
COLLECTIVE BARGAINING AGREEMENT

WASHINGTON ASSOCIATION OF FISH & WILDLIFE PROFESSIONALS
ADVOCATES FOR WASHINGTON'S FISH & WILDLIFE



THE STATE OF WASHINGTON

AND

**WASHINGTON ASSOCIATION OF FISH AND
WILDLIFE PROFESSIONALS**

EFFECTIVE

JULY 1, 2021 THROUGH JUNE 30, 2023



2021-2023

**A. MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
OFFICE OF FINANCIAL MANAGEMENT/LABOR RELATIONS SECTION
(OFM/LRS)
AND
WASHINGTON ASSOCIATIONS OF FISH AND WILDLIFE PROFESSIONALS
(WAFWP)**

The parties have agreed to the following regarding the implementation of the new Information Technology (IT) Professional Structure:

Supervisory Differential

Positions at the Entry, Journey, Senior/Specialist level in the IT Professional Structure that are designated as and performing all the duties of a supervisor will receive a 5% supervisory pay differential in addition to the base salary.

Status

Employees currently in non-permanent, on-call, in-training, project, seasonal/cyclic, trial service, transition review period or probationary status will be transitioned into the IT Professional Structure and their appointment status will remain unchanged. Non-permanent, in-training, project, seasonal/cyclic, trial service, transition review period or probationary periods shall not be extended as a result of transitioning into the IT Professional Structure.

Step M

Question #16 on the Step M Q&A applies to positions transitioned into the IT Professional structure:

16. If a classification is moved to a new pay range as a result of collective bargaining will time spent at step L of the previous range count towards the six year requirement to move to step M of the new range?

Yes. If a classification is moved to a new pay range as a result of collective bargaining, time spent at step L of the previous range will count towards the six year requirement to move to step M of the new range.

Classification Structure and Salary Grid

Attachment 1 reflects the IT Professional Structure, its job families and levels, and the assigned salary ranges effective July 1, 2019. The chart in Attachment 2 to this MOU reflects the steps within those ranges effective July 1, 2019.

Layoff and Recall

Layoff options in Article 31, will be modified for employees who have transitioned into the IT Professional Structure on July 1, 2019 as follows:

1. (a) A funded vacant position within their current permanent job family and level for which the employee has the skills and abilities.
- (b) A funded vacant position within another job family and level at the same salary range for which the employee has the skills and abilities.
2. (a) A funded filled position held by the least senior employee, within their current permanent job family and level for which the employee has the skills and abilities.
- (b) A funded filled position held by the least senior employee, within another job family and level with the same salary range as their current permanent job family and level for which the employee has the skills and abilities.
3. A funded vacant or filled position held by the least senior employee for which the employee has the skills and abilities, at the same or lower salary range as their current permanent position, within a job classification in which the employee has held permanent status or, at the employee's written request, to a lower classification within their current job classification series even if the employee has not held permanent status in the lower job classification.

Options will be provided in descending order of salary range and one (1) progressively lower level at a time. Vacant positions will be offered prior to filled positions. Part-time employees only have formal options to part-time positions. Full-time employees only have formal options to full-time positions.

Salary Transition into IT Professional Structure

Employees reallocated into the IT Professional Structure on July 1, 2019 will have their initial salary determined as follows:

- a. In those cases where the employee's current salary exceeds the maximum amount of the salary range for the new position, the employee will continue to be compensated at the salary they were receiving prior to the reallocation downward, until such time as the employee vacates the position or their salary falls within the new salary range.
- b. All other employees will have their salary in effect as of June 30, 2019 increased by 2.5% (two and one-half percent). Effective July 1, 2019 these employees will transition to the assigned range and step on the IT salary schedule for their family and level that is nearest to, but no less than, their adjusted salary, except that no employee will be placed higher than Step M on the new salary schedule.

- c. The new IT Professional Structure salary schedule will then be adjusted to reflect any negotiated general wage increase effective July 1, 2019.

This agreement does not preclude either party from negotiating additional increases during the negotiation of the 2019-2021 bargaining for WAFWP and is not precedent setting. If fully funded by the State of Washington, the provisions of this agreement will become effective July 1, 2019.

Dated: September 13, 2018

For the Employer:

For the Union:

