

Office of Financial Management
State Human Resources

Washington State Government
Performance-Based Incentives and Recognition

Annual Report to the Governor and State Legislature
December 2013

*Submitted in fulfillment of the annual reporting requirements of
RCW 41.06.133(4)*

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About this Report

This annual Performance-Based Incentives and Recognition Report is produced by State Human Resources in 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.

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

Data are presented on a fiscal year basis (July 1 through June 30) unless otherwise noted. This report focuses on fiscal year 2013 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) are not snapshot data and may be affected by retroactive updates or adjustments in the system. HRMS is supported by the Department of Enterprise Services.

Publication and Contact Information

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<http://www.hr.wa.gov>

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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 who serve at the pleasure of the appointing authority as “at-will.” At-will employees are exempt from civil service provisions and 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, State Human Resources 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 legislatively mandated moratorium on monetary performance awards that began on Feb.15, 2010, ended on June 30, 2013. On July 1, 2013, the Office of Financial Managements State Human Resources Director suspended the performance based awards and incentives portion of the Performance Management Confirmation program until March 31, 2014 (WAC 357.28.295).

Freezes on exempt (at-will) and classified WMS salaries continued through June 30, 2013 (ESSB 5860). This freeze was lifted July 1, 2013.

Summary

Number of State Employees

The executive branch headcount decreased from 59,424 to 58,955 employees in fiscal year 2013. Of that decrease, approximately:

- 4 percent were classified general service
- 13 percent were classified WMS
- 83 percent were at-will non-managers

Headcount comparisons by agency can be found in [Section A](#) of this report.

Performance-based Incentives and Recognition

Since the initial moratorium on performance-based incentives and recognition in 2009:

- the total number of awards given dropped from 9,323 awards totaling \$1.9 million to 38 awards totaling \$4,799
- the number of agencies presenting awards dropped from 24 to 2

Performance-based incentives and recognition award detail can be found in [Section B](#) of this report.

Section A: State Workforce Headcount by Agency

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

Overview

	Classified Workforce			At-will Workforce			Total Classified & At-will
	Classified Employees*	Classified WMS	Total Classified	At-will Non-Managers	At-will Managers	Total At-will	
2012	52,054	3,857	55,911	2,624	889	3,513	59,424
2013	52,035	3,796	55,831	2,229	895	3,124	58,955

* 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 2,788 in fiscal year 2013). These are mainly Transportation’s ferry workers and State Patrol’s commissioned officers and troopers.

The executive branch workforce declined by 0.8 percent from the previous fiscal year. At the end of fiscal year 2013, the workforce was:

- 95 percent classified, of which 76 percent were represented by a labor organization
- 5 percent at-will
- 92 percent non-managerial employees
- 8 percent managers, including 895 at-will managers, 825 classified general service managers and 2,899 classified WMS managers
- 6 percent classified WMS employees

The following pages of this section contain detailed information on the state workforce headcount by agency.

