

SUPPLEMENTAL TO THE MFPE MASTER AGREEMENT
between the
STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
and MFPE
2025 – 2027

NOTE - Where specific Article and Section references appear, the language, which follows, modifies MFPE Master Contract language. All other supplemental section language is unique to the Department of Labor and Industry (DLI).

ARTICLE 1.
RECOGNITION

Supplemental Section

Section 5. BARGAINING UNIT: This supplement covers those employees who have been included in the bargaining unit #38 at the Department of Labor and Industry. All employees of the Montana Department of Labor and Industry except:

1. personnel exempt under § 39-31-103, MCA;
2. positions in agencies that are administratively attached to the Department of Labor and Industry;
3. positions in the Office of Legal Services;
4. positions in the Office of Human Resources;
5. positions in the Labor Relations and Employment Mediation Unit in ESD;
6. positions in the Office of Administrative Hearings;
7. positions in the Building and Commercial Measurements Bureau.

ARTICLE 2.
FEDERATION RIGHTS

Supplemental Section

Section 10. REPRESENTATION

Subsection 1. With management's permission, designated chapter representatives will be allowed reasonable paid time to work on bargaining unit matters, including but not limited to, grievance processing and Federation information dissemination. The Federation agrees to notify management of who the designated chapter representatives are.

Subsection 2. Rest breaks and meal periods are duty-free times, and during those times the Employer may not restrict an employee from leaving the work site.

ARTICLE 6. NON-DISCRIMINATION

Revised Section 1 and Section 2 of the Master MFPE Agreement.

Section 1. No member of the Federation shall be discharged or discriminated against for upholding Federation principles. The Employer and the Federation affirm their joint opposition to any discriminatory practices in connection with employment, promotion or training, remembering that the public interest requires the full utilization of the employees' skills and ability without regard to race, color, creed, religion, political ideas, national origin, marital status, physical or mental disability, vaccination status, age or sex.

Section 2. In accordance with the provisions of the Governmental Code of Fair Practices, the Employer shall recruit, appoint, assign, train, evaluate and promote its employees on the basis of merit and qualifications, without regard to race, color, creed, religion, political ideas, sex, age, marital status, physical or mental disability, national origin, and vaccination status.

ARTICLE 7. PAY AND HOURS

Supplemental Sections

Section 17. ALTERNATIVE SCHEDULES: The Employer recognizes the importance of work-life balance and the value of offering employees flexibility in their work schedules. To support employees in achieving a healthy balance, the following shall apply:

Subsection 1. Employees may request an alternative schedule, including the option to work four ten-hour days per week, subject to the operational requirements of the organization. Supervisors shall review and consider such requests in a fair and consistent manner, taking into account the needs of both the employee and the organization. Requests shall not be unreasonably denied.

Subsection 2. If a request for an alternative work schedule is denied, the supervisor must provide the employee with a written explanation, outlining the specific operational reasons for the denial, within 10 working days of the request submission. The written denial must be reviewed by the Human Resources department to ensure that all reasonable attempts were made to consider and accommodate the request before it was denied.

Section 18. INDIGENOUS PEOPLES' DAY/COLUMBUS DAY: Employees may, with management's approval, work on the Indigenous People's Day/Columbus Day holiday and bank the equivalent hours worked and receive equivalent time off at their regular

rate on a later date. Employees who elect to work Indigenous Peoples' Day/Columbus Day under this banked holiday provision may not receive one and one-half times their regular rate for the hours worked on Indigenous Peoples' Day/Columbus Day (as outlined in the DLI Holiday Policy D(a)(i)). However, if an employee is required by management to work Indigenous Peoples' Day/Columbus Day, the employee will receive one and one-half times their regular rate.

Subsection 1. Management must approve or deny the request to work on Indigenous Peoples' Day/Columbus Day as a banked holiday in writing, using the DLI Banked Holiday form.

Subsection 2. If management denies a request to work on Indigenous Peoples' Day/Columbus Day as a banked holiday, there must be a stated business reason for doing so. Legitimate business reasons may include, but are not limited to:

1. No productive work to be performed when the office is closed to the public.
2. No adequate supervision if required for the type of work.
3. The employee has documented performance issues.
4. Overtime would likely be incurred due to the employee working the holiday.

Subsection 3. Approval to take time off and use the banked holiday hours is subject to the agency's approval procedures for taking other leave including Annual Leave, Compensatory Time, and Banked Holidays.

Subsection 4. No offices will be open on statutorily required holidays (§ 1-1-216 et al., MCA), due to this banked holiday provision.

Section 19. BIENNIUM PAY: Effective July 12, 2025, employees whose wage is below 80% of the 2024 market mid-point following the first statutory increase effective June 28, 2025, will receive an increase to bring them to 80% of the 2024 market-midpoint. This excludes those in the epidemiologist classification.

Subsection 1. Probationary period employees will be paid the "Probationary Employee" wage. Employees who have attained permanent status by successfully completing their probationary period shall be paid the "Permanent Employee" wage.

ARTICLE 8. OVERTIME AND COMPENSATORY TIME

Revise the following sections from the Master MFPE Agreement.

Section 1. "Non-exempt" employee means an employee subject to the overtime provisions of the Federal Fair Labor Standards Act and its regulations. "Non-exempt" employees shall be paid at a rate of one and one-half times their regular rate of pay for all authorized time they work over 40 hours per week.

Section 3, Subsection 1. Compensatory time will be credited on an hour-for-hour basis, for all authorized time worked over-40 hours per week.

Supplemental Section

Section 11. Only time worked over 40 hours in a week can create overtime pay or compensatory time at one and one-half regular pay. Paid leave times (annual, sick, banked holiday, floating holiday, or compensatory) do not count as time worked for the purposes of calculating overtime and comp time.

**ARTICLE 12.
JOB SECURITY**

(Section 1)

Supplemental Section

Subsection 1. PROBATIONARY PERIOD: The probationary period may be extended up to an additional six months upon agreement between the Employer and the employee.

Subsection 2. TRIAL PERIOD: An employee who laterally transfers or is promoted may be required to serve a trial period of up to six months. The employee who does not satisfactorily complete the trial period shall be returned to their former position, if available, or to a similar position at the same grade.

