

Office of Financial Management
State Human Resources Division

Washington State Government
Performance-Based Incentives and Recognition

Annual Report to the Governor and State Legislature
December 2014

*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 the State Human Resources Division at the Office of Financial Management. Engrossed Substitute House Bill 2049, which was signed into law in 2009 and codified in RCW 41.06.133(4), mandates this annual report.

This report presents information for permanent and non-permanent employees in executive branch agencies only. It does not include data for higher education institutions or the judicial or 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 2014 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 because HRMS data may be affected by retroactive updates or adjustments in the system.

Publication and Contact Information

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Executive Summary

Background

RCW 41.06.133(4) directs the Office of Financial Management (OFM), 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 the 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, bonuses and performance-based incentives 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.

The Legislature mandated a moratorium on monetary performance awards that began February 15, 2010 and ended June 30, 2013. On July 1, 2013, the Office of Financial Management suspended the performance-based awards and incentives portion of the Performance Management Confirmation program until March 31, 2014 (WAC 357.28.295). On March 28, 2014, OFM continued this suspension through June 30, 2015, pending further review of the program.

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 increased from 58,955 to 59,878 employees in fiscal year 2014. Of that 923 headcount increase, approximately:

- 76.6 percent were classified general service
- 11.9 percent were classified WMS (which includes traditional managers, as well as persons who don't manage personnel but are high-level technical experts in their field)
- 11.5 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 dropped from 9,323 awards totaling \$1.9 million to 185 awards totaling \$191,597.
- the number of agencies presenting awards dropped from 24 to 10.

Recognition Awards

Cash recognition awards range from \$25 to \$200; the average award is \$155.36. These awards are the most common type of award granted to employees for outstanding achievements, safety, performance or longevity, or for employee suggestion evaluators and implementers.

Performance-Based Incentives

The majority of the expense in fiscal year 2014 for performance-based incentives and recognition is actually a distribution of funds that were held in a reserve account by the Washington State Housing Finance Commission for Performance Management Confirmation work performed during the 2008-2009 program year. More information about this and other 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 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

Classified employees compose 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 by statute from the collective bargaining process. 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

At-will employees compose 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	
2013	52,035	3,796	55,831	2,229	895	3,124	58,955
2014	52,742	3,906	56,648	2,331	899	3,230	59,878

* 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 2,720 in fiscal year 2014). These are mainly Transportation’s ferry workers and State Patrol’s commissioned officers and troopers.

The executive branch workforce increased by 1.6 percent from the previous fiscal year. At the end of fiscal year 2014, the workforce was:

- 89.8 percent classified, of which 78.8 percent were represented by a labor organization
- 5.3 percent at-will
- 6.5 percent classified WMS employees

Employees identified as “Manager” by the employing agency is 7.7 percent of the executive branch workforce. This includes at-will employees, elected officials, agency directors, classified Washington General Service (WGS) managers, and classified Washington Management Service (WMS) managers.

The following pages of Section A contain data on the state workforce headcount by agency.

Agency	2014 Classified Employees	2013 Classified Employees	Difference 2013-14 Classified Employees	2014 Classified WMS	2013 Classified WMS	Difference 2013-14 Classified WMS	2014 At-Will Managers	2013 At-Will Managers	Difference 2013-14 At-Will Managers	2014 At-Will Non-Managers	2013 At-Will Non-Managers	Difference 2013-14 At-Will Non-Managers	2014 Total Workforce	2013 Total Workforce	Difference 2013-14 Total Workforce
Accountancy, State Board of	5	6	(1)	2	3	(1)	0	0	0	9	10	(1)	16	19	(3)
Administrative Hearings, Office of	74	75	(1)	0	0	0	9	12	(3)	109	103	6	192	190	2
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	772	732	40	39	40	(1)	9	9	0	50	48	2	870	829	41
Archaeology and Historic Preservation, Department of	15	16	(1)	5	5	0	0	0	0	0	0	0	20	21	(1)
Arts Commission, Washington State	4	3	1	6	6	0	2	2	0	1	1	0	13	12	1
Asian-Pacific American Affairs, State of Washington Commission on	0	0	0	0	0	0	0	0	0	2	1	1	2	1	1
Attorney General, Office of the	584	592	(8)	32	33	(1)	119	122	(3)	434	434	0	1,169	1,181	(12)
Auditor, Office of the State	313	281	32	27	25	2	0	0	0	38	39	(1)	378	345	33
Blind, Department of Services for the	85	80	5	4	4	0	4	4	0	3	2	1	96	90	6
Blind, State School for the	112	104	8	5	5	0	4	4	0	4	3	1	125	116	9
Caseload Forecast Council	0	0	0	0	0	0	0	0	0	10	10	0	10	10	0
Charter School Commission, Washington	0	0	0	0	0	0	0	0	0	2	0	2	2	0	2
Childhood Deafness and Hearing Loss, Washington State Center for	148	142	6	0	0	0	4	5	(1)	4	4	0	156	151	5
Columbia River Gorge Commission	0	0	0	0	0	0	1	1	0	11	13	(2)	12	14	(2)
Commerce, Department of	228	252	(24)	35	33	2	6	8	(2)	23	23	0	292	316	(24)
Conservation Commission, State	7	5	2	10	11	(1)	2	2	0	5	6	(1)	24	24	0
Consolidated Technology Services	184	186	(2)	4	4	0	21	24	(3)	70	56	14	279	270	9
Corrections, Department of	7,560	7,460	100	390	394	(4)	141	132	9	99	93	6	8,190	8,079	111
County Road Administration Board	7	8	(1)	7	6	1	0	0	0	2	2	0	16	16	0
Criminal Justice Training Commission, Washington State	25	25	0	14	14	0	2	2	0	2	1	1	43	42	1
Early Learning, Department of	230	213	17	18	20	(2)	8	8	0	7	9	(2)	263	250	13
Ecology, Department of	1,461	1,445	16	143	143	0	27	26	1	2	1	1	1,633	1,615	18
Economic and Revenue Forecast Council	1	1	0	0	0	0	0	0	0	5	4	1	6	5	1
Economic Development Financial Authority, Washington	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0
Employment Security Department	1,438	1,570	(132)	109	105	4	23	23	0	2	2	0	1,572	1,700	(128)
Enterprise Services, Department of	903	933	(30)	87	72	15	9	9	0	37	52	(15)	1,036	1,066	(30)
Environmental and Land Use Hearings Office	2	1	1	0	0	0	0	0	0	14	13	1	16	14	2
Financial Institutions, Department of	156	154	2	20	17	3	14	16	(2)	4	4	0	194	191	3