Agency	2013 Classified Employees	2012 Classified Employees	Difference 2012-13 Classified Employees	2013 Classified WMS	2012 Classified WMS	Difference 2012-13 Classified WMS	2013 At-Will Managers	2012 At-Will Managers	Difference 2012-13 At-Will Managers	2013 At-Will Non-Managers	2012 At-Will Non-Managers	Difference 2012-13 At-Will Non-Managers	2013 Total Workforce	2012 Total Workforce	Difference 2012-13 Total Workforce
Accountancy, State Board of	6	6	0	3	2	1	0	0	0	10	10	0	19	18	1
Administrative Hearings, Office of	75	69	6	0	0	0	12	11	1	103	97	6	190	177	13
African-American Affairs, Washington State Commission on	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Agriculture, Department of	732	769	(37)	40	44	(4)	9	9	0	48	49	(1)	829	871	(42)
Archaeology and Historic Preservation, Department of	16	16	0	5	4	1	0	1	(1)	0	0	0	21	21	0
Arts Commission, Washington State	3	4	(1)	6	7	(1)	2	2	0	1	1	0	12	14	(2)
Asian-Pacific American Affairs, State of Washington Commission on	0	0	0	0	0	0	0	0	0	1	2	(1)	1	2	(1)
Attorney General, Office of the	592	573	19	33	33	0	122	127	(5)	434	425	9	1,181	1,158	23
Auditor, Office of the State	281	285	(4)	25	27	(2)	0	0	0	39	40	(1)	345	352	(7)
Blind, Department of Services for the	80	75	5	4	4	0	4	3	1	2	2	0	90	84	6
Blind, State School for the	104	105	(1)	5	4	1	4	4	0	3	3	0	116	116	0
Caseload Forecast Council	0	0	0	0	0	0	0	0	0	10	10	0	10	10	0
Childhood Deafness and Hearing Loss, Washington State Center for	142	138	4	0	0	0	5	3	2	4	4	0	151	145	6
Columbia River Gorge Commission	0	0	0	0	0	0	1	1	0	13	6	7	14	7	7
Commerce, Department of	252	252	0	33	32	1	8	8	0	23	22	1	316	314	2
Conservation Commission, State	5	6	(1)	11	10	1	2	2	0	6	7	(1)	24	25	(1)
Consolidated Technology Services	186	78	108	4	4	0	24	23	1	56	167	(111)	270	272	(2)
Corrections, Department of	7,460	7,853	(393)	394	376	18	132	119	13	93	108	(15)	8,079	8,456	(377)
County Road Administration Board	8	7	1	6	7	(1)	0	0	0	2	2	0	16	16	0
Criminal Justice Training Commission, Washington State	25	23	2	14	14	0	2	2	0	1	1	0	42	40	2
Early Learning, Department of	213	201	12	20	18	2	8	9	(1)	9	7	2	250	235	15
Ecology, Department of	1,445	1,370	75	143	149	(6)	26	27	(1)	1	13	(12)	1,615	1,559	56
Economic and Revenue Forecast Council	1	1	0	0	0	0	0	0	0	4	4	0	5	5	0
Economic Development Financial Authority, Washington	0	1	(1)	0	0	0	0	0	0	1	1	0	1	2	(1)
Employment Security Department	1,570	1,938	(368)	105	140	(35)	23	30	(7)	2	2	0	1,700	2,110	(410)
Enterprise Services, Department of	933	877	56	72	63	9	9	8	1	52	64	(12)	1,066	1,012	54
Environmental and Land Use Hearings Office	1	0	1	0	0	0	0	0	0	13	13	0	14	13	1
Financial Institutions, Department of	154	155	(1)	17	17	0	16	13	3	4	5	(1)	191	190	1
Financial Management, Office of	35	36	(1)	0	4	(4)	18	14	4	174	171	3	227	225	2
Fish and Wildlife, Department of	1,646	1,605	41	96	96	0	17	17	0	9	16	(7)	1,768	1,734	34
Freight Mobility Strategic Investment Board	1	1	0	0	0	0	0	0	0	4	3	1	5	4	1
Gambling Commission, Washington State	55	57	(2)	9	9	0	11	9	2	71	82	(11)	146	157	(11)