Subsection 3. MANAGEMENT SUPPORT OF EMPLOYEES: Any time an employee is suspected of wrongdoing, including infractions of policy, rule, regulation, or law, the employee shall have the allegations presented to them by a management representative and shall be shown any written complaints or charges. Prior to forming opinions about the validity of the allegations, and before taking disciplinary action (beyond informal counseling), management will consider the employee's response. If (after considering the employee's response) management believes the allegations are valid and takes formal disciplinary action, the action shall be subject to the grievance procedure.

**ARTICLE 13.
SENIORITY/LAYOFFS**

(Revised Section 4)

Section 4. Qualifications, seniority, and capabilities shall be the controlling factors in selection of employees for layoff among positions of the same classifications. Qualifications will be based on job duties performed and seniority will be given preference.

Supplemental Sections

Subsection 1. PROTECTIONS: No permanent employee shall be laid off while a temporary employee in the same skill is retained. In order to maintain continuous employment, employees who are in a laid-off status or who are scheduled for layoff may be transferred to a vacant position upon agreement of the Employer and the employee and after notification to the Union without a competitive hiring process and without compliance with this or any other provisions of the Agreement.

Subsection 2. INVOLUNTARY REASSIGNMENT RIGHTS: In the cases of involuntary reassignment, employees shall retain their existing salary for six months, benefits, and seniority.

1. Unsuccessful Placement: If the Employer is unable to identify an alternative position for an affected employee, or if the employee is unsuccessful in securing an alternative position, the employee shall be subject to the layoff provisions outlined in the Layoff and Seniority Section of this Agreement and all applicable policy.

Subsection 3. LAYOFF NOTIFICATION: The Employer shall provide written notice to the employees affected by a layoff as follows: at least 60 days in advance when 25 or more employees are affected; or at least 14 days in advance when fewer than 25 employees are affected (§ 2-18-1206, MCA). The notice shall include the reason for the layoff, the effective date, and information on any available resources or support services, such as job placement assistance or retraining opportunities.

Subsection 4. SENIORITY LIST: The Employer shall maintain an up-to-date seniority list for all employees covered by the Agreement. The list shall be made available to the Union and employees upon request and shall be updated at least annually. Any discrepancies in an employee's seniority shall be brought to the attention of the Employer and, if necessary, corrected in a timely manner.

Subsection 5. An employee who is laid off because of a reduction in force may choose either: retirement benefits provided in statute at § 19-2-706, MCA, if eligible; or State Employee Protection Act benefits provided in § 2-18-1201 et seq., MCA.

ARTICLE 14. VACANCIES AND PROMOTIONS

Supplemental Section

Section 2. SELECTION: The Employer will fill vacancies through an agency-competitive or open-competitive procedure. The Employer will make a good faith effort to fill all permanent bargaining unit positions with current bargaining unit members. Bargaining unit members will receive a preference under Article 13, Section 3 of the MFPE master contract. The Employer agrees that the weights assigned to qualifications, capabilities, and seniority will be assigned consistently for similar positions with similar duties.

Subsection 1. Qualifications will normally be measured through an evaluation of quality of relevant education and experience as demonstrated through the application and application supplement or other written materials. Capabilities will normally be measured through some combination of the following: a structured interview, job-related performance examinations, reference checks, and performance appraisal information. In the selection process, performance evaluations will not be used to compare one applicant with another but used to substantiate other information obtained through the process. In the given applicant pool seniority, qualifications, and capabilities will be measured in the same fashion. All vacancies will be posted for a minimum of seven working days.

Subsection 2. Current permanent DLI employees and eligible laid off employees in a reduction-in-force status may apply for positions advertised through Internal Recruitment. Current temporary employees who were originally hired through a competitive hiring process may apply through Internal Recruitment. Current temporary DLI employees who were not hired through a competitive hiring process may not apply for permanent positions advertised through Internal Recruitment.

ARTICLE 15. RATINGS AND WARNINGS

(Section 1)

Subsection 1. POSITION DESCRIPTIONS: The Employer will work with existing employees to ensure that the employees will have opportunities to give input on any changes in their position descriptions. If requested, an employee will be provided with a copy of their current position description.

ARTICLE 25. INDEPENDENT SUPPLEMENTAL LANGUAGE

Section 1. LABOR MANAGEMENT COOPERATION COMMITTEE: There shall be a Labor Management Cooperation (LMC) Committee. Protocols may be modified at any time by the committee.

Section 2. RELEASE TIME FOR BARGAINING: Union members will be given up to a collective total of 154 hours per year release time to work on issues of mutual benefit to the Union and the Employer and to promote collaborative work efforts and problem solving. This includes release time for negotiations, and other labor relations events. Release time must be pre-approved through the supervisory chain of command and must be coordinated through the Human Resource office. Release time may not be used for grievance preparation.

Section 3. REASSIGNMENT: The Employer has authority to reassign employees within job assignments at the same *office* location. The Employer will discuss the reason for the reassignment prior to the starting time and, if requested, will provide the employee with a written explanation of the reason for the reassignment if the reassignment will last

more than one month. Reassignment will be based solely on work-related needs. Except in emergency situations, the Employer will provide the appropriate orientation prior to reassignment.

Section 4. TRANSFER: This section does not apply to remote workers or to employees who work as part of regional or distributed teams without an assigned office location, specifically:

- Data & Operations Bureau (WSD)
- Business and Education Engagement Bureau (WSD)
- Technology Services Division
- Compliance Bureau (ESD)
- Investigations and Mediation Bureau (ESD)

Transfer means reassignment to another community outside the local office service area or the central office. Service areas with multiple locations in the same community are considered one local office, if managed by one manager.

Subsection 1. If two offices are established in a local service area (community) and a transfer is needed, or a transfer is needed between two communities, the following criteria will be followed:

1. Qualified volunteers will be sought.
2. The most junior qualified employee will be assigned if qualified volunteers are not forthcoming.
3. Ten days' notice will be given, unless otherwise agreeable. However, in cases where funding is eliminated, or unusual circumstances prevail, transfers may be made on a more immediate basis.
4. The promotional policy as agreed will be followed in cases of lateral transfers within the Division.