Agency	2014 Classified Employees	2013 Classified Employees	Difference 2013-14 Classified Employees	2014 Classified WMS	2013 Classified WMS	Difference 2013-14 Classified WMS	2014 At-Will Managers	2013 At-Will Managers	Difference 2013-14 At-Will Managers	2014 At-Will Non-Managers	2013 At-Will Non-Managers	Difference 2013-14 At-Will Non-Managers	2014 Total Workforce	2013 Total Workforce	Difference 2013-14 Total Workforce
Financial Management, Office of	25	35	(10)	0	0	0	15	18	(3)	205	174	31	245	227	18
Fish and Wildlife, Department of	1,665	1,646	19	103	96	7	14	17	(3)	10	9	1	1,792	1,768	24
Freight Mobility Strategic Investment Board	1	1	0	0	0	0	0	0	0	4	4	0	5	5	0
Gambling Commission, Washington State	48	55	(7)	9	9	0	11	11	0	67	71	(4)	135	146	(11)
Governor, Office of the	0	0	0	0	0	0	0	0	0	55	54	1	55	54	1
Health Care Authority, State	920	782	138	134	150	(16)	10	10	0	22	15	7	1,086	957	129
Health Care Facilities Authority, Washington	0	0	0	0	0	0	0	0	0	5	5	0	5	5	0
Health, Department of	1,459	1,427	32	140	135	5	18	18	0	6	6	0	1,623	1,586	37
Hispanic Affairs, Washington State Commission on	0	0	0	0	0	0	0	0	0	3	2	1	3	2	1
Historical Society, Eastern Washington State	28	29	(1)	0	1	(1)	0	0	0	3	3	0	31	33	(2)
Historical Society, Washington State	43	44	(1)	3	3	0	1	1	0	1	5	(4)	48	53	(5)
Horse Racing Commission, Washington	19	16	3	1	2	(1)	1	1	0	20	18	2	41	37	4
Housing Finance Commission, Washington State	19	18	1	44	42	2	2	2	0	1	1	0	66	63	3
Human Rights Commission	23	24	(1)	2	0	2	0	0	0	7	8	(1)	32	32	0
Indian Affairs, Governor's Office of	0	0	0	0	0	0	0	0	0	3	2	1	3	2	1
Industrial Insurance Appeals, Board of	133	133	0	7	6	1	11	10	1	4	4	0	155	153	2
Insurance Commissioner, Office of the	167	166	1	19	19	0	15	14	1	16	14	2	217	213	4
Investment Board, State	31	30	1	6	7	(1)	8	8	0	46	43	3	91	88	3
Labor and Industries, Department of	2,635	2,550	85	150	139	11	36	36	0	4	3	1	2,825	2,728	97
Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board	1	1	0	4	4	0	0	0	0	3	3	0	8	8	0
Licensing, Department of	1,094	1,111	(17)	89	91	(2)	47	47	0	3	2	1	1,233	1,251	(18)
Lieutenant Governor, Office of the	0	1	(1)	0	0	0	0	0	0	5	5	0	5	6	(1)
Liquor Control Board	249	205	44	22	23	(1)	9	9	0	6	7	(1)	286	244	42
Lottery Commission, State	99	102	(3)	1	1	0	14	14	0	18	18	0	132	135	(3)
Military Department	286	290	(4)	20	17	3	9	8	1	3	0	3	318	315	3
Minority and Women's Business Enterprise, Office of	13	27	(14)	3	1	2	0	0	0	4	3	1	20	31	(11)
Natural Resources, Department of	1,239	1,237	2	133	127	6	29	28	1	358	350	8	1,759	1,742	17
Parks and Recreation Commission, State	849	813	36	28	26	2	7	7	0	1	4	(3)	885	850	35
Patrol, Washington State	2,153	2,095	58	57	57	0	13	13	0	20	17	3	2,243	2,182	61