_____/s/
Ann Green

_____/s/
Rhonda Fenrich

Family	Entry	Journey	Senior/Specialist	Expert	IT Manager	Senior IT Manager
Application Development	4 \$64752-\$87072	5 \$69612-\$93612	8 \$80580-\$108384	10 \$88836-\$119460	10 \$88836-\$119460	11 \$93288-\$125460
Customer Support	1 \$52128-\$70116	3 \$60240-\$81048	5 \$69612-\$93612	N/A	8 \$80580-\$108384	N/A
Data Management	2 \$56028-\$75360	6 \$73092-\$98304	7 \$76740-\$103212	9 \$84612-\$113796	10 \$88836-\$119460	11 \$93288-\$125460
IT Architecture	N/A	4 \$64752-\$87072	9 \$84612-\$113796	11 \$93288-\$125460	10 \$88836-\$119460	11 \$93288-\$125460
IT Business Analyst	3 \$60240-\$81048	5 \$69612-\$93612	7 \$76740-\$103212	9 \$84612-\$113796	9 \$84612-\$113796	10 \$88836-\$119460
IT Policy and Planning	2 \$56028-\$75360	3 \$60240-\$81048	8 \$80580-\$108384	9 \$84612-\$113796	10 \$88836-\$119460	11 \$93288-\$125460
IT Project Management	5 \$69612-\$93612	6 \$73092-\$98304	8 \$80580-\$108384	10 \$88836-\$119460	10 \$88836-\$119460	11 \$93288-\$125460
IT Security	N/A	5 \$69612-\$93612	8 \$80580-\$108384	11 \$93288-\$125460	10 \$88836-\$119460	11 \$93288-\$125460
IT Vendor Management	1 \$52128-\$70116	4 \$64752-\$87072	7 \$76740-\$103212	8 \$80580-\$108384	10 \$88836-\$119460	11 \$93288-\$125460
Network and Telecommunications	3 \$60240-\$81048	5 \$69612-\$93612	7 \$76740-\$103212	9 \$84612-\$113796	9 \$84612-\$113796	11 \$93288-\$125460
Quality Assurance	3 \$60240-\$81048	5 \$69612-\$93612	7 \$76740-\$103212	8 \$80580-\$108384	9 \$84612-\$113796	10 \$88836-\$119460
System Administration	3 \$60240-\$81048	6 \$73092-\$98304	7 \$76740-\$103212	9 \$84612-\$113796	8 \$80580-\$108384	9 \$84612-\$113796

MONTHLY SALARY AMOUNTS													
Pay Scale Group	A	B	C	D	E	F	G	H	I	J	K	L	M
1	4,344	4,453	4,564	4,678	4,795	4,915	5,038	5,164	5,293	5,425	5,561	5,700	5,843
2	4,669	4,786	4,906	5,029	5,155	5,284	5,416	5,551	5,690	5,832	5,978	6,127	6,280
3	5,020	5,146	5,275	5,407	5,542	5,681	5,823	5,969	6,118	6,271	6,428	6,589	6,754
4	5,396	5,531	5,669	5,811	5,956	6,105	6,258	6,414	6,574	6,738	6,906	7,079	7,256
5	5,801	5,946	6,095	6,247	6,403	6,563	6,727	6,895	7,067	7,244	7,425	7,611	7,801
6	6,091	6,243	6,399	6,559	6,723	6,891	7,063	7,240	7,421	7,607	7,797	7,992	8,192
7	6,395	6,555	6,719	6,887	7,059	7,235	7,416	7,601	7,791	7,986	8,186	8,391	8,601
8	6,715	6,883	7,055	7,231	7,412	7,597	7,787	7,982	8,182	8,387	8,597	8,812	9,032
9	7,051	7,227	7,408	7,593	7,783	7,978	8,177	8,381	8,591	8,806	9,026	9,252	9,483
10	7,403	7,588	7,778	7,972	8,171	8,375	8,584	8,799	9,019	9,244	9,475	9,712	9,955
11	7,774	7,968	8,167	8,371	8,580	8,795	9,015	9,240	9,471	9,708	9,951	10,200	10,455

ANNUAL SALARY SCHEDULE

Pay Scale Group	A (Min)	B	C	D	E	F	G	H	I	J	K	L	M*
1	52,128	53,436	54,768	56,136	57,540	58,980	60,456	61,968	63,516	65,100	66,732	68,400	70,116
2	56,028	57,432	58,872	60,348	61,860	63,408	64,992	66,612	68,280	69,984	71,736	73,524	75,360
3	60,240	61,752	63,300	64,884	66,504	68,172	69,876	71,628	73,416	75,252	77,136	79,068	81,048
4	64,752	66,372	68,028	69,732	71,472	73,260	75,096	76,968	78,888	80,856	82,872	84,948	87,072
5	69,612	71,352	73,140	74,964	76,836	78,756	80,724	82,740	84,804	86,928	89,100	91,332	93,612
6	73,092	74,916	76,788	78,708	80,676	82,692	84,756	86,880	89,052	91,284	93,564	95,904	98,304
7	76,740	78,660	80,628	82,644	84,708	86,820	88,992	91,212	93,492	95,832	98,232	100,692	103,212
8	80,580	82,596	84,660	86,772	88,944	91,164	93,444	95,784	98,184	100,644	103,164	105,744	108,384
9	84,612	86,724	88,896	91,116	93,396	95,736	98,124	100,572	103,092	105,672	108,312	111,024	113,796
10	88,836	91,056	93,336	95,664	98,052	100,500	103,008	105,588	108,228	110,928	113,700	116,544	119,460
11	93,288	95,616	98,004	100,452	102,960	105,540	108,180	110,880	113,652	116,496	119,412	122,400	125,460

* All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

THE PARTIES, BY THEIR SIGNATURES BELOW, ACCEPT AND AGREE TO THE TERMS AND CONDITIONS OF THIS COLLECTIVE BARGAINING AGREEMENT.

Executed this 1st day of July 2021.

For the Washington Association of Fish and Wildlife Professionals:

/s/
Sheila Smith
President

/s/
Rhonda Fenrich
Lead Negotiator

For the State of Washington:

/s/
Jay Inslee
Governor

/s/
Diane Lutz, Section Chief
OFM/SHR, Labor Relations and
Compensation Policy Section

/s/
Siobhan Murphy, Lead Negotiator
OFM/SHR, Labor Relations and
Compensation Policy Section