Subsection 2. When qualified volunteers or the most junior qualified employees do not meet the Employer's specific needs, and the Employer wishes to transfer a specific employee, the following criteria will apply:

1. The Employer will present the selected employee and the local Montana Federation of Public Employees representative with written justification for the transfer. If the employee accepts the transfer, the remainder of the procedure may not be followed.

2. If the employee does not wish to transfer voluntarily, the Employer will reconsider its need to transfer that specific employee giving due consideration to the employee's reasons for refusing.
3. If the Employer reaffirms its original transfer decision, a meeting will be held with the affected employee and a Montana Federation of Public Employees staff member (or other representative of the employee's choice), and the Division Administrator in an attempt to reconcile the employee's concerns and ensure that the transfer is necessary for the specific needs of the Employer.

Section 5. EDUCATION AND TRAINING: The Employer shall make a good faith effort to provide education and training to all bargaining unit employees. Training required to maintain or improve skills for the employees' current position will be scheduled during paid time. All cost relating to this required training will be paid by the Employer. Employees will have input when identifying individual training needs and in establishing an individual educational and/or training plan. If a request for education or training is denied, the Employer will document in writing the reason for such denial.

Subsection 1. REQUIRED SAFETY TRAINING: The Employer shall provide biannual paid training for all bargaining unit employees on the following workplace safety topics:

1. Workplace Violence Prevention
2. Active Shooter Response
3. Human Trafficking Awareness
4. De-escalation Techniques

Subsection 2. The training shall occur during regular work hours and be considered compensable time. Participation in training assigned by management shall be mandatory.

Section 6. JOB SHARING: A current employee may request to alter their position to a job-shared position. If the Employer agrees to the request, the other half of the position will first be offered in-house and then to laid-off unit members. If one half of a job-shared position becomes vacant, it will first be offered to the other half-time employee on a full-time basis. If that employee declines the full-time position, the half position will be offered first in-house and then to laid off unit members.

Subsection 1. If the current job-sharing employee does not want the position on a full-time basis, and if the position is unable to be filled either in-house or with laid off bargaining unit members, the Employer may recruit externally. If external recruitment is necessary, the Employer agrees that the half position will only be filled using a competitive selection process.

Section 7. TRAVEL ADVANCES: Employees are entitled to a one-month travel advance, provided the request is made in a timely manner and is justified. Employees who must travel on occasion for work and are not being reimbursed monthly for their cell phone, a cell phone (with a data plan) will be made available for checkout. If no phone is available, the employee may be reimbursed on a pro-rated basis for the use of their personal phone for the time spent in a travel status.

Section 8. TEMPORARY PROMOTIONS: For temporary promotions, the Employer shall provide written communication to employees regarding the expected duration of the temporary assignment and any conditions affecting the employee's ability to return to their former position.

Subsection 1. Any permanent employee covered by this Agreement who is selected and voluntarily accepts a temporary promotion for up to one year may revert back to their former position when the temporary promotion is ended.

Subsection 2. If an employee is selected by a management designee to temporarily fill a vacancy in a higher pay range job, the authorization shall be in writing and the employee shall be paid at the higher pay range with the exact rate of temporary pay to be set by the Pay Plan Rules.

Section 9. TELEWORK AND REMOTE WORK: Employees who are sent home to work at the direction of the Employer and do not have adequate internet shall receive reimbursement for monthly internet costs. Employees requesting reimbursement will be required to submit proof of internet need and increased cost and are subject to management approval.

Section 10. CLASSIFICATION CHANGE NOTIFICATION: Employees shall receive written notice from the Employer when a reclassification action is taken that affects their position, including a change in job classification title or pay range. The notice shall be provided within 15 working days of the completion of the reclassification and shall include a brief explanation of the reason for the reclassification.

ARTICLE 26. GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. Having a desire to create and maintain harmonious labor relations between them, the parties agree that they will promptly attempt to address all complaints, disputes, controversies, or other grievances arising between them involving questions of interpretation or application of the written provisions of this Agreement. All potential grievances must be discussed with the immediate supervisor prior to the filing of a formal grievance and no formal grievance may be filed until the immediate supervisor has been given an opportunity to attempt resolution.

Section 2. Grievance Procedure.

Step 1

A grievance involving the interpretation or application of the written provision(s) of this Agreement shall be submitted by the employee or union representative to the employee's immediate supervisor or management designee within 14 calendar days from the occurrence of the grievable event. The immediate supervisor or management designee shall have 14 calendar days from receipt of the grievance to respond in writing.

Step 2

If the grievance is not resolved at Step 1, a formal grievance may be submitted by the Union in writing within 14 calendar days from the immediate supervisor's or management designee's response to Step 1. The grievance should be submitted to the appropriate management official. The management official at the second step shall have 14 calendar days from receipt of the grievance to respond in writing.

Step 3

If the grievance is not resolved at Step 2, the Union may submit a Step 3 formal grievance to the agency head or designee within 21 calendar days of the Step 2 response. The agency head or designee shall have 21 calendar days from receipt of the grievance to respond in writing.

Step 4

Should the Union consider the decision of the agency head unsatisfactory, the Union shall, within 21 calendar days of such decision, notify the agency head and the State Office of Labor Relations of its intention to take the grievance to arbitration.

Step 5

After notification of arbitration, the Union and management will work with Office of Labor Relations (OLR) to determine if there is a mutually acceptable resolution that can be found or if the matter should go to mediation. If the Union and management determines the parties cannot resolve informally or through mediation, the decision should proceed to final and binding arbitration. If there is a cost associated, the parties will share it equally. The timeline for the grievance processing will be put on hold until the mediation is final or the decision is made to move to arbitration.

Section 3. Rules of Grievance Processing.

Subsection 1. Waiving time limits. Time limits at any stage of the grievance procedure may be extended by written mutual agreement of the parties at that step.

Subsection 2. Timeliness. A grievance not filed or advanced by the grievant within the time limits provided shall be deemed permanently withdrawn. Failure on the part of the Employer's representative to answer within the time limit set forth in any step will entitle the employee to the next step.

