OFFICE OF THE STATE HUMAN RESOURCES DIRECTOR

Washington State Government
Performance-Based Incentives and Recognition

Annual Report to the Governor and State Legislature December 2012

Submitted in fulfillment of the annual reporting requirements of ESHB 2049, Chapter 534, 2009 Laws

Contents

Executive S	Summary	3
Section A:	State Workforce Headcount by Agency	. 8
Section B:	Performance-Based Incentives & Recognition1	ı 1

About this Report

This annual Performance-Based Incentives and Recognition Report is produced by the Office of the State Human Resources Director (OSHRD) within the Office of Financial Management. Engrossed Substitute House Bill 2049 which was passed by the Legislature and signed into law in 2009 and codified in RCW 41.06.133(4) mandates this annual report. Previous reports were produced by the Washington State Department of Personnel. The responsibility for the annual report transferred with the human resources director as part of the 2011 Engrossed Substitute Senate Bill 5931.

This report presents information for executive branch agencies only. Data for executive branch agencies includes both permanent and non-permanent employees. It does not include information for higher education institutions, judicial, or the legislative branch agencies.

Data is presented on a fiscal year basis (July 1 through June 30) unless otherwise noted. This report focuses on fiscal year 2012 with comparison to the previous fiscal year where applicable. The source of the data is the Human Resource Management System (HRMS) which is the central personnel and payroll system for state agencies. Slight headcount variations may occur since HRMS data from Business Intelligence (BI) is not snapshot data and may be impacted by retro-active updates or adjustments in the system. HRMS is supported by the Department of Enterprise Services.

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Executive Summary

Background

This report is submitted in adherence to Engrossed Substitute House Bill 2049, Chapter 534 2009 Laws, which became effective July 26, 2009. This law requires the state human resources director in cooperation with state agencies to report annually to the Governor and the Legislature the following information:

- Number of State Employees: The number of classified employees, including Washington Management Service (WMS), the number of exempt employees, and the change compared to the previous report.
 - The remainder of this report refers to exempt employees that serve at the pleasure of the appointing authority as "at-will". At-will employees are exempt from civil service provisions and are not covered under a collective bargaining agreement or similar provision.
- Performance-based Incentives and Recognition: The number of bonuses and performance-based incentives awarded to state agency employees, the base wages of those employees, and the cost of each recognition or incentive awarded.

For purposes of this report OSHRD interprets "bonuses and performance-based incentives" to include cash awards or lump sum payments that appointing authorities have discretion to grant to employees in recognition of special job performance, outstanding achievements and special accomplishments. Such payments do not become a permanent addition to base pay.

A moratorium on monetary performance awards was effective February 15, 2010. Freezes on exempt (at-will) and classified WMS salaries continue through June 30, 2013 (ESSB 5860). No performance awards were granted after February 15, 2010, with the exception of awards allowed by statute or part of collective bargaining agreements.

This Executive Summary provides counts and summaries at a high level. Headcount comparisons by Agency and award detail by employee can be found in Sections A and B of this report.

State Workforce Headcount by Agency (Section A)

Types of Employment

State employees are either "classified" or "at-will". Classified employees are those who are subject to the civil service law, Chapter 41.06 RCW, or similar statutory provisions. At-will employees are those who are exempt from civil service provisions and serve at the pleasure of the appointing authority. They are not covered under a collective bargaining agreement or similar provision.

Classified employees make up the majority of the executive branch workforce and are predominantly covered by collective bargaining agreements. Washington Management Service (WMS) employees are included in the classified service, but are excluded from bargaining. The majority of WMS employees are managers of people - the rest are high-level program and policy experts as defined in RCW 41.06.022.

At-will employees make up 6 percent of the workforce and include non-managerial and managerial positions. Examples of non-managerial at-will employees include Assistant Attorneys General, seasonal workers, executive support and various others. Examples of at-will managers include elected and appointed officials and agency senior managers.

Summary

	Class	ified Workf	orce	At-wi	Total		
	Classified Employees*	Classified WMS	Total Classified	At-will Non- Managers	At-will Managers	Total At-will	Classified & At-will
2011	53,228	4,067	57,295	2,573	837	3,410	60,705
2012	52,054	3,857	55,911	2,624	889	3,513	59,424

^{*} Non-classified employees who are exempt from civil service law but still covered under a bargaining agreement or regulation are included in the Classified Employee counts (approximately 2,800 in fiscal year 2012) - these are mainly Transportation's ferry workers and State Patrol's commissioned officers and troopers.

