
SUBSTITUTE HOUSE BILL 2216

State of Washington

68th Legislature

2024 Regular Session

By House State Government & Tribal Relations (originally sponsored by Representatives Cheney, Leavitt, Walen, Santos, Couture, Graham, Reed, Rude, and Davis)

READ FIRST TIME 01/31/24.

1 AN ACT Relating to reducing barriers to state employment by
2 eliminating two-year and four-year degree requirements that are
3 unnecessary; amending RCW 41.06.157; and creating a new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** It is the intent of the legislature to
6 reduce the number of positions in state employment that unnecessarily
7 have requirements of completing a two-year or four-year college
8 degree as the only way to meet the qualifications of a job. While the
9 legislature recognizes that certain positions have a need for
10 technical, scientific, or professional training that make a
11 specialized course of study necessary, in other cases the requirement
12 of a two-year or four-year college degree is added to job
13 requirements as an indicator of general skills or knowledge, such as
14 skills in writing, analysis, or presentations which are readily
15 acquired in today's society through other means.

16 **Sec. 2.** RCW 41.06.157 and 2015 3rd sp.s. c 1 s 315 are each
17 amended to read as follows:

18 (1) To promote the most effective use of the state's workforce
19 and improve the effectiveness and efficiency of the delivery of
20 services to the citizens of the state, the director shall adopt and

1 maintain a comprehensive classification plan for all positions in the
2 classified service. The classification plan must:

- 3 (a) Be simple and streamlined;
- 4 (b) Support state agencies in responding to changing
5 technologies, economic and social conditions, and the needs of its
6 citizens;
- 7 (c) Value workplace diversity;
- 8 (d) Facilitate the reorganization and decentralization of
9 governmental services;
- 10 (e) Enhance mobility and career advancement opportunities;
- 11 (~~and~~)
- 12 (f) Consider rates in other public employment and private
13 employment in the state; and
- 14 (g) Not require a two-year or four-year college degree as the
15 only way to demonstrate qualifications for the role unless that
16 degree is required by law for an employee to perform the essential
17 functions of a classification.

18 (2) An appointing authority and an employee organization
19 representing classified employees of the appointing authority for
20 collective bargaining purposes may jointly request the director of
21 financial management to initiate a classification study.

22 (3) For institutions of higher education and related boards, the
23 director may adopt special salary ranges to be competitive with
24 positions of a similar nature in the state or the locality in which
25 the institution of higher education or related board is located.

26 (4) The director may undertake salary surveys of positions in
27 other public and private employment to establish market rates. Any
28 salary survey information collected from private employers which
29 identifies a specific employer with salary rates which the employer
30 pays to its employees shall not be subject to public disclosure under
31 chapter 42.56 RCW.

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