

APPENDIX O ASSIGNMENT PAY

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.

GROUP A			
Class Title	Class Code	Premium	Reference#
Bridge Maintenance Specialist 1	597F	See Reference	5, 21, 22
Bridge Maintenance Specialist 2	597G	See Reference	5, 21, 22
Bridge Maintenance Specialist 3	597K	See Reference	5, 22
Bridge Maintenance Specialist Lead	597N	See Reference	5, 21, 22
Construction & Maintenance Project Lead	627F	See Reference	3, 39
Construction & Maintenance Project Specialist	627E	\$10.00/hour	3
Construction & Maintenance Project Supervisor	627G	See References	3, 39
Custodian 1	378I	5 percent	9
Custodian 2	678J	5 percent	9
Electrician	608F	5 percent	51
Equipment Operator 1	618R	See Reference	12
Ferry Operator Assistant	653P	10 percent	5
Highway Maintenance Worker 1	596P	See Reference	5, 16, 22, 36
Highway Maintenance Worker 2	596R	See Reference	5, 16, 22, 36
Highway Maintenance Worker 3	596S	See References	5, 14, 16, 21, 22, 36,
Compliance Industrial Safety and Health Investigator 1	New	10 percent	56

GROUP A			
Class Title	Class Code	Premium	Reference#
Compliance Industrial Safety and Health Investigator 2	New	10 percent	56
Compliance Industrial Safety and Health Investigator 3	New	10 percent	56
Compliance Industrial Safety and Health Investigator 4	New	10 percent	56
Compliance Industrial Safety and Health Investigator 5	New	10 percent	56
Compliance Industrial Safety and Health Investigator 6	New	10 percent	56
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	See Reference	5
Maintenance Specialist 3	596J	See Reference	5
Maintenance Specialist 5	596L	See Reference	21
Mental Health Technician 1	347L	5 percent	11
Mental Health Technician 2	347M	5 percent	11
Mental Health Technician 3	347N	5 percent	11
Park Ranger 2	389B	7.5 percent	53
Park Ranger 3	389C	7.5 percent	53
PBX Chief Operator	101H	5 percent	4
Forensic Care Associate 1	347J	5 percent	11
Forensic Care Associate 2	New	5 percent	11
Forensic Care Associate 3	New	5 percent	11
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
Occupational Safety and Health Professional 1	392E	10 percent	56
Occupational Safety and Health Professional 2	392F	10 percent	56
Occupational Safety and Health Professional 3	392G	10 percent	56
Occupational Safety and Health Professional 4	392H	10 percent	56
Security Guard 2	385L	2.5 percent	55
Security Guard 3	385M	2.5 percent	55

GROUP A			
Class Title	Class Code	Premium	Reference#
Truck Driver 1	632I	10 percent	12
Truck Driver 2	632J	10 percent	12
Warehouse Operator 1	117I	\$10.00/month	2

GROUP B		
Assigned Duty	Premium	Reference#
Adult Protective Services	10 percent	New A
Asbestos Workers (Certified)	10 percent	20
Certified Instructors (DCYF, DFW, DSHS, Parks)	See Reference	37B
Certified Instructors (DOC)	See Reference	50
Specialty Teams (DOC)	5 percent	59
Clerical Crime Lab Support (WSP)	5 percent	25
Criminal Intelligence and Investigative Analysis (WSP)	5 percent	62
CSR Team and SIR Team (WSP)	3 percent	27
Designated Corridors, Night Shift (DOT)	See Reference	49
Driving Fish Hauling Trucks (DFW)	See Reference	26
Dual Language Requirement	5 percent	18
Emergency Spill Response Team (ECY)	See Reference	24
Enhanced Drivers License (DOL)	10 percent	43
Heavy Equipment Mechanic work greater than 26,000 lbs.	20 percent	New B
Illegal Encampments Right of Way (DOT)	10 percent	48
Patient Resident Supervision (DCYF, DSHS)	5 percent	1
Patient Transport (DSHS)	10 percent	17
Pesticide Sprayers (DOT)	10 percent	16
SCUBA Diving/DPIC Requirement	\$10.00/hour	3
Training Certification and Re-Certification	\$10.00/hour	New C
Tree felling duties (DOT)	See Reference	63

GROUP C			
Agency/Class Code	Class Title	Location	Increase
Department of Agriculture			
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
Department of Children, Youth and Families			
355H	Juvenile Rehabilitation Resident Counselor	Lewis Co. and Yakima Co.	5 percent
355K	Juvenile Rehabilitation Counselor 3	Lewis Co. and Yakima Co.	5 percent
Department of Social and Health Services			
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
621F	Plumber/Pipefitter/Steamfitter	Fircrest School	2.5 percent
608F	Electrician	Fircrest School	12.5 percent
602K	Stationary Engineer 2	Fircrest School	12.5 percent
602L	Stationary Engineer 3	Fircrest School	12.5 percent
306P	Occupational Therapist 3	Lakeland Village	10 percent
306P	Occupational Therapist 3	Pierce Co.	5 percent
306R	Occupational Therapist Supervisor	Pierce Co.	5 percent
310I	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

GROUP C			
Agency/Class Code	Class Title	Location	Increase
311F	Dietician 2	Western State Hospital	5 percent
Department of Transportation			
597F	Bridge Maintenance Specialist 1	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Medina, Mercer Island, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
597F	Bridge Maintenance Specialist 1	Enumclaw	5 percent
597G	Bridge Maintenance Specialist 2	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Medina, Mercer Island, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
597G	Bridge Maintenance Specialist 2	Enumclaw	5 percent
597K	Bridge Maintenance Specialist 3	Tacoma	10 percent
597N	Bridge Maintenance Specialist Lead	Bellevue, Lakewood, Tacoma	10 percent
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	5 percent

