

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON PUBLIC EMPLOYEES ASSOCIATION**

Appendix E, Assignment Pay

Classifications are subject to PERC's WPEA-GG Bargaining Unit Description, and the following listed Classifications are subject to an Agency using the Classification.

Assignment Pay (AP) is granted in recognition of assigned duties, which exceed ordinary conditions. The "premium" is stated in percentages or a specific dollar amount. If stated in percentages, the percentage 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 assignment pay. Group B indicates those assigned duties granted AP which are not class specific.

GROUP A			
Class Title	Class Code	Premium	Reference #
Commercial Vehicle Enforcement Officer 3 (WSP	457 M	5 percent	71
Commercial Vehicle Enforcement Officer 3 (WSP New Entrant Program)	457M	5 percent	72
Equipment Operator 1	618R	10 percent	12
Equipment Operator 2	618S	10 percent	12
Financial Examiner 1	161E	10 percent	10
Financial Examiner 2	161F	10 percent	10
Financial Examiner 3	161G	10 percent	10
Financial Examiner 4	161H	10 percent	10
Natural Resource Scientist 1	516K	7.5 percent	NEW #X
Natural Resource Scientist 2	516L	7.5 percent	NEW #X

Natural Resource Scientist 3	516M	7.5 percent	NEW #X
Natural Resource Scientist 4	516N	7.5 percent	NEW #X
Revenue Auditor 1	155A	See Reference	10, 30
Revenue Auditor 2	155 B	See Reference	10, 30
Revenue Auditor 3	155C	See Reference	10, 30
Security Guard 2	385L	10 percent	34
Security Guard 3	385M	10 percent	34
Truck Driver 1	632I	10 percent	12
Truck Driver 2	632J	10 percent	12
Natural Resources Police	387R	10 percent	7
Program Manager A	107R	See Reference	34
GROUP B			
Assigned Duties		Premium	Reference #
Certified Cargo Tank and Level VI Radioactive		5 percent	74
Certified Instructors (WSP CVEO 3)		\$10.00/hour	37E
Dual Language Requirement		5 percent	18
Field Training Officers (DNR)		See Reference	NEW #XX
Field Training Officers (WSP CVEO 3)		See Reference	73
Heavy equipment mechanic maintenance work greater than 26,000 GVW R		20 percent	75
SCUBA Diving Requirement		\$10.00/hour	3
Work at Heights on Communications Towers		10 percent	76

ASSIGNMENT PAY REFERENCES

REFERENCE #3: For required SCUBA diving and/or serving as Designated Person in Charge (DPIC). Basic salary range plus ten dollars (\$10.00) per diving or DPIC hour to employees in any class (92900). (Eff. 7/15; Rev. 7/17)

REFERENCE #7: Law enforcement employees that are assigned a one hundred seventy-one (171) hour, twenty-eight (28) day work period will receive their base salary plus ten percent (10%). (Eff. 12/85; Rev. 12/89, 12/97, 7/17, 7/19)

REFERENCE #10: Basic salary range plus ten percent (10%) shall be paid to Department of Revenue employees in Revenue Auditor and Financial Examiner classifications which are permanently assigned to maintain an office at an out-of-state location or are on a one (1) year roving assignment out-of-state. (Eff. 7/69; Rev. 7/17, 7/19)

REFERENCE #12: Employees assigned to operate equipment above this level shall be compensated ten percent (10%) above their base rate, and shall be credited with a minimum of four (4) hours at the higher rate on each day they operate the higher level equipment. (Eff. 6/84, Rev. 7/19)

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 language(s), 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%). (Rev. 5/92; Rev. 7/17, 7/19)

REFERENCE #30: Basic salary range plus five percent (5%) shall be paid to permanent Department of Revenue employees in Revenue Auditor classifications assigned to the Computer Assisted Audit Program Unit and are responsible for performing the retrieval and analysis of electronic data, the development of statistical sampling plans or the evaluations of results. (Eff. 3/01; Rev. 7/17, 7/19)

