
HOUSE BILL 2216

State of Washington

68th Legislature

2024 Regular Session

By Representatives Cheney, Leavitt, Walen, Santos, Couture, Graham, Reed, Rude, and Davis

Read first time 01/09/24. Referred to Committee on State Government & Tribal Relations.

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. While the legislature recognizes that certain positions have
9 a need for technical, scientific, or professional training that make
10 a specialized course of study necessary, in other cases the
11 requirement of a two-year or four-year college degree is added to job
12 classifications as an indicator of general skills or knowledge, such
13 as skills in writing, analysis, or presentations which are readily
14 acquired in today's society through other means.

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

17 (1) To promote the most effective use of the state's workforce
18 and improve the effectiveness and efficiency of the delivery of
19 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 for
15 purposes other than when the specialized technical or scientific
16 knowledge or certification offered through such programs is necessary
17 for an employee to perform the essential functions of a
18 classification.

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

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

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

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