At the end of fiscal year 2012:

- 94 percent of the workforce were classified of which, 79 percent were represented by a labor organization
- 6 percent of the workforce were at-will
- 92 percent of the workforce were non-managerial employees
- 8 percent of the workforce were managers including 889 at-will managers and 3,857 classified WMS managers
- 6.5 percent of the workforce were classified WMS employees a steady decrease from fiscal year 2005 where WMS employees were at 8.5 percent
- 74 percent of WMS employees were managers
- The executive branch workforce declined by 2.1 percent from the previous fiscal year

Section A of this report contains detailed information on the state workforce headcount by agency.

Performance-Based Incentives & Recognition (Section B)

There is no clear definition in law or rule of the terms "performance-based incentives" and "bonuses". For purposes of this report the Office of the State Human Resources Director interprets these terms to include cash awards or lump sum payments that appointing authorities have discretion to grant to employees in recognition of special job performance, outstanding achievements and special accomplishments. Such payments do not become a permanent addition to base pay.

Legislation enacted in February 2009 prohibited any wage or salary increase for all exempt and WMS employees for one year. The 2010 Substitute Senate Bill 6382 continued the prohibition on wage and salary increases and with Substitute House Bill 2998 placed moratoriums on most types of monetary recognition awards between February 15, 2010 and June 30, 2011. This moratorium was extended through June 30, 2013 with Engrossed Substitute Senate Bill (ESSB) 5860 (RCW 41.06.070).

Performance-based incentives and recognition awards have dropped substantially since 2009:

- FY 2009: 9,323 awards totaling \$1.9 million
- FY 2010: 1,096 awards were made, totaling \$205,436
- FY 2011: 260 awards totaling \$141,837
- FY 2012: 54 awards totaling \$11,660

Summary of Awards Granted by Award Type

The authority to provide the following awards can be found in both statute and rule. In addition, collective bargaining agreements for Washington State Troopers provide for specific recognition awards.

Following is a summary of awards granted in fiscal year 2012 by award type:

Award /Authority	Description	Number of Awards	Total Amount	Average Award
Cash Recognition RCW 41.60.150 Moratorium on monetary awards effective 2/15/2010 – 6/30/2013	Payment for outstanding achievements, safety, performance, longevity, outstanding public service or service as employee suggestion evaluators and implementers. Cash recognition awards may not exceed \$200 in value per award.	9	\$1,675.00	\$186.11
Recruitment & Retention RCW 41.06.133 WAC 357-28-095, 100	Additional pay to address issues related to recruitment or retention.	10	\$5,443.90	\$544.39
Washington State Patrol – Trooper of the Year, Certified Technician of the Year, Auto Theft of the Year WSPTA CBA Article 28.7	Selected WSP employees received an additional 3 percent added to their regular base pay for one year.	35	\$4,541.34	\$129.75

Summary of Awards Granted by Agency

In fiscal year 2012, five agencies presented awards to their employees. Award amounts were as follows:

- 54 awards totaling \$11,660.24 were paid to 17 employees. This is 0.0003 percent of the entire state's annual payroll
- Six of the 17 employees who received an award received more than one award during the fiscal year
- The average award amount was \$215.93
- The most frequent amount awarded (mode) was \$639
- Individual awards ranged from \$12.40 to \$639
- 0.03 percent of the executive branch workforce received an award

Following is a summary of awards granted in fiscal year 2012 by agency:

Agency	Total Number of Employees	Number of Employees Awarded	Total Number of Awards*	Total Amount of Awards	Average Award Amount
Attorney General, Office of the	1,158	1	9	\$5,431.50	\$603.50
Financial Institutions, Department of	190	1	1	\$12.40	\$12.40
Patrol, Washington State**	2,222	7	36	\$4,741.34	\$131.70
Revenue, Department of	1,117	2	2	\$250.00	\$125.00
Transportation, Department of	7,223	6	6	\$1,225.00	\$204.17
Totals		17	54	\$11,660.24	\$215.93

^{*} Some employees received more than one award in the fiscal year. Awards are counted for each instance awarded.