Subsection 3. Elements of the grievance. All presentations of grievances shall be submitted to the Employer in writing at each step and must include:

1. Name of employee(s)/Union grieving.
2. Date of the violation.
3. The step of the grievance.
4. A complete statement of the grievance and facts upon which it is based.
5. The specific Article(s) and Section(s) of the Agreement violated.
6. The specific remedy or correction requested.
7. The signature of each grievant or representative.

Subsection 4. Alternative procedures.

1. As recognized in § 49-2-512, Title 49 of Montana Code Annotated establishes the exclusive remedy for acts constituting an alleged violation of the Montana Human Rights Act. In the event of a grievance based upon an alleged violation of this Act, the statutory procedures of filing a claim with the Human Rights Bureau shall be the exclusive remedy.
2. As recognized in § 2-18-1011, Title 2 of Montana Code Annotated establishes the exclusive remedy for an alleged violation of classification or compensation. In the event of a grievance based upon an alleged violation of this provision, the statutory procedures of filing a claim with the Board of Personnel Appeals shall be the exclusive remedy.

Section 4. Rules of Arbitration.

Subsection 1. Selection of Arbitrator. The parties shall request a list of seven arbitrators from the Board of Personnel Appeals and shall alternatively strike names from the list. The last remaining name shall serve as the arbitrator.

Subsection 2. Arbitrator's limitations. No grievance which fails to meet the requirements of Section 3, Subsection 3 of this Article shall be determined to be arbitrable. The arbitrator may not add to, subtract from, or modify the terms of this Agreement.

Subsection 3. The parties agree either party may file pre-arbitration dispositive motions or request a bench decision from the arbitrator.

Subsection 4. Each party shall share equally the cost of the arbitrator. In the event one of the parties wants transcripts from the proceedings of the arbitration, the party requesting the transcripts shall pay the entire cost. If each party requests a transcript, they shall equally share the cost.

Subsection 5. The arbitration location shall be mutually agreed upon by the parties.

THIS AGREEMENT is signed and dated this 7/24/2025.

THE STATE OF MONTANA:

DocuSigned by:
Sarah Swanson
9484562ED2494B4...
Sarah Swanson, Commissioner
Department of Labor & Industry

Signed by:
Karol Anne Davis
382B3999E2BE4DB...
Karol Anne Davis, Chief Negotiator
State Office of Labor Relations

THE FEDERATION:

Signed by:
Amanda Curtis
8011FBCEDE134D8...
Amanda Curtis, President
MFPE

Signed by:
Leighton Wiegler
AA0100373C8B4E3...
Leighton Wiegler, Local 7781
President MFPE

Job Code	Job Code Title	Working Title	Probationary Rate Now		Prob After HB13 Adj 7/1/25	Permanent Rate Now		Perm After HB13 Adj 7/1/25	Union 038 Adj to 80% Eff 07/12	Prob After HB13 Adj 7/1/26	Perm After HB13 Adj 7/1/26
A3201B	IT Manager	TSD Bureau Chief	\$92,780	\$44.61	\$45.72	\$98,015	\$47.12	\$48.30		\$46.86	\$49.51
A3301B	Financial Manager	CSD Accounting BC, CSD Budget BC	\$91,201	\$43.85	\$44.94	\$95,008	\$45.68	\$46.82		\$46.07	\$47.99
B13011	Claims Examiner 1	UI - CLE II (4a), Monetary I	\$48,755	\$23.44	\$24.44	\$49,442	\$23.77	\$24.77		\$25.44	\$25.77
B13012	Claims Examiner 2	UI - CLE IV (5a)	\$56,742	\$27.28	\$28.28	\$58,448	\$28.10	\$29.10		\$29.28	\$30.10
B13012	Claims Examiner 2	UI - CLE III (4b), UI Monetary II	\$52,166	\$25.08	\$26.08	\$53,144	\$25.55	\$26.55		\$27.08	\$27.55
B13012	Claims Examiner 2	UI - Charging CHE II	\$51,355	\$24.69	\$25.69	\$52,333	\$25.16	\$26.16		\$26.69	\$27.16
B13013	Claims Examiner 3	UI - Charging CHE III	\$55,182	\$26.53	\$27.53	\$56,472	\$27.15	\$28.15	\$30.31	\$28.53	\$31.31
B13013	Claims Examiner 3	UI - Monetary III	\$57,782	\$27.78	\$28.78	\$59,488	\$28.60	\$29.60	\$30.31	\$29.78	\$31.31
B13013	Claims Examiner 3	Insurance Claims Examiners - ERD - 6	\$68,432	\$32.90	\$33.90	\$70,886	\$34.08	\$35.08		\$34.90	\$36.08
B13013	Claims Examiner 3	UI - CLE V (5b), UI Monetary TRA	\$61,818	\$29.72	\$30.72	\$63,773	\$30.66	\$31.66		\$31.72	\$32.66
B1301M	Claims Examiner Supervisor	UID Claims Examiner Supervisor	\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04
B13021	Insurance Fraud Examiner 1	Crime Investigator	\$69,410	\$33.37	\$34.37	\$71,906	\$34.57	\$35.57		\$35.37	\$36.57
B1302M	Insurance Fraud Supervisor	Insurance Fraud Supervisor	\$85,403	\$41.06	\$42.09	\$87,458	\$42.05	\$43.10		\$43.14	\$44.18
B14011	Compliance Specialist 1	Compliance Specialist 1	\$50,960	\$24.50	\$25.50	\$53,040	\$25.50	\$26.50		\$26.50	\$27.50
B14012	Compliance Specialist 2	Weights & Measures Insp A	\$59,966	\$28.83	\$29.83	\$61,672	\$29.65	\$30.65		\$30.83	\$31.65
B14012	Compliance Specialist 2	Weights & Measures Insp B	\$62,670	\$30.13	\$31.13	\$64,522	\$31.02	\$32.02		\$32.13	\$33.02
B14012	Compliance Specialist 2	Weights & Measures Insp C	\$68,099	\$32.74	\$33.74	\$70,117	\$33.71	\$34.71		\$34.74	\$35.71
B14012	Compliance Specialist 2	Weights & Measures Insp D	\$70,928	\$34.10	\$35.10	\$75,712	\$36.40	\$37.40		\$36.10	\$38.40
B14012	Compliance Specialist 2	UI Tax Compliance Officer, Rating Specialist	\$59,155	\$28.44	\$29.44	\$61,194	\$29.42	\$30.42		\$30.44	\$31.42
B14012	Compliance Specialist 2	UI BAM Auditor	\$59,738	\$28.72	\$29.72	\$61,693	\$29.66	\$30.66		\$30.72	\$31.66
B14012	Compliance Specialist 2	Compliance Specialist 2 (ESD)	\$57,013	\$27.41	\$28.41	\$58,760	\$28.25	\$29.25		\$29.41	\$30.25
B14013	Compliance Specialist 3	Compliance Specialist 3 (ESD)	\$64,334	\$30.93	\$31.93	\$66,373	\$31.91	\$32.91	\$36.55	\$32.93	\$37.55
B1401M	Compliance Supervisor		\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04
B14022	License Examiner 2	License Examiner 2 - Level 1	\$53,560	\$25.75	\$26.75	\$56,368	\$27.10	\$28.10		\$27.75	\$29.10
B14022	License Examiner 2	License Examiner 2 - Level 2	\$59,488	\$28.60	\$29.60	\$60,840	\$29.25	\$30.25		\$30.60	\$31.25
B16011	Compliance Investigator	Human Rights Investigator	\$68,203	\$32.79	\$33.79	\$69,846	\$33.58	\$34.58		\$34.79	\$35.58
B16011	Compliance Investigator	Professional Occ. License Investigator	\$68,203	\$32.79	\$33.79	\$69,846	\$33.58	\$34.58		\$34.79	\$35.58
B16011	Compliance Investigator	Compliance Investigator (ESD)	\$63,294	\$30.43	\$31.43	\$65,333	\$31.41	\$32.41		\$32.43	\$33.41
B16011	Compliance Investigator	Investigations/Mediation Investigator Level II				\$73,174	\$35.18	\$36.18			\$37.18

