

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
COALITION  
  
AND WSNA**

**Implementing Classification-based Salary Adjustments**

This Memorandum of Understanding (MOU) by and between Washington State (Employer), the Washington State Office of Financial Management, State Human Resources, Labor Relations Section, and the COALITION and the Washington State Nurses Association (WSNA) is entered into for the purposes of implementing specific classification-based salary adjustments.

On March 31, 2022, the Governor signed into law ESSB 5693, the 2022 Supplemental Omnibus Operating Budget. Specifically, Section 736 of the budget, provided an appropriation for classification-based salary adjustments for fiscal year 2023.

For the purposes of allocating the appropriations, Section 736 contains a requirement that the Office of Financial Management implement specific classification-based salary adjustments for state employees based upon the following criteria:

- The 2020 and 2022 state salary survey.
- Documented Agency experience due to the 19 SARS-CoV2 (COVID-19) pandemic and/or where recruitment or retention of employees to retain a competitive workforce is the most severe.
- Issues of compression and inversion.

**In recognition of the above, the parties agree to the following:**

The attached spreadsheet identifies the agreed upon classification adjustments as base salary range increases applicable to each of the job classes listed. Adjustments will not be made to job classifications that are exclusive to higher education institutions. The associated increases shall be step for step and become effective July 1, 2022.

**The provisions contained in this MOU become effective on July 1, 2022. This MOU shall expire 60 days after the permanent classification based salary adjustments contained in the attached list have been implemented for the COALITION AND WSNA.**

For the Employer:

For the Union:

JANETTA SHEEHAN

Date

  
RHONDA FENRICH

5/25/22

Date