Section B details the number of awards given to state agency employees, the base wages of those employees and the cost of each award for fiscal year 2012.

^{**}WSP awards for Trooper of the Year, Certified Technician of the Year and Auto Theft of the Year are awarded to one recipient and paid in twelve installments for the year awarded.

Washington Management Service (WMS) - Growth and Development Increases

On February 18, 2009, the Legislature passed and the Governor signed into law Engrossed Substitute Senate Bill 5460 which placed a moratorium on salary increases for all managers and at-will employees until February 2010. Substitute Senate Bill 6382 (Chapter 1, Laws of 2010) extended this moratorium through June 30, 2011, with the exception of increases for positions for which the employer has demonstrated difficulty retaining qualified employees. This legislation requires executive branch agencies to obtain pre-approval from the Office of Financial Management prior to granting a salary increase for retention purposes and submit a report to the fiscal committees of the Legislature. The salary freeze for all managers and at-will employees has been extended through fiscal year 2013 with ESSB 5860.

Most general service classified employees (non-WMS) receive incremental salary increases each year until they reach the top of their salary range. These increases are automatic and are a permanent addition to base pay. Classified WMS employees do not receive automatic incremental increases; however, employers are authorized to grant progression increases for growth and development or in recognition of an employee's sustained excellence (WAC 357-58-095).

ESHB 2049 did not require inclusion of data on WMS growth and development increases in this annual report. However, in the spirit of transparency this information was included in previous reports since it is a discretionary increase to WMS salaries and based in part on performance. **No WMS growth and development increases have been granted since fiscal year 2010**.

Section A: State Workforce Headcount by Agency

Section A provides detailed information about the number of state employees using actual headcount data – not positions or FTEs. Comparison data is provided for fiscal

years 2011 and 2012 as of June 30 (the last day of each fiscal year).

Agency		2011 Classified Employees	Difference 11-12 Classified Employees	2012 Classified WMS	2011 Classified WMS	Difference 11-12 Classified WMS	2012 At-Will Managers	2011 At-Will Managers	Difference 11-12 At-Will Managers	2012 At-Will Non-Managers	2011 At-Will Non-Managers	Difference 11-12 At-Will Non-Managers	2012 Total Workforce	2011 Total Workforce	Difference 11-12 Total Workforce
Accountancy, State Board of	6	6	0	2	3	(1)	0	0	0	10	10	0	18	19	(1)
Administrative Hearings, Office of	69	70	(1)	0	1	(1)	11	12	(1)	97	106	(9)	177	189	(12)
African-American Affairs, Washington State Commission on	0	0	0	0	0	0	0	0	0	2	1	1	2	1	1
Agriculture, Department of	769	740	29	44	39	5	9	8	1	49	53	(4)	871	840	31
Archaeology and Historic Preservation, Department of	16	15	1	4	3	1	1	1	0	0	0	0	21	19	2
Arts Commission, Washington State	4	5	(1)	7	7	0	2	2	0	1	1	0	14	15	(1)
Asian-Pacific American Affairs, State of Washington Commission on	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Attorney General, Office of the	573	590	(17)	33	35	(2)	127	102	25	425	447	(22)	1,158	1,174	(16)
Auditor, Office of the State		282	3	27	26	1	0	0	0	40	40	0	352	348	4
Blind, Department of Services for the	75	73	2	4	5	(1)	3	3	0	2	3	(1)	84	84	0
Blind, State School for the		102	3	4	5	(1)	4	3	1	3	3	0	116	113	3
Caseload Forecast Council		0	0	0	0	0	0	0	0	10	5	5	10	5	5
Childhood Deafness and Hearing Loss, Washington State Center for	138	139	(1)	0	0	0	3	4	(1)	4	4	0	145	147	(2)
Columbia River Gorge Commission	0	0	0	0	0	0	1	1	0	6	6	0	7	7	0
Commerce, Department of	252	231	21	32	36	(4)	8	10	(2)	22	21	1	314	298	16
Conservation Commission, State	6	5	1	10	11	(1)	2	2	0	7	6	1	25	24	1
Consolidated Technology Services *	78	0	78	4	0	4	23	0	23	167	0	167	272	0	272
Corrections, Department of	7,853	7,492	361	376	419	(43)	119	94	25	108	88	20	8,456	8,093	363
County Road Administration Board	7	7	0	7	7	0	0	0	0	2	2	0	16	16	0
Criminal Justice Training Commission, Washington State	23	20	3	14	15	(1)	2	2	0	1	1	0	40	38	2
Early Learning, Department of	201	186	15	18	16	2	9	9	0	7	7	0	235	218	17
Ecology, Department of	1,370	1,387	(17)	149	147	2	27	27	0	13	14	(1)	1,559	1,575	(16)
Economic and Revenue Forecast Council	1	0	1	0	0	0	0	0	0	4	5	(1)	5	5	0
Economic Development Financial Authority, Washington	1	1	0	0	0	0	0	0	0	1	1	0	2	2	0
Employment Security Department	1,938	2,278	(340)	140	175	(35)	30	27	3	2	2	0	2,110	2,482	(372)
Enterprise Services, Department of *	877	0	877	63	0	63	8	0	8	64	0	64	1,012	0	1,012
Environmental and Land Use Hearings Office	0	0	0	0	0	0	0	0	0	13	9	4	13	9	4
Financial Institutions, Department of	155	146	9	17	18	(1)	13	13	0	5	6	(1)	190	183	7
Financial Management, Office of *	36	98	(62)	4	0	4	14	26	(12)	171	200	(29)	225	324	(99)