B16011	Compliance Investigator	Investigations/Mediation Investigator Level III				\$74,942	\$36.03	\$37.03			\$38.03	
B1601M	Compliance Investigator Supervisor	HRB Investigator Supervisor	\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04	
B1601M	Compliance Investigator Supervisor	HRB Investigator Manager	\$91,201	\$43.85	\$44.94	\$95,008	\$45.68	\$46.82		\$46.07	\$47.99	
B17011	Human Resources Generalist 1	HR Support	\$60,299	\$28.99	\$29.99	\$61,984	\$29.80	\$30.80		\$30.99	\$31.80	
B17013	Human Resources Generalist 3	Human Resource Generalist 3	\$68,744	\$33.05	\$34.05	\$78,000	\$37.50	\$38.50		\$35.05	\$39.50	
B17021	Employment Specialist 1	Workforce Consultant & DVOP	\$53,123	\$25.54	\$26.54	\$53,893	\$25.91	\$26.91		\$27.54	\$27.91	
B1702M	Employment Specialist Supervisor	WSD Job Service Supervisor	\$56,846	\$27.33	\$28.33	\$59,134	\$28.43	\$29.43		\$29.33	\$30.43	
B1702M	Employment Specialist Supervisor	WSD Job Service Manager	\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04	
B1B011	Policy Analyst 1	WSD Policy Analyst	\$64,334	\$30.93	\$31.93	\$66,373	\$31.91	\$32.91		\$35.69	\$32.93	\$36.69
B1B011	Policy Analyst 1	Tribal Liaison	\$81,120	\$39.00	\$40.00	\$84,843	\$40.79	\$41.81		\$41.00	\$42.85	
B1B011	Policy Analyst 1	Agency Policy Analyst	\$94,099	\$45.24	\$46.37	\$97,344	\$46.80	\$47.97		\$47.53	\$49.17	
B1B011	Policy Analyst 1	Tribal Engagement Support	\$69,680	\$33.50	\$34.50	\$75,920	\$36.50	\$37.50		\$35.50	\$38.50	
B1F012	Trainer 2	Trainer 2	\$58,698	\$28.22	\$29.22	\$60,653	\$29.16	\$30.16		\$30.22	\$31.16	
B1F012	Trainer 2	UI Claims Trainer	\$63,898	\$30.72	\$31.72	\$65,853	\$31.66	\$32.66		\$32.72	\$33.66	
B1J011	Program Specialist 1	Program Specialist 1	\$54,662	\$26.28	\$27.28	\$56,368	\$27.10	\$28.10		\$28.28	\$29.10	
B1J011	Program Specialist 1	Career Exploration Specialist	\$56,160	\$27.00	\$28.00	\$59,030	\$28.38	\$29.38		\$29.00	\$30.38	
B1J012	Program Specialist 2	Pharmacist	\$120,512	\$57.94	\$59.39	\$126,742	\$60.93	\$62.46		\$60.87	\$64.02	
B1J012	Program Specialist 2	Registered Nurse	\$88,042	\$42.33	\$43.39	\$91,849	\$44.16	\$45.26		\$44.47	\$46.39	
B1J012	Program Specialist 2	Program Specialist 2	\$64,334	\$30.93	\$31.93	\$66,373	\$31.91	\$32.91		\$32.93	\$33.91	
B1J012	Program Specialist 2	Pharmacist Supervisor	\$120,512	\$57.94	\$59.39	\$127,348	\$61.22	\$62.76		\$60.87	\$64.32	
B1J01M	Program Supervisor		\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04	
B1J032	Project Management Specialist2	Project Management Specialist 2 (ESD)	\$67,995	\$32.69	\$33.69	\$70,200	\$33.75	\$34.75		\$34.69	\$35.75	
B1J033	Project Management Specialist3	Project Management Specialist 3	\$79,331	\$38.14	\$39.14	\$87,360	\$42.00	\$43.05		\$40.14	\$44.13	
B1J042	Grants Contracts Coordinator 2	Grant Writer	\$74,880	\$36.00	\$37.00	\$80,018	\$38.47	\$39.47		\$38.00	\$40.47	
B1J091	Program Officer 1	Program Officer 1	\$49,712	\$23.90	\$24.90	\$51,210	\$24.62	\$25.62		\$25.90	\$26.62	
B1J092	Program Officer 2	Program Officer 2	\$70,304	\$33.80	\$34.80	\$71,739	\$34.49	\$35.49		\$35.80	\$36.49	
B1J101	Business Analyst 1	Business Analyst 1	\$52,749	\$25.36	\$26.36	\$54,350	\$26.13	\$27.13		\$27.36	\$28.13	
B1J102	Business Analyst 2	Business Analyst 2	\$61,547	\$29.59	\$30.59	\$63,586	\$30.57	\$31.57		\$31.59	\$32.57	
B1J103	Business Analyst 3	Business Analyst 3	\$71,760	\$34.50	\$35.50	\$73,653	\$35.41	\$36.41		\$37.90	\$36.50	\$38.90
B1J10M	Business Analyst Supervisor	Tech Liaison Supervisor	\$76,648	\$36.85	\$37.85	\$79,082	\$38.02	\$39.02		\$38.85	\$40.02	
B1JO51	Administrative Specialist 1	Administrative Specialist 1	\$54,704	\$26.30	\$27.30	\$56,368	\$27.10	\$28.10		\$28.30	\$29.10	
B1JO52	Administrative Specialist 2	Administrative Specialist 2	\$63,294	\$30.43	\$31.43	\$65,333	\$31.41	\$32.41		\$32.43	\$33.41	
B1JO53	Administrative Specialist 3	Administrative Specialist 3	\$72,750	\$34.98	\$35.98	\$75,000	\$36.06	\$37.06		\$36.98	\$38.06	