Agency	2014 Classified Employees	2013 Classified Employees	Difference 2013-14 Classified Employees	2014 Classified WMS	2013 Classified WMS	Difference 2013-14 Classified WMS	2014 At-Will Managers	2013 At-Will Managers	Difference 2013-14 At-Will Managers	2014 At-Will Non-Managers	2013 At-Will Non-Managers	Difference 2013-14 At-Will Non-Managers	2014 Total Workforce	2013 Total Workforce	Difference 2013-14 Total Workforce
Pilotage Commissioner, Board of	0	0	0	0	0	0	0	0	0	9	9	0	9	9	0
Pollution Liability Insurance Program, Washington	5	3	2	0	1	(1)	0	0	0	2	2	0	7	6	1
Public Disclosure Commission	12	13	(1)	2	2	0	1	1	0	5	6	(1)	20	22	(2)
Public Employment Relations Commission	26	27	(1)	1	1	0	0	0	0	5	8	(3)	32	36	(4)
Public Instruction, Superintendent of	160	160	0	105	97	8	1	1	0	155	147	8	421	405	16
Puget Sound Partnership	4	4	0	0	0	0	0	0	0	48	38	10	52	42	10
Recreation and Conservation Funding Board	33	30	3	14	9	5	1	0	1	13	16	(3)	61	55	6
Retirement Systems, Department of	201	210	(9)	23	22	1	7	8	(1)	0	0	0	231	240	(9)
Revenue, Department of	1,056	1,026	30	114	105	9	20	20	0	0	0	0	1,190	1,151	39
Salaries for Elected Officials, Washington Citizen's Commission on	0	0	0	0	0	0	0	0	0	2	1	1	2	1	1
Secretary of State, Office of The	202	211	(9)	14	19	(5)	8	8	0	13	8	5	237	246	(9)
Social and Health Services, Department of	16,269	15,917	352	1,079	1,013	66	140	129	11	45	38	7	17,533	17,097	436
Student Achievement Council	20	22	(2)	0	0	0	0	0	0	85	81	4	105	103	2
Tax Appeals, Board of	4	4	0	0	0	0	1	1	0	8	8	0	13	13	0
Tobacco Settlement Authority	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0
Traffic Safety Commission, Washington	9	7	2	11	12	(1)	0	0	0	1	1	0	21	20	1
Transportation Commission	1	1	0	0	0	0	0	0	0	4	4	0	5	5	0
Transportation Improvement Board	8	5	3	1	2	(1)	0	0	0	2	2	0	11	9	2
Transportation, Department of	6,327	6,387	(60)	543	556	(13)	29	29	0	25	20	5	6,924	6,992	(68)
Treasurer, Office of State	30	29	1	5	5	0	0	0	0	30	30	0	65	64	1
Utilities and Transportation Commission	98	95	3	30	27	3	5	4	1	14	15	(1)	147	141	6
Veterans Affairs, Department of	747	743	4	24	23	1	8	8	0	4	3	1	783	777	6
Volunteer Firefighters and Reserve Officers, Board for	2	3	(1)	0	0	0	0	0	0	2	1	1	4	4	0
Work Force Training and Education Coordinating Board	15	16	(1)	8	6	2	3	5	(2)	2	2	0	28	29	(1)

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, OFM 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 February 15, 2010 and June 30, 2011. This moratorium was extended through June 30, 2013, with Engrossed Substitute Senate Bill 5860 (RCW 41.06.070). OFM suspended the performance-based awards and incentives portion of the Performance Management Confirmation program until June 30, 2015 (WAC 357.28.295).

Even though the moratorium on cash recognition awards ended June 30, 2013, performance-based incentives and recognition awards granted in fiscal year 2014 are still significantly lower than they were in 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
- FY 2014: 185 awards totaling \$191,597

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 2014 by award type:

Award /Authority	Description	Number of Awards	Total Amount	Average Award
Cash Recognition RCW 41.60.150	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.	99	\$15,381.12	\$155.36
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 select WSP employees' regular base pay for one year.	36	\$4,554.77	\$126.52

Award /Authority	Description	Number of Awards	Total Amount	Average Award
Performance Recognition RCW 41.06.133 WAC 357-28-295,300 Suspended until June 30, 2015	Agencies that have received performance management confirmation (PMC) from OFM 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.	11	\$18,693.00	\$1,699.36
WMS-Lump Sum Recognition RCW 41.06.500 WAC 357-58-135,140 Suspended until June 30, 2015	See performance recognition above. Applies to WMS employees only.	38	\$145,568.00	\$3,830.74
At-Will Management Service Performance Pay	Payment to an at-will employee to recognize outstanding performance or the achievement of predefined work goals.	1	\$7,400.00	\$7,400.00

The 11 Performance Recognition awards and 38 WMS-Lump Sum Recognition awards were paid by the Washington State Housing Finance Commission (Commission) in December 2013 from a reserve account that was established during fiscal year 2009 in accordance with its Performance Management Incentive program. The Commission is a non-allocated, non-appropriated agency that is self-supported by the fees generated for the services it provides.