Agency		2011 Classified Employees	Difference 11-12 Classified Employees	2012 Classified WMS	2011 Classified WMS	Difference 11-12 Classified WMS	2012 At-Will Managers	2011 At-Will Managers	Difference 11-12 At-Will Managers	2012 At-Will Non-Managers	2011 At-Will Non-Managers	Difference 11-12 At-Will Non-Managers	2012 Total Workforce	2011 Total Workforce	Difference 11-12 Total Workforce
Fish and Wildlife, Department of	1,605	1,623	(18)	96	103	(7)	17	17	0	16	15	1	1,734	1,758	(24)
Freight Mobility Strategic Investment Board	1	0	1	0	0	0	0	0	0	3	3	0	4	3	1
Gambling Commission, Washington State	57	60	(3)	9	9	0	9	8	1	82	86	(4)	157	163	(6)
General Administration, Department of *	0	509	(509)	0	44	(44)	0	8	(8)	0	4	(4)	0	565	(565)
Governor, Office of the	0	0	0	0	0	0	0	0	0	62	61	1	62	61	1
Growth Management Hearings Board	0	1	(1)	0	0	0	0	0	0	0	8	(8)	0	9	(9)
Health Care Authority, State	769	188	581	192	35	157	10	10	0	20	17	3	991	250	741
Health Care Facilities Authority, Washington	0	0	0	0	0	0	0	0	0	5	5	0	5	5	0
Health, Department of	1,400	1,382	18	136	134	2	16	13	3	270	300	(30)	1,822	1,829	(7)
Hispanic Affairs, Washington State Commission on	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Historical Society, Eastern Washington State	28	35	(7)	2	2	0	0	0	0	2	2	0	32	39	(7)
Historical Society, Washington State		36	6	4	5	(1)	1	1	0	6	9	(3)	53	51	2
Horse Racing Commission, Washington	17	15	2	2	2	0	2	2	0	15	12	3	36	31	5
Housing Finance Commission, Washington State	16	19	(3)	40	41	(1)	2	2	0	9	8	1	67	70	(3)
Human Rights Commission	22	24	(2)	0	2	(2)	0	0	0	9	8	1	31	34	(3)
Indeterminate Sentence Review Board	0	10	(10)	0	0	0	0	1	(1)	0	3	(3)	0	14	(14)
Indian Affairs, Governor's Office of	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Industrial Insurance Appeals, Board of	129	126	3	5	6	(1)	10	9	1	5	4	1	149	145	4
Information Services, Department of *	0	357	(357)	0	33	(33)	0	11	(11)	0	26	(26)	0	427	(427)
Insurance Commissioner, Office of the	167	164	3	20	20	0	15	15	0	15	16	(1)	217	215	2
Investment Board, State	31	30	1	7	7	0	8	9	(1)	41	40	1	87	86	1
Labor and Industries, Department of	2,529	2,443	86	147	136	11	35	32	3	28	28	0	2,739	2,639	100
Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board	0	0	0	3	3	0	0	0	0	3	2	1	6	5	1
Licensing, Department of	1,104	1,163	(59)	94	97	(3)	49	34	15	1	5	(4)	1,248	1,299	(51)
Lieutenant Governor, Office of the	0	0	0	0	0	0	0	0	0	6	7	(1)	6	7	(1)
Liquor Control Board	460	1,325	(865)	36	42	(6)	12	12	0	6	5	1	514	1,384	(870)
Lottery Commission, State	101	106	(5)	1	1	0	15	16	(1)	20	20	0	137	143	(6)
Marine Employees' Commnission	0	0	0	0	0	0	0	0	0	0	3	(3)	0	3	(3)
Military Department	287	287	0	15	19	(4)	9	8	1	15	17	(2)	326	331	(5)
Minority and Women's Business Enterprise, Office of	9	9	0	2	2	0	0	0	0	2	2	0	13	13	0
Natural Resources, Department of	1,187	1,135	52	127	124	3	24	25	(1)	353	381	(28)	1,691	1,665	26
Parks and Recreation Commission, State	807	851	(44)	27	29	(2)	7	10	(3)	9	11	(2)	850	901	(51)