B1JO5M	Administrative Supervisor		\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04
B1JO5M	Administrative Supervisor	ESD Section Chief	\$79,456	\$38.20	\$39.20	\$82,613	\$39.72	\$40.72		\$40.20	\$41.74
B1JO5M	Administrative Supervisor	WSD Deputy Bureau Chief	\$79,456	\$38.20	\$39.20	\$82,613	\$39.72	\$40.72		\$40.20	\$41.74
B1JO5M	Administrative Supervisor	Building Code Supervisors	\$76,045	\$36.56	\$37.56	\$79,331	\$38.14	\$39.14		\$38.56	\$40.14
B21011	Accountant 1	Accountant 1	\$50,523	\$24.29	\$25.29	\$51,792	\$24.90	\$25.90		\$26.29	\$26.90
B21012	Accountant 2	Accountant 2	\$64,501	\$31.01	\$32.01	\$66,498	\$31.97	\$32.97		\$33.01	\$33.97
B21013	Accountant 3	Administrative Specialist 2	\$73,840	\$35.50	\$36.50	\$75,920	\$36.50	\$37.50		\$37.50	\$38.50
B2101M	Accounting Supervisor	CSD Accounting Supervisor	\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04
B23012	Budget Analyst 2	Budget Analyst 2	\$69,784	\$33.55	\$34.55	\$72,696	\$34.95	\$35.95		\$35.55	\$36.95
B2301M	Budget Analyst Supervisor	CSD Budget Analyst Supervisor	\$77,917	\$37.46	\$38.46	\$80,059	\$38.49	\$39.49		\$39.46	\$40.49
B28013	Tax Examiner 3	Tax Examiner 3	\$61,235	\$29.44	\$30.44	\$63,274	\$30.42	\$31.42	\$31.92	\$31.44	\$32.92
B2801M	Tax Examiner Supervisor	UID Tax Examiner Supervisor	\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04
B29011	Payroll Specialist 1	Payroll Specialist	\$57,242	\$27.52	\$28.52	\$59,384	\$28.55	\$29.55		\$29.52	\$30.55
B29J01	Finance All Other	CSD Grants Accountant	\$53,934	\$25.93	\$26.93	\$55,598	\$26.73	\$27.73		\$27.93	\$28.73
C1C012	IT Systems Analyst 2	IT Systems Analyst 2	\$75,109	\$36.11	\$37.11	\$77,688	\$37.35	\$38.35		\$38.11	\$39.35
C1C022	IT Security Specialist 2	Information Security Coordinator	\$83,456	\$40.12	\$41.13	\$86,701	\$41.68	\$42.73		\$42.15	\$43.79
C1D021	Software Developer 1	Software Developer 1	\$70,096	\$33.70	\$34.70	\$72,509	\$34.86	\$35.86		\$35.70	\$36.86
C1D022	Software Developer 2	CSD Web Developer	\$79,872	\$38.40	\$39.40	\$82,098	\$39.47	\$40.47		\$40.40	\$41.48
C1D022	Software Developer 2	TSD Software Developer A	\$78,291	\$37.64	\$38.64	\$80,870	\$38.88	\$39.88		\$39.64	\$40.88
C1D022	Software Developer 2	TSD Software Developer B	\$79,789	\$38.36	\$39.36	\$82,245	\$39.54	\$40.54		\$40.36	\$41.55
C1D02M	Software Developer Supervisor	Software Developer Supervisor	\$85,879	\$41.29	\$42.32	\$92,040	\$44.25	\$45.36		\$43.38	\$46.49
C1E012	IT Systems Administrator 2	IT Systems Administrator 2B	\$70,678	\$33.98	\$34.98	\$72,966	\$35.08	\$36.08		\$35.98	\$37.08
C1E012	IT Systems Administrator 2	IT Systems Administrator 2A	\$63,856	\$30.70	\$31.70	\$65,333	\$31.41	\$32.41		\$32.70	\$33.41
C1E022	Database Administrator 2	Database Administrator 2	\$85,663	\$41.18	\$42.21	\$89,297	\$42.93	\$44.00		\$43.27	\$45.10
C1E031	IT Systems Architect 1	IT Systems Architect 1	\$85,663	\$41.18	\$42.21	\$89,297	\$42.93	\$44.00		\$43.27	\$45.10
C23011	Research Analyst 1	Research Analyst 1	\$55,598	\$26.73	\$27.73	\$57,346	\$27.57	\$28.57		\$28.73	\$29.57
C23013	Research Analyst 3	Operations Research Analyst	\$67,579	\$32.49	\$33.49	\$69,784	\$33.55	\$34.55	\$36.43	\$34.49	\$37.43
C23013	Research Analyst 3	Statistician	\$65,458	\$31.47	\$32.47	\$67,517	\$32.46	\$33.46	\$36.43	\$33.47	\$37.43
C2301M	Research Analyst Supervisor	WSD Research Analyst Supervisor	\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04
D2JJ01	Architect Engineer All Other	Plan Reviewer A	\$72,384	\$34.80	\$35.80	\$74,797	\$35.96	\$36.96		\$36.80	\$37.96
D2JJ01	Architect Engineer All Other	Plan Reviewer B	\$75,462	\$36.28	\$37.28	\$77,813	\$37.41	\$38.41		\$38.28	\$39.41
D2JJ01	Architect Engineer All Other	Plan Reviewer C	\$78,478	\$37.73	\$38.73	\$80,850	\$38.87	\$39.87		\$39.73	\$40.87
D2JJ01	Architect Engineer All Other	Plan Reviewer D	\$81,401	\$39.14	\$40.14	\$83,997	\$40.38	\$41.39		\$41.14	\$42.43