Agency	2013 Classified Employees	2012 Classified Employees	Difference 2012-13 Classified Employees	2013 Classified WMS	2012 Classified WMS	Difference 2012-13 Classified WMS	2013 At-Will Managers	2012 At-Will Managers	Difference 2012-13 At-Will Managers	2013 At-Will Non-Managers	2012 At-Will Non-Managers	Difference 2012-13 At-Will Non-Managers	2013 Total Workforce	2012 Total Workforce	Difference 2012-13 Total Workforce
Governor, Office of the	0	0	0	0	0	0	0	0	0	54	62	(8)	54	62	(8)
Health Care Authority, State	782	769	13	150	192	(42)	10	10	0	15	20	(5)	957	991	(34)
Health Care Facilities Authority, Washington	0	0	0	0	0	0	0	0	0	5	5	0	5	5	0
Health, Department of	1,427	1,400	27	135	136	(1)	18	16	2	6	270	(264)	1,586	1,822	(236)
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	29	28	1	1	2	(1)	0	0	0	3	2	1	33	32	1
Historical Society, Washington State	44	42	2	3	4	(1)	1	1	0	5	6	(1)	53	53	0
Horse Racing Commission, Washington	16	17	(1)	2	2	0	1	2	(1)	18	15	3	37	36	1
Housing Finance Commission, Washington State	18	16	2	42	40	2	2	2	0	1	9	(8)	63	67	(4)
Human Rights Commission	24	22	2	0	0	0	0	0	0	8	9	(1)	32	31	1
Indian Affairs, Governor's Office of	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Industry Insurance Appeals, Board of	133	129	4	6	5	1	10	10	0	4	5	(1)	153	149	4
Insurance Commissioner, Office of the	166	167	(1)	19	20	(1)	14	15	(1)	14	15	(1)	213	217	(4)
Investment Board, State	30	31	(1)	7	7	0	8	8	0	43	41	2	88	87	1
Labor and Industries, Department of	2,550	2,529	21	139	147	(8)	36	35	1	3	28	(25)	2,728	2,739	(11)
Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board	1	0	1	4	3	1	0	0	0	3	3	0	8	6	2
Licensing, Department of	1,111	1,104	7	91	94	(3)	47	49	(2)	2	1	1	1,251	1,248	3
Lieutenant Governor, Office of the	1	0	1	0	0	0	0	0	0	5	6	(1)	6	6	0
Liquor Control Board	205	460	(255)	23	36	(13)	9	12	(3)	7	6	1	244	514	(270)
Lottery Commission, State	102	101	1	1	1	0	14	15	(1)	18	20	(2)	135	137	(2)
Military Department	290	287	3	17	15	2	8	9	(1)	0	15	(15)	315	326	(11)
Minority and Women's Business Enterprise, Office of	27	9	18	1	2	(1)	0	0	0	3	2	1	31	13	18
Natural Resources, Department of	1,237	1,187	50	127	127	0	28	24	4	350	353	(3)	1,742	1,691	51
Parks and Recreation Commission, State	813	807	6	26	27	(1)	7	7	0	4	9	(5)	850	850	0
Patrol, Washington State	2,095	2,136	(41)	57	55	2	13	13	0	17	18	(1)	2,182	2,222	(40)
Pilotage Commissioner, Board of	0	0	0	0	0	0	0	0	0	9	9	0	9	9	0
Pollution Liability Insurance Program, Washington	3	2	1	1	0	1	0	0	0	2	3	(1)	6	5	1
Public Disclosure Commission	13	13	0	2	3	(1)	1	1	0	6	7	(1)	22	24	(2)
Public Employment Relations Commission	27	26	1	1	1	0	0	0	0	8	5	3	36	32	4
Public Instruction, Superintendent of	160	161	(1)	97	103	(6)	1	1	0	147	138	9	405	403	2
Puget Sound Partnership	4	1	3	0	0	0	0	0	0	38	40	(2)	42	41	1
Recreation and Conservation Funding Board	30	30	0	9	11	(2)	0	0	0	16	14	2	55	55	0

Agency	2013 Classified Employees	2012 Classified Employees	Difference 2012-13 Classified Employees	2013 Classified WMS	2012 Classified WMS	Difference 2012-13 Classified WMS	2013 At-Will Managers	2012 At-Will Managers	Difference 2012-13 At-Will Managers	2013 At-Will Non-Managers	2012 At-Will Non-Managers	Difference 2012-13 At-Will Non-Managers	2013 Total Workforce	2012 Total Workforce	Difference 2012-13 Total Workforce
Redistricting Commission	0	0	0	0	0	0	0	0	0	0	7	(7)	0	7	(7)
Retirement Systems, Department of	210	202	8	22	23	(1)	8	9	(1)	0	0	0	240	234	6
Revenue, Department of	1,026	992	34	105	107	(2)	20	18	2	0	0	0	1,151	1,117	34
Salaries for Elected Officials, Washington Citizen's Commission on	0	0	0	0	0	0	0	0	0	1	2	(1)	1	2	(1)
Secretary of State, Office of The	211	251	(40)	19	16	3	8	10	(2)	8	6	2	246	283	(37)
Social and Health Services, Department of	15,917	15,135	782	1,013	960	53	129	133	(4)	38	30	8	17,097	16,258	839
Student Achievement Council	22	0	22	0	0	0	0	0	0	81	0	81	103	0	103
Tax Appeals, Board of	4	3	1	0	0	0	1	1	0	8	8	0	13	12	1
Tobacco Settlement Authority	0	0	0	0	0	0	0	0	0	2	4	(2)	2	4	(2)
Traffic Safety Commission, Washington	7	8	(1)	12	9	3	0	0	0	1	1	0	20	18	2
Transportation Commission	1	1	0	0	0	0	0	0	0	4	11	(7)	5	12	(7)
Transportation Improvement Board	5	6	(1)	2	2	0	0	0	0	2	1	1	9	9	0
Transportation, Department of	6,387	6,587	(200)	556	585	(29)	29	29	0	20	22	(2)	6,992	7,223	(231)
Treasurer, Office of State	29	27	2	5	5	0	0	0	0	30	31	(1)	64	63	1
Utilities and Transportation Commission	95	96	(1)	27	24	3	4	5	(1)	15	15	0	141	140	1
Veterans Affairs, Department of	743	752	(9)	23	24	(1)	8	6	2	3	2	1	777	784	(7)
Volunteer Firefighters and Reserve Officers, Board for	3	2	1	0	0	0	0	0	0	1	4	(3)	4	6	(2)
Work Force Training and Education Coordinating Board	16	17	(1)	6	5	1	5	6	(1)	2	1	1	29	29	0