Agency		2011 Classified Employees	Difference 11-12 Classified Employees	2012 Classified WMS	2011 Classified WMS	Difference 11-12 Classified WMS	2012 At-Will Managers	2011 At-Will Managers	Difference 11-12 At-Will Managers	2012 At-Will Non-Managers	2011 At-Will Non-Managers	Difference 11-12 At-Will Non-Managers	2012 Total Workforce	2011 Total Workforce	Difference 11-12 Total Workforce
Patrol, Washington State	2,136	2,128	8	55	58	(3)	13	13	0	18	19	(1)	2,222	2,218	4
Personnel, Department of *	0	137	(137)	0	17	(17)	0	7	(7)	0	5	(5)	0	166	(166)
Pilotage Commissioner, Board of	0	0	0	0	0	0	0	0	0	9	10	(1)	9	10	(1)
Pollution Liability Insurance Program, Washington	2	2	0	0	0	0	0	0	0	3	3	0	5	5	0
Printing, Department of *	0	93	(93)	0	0	0	0	0	0	0	0	0	0	93	(93)
Public Disclosure Commission	13	13	0	3	3	0	1	2	(1)	7	7	0	24	25	(1)
Public Employment Relations Commission	26	27	(1)	1	1	0	0	0	0	5	3	2	32	31	1
Public Instruction, Superintendent of	161	168	(7)	103	107	(4)	1	1	0	138	128	10	403	404	(1)
Puget Sound Partnership	1	0	1	0	0	0	0	0	0	40	36	4	41	36	5
Recreation and Conservation Funding Board	30	32	(2)	11	16	(5)	0	0	0	14	17	(3)	55	65	(10)
Redistricting Commission	0	0	0	0	0	0	0	0	0	7	12	(5)	7	12	(5)
Retirement Systems, Department of	202	185	17	23	25	(2)	9	8	1	0	0	0	234	218	16
Revenue, Department of	992	980	12	107	114	(7)	18	19	(1)	0	0	0	1,117	1,113	4
Salaries for Elected Officians, Washington Citizen's Commission on	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Secretary of State, Office of The	251	232	19	16	22	(6)	10	11	(1)	6	9	(3)	283	274	9
Sentencing Guidelines Commission	0	5	(5)	0	1	(1)	0	0	0	0	5	(5)	0	11	(11)
Social and Health Services, Department of	15,135	15,836	(701)	960	1,149	(189)	133	139	(6)	30	28	2	16,258	17,152	(894)
Tax Appeals, Board of	3	3	0	0	0	0	1	1	0	8	8	0	12	12	0
Tobacco Settlement Authority	0	0	0	0	0	0	0	0	0	4	4	0	4	4	0
Traffic Safety Commission, Washington	8	7	1	9	11	(2)	0	0	0	1	2	(1)	18	20	(2)
Transportation Commission	1	1	0	0	0	0	0	0	0	11	10	1	12	11	1
Transportation Improvement Board	6	7	(1)	2	2	0	0	0	0	1	3	(2)	9	12	(3)
Transportation, Department of	6,587	6,761	(174)	585	613	(28)	29	29	0	22	25	(3)	7,223	7,428	(205)
Treasurer, Office of State	27	27	0	5	5	0	0	0	0	31	29	2	63	61	2
Utilities and Transportation Commission	96	98	(2)	24	27	(3)	5	5	0	15	15	0	140	145	(5)
Veterans' Affairs, Department of	752	696	56	24	26	(2)	6	7	(1)	2	33	(31)	784	762	22
Volunteer Firefighters and Reserve Officers, Board for	2	2	0	0	0	0	0	0	0	4	4	0	6	6	0
Work Force Training and Education Coordinating Board	17	17	0	5	6	(1)	6	6	0	1	1	0	29	30	(1)

