

COMPENSATION APPENDIX C
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# |
|------------------------------------|-------------------|----------------|-------------------|
| GROUP A | | | |
| Licensing Service Representative 2 | 458F | 4 ranges | 43 |
| Transportation Engineer 1 | 530K | 4 ranges | 14 |
| Transportation Engineer 2 | 530L | See Ref. | 14, 22 |
| Transportation Engineer 3 | 530M | See Ref. | 14, 22 |
| Transportation Technician 1 | 538R | See Ref. | 14, 22 |
| Transportation Technician 2 | 538S | See Ref. | 14, 22 |
| Transportation Technician 3 | 538T | See Ref. | 14, 22 |
| GROUP B | | | |
| Dual Language Requirement | | 2 ranges | 18 |

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 range plus four (4) ranges. (Eff. 11/85)

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 foreign languages, American Sign Language, or Braille, provided that proficiency or formal training in such additional language is not required in the specifications for the job class. Basic salary plus two (2) additional ranges. (Rev. 5/92)

REFERENCE #22: Basic salary plus four (4) ranges 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. (Eff. 2/91; Rev. 10/97, 3/02)

REFERENCE #29: Upon review and approval from OFM/State Human Resources~~the Department of Personnel~~, ~~up to four (4) ranges payable to~~ 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 a specified number of ranges as detailed within the Group C listing. ~~In extraordinary circumstances, where more than ten percent (10%) is required, a unique AP range will be used.~~ (Eff. 5/01)

REFERENCE #43: Basic salary range plus four (4) ranges shall be paid to Department of Licensing employees who have successfully completed DOL-sponsored Enhanced Drivers License Training Course and have been qualified and permanently assigned to denote U.S. Citizenship and issue a Washington State enhanced driver license or enhanced identification card.

GROUP C

| Class Code | Class Title | Location(s) | Approved Increase |
|-------------------------------------|--|---|--------------------------|
| Department of Transportation | | | |
| 179I | Property and Acquisition Specialist 1 | Northwest Region | 1 range |
| 179J | Property and Acquisition Specialist 2 | Eastern Region Office Headquarters Northwest Region Olympic Region | 2 ranges |
| 179K | Property and Acquisition Specialist 3 | Eastern Region Office Headquarters Northwest Region Olympic Region | 4 ranges |
| 179L | Property and Acquisition Specialist 4 | Eastern Region Office Headquarters Olympic Region Northwest Region | 3 ranges |
| 179M | Property and Acquisition Specialist 5 | Eastern Region Office Headquarters Northwest Region Olympic Region | 3 ranges |
| <u>179N</u> | <u>Property and Acquisition Specialist 6</u> | <u>Olympia</u> <u>Seattle</u> <u>Spokane</u> | <u>3 ranges</u> |
| 530M | Transportation Engineer 3 (Cadastral Surveyors) | Northwest Region Urban Corridors Office | 4 ranges |

| | | | |
|-------------|---|------------------------|-----------------|
| <u>458E</u> | <u>Licensing Service Representative 1</u> | <u>Bell-Red Office</u> | <u>2 ranges</u> |
| <u>458F</u> | <u>Licensing Service Representative 2</u> | <u>Bell-Red Office</u> | <u>2 ranges</u> |

Tanya Aho, Negotiator Date

Vince Oliveri, Negotiator Date

**COMPENSATION APPENDIX E
HIGHER SALARY RANGE FOR TARGETED JOB CLASSIFICATIONS**

The following job classifications are being assigned to new job ranges as detailed below.

| Class and Services Title | Class Code | Old Range | New Range | Range Increase |
|--|----------------------|----------------------|----------------------|-------------------|
| Licensing Services Representatives 1 | 458E | 35 | 37 | 2 |
| Licensing Services Representatives 2 | 458F | 39 | 41 | 2 |
| Transportation Engineer 1 | 530K | 53 | 56 | 3 |
| Transportation Engineer 2 | 530L | 57 | 60 | 3 |
| Transportation Engineer 3 | 530M | 61 | 64 | 3 |
| Transportation Technician 2 | 538S | 48 | 51 | 3 |
| Transportation Technician 3 | 538T | 53 | 56 | 3 |
| Communications Officer Assistant | 450I | 37 | 39 | 2 |
| Communications Officer | 451E | 36SP | 40SP | 4 |
| Communications Officer 1 | 451F | 38SP | 42SP | 4 |
| Communications Officer 2 | 451G | 42SP | 46SP | 4 |
| Commercial Vehicle Enforcement Officer 1 | 457K | 42SP | 46SP | 4 |
| Commercial Vehicle Enforcement Officer 2 | 457L | 46SP | 50SP | 4 |

Tanya Aho, Negotiator Date

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