GROUP C			
Agency/Class Code	Class Title	Location	Increase
600K	Equipment Technician 3	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
600K	Equipment Technician 3	Enumclaw	5 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	5 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 County and Region HQ)	10 percent
148M	Fiscal Technician 2	King County	5 percent
596P	Highway Maintenance Worker 1	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
596P	Highway Maintenance Worker 1	Enumclaw	5 percent

GROUP C			
Agency/Class Code	Class Title	Location	Increase
596R	Highway Maintenance Worker 2	Auburn, Bellevue, Buckley, Enumclaw, Everett, Greenwater, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
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, Shoreline, Tacoma, Woodinville	10 percent
596X	Highway Maintenance Worker 4	Enumclaw, Greenwater	5 percent
596T	Highway Maintenance Supervisor	Auburn, Bellevue, Buckley, Enumclaw, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent

GROUP C			
Agency/Class Code	Class Title	Location	Increase
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, Shoreline	10 percent
596I	Maintenance Specialist 2	Auburn, Bellevue, Buckley, Everett, Issaquah, Kent, Lakewood, Monroe, Puyallup, Renton, Seattle, Shoreline, Tacoma, Woodinville	10 percent
596I	Maintenance Specialist 2	Enumclaw	5 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	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

GROUP C			
Agency/Class Code	Class Title	Location	Increase
179K	Property & Acquisition Specialist 3	Headquarters, Eastern Region, Olympic Region, Northwest Region (except King County)	10 percent
179K	Property & Acquisition Specialist 3	King County	5 percent
179L	Property & Acquisition Specialist 4	Headquarters, Eastern Region, Olympic Region (except King County)	7.5 percent
179L	Property & Acquisition Specialist 4	King County	2.5 percent
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,	5 percent

GROUP C			
Agency/Class Code	Class Title	Location	Increase
		King County [except Region HQ])	
Department of Veteran Affairs			
311E	Dietitian 1	Retsil	5 percent
Office of Attorney General			
425E	Legal Assistant 1	King County	10 percent
425F	Legal Assistant 2	King County	15 percent
425G	Legal Assistant 3	King County	15 percent
425G	Legal Assistant 3	Thurston County	10 percent
425H	Legal Assistant 4	King County	15 percent
425H	Legal Assistant 4	Thurston County	10 percent
425I	Legal Administrative Manager	King County	15 percent
425I	Legal Administrative Manager	Thurston County	10 percent
Washington State Patrol			
396L	Deputy State Fire Marshal	North Bend	2.5 percent
Washington Center for Deaf and Hard of Hearing Youth			
257J	Residential/Student Life Counselor	Vancouver	5 percent
Washington State School for the Blind			
257J	Residential/Student Life Counselor	Vancouver	5 percent

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 for the supervision, training, and mentoring of Juvenile Rehabilitation (JR) institution residents or Department of Corrections offenders residing in JR facilities. Basic salary plus five percent (5%).

REFERENCE #2:

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

REFERENCE #3:

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

REFERENCE #4:

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

REFERENCE #5:

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

REFERENCE #9:

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

REFERENCE #11:

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

REFERENCE #12:

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

REFERENCE #14:

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

REFERENCE #16:

For mixing, record keeping, and application of pesticides by a licensed Department of Transportation spray operator. Basic salary plus the hourly difference between step M of the Highway Maintenance Worker 2 class and step M of the salary range representing a four-range increase over the Highway Maintenance Worker 2 class. Employees who are responsible for actual mixing, record keeping, and spraying of pesticide as documented by

completion and signature of a "Pesticide Application Record" shall be paid for actual hours of operation that continues for at least one (1) hour. Mixing, record keeping, and application of pesticides that last for less than one (1) hour shall not qualify employees for assignment pay.

REFERENCE #17:

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

REFERENCE #18:

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

REFERENCE #20:

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

REFERENCE #21:

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

REFERENCE #22:

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

REFERENCE #24:

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

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

REFERENCE #25:

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

REFERENCE #26:

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

REFERENCE #27:

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

REFERENCE #29:

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

REFERENCE #35:

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

REFERENCE #36:

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

REFERENCE #37B (WFSE Only):

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

REFERENCE #39:

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

REFERENCE #43:

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

REFERENCE #48:

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

REFERENCE #49:

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

REFERENCE #50:

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

REFERENCE #51:

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

REFERENCE #53:

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

REFERENCE #55:

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

REFERENCE #56:

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

REFERENCE #59:

Basic salary plus five percent (5%) shall be paid to trained and qualified employees who are assigned members of the following designated specialty teams: Emergency Response Team (ERT), Special Emergency Response Team (SERT), Inmate Recovery Team (INT), Crisis Negotiation Team (CNT) and Critical Incident Stress Management (CISM). Assignment pay under this reference shall be paid on an hour for hour basis for every hour worked during an authorized team related assignment or training.

REFERENCE #62:

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

REFERENCE #63:

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

REFERENCE #NEW A:

Basic salary range plus ten percent (10%) for Social Service Specialists who perform unannounced visits in unregulated environments, such as private residences, to conduct investigations for allegations of abuse and/or neglect of vulnerable individuals.

REFERENCE #NEW B:

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

REFERENCE #NEW C:

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