^{*} During its 2011 session, the Washington State Legislature passed Senate Bill 5931 which eliminated the departments of Information Services, General Administration, Personnel, and Printing, and created two new agencies: Consolidated Technology Services and the Department of Enterprise Services. The bill also created two new policy areas within the Office of Financial Management: the Office of the Human Resources Director and the office of the Chief Information Officer. This legislation took effect on October 1, 2011.

Section B: Performance-Based Incentives & Recognition

Section B details the number of awards given to state agency employees, the base wages of those employees and the cost of each award in fiscal year 2012.

Agency Name	Employee Number	Type of Award	Calendar Year/Month	Job	Annual Salary	Number of Awards	mount of Awards
Attorney General, Office of the	991696	Recruit/Retent Premium	07/2011	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 639.00
Attorney General, Office of the	991696	Recruit/Retent Premium	08/2011	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 639.00
Attorney General, Office of the	991696	Recruit/Retent Premium	09/2011	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 639.00
Attorney General, Office of the	991696	Recruit/Retent Premium	10/2011	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 639.00
Attorney General, Office of the	991696	Recruit/Retent Premium	11/2011	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 639.00
Attorney General, Office of the	991696	Recruit/Retent Premium	12/2011	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 639.00
Attorney General, Office of the	991696	Recruit/Retent Premium	01/2012	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 639.00
Attorney General, Office of the	991696	Recruit/Retent Premium	02/2012	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 639.00
Attorney General, Office of the	991696	Recruit/Retent Premium	03/2012	ADMINISTRATIVE ASSISTANT 4	\$ 54,396.00	1	\$ 319.50
		Total O	ffice of the Atto	orney General Performance Based Incentives and Re	ecogntion Awards	9	\$ 5,431.50
Financial Institutions, Dept of	1080856	Recruit/Retent Premium	07/2011	FINANCIAL EXAMINER 4	\$ 84,432.60	1	\$ 12.40
		Total Departn	nent of Financia	al Institutions Performance Based Incentives and Re	cognition Awards	1	\$ 12.40
Revenue, Department of	459985	Cash Recognition	07/2011	REVENUE AGENT 2	\$ 51,552.00	1	\$ 200.00
Revenue, Department of	20001453	Cash Recognition	01/2012	EXCISE TAX EXAMINER 3	\$ 55,524.00	1	\$ 50.00
		To	otal Departmen	t of Revenue Performance Based Incentives and Re	cognition Awards	2	\$ 250.00
Patrol, Washington State	22609	Cash Recognition	07/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 69,673.00	1	\$ 200.00
Patrol, Washington State	28480	WSP Cert Tech of the Year	05/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,026.00	1	\$ 154.54
Patrol, Washington State	28480	WSP Cert Tech of the Year	06/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,026.00	1	\$ 151.15
Patrol, Washington State	149249	WSP Trooper of the year	07/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 95.75
Patrol, Washington State	149249	WSP Trooper of the year	08/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 127.62
Patrol, Washington State	149249	WSP Trooper of the year	09/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 152.01
Patrol, Washington State	149249	WSP Trooper of the year	10/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 162.67
Patrol, Washington State	149249	WSP Trooper of the year	11/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 131.70
Patrol, Washington State	149249	WSP Trooper of the year	12/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 138.15
Patrol, Washington State	149249	WSP Trooper of the year	01/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 142.99
Patrol, Washington State	149249	WSP Trooper of the year	02/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 153.81
Patrol, Washington State	149249	WSP Trooper of the year	03/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 155.77
Patrol, Washington State	149249	WSP Trooper of the year	04/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,617.00	1	\$ 125.05
Patrol, Washington State	437379	WSP Auto Theft of the YR	07/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$ 135.71