The Commission was granted Performance Management Incentive Program confirmation on July 10, 2007. As part of the Commission's performance management program, the Commission limited Washington Management Service (WMS) annual salary increases from one to three percent based on a qualitative review of the employee's performance during the year. Additionally, the Commission implemented the following performance based program:

- All Commission staff (WMS and WGS) had the opportunity to earn a performance award by completing pre-established and monitored performance goals; this included from one to four percent for individual goals; and,
- From one to three percent for team goals for the combined work of a division (team goals were for WMS staff only).

Due to severe state budget shortages, the Commission was required to suspend its Performance Management Incentive Program in March 2009. The Commission allowed staff to continue working on pre-defined work goals for fiscal year 2009. It documented the completion of those goals and reserved those funds in a separate account until it was allowed to distribute those funds. Fiscal year 2014 was the Commission's first opportunity to pay the staff for the work completed in fiscal year 2009.

Summary of Awards Granted by Agency

In fiscal year 2014, 10 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
Accountancy, State Board of	9	48.4%	9	\$1,800.00	\$200.00
Columbia River Gorge Commission	1	7.7%	1	\$7,400.00	\$7,400.00
Economic and Revenue Forecast Council	4	78.7%	4	\$800.00	\$200.00
Financial Institutions, Department of	30	15.3%	31	\$6,200.00	\$200.00
Gambling Commission, Washington State	19	13.5%	19	\$2,161.12	\$113.74
Housing Finance Commission, Washington State	49	77.1%	49	\$164,261.00	\$3,352.27
Industrial Insurance Appeals, Board of	16	10.4%	16	\$1,670.00	\$104.38
Natural Resources, Department of	18	1.2%	18	\$2,650.00	\$147.22
Patrol, Washington State	6	0.3%	36	\$4,554.77	\$126.52
Revenue, Department of	2	0.2%	2	\$100.00	\$50.00

Awards per employee ranged from \$25 to \$7,756 with a median award of \$200, representing .004 percent of the state's \$4.5 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 2014.