REFERENCE #34: Basic salary range plus ten percent (10%) shall be paid to Washington Military Department employees that are qualified and required to carry a firearm while on duty. (Eff. 7/02, Rev. 7/19)

REFERENCE #37E: Commercial Vehicle Officers and Commercial Vehicle Enforcement Officers of the Washington State Patrol - Instructors of hazardous materials/dangerous goods, defensive tactics, post collision/brake technician, CVSA course materials, firearms, and EVOC, will be compensated an additional \$10.00 (ten dollars) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to or receiving re-certification or instructor training.

REFERENCE #71: Within the Washington State Patrol, basic salary plus five percent (5%) shall be paid to Commercial Vehicle Enforcement Officers (CVEO) permanently assigned to Compliance Review.

REFERENCE #72: Within the Washington State Patrol, basic salary plus five percent (5%) shall be paid to Commercial Vehicle Enforcement Officers (CVEO) permanently assigned to the New Entrant Program completing duties to include performing the safety investigations on motor carriers in the State of Washington

REFERENCE #73: Employees who are assigned by the appointing authority to work as a Field Training Officer (FTO) – or the Communications Officer equivalent – will be compensated for documenting daily observations of a Student Officer for up to one (1) hour at the overtime rate for each duty day worked as an FTO, and up to one (1) hour at the overtime rate for time spent on the end of phase report.

REFERENCE #74: Basic salary plus five percent (5%) for WSP Commercial Vehicle Officers and Commercial Vehicle Enforcement Officers for certified Cargo Tank or Level VI Radioactive Material (RAM) inspectors while they conduct said inspections.

REFERENCE #75: ~~Base~~Basic salary plus twenty percent (20%) payable to positions~~for heavy equipment mechanics,~~ within the Equipment Technician series, for actual hours worked~~required to regularly performing as part of their assigned within the Equipment Technician series, required to regularly perform as part of their assigned duties~~ hands-on mechanical maintenance, diagnostics, fabrications, calibrations, and repair work on heavy-duty vehicles and/or heavy equipment ~~and vehicles~~ greater than 26,000 GVWR. (Eff. 7/23, Rev. 7/25)

*Note: Heavy-duty vehicles and heavy equipment are required to meet the weight requirements.

REFERENCE #76: Basic salary plus ten percent (10%) while performing assigned job responsibilities requiring work at heights above four (4) feet at communication tower sites or are at the same remote location directly supervising an employee performing these duties. These employees are responsible for performing work on towers, which includes working at heights from which an employee might fall in excess of four (4) feet. Employees will be paid a minimum of four (4) hours at the higher rate on each day they perform this work at a communication tower site or are at the same remote location directly supervising an employee performing these duties. The higher rate of pay is not to be paid for travel to/from remote tower locations and does not include administrative time.

NEW #X: Within the Department of Natural Resources, basic salary plus seven and one half percent (7.5%) for designated specialty Hydrogeologist 3, 4, and 5 and Natural Resource Scientist 1, 2, 3, and 4 employees whose work includes consultation, design and execution of geological investigations, being in responsible charge (RCW 18.220.010(14)) of geological or specialty geological work, or the drawing of geological conclusions and recommendations in a way that affects the public health, safety, or welfare; or testimony, or preparation and presentation of exhibits or documents for the sole purpose of being placed in evidence before any administrative or judicial tribunal or hearing.

NEW #XX: Within the Department of Natural Resources, employees who are assigned by the Chief as a Field Training Officer (FTO) will receive their base salary plus ten percent (10%) for all time worked while assigned a student officer and completing daily observation and end of phase reports.

This MOU will expire on June 30, 2027.

TENTATIVE AGREEMENT REACHED

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union

Date

Date

Tanya Aho, Labor Relations Manager
OFM/SHR Labor Relations & Compensation
Policy Section

Steve Sloniker, Contract Administrator
WPEA