Agency Name	Employee Number	Type of Award	Calendar Year/Month	Job	Annual Salary	Number of Awards		mount of Awards
Patrol, Washington State	437379	WSP Auto Theft of the YR	08/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	79.47
Patrol, Washington State	437379	WSP Auto Theft of the YR	09/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	147.36
Patrol, Washington State	437379	WSP Auto Theft of the YR	10/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	150.76
Patrol, Washington State	437379	WSP Auto Theft of the YR	11/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	42.63
Patrol, Washington State	437379	WSP Auto Theft of the YR	12/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	140.76
Patrol, Washington State	437379	WSP Auto Theft of the YR	01/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	146.21
Patrol, Washington State	437379	WSP Auto Theft of the YR	02/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	145.06
Patrol, Washington State	437379	WSP Auto Theft of the YR	03/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	165.55
Patrol, Washington State	437379	WSP Auto Theft of the YR	04/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,964.00	1	\$	127.56
Patrol, Washington State	1065450	WSP Trooper of the year	05/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 66,919.00	1	\$	147.39
Patrol, Washington State	1095965	WSP Cert Tech of the Year	07/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	69.91
Patrol, Washington State	1095965	WSP Cert Tech of the Year	08/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	146.45
Patrol, Washington State	1095965	WSP Cert Tech of the Year	09/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	143.41
Patrol, Washington State	1095965	WSP Cert Tech of the Year	10/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	159.34
Patrol, Washington State	1095965	WSP Cert Tech of the Year	11/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	35.41
Patrol, Washington State	1095965	WSP Cert Tech of the Year	12/2011	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	103.58
Patrol, Washington State	1095965	WSP Cert Tech of the Year	01/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	131.43
Patrol, Washington State	1095965	WSP Cert Tech of the Year	02/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	149.86
Patrol, Washington State	1095965	WSP Cert Tech of the Year	03/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	132.78
Patrol, Washington State	1095965	WSP Cert Tech of the Year	04/2012	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$	79.67
Patrol, Washington State	20006793	WSP Auto Theft of the YR	05/2012	WSP TROOPER LESS THAN 5 YEARS	\$ 58,956.00	1	\$	135.12
Patrol, Washington State	20006793	WSP Auto Theft of the YR	06/2012	WSP TROOPER LESS THAN 5 YEARS	\$ 58,956.00	1	\$	134.71
		To	otal Washington	n Sate Patrol Performance Based Incentives and Re	cognition Awards	36	\$	4,741.34
Transportation, Dept of	85236	Cash Recognition	07/2011	WMS BAND 3	\$ 90,636.00	1	\$	200.00
Transportation, Dept of	133716	Cash Recognition	08/2011	MAINTENANCE TECHNICIAN 3	\$ 44,448.00	1	\$	200.00
Transportation, Dept of	247560	Cash Recognition	07/2011	MAINTENANCE - OPERATIONS STAFF ASST	\$ 72,828.00	1	\$	200.00
Transportation, Dept of	505713	Cash Recognition	07/2011	MAINTENANCE - OPERATIONS STAFF ASST	\$ 72,828.00	1	\$	200.00
Transportation, Dept of	567455	Cash Recognition	08/2011	MAINTENANCE LEAD TECHNICIAN	\$ 51,552.00	1	\$	400.00
Transportation, Dept of	786358	Cash Recognition	07/2011	TRANSPORTATION PLANNING SPECIALIST 3	\$ 67,668.00	1	\$	25.00
		Total D	epartment of Ti	ransportation Performance Based Incentives and Re	cognition Awards	6	\$	1,225.00
			Grand	d Total Agency Perfornace Based Incentives and Re	cognition Awards	54	\$.	11,660.24