

---

SENATE BILL 6674

---

State of Washington

55th Legislature

1998 Regular Session

By Senators Fraser, Winsley, Roach, Jacobsen, Goings, Wood, Patterson and Kline

Read first time 01/27/98. Referred to Committee on Ways & Means.

1 AN ACT Relating to annual salary increases; and amending RCW  
2 41.06.160.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 **Sec. 1.** RCW 41.06.160 and 1993 c 281 s 29 are each amended to read  
5 as follows:

6 In preparing classification and salary schedules as set forth in  
7 RCW 41.06.150 as now or hereafter amended the department of personnel  
8 shall give full consideration to prevailing rates in other public  
9 employment and in private employment in this state. For this purpose  
10 the department shall undertake comprehensive salary and fringe benefit  
11 surveys, with such surveys to be conducted in the year prior to the  
12 convening of every other one hundred five day regular session of the  
13 state legislature. In the year prior to the convening of each one  
14 hundred five day regular session during which a comprehensive salary  
15 and fringe benefit survey is not conducted, the department shall plan  
16 and conduct a trend salary and fringe benefit survey. This survey  
17 shall measure average salary and fringe benefit movement for broad  
18 occupational groups which has occurred since the last comprehensive  
19 salary and fringe benefit survey was conducted. The results of each

1 comprehensive and trend salary and fringe benefit survey shall be  
2 completed and forwarded by September 30 with a recommended state salary  
3 schedule to the governor and director of financial management for their  
4 use in preparing budgets to be submitted to the succeeding legislature.  
5 A copy of the data and supporting documentation shall be furnished by  
6 the department of personnel to the standing committees for  
7 appropriations of the senate and house of representatives.

8 In the case of comprehensive salary and fringe benefit surveys, the  
9 department shall furnish the following supplementary data in support of  
10 its recommended salary schedule:

11 (1) A total dollar figure which reflects the recommended increase  
12 or decrease in state salaries as a direct result of the specific salary  
13 and fringe benefit survey that has been conducted and which is  
14 categorized to indicate what portion of the increase or decrease is  
15 represented by salary survey data and what portion is represented by  
16 fringe benefit survey data;

17 (2) An additional total dollar figure which reflects the impact of  
18 recommended increases or decreases to state salaries based on other  
19 factors rather than directly on prevailing rate data obtained through  
20 the survey process and which is categorized to indicate the sources of  
21 the requests for deviation from prevailing rates and the reasons for  
22 the changes;

23 (3) A list of class codes and titles indicating recommended monthly  
24 salary ranges for all state classes under the control of the department  
25 of personnel with those salary ranges which do not substantially  
26 conform to the prevailing rates developed from the salary and fringe  
27 benefit survey distinctly marked and an explanation of the reason for  
28 the deviation included;

29 (4) A supplemental salary schedule which indicates the additional  
30 salary to be paid state employees for hazardous duties or other  
31 considerations requiring extra compensation under specific  
32 circumstances. Additional compensation for these circumstances shall  
33 not be included in the basic salary schedule but shall be maintained as  
34 a separate pay schedule for purposes of full disclosure and visibility;  
35 and

36 (5) A supplemental salary schedule which indicates those cases  
37 where the board determines that prevailing rates do not provide similar  
38 salaries for positions that require or impose similar responsibilities,  
39 judgment, knowledge, skills, and working conditions. This

1 supplementary salary schedule shall contain proposed salary adjustments  
2 necessary to eliminate any such dissimilarities in compensation.  
3 Additional compensation needed to eliminate such salary dissimilarities  
4 shall not be included in the basic salary schedule but shall be  
5 maintained as a separate salary schedule for purposes of full  
6 disclosure and visibility.

7 It is the intention of the legislature that requests for funds to  
8 support recommendations for salary deviations from the prevailing rate  
9 survey data shall be kept to a minimum, and that the requests be fully  
10 documented when forwarded by the department of personnel.

11 Salary and fringe benefit survey information collected from private  
12 employers which identifies a specific employer with the salary and  
13 fringe benefit rates which that employer pays to its employees shall  
14 not be subject to public disclosure under chapter 42.17 RCW.

15 The first comprehensive salary and fringe benefit survey required  
16 by this section shall be completed and forwarded to the governor and  
17 the director of financial management by September 30, 1986. The first  
18 trend salary and fringe benefit survey required by this section shall  
19 be completed and forwarded to the governor and the director of  
20 financial management by September 30, 1988.

21 Effective July 1, 1998, the legislature shall fund annual salary  
22 increases of two and one-half percent to those employees identified in  
23 the comprehensive salary and fringe benefits survey and the trend  
24 salary and fringe benefit survey as being more than ten percent behind  
25 the prevailing wage rates. The most recent survey, comprehensive or  
26 trend, adjusted for salary increases that were given to employees,  
27 shall be used to determine those employees greater than ten percent  
28 behind the prevailing wage. The 1996 trend salary survey, adjusted for  
29 salary increases that were given to employees, shall be used as the  
30 base for the July 1, 1998, two and one-half percent salary increase.

--- END ---