3, Psych Assoc, Sec Sr, CMHC2 & 3, Psych 3
No - 3 of 51	PSYCHOLOGY ASSOCIATE	54	51	3; CMHC3
	RECREATION & ATHLETICS SPECIALIST 3	45	22	
	REGISTERED NURSE 2	54N	223	
No - 27 of 33	REGISTERED NURSE 3	58N	33	27; RN2, LPN2 & 4, Nurs Asst, Nurs Asst Lead, Lab Tech 1 & 2, Med Asst, Imag Tech 1
	SECRETARY LEAD	36	1	
	SECRETARY SENIOR	33	30	
Yes	SECRETARY SUPERVISOR	40	9	9; FRA2, Med Trans 2, OA3, Sec Sr
	SEX OFFENDER TREATMENT SPECIALIST	51	28	
Yes	SEX OFFENDER TREATMENT SUPERVISOR	55	6	6; SOTS
	STATIONARY ENGINEER 2	48G	15	

**DOC - Teamsters Represented
Supervising Job Classifications**

All in Class Supervise?	Sup Job Title	Sup Pay Grade	Num Class	Notes: If in class, who supervises? If not, who supervises?
* Yes	STATIONARY ENGINEER 3	52G	4	4; SE2
	TRUCK DRIVER 1	34G	6	
	TRUCK DRIVER 2	38G	1	
	TRUCK DRIVER 3	42G	20	
	WAREHOUSE OPERATOR 1	29G	1	
	WAREHOUSE OPERATOR 2	32G	60	
* No - 2 of 7	WAREHOUSE OPERATOR 3	36G	7	2; WO2
* Yes	WAREHOUSE OPERATOR 4	40G	13	13; FT2, PSS2, TD1, WO2
	WASTEWATER TREATMENT PLANT OPERATOR 1	48E	1	
* No - 1 of 4	WASTEWATER TREATMENT PLANT OPERATOR 2	52E	4	1; WTPO1
*	WASTEWATER TREATMENT PLANT OPERATOR 3	56E	4	

Color Code Legend

Green = Supervision Responsibilities

Orange = Supervises one or more in lower level(s) in class series