
SENATE BILL 5394

State of Washington

56th Legislature

1999 Regular Session

By Senators Fraser, Winsley, Fairley, Swecker, Prentice, Patterson, Goings, Roach, Rasmussen, Costa, Wojahn, Eide, Heavey, Shin, Jacobsen, Kohl-Welles and McAuliffe

Read first time 01/21/1999. 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, 1999, 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, 1999, two and one-half percent salary increase.

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