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Accountancy, State Board of							
Accountancy, State Board of	Cash Recognition	12/2013	249286	IT SYSTEMS/APP SPEC 6	\$ 87,096.00	1	\$ 200.00
Accountancy, State Board of	Cash Recognition	12/2013	355124	MANAGEMENT ANALYST 4	\$ 57,240.00	1	\$ 200.00
Accountancy, State Board of	Cash Recognition	12/2013	463695	WMS BAND 2	\$ 89,496.00	1	\$ 200.00
Accountancy, State Board of	Cash Recognition	12/2013	754651	ADMINISTRATIVE ASSISTANT 4	\$ 48,168.00	1	\$ 200.00
Accountancy, State Board of	Cash Recognition	12/2013	964607	FORMS & RECORDS ANALYST 2	\$ 42,588.00	1	\$ 200.00
Accountancy, State Board of	Cash Recognition	12/2013	1188986	WMS BAND 2	\$ 90,000.00	1	\$ 200.00
Accountancy, State Board of	Cash Recognition	12/2013	20050200	ADMINISTRATIVE TRAINEE 3	\$ 32,688.00	1	\$ 200.00
Accountancy, State Board of	Cash Recognition	12/2013	20062948	ADMINISTRATIVE TRAINEE 3	\$ 32,688.00	1	\$ 200.00
Accountancy, State Board of	Cash Recognition	12/2013	20065803	ADMINISTRATIVE TRAINEE 3	\$ 32,688.00	1	\$ 200.00
Total State Board of Accountancy Performance Based Incentives and Recognition Awards						9	\$ 1,800.00
Columbia River Gorge Commission							
Columbia River Gorge Commission	At-will Management Service Performance Pay	04/2014	20051782	Default Job 1 Pay Grade Monthly	\$ 114,996.00	1	\$ 7,400.00
Total Columbia River Gorge Commission Performance Based Incentives and Recognition Awards						1	\$ 7,400.00
Economic and Revenue Forecast Council							
Economic and Revenue Forecast Council	Cash Recognition	10/2013	416805	EC REV FORCST SP	\$ 98,268.00	1	\$ 200.00
Economic and Revenue Forecast Council	Cash Recognition	10/2013	680758	OPERATIONS MGR	\$ 60,000.00	1	\$ 200.00
Economic and Revenue Forecast Council	Cash Recognition	10/2013	884904	EC REV FORCST SP	\$ 94,356.00	1	\$ 200.00
Economic and Revenue Forecast Council	Cash Recognition	10/2013	1101626	EC REV FORCST SP	\$ 70,620.00	1	\$ 200.00
Total Economic and Revenue Forecast Council Performance Based Incentives and Recognition Awards						4	\$ 800.00
Financial Institutions, Department of							
Financial Institutions, Department of	Cash Recognition	07/2013	23559	WMS BAND 3	\$ 92,772.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	08/2013	380748	FINANCIAL LEGAL EXAMINER 4	\$ 87,044.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	08/2013	680486	FINANCIAL EXAMINER 4	\$ 75,084.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	08/2013	805394	WMS BAND 3	\$ 89,760.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	08/2013	20023941	SECRETARY SENIOR	\$ 35,040.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	08/2013	20037085	FINANCIAL LEGAL EXAMINER 3	\$ 73,260.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	09/2013	699661	CUSTOMER SERVICE MANAGER	\$ 61,632.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	10/2013	237681	HUMAN RESOURCE CONSULTANT 3	\$ 58,656.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	10/2013	700515	HUMAN RESOURCE CONSULTANT 3	\$ 58,656.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	10/2013	917531	FINANCIAL EXAMINER 4	\$ 89,233.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	11/2013	20021412	MANAGEMENT ANALYST 3	\$ 47,016.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	11/2013	20051714	ADMINISTRATIVE ASSISTANT 3	\$ 35,040.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	11/2013	20059980	ADMINISTRATIVE ASSISTANT 3	\$ 17,964.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	03/2014	212927	FINANCIAL EXAMINER 2	\$ 64,740.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	03/2014	992832	FINANCIAL EXAMINER 4	\$ 82,896.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	03/2014	1092420	FINANCIAL EXAMINER 2	\$ 64,740.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	03/2014	20044280	MANAGEMENT ANALYST 2	\$ 42,588.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	03/2014	20051049	FINANCIAL EXAMINER 4	\$ 82,896.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	03/2014	20054368	FINANCIAL EXAMINER 4	\$ 85,386.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	04/2014	20015589	FISCAL ANALYST 3	\$ 45,828.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	23559	WMS BAND 3	\$ 97,358.00	1	\$ 200.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Financial Institutions, Department of	Cash Recognition	05/2014	99383	LEGAL SECRETARY 3	\$ 45,828.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	236692	FINANCIAL EXAMINER 4	\$ 82,896.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	381264	IT SPECIALIST 5	\$ 87,096.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	427454	IT SPECIALIST 5	\$ 78,900.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	771754	LEGAL SECRETARY 2	\$ 42,588.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	20010255	FINANCIAL LEGAL EXAMINER 3	\$ 75,084.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	20013451	FORMS & RECORDS ANALYST 1	\$ 36,756.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	20018384	WMS BAND 3	\$ 92,772.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	20041998	FINANCIAL LEGAL EXAMINER 4	\$ 80,892.00	1	\$ 200.00
Financial Institutions, Department of	Cash Recognition	05/2014	20055530	LEGAL SECRETARY 1	\$ 35,928.00	1	\$ 200.00
Total Department of Financial Institutions Performance Based Incentives and Recognition Awards						31	\$ 6,200.00
Gambling Commission, Washington State							
Gambling Commission, Washington State	Cash Recognition	10/2013	16459	GAMB COM PRG MG	\$ 71,496.00	1	\$ 200.00
Gambling Commission, Washington State	Cash Recognition	10/2013	140030	WMS BAND 3	\$ 88,020.00	1	\$ 150.00
Gambling Commission, Washington State	Cash Recognition	10/2013	532257	GAMB SP AGENT 3	\$ 57,240.00	1	\$ 100.00
Gambling Commission, Washington State	Cash Recognition	11/2013	122750	FISCAL ANALYST 2	\$ 47,016.00	1	\$ 150.00
Gambling Commission, Washington State	Cash Recognition	11/2013	458410	CUSTOMER SERVICE SPECIALIST 3	\$ 41,508.00	1	\$ 186.12
Gambling Commission, Washington State	Cash Recognition	11/2013	511164	ASST DIR GAMBLG	\$ 90,144.00	1	\$ 150.00
Gambling Commission, Washington State	Cash Recognition	11/2013	606571	PROGRAM SUPPORT SUPERVISOR 2	\$ 45,828.00	1	\$ 150.00
Gambling Commission, Washington State	Cash Recognition	11/2013	739617	GAMB COM PRG MG	\$ 69,756.00	1	\$ 100.00
Gambling Commission, Washington State	Cash Recognition	11/2013	757904	WMS BAND 2	\$ 58,991.00	1	\$ 100.00
Gambling Commission, Washington State	Cash Recognition	11/2013	893831	GAMB SP AGENT 3	\$ 55,836.00	1	\$ 50.00
Gambling Commission, Washington State	Cash Recognition	11/2013	1011608	GAMB SP AGENT 3	\$ 55,836.00	1	\$ 50.00