D2JJ01	Architect Engineer All Other	Metrologist	\$65,832	\$31.65	\$32.65	\$67,974	\$32.68	\$33.68		\$33.65	\$34.68
E14012	Epidemiologist 2	Epidemiologist 2	\$72,821	\$35.01	\$36.01	\$75,962	\$36.52	\$37.52		\$37.01	\$38.52
E31011	Economist 1	Economist 1	\$70,616	\$33.95	\$34.95	\$75,504	\$36.30	\$37.30		\$35.95	\$38.30
E31012	Economist 2	Economist 2B	\$83,802	\$40.29	\$41.30	\$89,752	\$43.15	\$44.23		\$42.33	\$45.33
E31012	Economist 2	Economist 2A	\$75,754	\$36.42	\$37.42	\$81,120	\$39.00	\$40.00		\$38.42	\$41.00
E31012	Economist 2	State Economist	\$86,982	\$41.82	\$42.86	\$94,037	\$45.21	\$46.34		\$43.94	\$47.50
E3101M	Economist Supervisor	WSD Economist Supervisor	\$91,201	\$43.85	\$44.94	\$95,008	\$45.68	\$46.82		\$46.07	\$47.99
E46011	Planning Technician 1	Plan Reviewer Support	\$54,870	\$26.38	\$27.38	\$56,368	\$27.10	\$28.10		\$28.38	\$29.10
E51011	Safety Officer 1	Safety Officer 1A, Safety Trainer 1A	\$72,904	\$35.05	\$36.05	\$75,213	\$36.16	\$37.16		\$37.05	\$38.16
E51011	Safety Officer 1	Safety Officer 1B, Safety Trainer 1B	\$78,830	\$38.38	\$39.38	\$80,995	\$38.94	\$39.94		\$40.38	\$40.94
E5101M	Safety Supervisor	Safety Supervisor	\$83,564	\$40.18	\$41.18	\$84,733	\$40.74	\$41.76		\$42.21	\$42.80
G11012	Lawyer 2	Lawyer 2	\$97,906	\$47.07	\$48.25	\$102,363	\$49.21	\$50.44		\$49.45	\$51.70
G11012	Lawyer 2	Lead Lawyer/ ALJ II	\$100,978	\$48.55	\$49.76	\$105,240	\$50.60	\$51.86		\$51.00	\$53.16
G1101M	Lawyer Supervisor	Investigation Mediation Supvr	\$104,310	\$50.15	\$51.40	\$108,766	\$52.29	\$53.60		\$52.69	\$54.94
G1101M	Lawyer Supervisor	Lawyer Supervisor (Non-legal staff)	\$100,978	\$48.55	\$49.76	\$105,240	\$50.60	\$51.86		\$51.00	\$53.16
G11021	Law Clerk 1	Law Clerk 1	\$74,298	\$35.72	\$36.72	\$76,814	\$36.93	\$37.93		\$37.72	\$38.93
G11111	Hearings Officer 1	Hearings Officer 1	\$67,912	\$32.65	\$33.65	\$70,824	\$34.05	\$35.05		\$34.65	\$36.05
G11112	Administrative Law Judge 2	AdministrativeLaw Judge	\$94,532	\$45.45	\$46.58	\$98,988	\$47.59	\$48.78		\$47.75	\$50.00
G11112	Administrative Law Judge 2	Lawyer ALJ Supervisor	\$109,328	\$52.56	\$53.88	\$115,039	\$55.31	\$56.69		\$55.22	\$58.11
G12011	Mediator 1	Mediator 1	\$76,419	\$36.74	\$37.74	\$79,394	\$38.17	\$39.17		\$38.74	\$40.17
G12011	Mediator 1	WC Dispute Resolution	\$72,176	\$34.70	\$35.70	\$74,568	\$35.85	\$36.85		\$36.70	\$37.85
G1201M	Mediator Supervisor	ESD Mediator Manager	\$91,201	\$43.85	\$44.94	\$95,008	\$45.68	\$46.82		\$46.07	\$47.99
G1201M	Mediator Supervisor	Mediator Supervisor	\$77,792	\$37.40	\$38.40	\$80,808	\$38.85	\$39.85		\$39.40	\$40.85
G21011	Paralegal 1	Paralegal 1	\$62,275	\$29.94	\$30.94	\$64,459	\$30.99	\$31.99		\$31.94	\$32.99
G21012	Paralegal 2	Paralegal Supervisor	\$73,757	\$35.46	\$36.46	\$77,043	\$37.04	\$38.04		\$37.46	\$39.04
G21012	Paralegal 2	Paralegal 2	\$68,515	\$32.94	\$33.94	\$69,638	\$33.48	\$34.48		\$34.94	\$35.48
I12012	Graphic Designer 2	Graphic Designer 2	\$63,086	\$30.33	\$31.33	\$68,307	\$32.84	\$33.84		\$32.33	\$34.84
I33011	Public Relations Specialist 1	JMG Marketing Specialist	\$61,360	\$29.50	\$30.50	\$63,440	\$30.50	\$31.50		\$31.50	\$32.50
I33012	Public Relations Specialist 2	Public Relations Specialist 2	\$68,744	\$33.05	\$34.05	\$68,744	\$33.05	\$34.05		\$35.05	\$35.05
I3301M	Public Relations Supervisor	Public Relations Supervisor	\$91,201	\$43.85	\$44.94	\$95,008	\$45.68	\$46.82		\$46.07	\$47.99
I39J01	Media Arts Comm All Other	Technical Writer	\$57,928	\$27.85	\$28.85	\$61,630	\$29.63	\$30.63		\$29.85	\$31.63
Q31012	Collections Agent 2	Collections Agent 2	\$45,885	\$22.06	\$23.06	\$46,322	\$22.27	\$23.27		\$24.06	\$24.27
Q31012	Collections Agent 2	Collections Agent 2B (ESD)	\$55,973	\$26.91	\$27.91	\$57,720	\$27.75	\$28.75		\$28.91	\$29.75

