

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

Article 41, Compensation

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- A three percent (3%) General Wage Increase (GWI) for all salary ranges and steps of the General Service, “SP” Range, and Information Technology Professional Structure (ITPS) Range Salary Schedules.
- Eighteen Dollars (\$18) per Hour Starting Wage

After the three percent (3%) GWI, salary ranges thirty (30) through thirty-four (34) of the General Service Salary Schedule will be eliminated and step A of the salary range thirty-four (34) will be increased to eighteen dollars (\$18.00) per hour. Employees at salary ranges thirty-three (33) and below will be assigned to a step in the new range thirty-four (34) that is nearest to their new salary as of July 1, 2025, as shown in Appendix X6.
- Compression and Inversion Adjustments for Eighteen Dollars (\$18) per Hour Starting Wage

After the three percent (3%) GWI, impacted job classifications will be increased to a higher salary range due to compression or inversion. Appendix X7 identifies the impacted job classifications and the salary range for which these classifications will be assigned. Employees will be assigned to a step in their new range that is nearest to their new salary as of July 1, 2025.

**41.28 Wildfire Suppression and Other Emergency Duty Compensation –
Department of Natural Resources**

A. Premium Pay Compensation for ~~Typical~~ Wildfire Suppression and Other
Emergency Duties:

Department of Natural Resources (DNR) employees performing wildfire suppression duties or other emergency duties when they are working under the incident command system will be compensated as follows:

1. While performing emergency work under the incident command system an employee's work is not exempt from the Fair Labor Standards Act. Emergency work performed under the incident command system will be compensated in compliance with federal law and the terms of this Article.
2. For those hours worked under the incident command system, ~~two~~ three dollars (\$~~23~~.00) * is added to an employee's regular rate in lieu of all other forms of additional compensation including, but not limited to, callback, standby, stand down, shift differential, split shift differential, assignment pay and schedule change, and pay for rest periods less than five (5) hours.

Employees will be paid at one and one-half (1½) times the sum of their regular hourly rate plus ~~two~~ three dollars (\$~~23~~.00) * for those hours worked in excess of forty (40) hours in a workweek as a result of wildfire suppression and/or other emergency duties performed under the incident command system. For purposes of this Subsection, the regular hourly rate does not include any allowable exclusion specified in [Section 7.1.D](#) of [Article 7](#), Overtime.

*Note: If any other labor organization representing DNR employees negotiates the same practice but at an amount greater than ~~three~~ two dollars (\$~~23~~.00), then this amount will be increased to equal the greater amount.

41.29 Prescribed Fire Operations Compensation – Department of Natural Resources

Department of Natural Resources (DNR) employees when performing prescribed fire operations duties will be compensated as follows:

1. While performing prescribed fire operations duties under an approved burn plan, as outlined in Appendix X, an employee's work is not exempt from the overtime provisions of state and federal overtime laws. Work performed will be compensated in compliance with state and federal law and the terms of this Article.
2. For those hours worked performing prescribed fire operations duties under an approved burn plan, two dollars (\$2.00) *is added to an employee's regular rate in lieu of all other forms of additional compensation including, but not limited to, callback, standby, stand down, shift differential, split shift differential, assignment pay and schedule change, and pay for rest periods less than five (5) hours.

Employees will be paid at one and one-half (1½) times the sum of their regular hourly rate plus two dollars (\$2.00) for those hours worked in excess of forty (40) hours in a workweek as a result of prescribed fire operations duties performed under an approved burn plan. For purposes of this Subsection, the regular hourly rate does not include any allowable exclusion specified in Section 7.1.D of Article 7, Overtime.

**41.301 Classification Specific Salary Adjustments for Recruitment or Retention /
Compression or Inversion / Higher Level Duties and Responsibilities /
Inequities and New Job Classifications**

~~Effective July 1, 2025, t~~Targeted job classifications will be assigned to a higher salary range due to documented recruitment or retention difficulties, compression or inversion, higher level duties and responsibilities, or inequities. Appendix I - Classification Specific Salary Adjustments and New Job Classifications identifies the impacted job classifications, new classifications, and the salary range for which each classification will be assigned.

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