Gambling Commission, Washington State	Cash Recognition	11/2013	20012493	OFFICE ASSISTANT 2	\$ 31,176.00	1	\$ 25.00
Gambling Commission, Washington State	Cash Recognition	12/2013	192805	GAMB SP AGENT 3	\$ 57,240.00	1	\$ 100.00
Gambling Commission, Washington State	Cash Recognition	12/2013	1034803	GAMB SP AGENT 3	\$ 55,836.00	1	\$ 50.00
Gambling Commission, Washington State	Cash Recognition	12/2013	1053786	GAMB SP AGENT 3	\$ 55,836.00	1	\$ 50.00
Gambling Commission, Washington State	Cash Recognition	01/2014	749182	GAMB SP AGENT 3	\$ 62,244.00	1	\$ 100.00
Gambling Commission, Washington State	Cash Recognition	04/2014	342956	GAMB SP AGENT 3	\$ 59,244.00	1	\$ 200.00
Gambling Commission, Washington State	Cash Recognition	04/2014	547010	GAMB SP AGENT 3	\$ 62,244.00	1	\$ 150.00
Gambling Commission, Washington State	Cash Recognition	04/2014	702307	GAMBLING SPECIAL AGENT SUPERVISOR	\$ 67,080.00	1	\$ 100.00
Total Washington State Gambling Commission Performance Based Incentives and Recognition Awards						19	\$ 2,161.12
Housing Finance Commission, Washington State							
Housing Finance Commission, Washington State	Performance Recognition	08/2013	338163	FISCAL ANALYST 2	\$ 45,828.00	1	\$ 671.00
Housing Finance Commission, Washington State	Performance Recognition	09/2013	20005698	PROCUREMENT & SUPPLY SPECIALIST 2	\$ 41,508.00	1	\$ 1,004.00
Housing Finance Commission, Washington State	Performance Recognition	10/2013	925658	FISCAL ANALYST 3	\$ 54,504.00	1	\$ 2,126.00
Housing Finance Commission, Washington State	Performance Recognition	12/2013	279104	ADMINISTRATIVE ASSISTANT 3	\$ 41,508.00	1	\$ 1,621.00
Housing Finance Commission, Washington State	Performance Recognition	12/2013	476182	ADMINISTRATIVE ASSISTANT 3	\$ 41,508.00	1	\$ 1,621.00
Housing Finance Commission, Washington State	Performance Recognition	12/2013	575199	COMMERCE SPECIALIST 1	\$ 48,168.00	1	\$ 1,686.00
Housing Finance Commission, Washington State	Performance Recognition	12/2013	20004426	COMMERCE SPECIALIST 1	\$ 47,016.00	1	\$ 1,542.00
Housing Finance Commission, Washington State	Performance Recognition	12/2013	20007230	IT SPECIALIST 4	\$ 73,260.00	1	\$ 2,860.00
Housing Finance Commission, Washington State	Performance Recognition	12/2013	20010440	SECRETARY SENIOR	\$ 35,040.00	1	\$ 1,004.00
Housing Finance Commission, Washington State	Performance Recognition	12/2013	20012238	IT SPECIALIST 5	\$ 78,900.00	1	\$ 3,156.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Housing Finance Commission, Washington State	Performance Recognition	12/2013	20020040	ADMINISTRATIVE ASSISTANT 2	\$ 36,756.00	1	\$ 1,402.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	07/2013	594264	WMS BAND 4	\$ 96,948.00	1	\$ 2,908.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	07/2013	949039	WMS BAND 2	\$ 73,992.00	1	\$ 4,440.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	07/2013	1009325	WMS BAND 2	\$ 65,232.00	1	\$ 3,113.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	07/2013	1128844	CONF. SECRETARY	\$ 70,303.00	1	\$ 2,102.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	08/2013	229248	WMS BAND 2	\$ 74,688.00	1	\$ 4,481.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	55849	WMS BAND 3	\$ 90,024.00	1	\$ 4,287.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	81096	WMS BAND 3	\$ 84,420.00	1	\$ 4,300.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	92973	WMS BAND 2	\$ 75,120.00	1	\$ 3,720.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	101392	WMS BAND 2	\$ 73,584.00	1	\$ 2,803.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	102980	WMS BAND 2	\$ 98,604.00	1	\$ 2,520.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	124567	WMS BAND 4	\$ 122,004.00	1	\$ 6,391.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	129785	WMS BAND 2	\$ 78,912.00	1	\$ 3,400.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	237210	WMS BAND 2	\$ 68,424.00	1	\$ 3,714.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	241083	WMS BAND 3	\$ 92,460.00	1	\$ 3,829.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	270136	WMS BAND 2	\$ 79,164.00	1	\$ 4,308.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	322290	WMS BAND 2	\$ 70,572.00	1	\$ 3,361.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	393865	WMS BAND 1	\$ 57,684.00	1	\$ 3,296.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	476329	WMS BAND 2	\$ 77,652.00	1	\$ 2,721.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	569020	WMS BAND 2	\$ 77,688.00	1	\$ 4,440.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	578328	WMS BAND 2	\$ 77,688.00	1	\$ 4,352.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	583680	WMS BAND 4	\$ 108,660.00	1	\$ 5,174.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	599107	WMS BAND 2	\$ 66,396.00	1	\$ 3,868.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	700368	WMS BAND 2	\$ 69,228.00	1	\$ 3,956.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	734226	WMS BAND 4	\$ 106,884.00	1	\$ 4,847.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	764017	WMS BAND 3	\$ 92,628.00	1	\$ 4,201.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	768598	DEPUTY DIR, HOUSING FINANCE COMMISSION	\$ 135,732.00	1	\$ 7,756.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	873687	WMS BAND 2	\$ 73,104.00	1	\$ 4,177.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	877503	WMS BAND 2	\$ 77,652.00	1	\$ 4,064.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	889319	WMS BAND 2	\$ 74,628.00	1	\$ 4,265.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	899395	WMS BAND 2	\$ 81,000.00	1	\$ 3,848.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	923015	WMS BAND 2	\$ 77,652.00	1	\$ 2,312.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	1031732	WMS BAND 2	\$ 68,832.00	1	\$ 2,825.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	1046177	WMS BAND 2	\$ 77,652.00	1	\$ 3,984.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	1167082	WMS BAND 3	\$ 102,120.00	1	\$ 4,863.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	1196894	WMS BAND 2	\$ 78,732.00	1	\$ 2,851.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	20007513	WMS BAND 2	\$ 68,832.00	1	\$ 2,825.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	20028330	WMS BAND 2	\$ 71,844.00	1	\$ 3,048.00
Housing Finance Commission, Washington State	WMS Lumpsum recognition	12/2013	20029318	WMS BAND 1	\$ 59,532.00	1	\$ 2,218.00
Total Washington State Housing Finance Commission Performance Based Incentives and Recognition Awards						49	\$ 164,261.00
Industrial Insurance Appeals, Board of							
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	95343	IT SPECIALIST 3	\$ 64,740.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	205528	WMS BAND 2	\$ 82,788.00	1	\$ 100.00