Q33021	Accounting Technician 1	Accounting Technician 1	\$41,954	\$20.17	\$21.17	\$43,222	\$20.78	\$21.78		\$22.17	\$22.78
Q33022	Accounting Technician 2	Accounting Technician 2	\$48,443	\$23.29	\$24.29	\$49,712	\$23.90	\$24.90		\$25.29	\$25.90
Q33031	Auditing Technician 1	Auditing Technician 1	\$41,642	\$20.02	\$21.02	\$42,682	\$20.52	\$21.52		\$22.02	\$22.52
Q44011	Court Clerk 1	Court Clerk 1A	\$46,904	\$22.55	\$23.55	\$50,856	\$24.45	\$25.45		\$24.55	\$26.45
Q44011	Court Clerk 1	Court Clerk 1B	\$64,854	\$31.18	\$32.18	\$67,101	\$32.26	\$33.26		\$33.18	\$34.26
Q45012	Customer Service Assistant 2	Customer Service Assistant 2A	\$39,666	\$19.07	\$20.07	\$40,768	\$19.60	\$20.60		\$21.07	\$21.60
Q45013	Customer Service Assistant 3	Customer Service Assistant 3B	\$48,131	\$23.14	\$24.14	\$50,024	\$24.05	\$25.05		\$25.14	\$26.05
Q45013	Customer Service Assistant 3	Customer Service Assistant 3A	\$43,826	\$21.07	\$22.07	\$44,928	\$21.60	\$22.60		\$23.07	\$23.60
Q4G011	Human Resources Assistant 1	Human Resource Assistant	\$50,003	\$24.04	\$25.04	\$53,123	\$25.54	\$26.54		\$26.04	\$27.54
Q4J041	Compliance Technician 1	Compliance Tech 1C	\$54,662	\$26.28	\$27.28	\$56,222	\$27.03	\$28.03		\$28.28	\$29.03
Q4J041	Compliance Technician 1	Compliance Tech 1A	\$46,363	\$22.29	\$23.29	\$47,632	\$22.90	\$23.90		\$24.29	\$24.90
Q4J041	Compliance Technician 1	Compliance Tech 1B	\$47,528	\$22.85	\$23.85	\$48,214	\$23.18	\$24.18		\$24.85	\$25.18
Q58011	Shipping Supply Assistant 1	Shipping & Receiving Tech	\$41,600	\$20.00	\$21.00	\$42,640	\$20.50	\$21.50		\$22.00	\$22.50
Q61022	Administrative Assistant 2	Administrative Assistant 2	\$43,181	\$20.76	\$21.76	\$44,408	\$21.35	\$22.35		\$22.76	\$23.35
Q61022	Administrative Assistant 2	Tax Examiner Technician	\$46,675	\$22.44	\$23.44	\$47,362	\$22.77	\$23.77		\$24.44	\$24.77
Q61023	Administrative Assistant 3	Administrative Assistant 3	\$49,920	\$24.00	\$25.00	\$51,230	\$24.63	\$25.63		\$26.00	\$26.63
Q61023	Administrative Assistant 3	Executive Asst to Commissioner	\$65,395	\$31.44	\$32.44	\$67,704	\$32.55	\$33.55		\$33.44	\$34.55
Q61031	Legal Secretary 1	Legal Secretary 1A	\$44,886	\$21.58	\$22.58	\$46,800	\$22.50	\$23.50		\$23.58	\$24.50
Q61031	Legal Secretary 1	Legal Secretary 1B	\$49,234	\$23.67	\$24.67	\$51,355	\$24.69	\$25.69		\$25.67	\$26.69
Q92012	Data Processor 2	Data Processor 2	\$35,131	\$16.89	\$17.89	\$36,067	\$17.34	\$18.34		\$18.89	\$19.34
Q92013	Data Processor 3	Data Control Tech	\$56,222	\$27.03	\$28.03	\$57,762	\$27.77	\$28.77		\$29.03	\$29.77
Q97021	Document Imaging Operator 1	Document Imaging Operator 1	\$36,171	\$17.39	\$18.39	\$37,149	\$17.86	\$18.86		\$19.39	\$19.86
S41011	Building Code Inspector 1	Building Code Inspector A (Level 1)	\$60,008	\$28.85	\$29.85	\$61,672	\$29.65	\$30.65		\$30.85	\$31.65
S41011	Building Code Inspector 1	Building Code Inspector B (Level 2)	\$62,795	\$30.19	\$31.19	\$64,522	\$31.02	\$32.02		\$32.19	\$33.02
S41011	Building Code Inspector 1	Building Code Inspector C (Level 3)	\$67,974	\$32.68	\$33.68	\$70,117	\$33.71	\$34.71		\$34.68	\$35.71
S41011	Building Code Inspector 1	Building Code Inspector D (Level 4)	\$73,133	\$35.16	\$36.16	\$75,712	\$36.40	\$37.40		\$37.16	\$38.40