Section B: Performance-Based Incentives & Recognition

There is no clear definition in law or rule of the terms “performance-based incentives” and “bonuses.” For purposes of this report, State Human Resources 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. Substitute Senate Bill 6382 from 2010 continued the prohibition on wage and salary increases and, with Substitute House Bill 2998, placed moratoriums on most types of monetary recognition awards between Feb. 15, 2010 and June 30, 2011. This moratorium was extended through June 30, 2013, with Engrossed Substitute Senate Bill 5860 (RCW 41.06.070).

Performance-based incentives and recognition awards have continued to drop since 2009:

- FY 2009: 9,323 awards totaling \$1.9 million
- FY 2010: 1,096 awards totaling \$205,436
- FY 2011: 260 awards totaling \$141,837
- FY 2012: 54 awards totaling \$11,660
- FY 2013: 38 awards totaling \$4,799

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 2013 by award type:

Award /Authority	Description	Number of Awards	Total Amount	Average Award
Cash Recognition RCW 41.60.150 Moratorium on monetary awards from 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.	2	\$100.00	\$50.00
Washington State Patrol – Trooper of the Year, Certified Technician of the Year, Auto Theft of the Year WSPTA CBA Article 28.7	An additional 3 percent is added to selected WSP employee’s regular base pay for one year.	36	\$4,698.90	\$130.53

Other awards that are monitored in this report but did not have activity in fiscal year 2013 are:

Award /Authority	Description
Performance Recognition RCW 41.06.133 WAC 357-28-295,300 Suspended until March 31, 2014	Agencies that have received performance management confirmation (PMC) from State Human Resources may authorize additional pay on a lump-sum basis to recognize outstanding accomplishments or the achievement of predefined work goals. Additional information on PMC is available on the hr.wa.gov web site.
WMS-Lump Sum Recognition RCW 41.06.500 WAC 357-58-135,140 Suspended until March 31, 2014	See performance recognition above. Applies to WMS employees only.
At-Will Management Service Performance Pay	Payment to an at-will employee to recognize outstanding performance or the achievement of predefined work goals.

Summary of Awards Granted by Agency

In fiscal year 2013, two agencies presented awards to their employees. Following is a summary of awards granted by agency:

Agency	Number of Employees Awarded	Percent of Employees Awarded	Number of Awards Given	Total Amount of Awards	Average Award Given
Patrol, Washington State	5	0.2%	36	\$4,698.90	\$130.53
Revenue, Department of	2	0.2%	2	\$100.00	\$50.00

Awards ranged from \$7.68 to \$165.78 with a median award of \$141.24. In addition:

- Seven of 58,955 executive branch employees (0.01 percent) received awards in fiscal year 2013.
- Awards given were 0.0001 percent of the state's \$4.3 billion annual payroll and benefits costs (excluding higher education institutions).

The following pages detail the number of awards given to state agency employees, the base wages of those employees and the cost of each award for fiscal year 2013.

