




STATE OF WASHINGTON
DEPARTMENT OF CORRECTIONS
PO BOX 41100 • Olympia, Washington 98504-1100

DATE: July 23, 2015

TO: Employees Represented by Teamsters

FROM: Marcos Rodriguez 
Human Resource Director

SUBJECT: Salary and Benefits Changes

Changes in compensation and benefits are coming with the July 24th pay day!

Employees represented by the Teamster's collective bargaining agreement received a 5.5% general wage increase effective July 1st. You will see this increase in your July 24th paycheck. You will also receive a 4.3% increase effective July 1, 2016. Note: The last general wage increase for state employees was in 2008.

In addition to the general salary increase, some classifications were merged and/or received an additional salary increase effective July 1st. These classification and pay changes are summarized below and also reflected in Appendix G of the 2015-2017 [Teamsters Collective Bargaining Agreement](#).

Job Class #	Job Class Title	Current Range	New Range
112G	CORRECTIONAL RECORDS SUPERVISOR	48	52
112E	CORRECTIONAL RECORDS TECHNICIAN 1	40	44
112F	CORRECTIONAL RECORDS TECHNICIAN 2	44	48
384C	CORRECTIONS AND CUSTODY OFFICER 3	47	48
288E	DENTIST	80E	83E
<i>Abolish</i>	ELECTRONICS TECHNICIAN (reallocations to Electronics Technician 4)	45E	50G
592M	ELECTRONICS TECHNICIAN 4	49G	50G
592N	ELECTRONICS TECHNICIAN SUPERVISOR	51	53G

All the new salary rates are listed in Appendix B (Appendix D and E for Nurses) of the 2015-2017 [Teamsters Collective Bargaining Agreement](#).

June 30, 2015, Group C assignment pay (recruitment and retention pay) was rescinded for Classification Counselors and Corrections and Custody Officers at Monroe Correctional Complex, Coyote Ridge Corrections Center, and Washington State Penitentiary. Those previously receiving either an additional 2.5% or 5% adjustment to their pay, will no longer receive the Group C assignment pay. Additionally, Licensed Practical Nurse 2's and Psychologist 4's at Monroe Correctional Complex will no longer receive the 5% adjustment.

Retirement contribution rates are increasing from 4.92% to 6.12% for members of PERS Plan 2 and 6.36% to 6.59% for members of PSERS Plan 2 retirement beginning with your July 24th paycheck. This increase was determined by the Pension Funding Council. Retirement is not subject to collective bargaining. Please visit the [Department of Retirement Systems](#) website to find out more information about your retirement account, or to view a complete list of contribution rates. This website allows you to access your personal retirement account to check balances, service credits, and use the benefit calculators for retirement planning. There is a tremendous amount of very helpful information at your disposal.

These changes will have an impact on your net pay and you can see specifically how these changes affect your salary by accessing the [Employee Self Service](#) feature from your state computer. Click on the ESS Applications tab and then on the Earning Statements tab to view your earning statements. You can then compare your July 10th earnings statement with your July 24th earnings statement to see how the changes impact your salary.

If you have any questions, please contact local human resources or payroll.

cc: Appointing Authorities
Human Resource Managers
Payroll