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	453122	WMS BAND 3	\$ 98,052.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	586446	CONF. SECRETARY	\$ 73,092.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	611287	IT SYSTEMS/APP SPEC 6	\$ 87,096.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	969830	IT SPECIALIST 2	\$ 58,656.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	981606	ASST CHIEF INDUSTRIAL APPEALS JUDGE-BIIA	\$ 96,000.00	1	\$ 170.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	1052933	OFFICE ASSISTANT 3	\$ 33,468.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	1100123	HEARINGS SCHEDULER	\$ 36,756.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	20014447	INDUSTRIAL INSUR APPEALS JUDGE 4	\$ 89,280.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	20036994	LEGAL SECRETARY 1	\$ 39,516.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	20038305	INDUSTRIAL INSUR APPEALS JUDGE 3	\$ 82,896.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	20045459	IT SPECIALIST 3	\$ 51,864.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	20052257	IT SPECIALIST 3	\$ 54,504.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	20055890	IT SPECIALIST 5	\$ 71,496.00	1	\$ 100.00
Industrial Insurance Appeals, Board of	Cash Recognition	12/2013	20062384	FORMS & RECORDS ANALYST 1	\$ 33,468.00	1	\$ 100.00
Total Board of Industrial Insurance Appeals Performance Based Incentives and Recognition Awards						16	\$ 1,670.00
Natural Resources, Department of							
Natural Resources, Department of	Cash Recognition	05/2014	41721	NATURAL RESOURCE ENGINEER 2	\$ 61,632.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	05/2014	340614	EQUIPMENT OPERATOR 2	\$ 47,016.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	05/2014	430698	ENGINEERING AIDE 3	\$ 54,504.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	05/2014	596708	ENGINEERING AIDE 3	\$ 55,836.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	05/2014	804394	NATURAL RESOURCE ENGINEER 3	\$ 68,016.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	05/2014	853842	NATURAL RESOURCE ENGINEER 2	\$ 60,120.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	05/2014	1034816	NATURAL RESOURCE ENGINEER 2	\$ 48,168.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	05/2014	1078260	NATURAL RESOURCE ENGINEER 2	\$ 60,120.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	05/2014	20040304	IT SPECIALIST 4	\$ 71,496.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	05/2014	20041001	EQUIPMENT OPERATOR 2	\$ 47,016.00	1	\$ 150.00
Natural Resources, Department of	Cash Recognition	05/2014	20053174	NATURAL RESOURCE ENGINEER 2	\$ 50,568.00	1	\$ 100.00
Natural Resources, Department of	Cash Recognition	06/2014	9965	SUPERVISOR, DNR	\$ 115,992.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2014	197570	NATURAL RESOURCES TECHNICIAN 3	\$ 40,524.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2014	921582	WMS BAND 1	\$ 62,868.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2014	934989	NATURAL RESOURCE SPECIALIST 1	\$ 44,712.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2014	978686	NATURAL RESOURCE SPECIALIST 2	\$ 50,568.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2014	20008480	IT SPECIALIST 4	\$ 71,496.00	1	\$ 200.00
Natural Resources, Department of	Cash Recognition	06/2014	20058495	FOREST CREW SUPERVISOR 1	\$ 35,040.00	1	\$ 200.00
Total Department of Natural Resources Performance Based Incentives and Recognition Awards						18	\$ 2,650.00
Patrol, Washington State							
Patrol, Washington State	WSP Auto Theft of the YR	07/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 65,676.00	1	\$ 100.57
Patrol, Washington State	WSP Auto Theft of the YR	08/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 65,676.00	1	\$ 82.10
Patrol, Washington State	WSP Auto Theft of the YR	09/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 65,676.00	1	\$ 60.54
Patrol, Washington State	WSP Auto Theft of the YR	10/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 65,676.00	1	\$ 48.03
Patrol, Washington State	WSP Auto Theft of the YR	11/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 65,676.00	1	\$ 135.46
Patrol, Washington State	WSP Auto Theft of the YR	12/2013	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 65,676.00	1	\$ 151.00
Patrol, Washington State	WSP Auto Theft of the YR	01/2014	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,960.00	1	\$ 148.97