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Revenue, Department of	Cash Recognition	07/2012	73130	REVENUE AUDITOR 3	\$ 59,784.00	1	\$ 50.00
Revenue, Department of	Cash Recognition	01/2013	425498	PROPERTY & ACQUISITION SPECIALIST 4	\$ 61,296.00	1	\$ 50.00
Total Department of Revenue Performance Based Incentives and Recognition Awards						2	\$ 100.00
Patrol, Washington State	WSP Auto Theft of the YR	07/2012	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 58,956.00	1	\$ 29.94
Patrol, Washington State	WSP Auto Theft of the YR	08/2012	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 58,956.00	1	\$ 147.40
Patrol, Washington State	WSP Auto Theft of the YR	09/2012	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 58,956.00	1	\$ 128.98
Patrol, Washington State	WSP Auto Theft of the YR	10/2012	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 62,484.00	1	\$ 144.44
Patrol, Washington State	WSP Auto Theft of the YR	11/2012	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 62,484.00	1	\$ 129.09
Patrol, Washington State	WSP Auto Theft of the YR	12/2012	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 62,484.00	1	\$ 146.46
Patrol, Washington State	WSP Auto Theft of the YR	01/2013	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 62,484.00	1	\$ 132.35
Patrol, Washington State	WSP Auto Theft of the YR	02/2013	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 62,484.00	1	\$ 134.52
Patrol, Washington State	WSP Auto Theft of the YR	03/2013	20006793	WSP TROOPER LESS THAN 5 YEARS	\$ 62,484.00	1	\$ 137.99
Patrol, Washington State	WSP Auto Theft of the YR	04/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 145.82
Patrol, Washington State	WSP Auto Theft of the YR	05/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 148.93
Patrol, Washington State	WSP Auto Theft of the YR	06/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 124.71
Patrol, Washington State	WSP Cert Tech of the Year	07/2012	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 7.68
Patrol, Washington State	WSP Cert Tech of the Year	08/2012	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 146.06
Patrol, Washington State	WSP Cert Tech of the Year	09/2012	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 158.62
Patrol, Washington State	WSP Cert Tech of the Year	10/2012	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 153.74
Patrol, Washington State	WSP Cert Tech of the Year	11/2012	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 46.13
Patrol, Washington State	WSP Cert Tech of the Year	12/2012	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 141.73
Patrol, Washington State	WSP Cert Tech of the Year	01/2013	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 132.36
Patrol, Washington State	WSP Cert Tech of the Year	02/2013	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 150.32
Patrol, Washington State	WSP Cert Tech of the Year	03/2013	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 146.45
Patrol, Washington State	WSP Cert Tech of the Year	04/2013	28480	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,644.00	1	\$ 93.08
Patrol, Washington State	WSP Cert Tech of the Year	05/2013	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 66,312.00	1	\$ 129.86
Patrol, Washington State	WSP Cert Tech of the Year	06/2013	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 66,312.00	1	\$ 165.78
Patrol, Washington State	WSP Trooper of the year	07/2012	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 149.38
Patrol, Washington State	WSP Trooper of the year	08/2012	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 159.34
Patrol, Washington State	WSP Trooper of the year	09/2012	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 143.90
Patrol, Washington State	WSP Trooper of the year	10/2012	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 156.35
Patrol, Washington State	WSP Trooper of the year	11/2012	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 112.87
Patrol, Washington State	WSP Trooper of the year	12/2012	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 140.53
Patrol, Washington State	WSP Trooper of the year	01/2013	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 142.52
Patrol, Washington State	WSP Trooper of the year	02/2013	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 140.74

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Patrol, Washington State	WSP Trooper of the year	03/2013	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 150.49
Patrol, Washington State	WSP Trooper of the year	04/2013	1065450	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 147.89
Patrol, Washington State	WSP Trooper of the year	05/2013	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 130.65
Patrol, Washington State	WSP Trooper of the year	06/2013	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 63,732.00	1	\$ 101.80
Total Washington State Patrol Performance Based Incentives and Recognition Awards						36	\$ 4,698.90
Grand Total Performance Based Incentives and Recognition Awards						38	\$ 4,798.90