Agency Name	Type of Award	Cal. year / month	Employee Number	Job	Annual Salary	Number of Awards	Amount of Awards
Patrol, Washington State	WSP Auto Theft of the YR	02/2014	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,960.00	1	\$ 155.99
Patrol, Washington State	WSP Auto Theft of the YR	03/2014	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,960.00	1	\$ 164.20
Patrol, Washington State	WSP Auto Theft of the YR	04/2014	20006793	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,960.00	1	\$ 158.14
Patrol, Washington State	WSP Auto Theft of the YR	05/2014	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$ 65,676.00	1	\$ 149.49
Patrol, Washington State	WSP Auto Theft of the YR	06/2014	1088177	WSP TROOPER GREATER THAN 5 YEARS	\$ 65,676.00	1	\$ 148.04
Patrol, Washington State	WSP Cert Tech of the Year	07/2013	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 161.33
Patrol, Washington State	WSP Cert Tech of the Year	08/2013	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 136.66
Patrol, Washington State	WSP Cert Tech of the Year	09/2013	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 154.80
Patrol, Washington State	WSP Cert Tech of the Year	10/2013	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 160.57
Patrol, Washington State	WSP Cert Tech of the Year	11/2013	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 140.89
Patrol, Washington State	WSP Cert Tech of the Year	12/2013	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 145.20
Patrol, Washington State	WSP Cert Tech of the Year	01/2014	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 34.16
Patrol, Washington State	WSP Cert Tech of the Year	02/2014	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 147.94
Patrol, Washington State	WSP Cert Tech of the Year	03/2014	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 166.07
Patrol, Washington State	WSP Cert Tech of the Year	04/2014	361273	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,378.00	1	\$ 19.75
Patrol, Washington State	WSP Cert Tech of the Year	05/2014	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,273.00	1	\$ 139.17
Patrol, Washington State	WSP Cert Tech of the Year	06/2014	1167395	WSP TROOPER GREATER THAN 5 YEARS	\$ 70,273.00	1	\$ 155.08
Patrol, Washington State	WSP Trooper of the year	07/2013	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,646.00	1	\$ 129.01
Patrol, Washington State	WSP Trooper of the year	08/2013	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,646.00	1	\$ 100.86
Patrol, Washington State	WSP Trooper of the year	09/2013	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,646.00	1	\$ 72.07
Patrol, Washington State	WSP Trooper of the year	10/2013	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,646.00	1	\$ 144.50
Patrol, Washington State	WSP Trooper of the year	11/2013	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,646.00	1	\$ 114.94
Patrol, Washington State	WSP Trooper of the year	12/2013	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,646.00	1	\$ 115.17
Patrol, Washington State	WSP Trooper of the year	01/2014	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,646.00	1	\$ 144.39
Patrol, Washington State	WSP Trooper of the year	02/2014	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 67,646.00	1	\$ 118.02
Patrol, Washington State	WSP Trooper of the year	03/2014	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,994.00	1	\$ 157.77
Patrol, Washington State	WSP Trooper of the year	04/2014	1019381	WSP TROOPER GREATER THAN 5 YEARS	\$ 68,994.00	1	\$ 154.90
Patrol, Washington State	WSP Trooper of the year	05/2014	148250	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,787.00	1	\$ 153.08
Patrol, Washington State	WSP Trooper of the year	06/2014	148250	WSP TROOPER GREATER THAN 5 YEARS	\$ 71,787.00	1	\$ 85.91
Total Washington State Patrol Performance Based Incentives and Recognition Awards						36	\$ 4,554.77
Revenue, Department of							
Revenue, Department of	Cash Recognition	07/2013	367341	EXCISE TAX EXAMINER 3	\$ 58,656.00	1	\$ 50.00
Revenue, Department of	Cash Recognition	01/2014	496636	REVENUE AUDITOR 2	\$ 55,836.00	1	\$ 50.00
Total Department of Revenue Performance Based Incentives and Recognition Awards						2	\$ 100.00
Grand Total Performance Based Incentives and Recognition Awards						185	\$ 191,596.89