

**- FOR BUDGET PLANNING ONLY -**

PEA Base Salary:	\$ 51,154	
Cert 1.0 FTE	\$ 118,500	<i>Yearly Average Salary w/ Benefits (Includes 5 Supplemental Days and 2 Pro Dev Days)</i>
FICA/Medicare:	0.0765	
Industrial Insurance Low Risk:	0.3926	<i>9/1/20 - 12/31/20</i>
Industrial Insurance High Risk:	2.0650	<i>9/1/20 - 12/31/20</i>
Retirement-TRS:	0.1574	
Retirement-SERS:	0.1330	
WA State Fam & Med Lv	0.001467	
Medical/HCA Allocation	12,000.00	

<b>PEA PROFESSIONAL HOURLY RATE</b>	
38.88	Base/Hour (.076% of Base Salary)
2.97	FICA/Medicare
0.39	Industrial Insurance
6.12	Retirement
0.06	WA State Fam & Med Lv
<b>48.42</b>	Base w/ Benefits

<b>PEA PRESENTATION HOURLY RATE</b>	
48.60	Base/Hour (1.25 times Professional Rate)
3.72	FICA/Medicare
0.39	Industrial Insurance
7.65	Retirement
0.07	WA State Fam & Med Lv
<b>60.43</b>	Base w/ Benefits

<b>PEA ACTIVITY HOURLY RATE</b>	
19.44	Base/Hour (50% of Professional Rate)
1.49	FICA/Medicare
0.39	Industrial Insurance
3.06	Retirement
0.03	WA State Fam & Med Lv
<b>24.41</b>	Base w/ Benefits

<b>PARA LEVEL 2 HOURLY RATE (For Extra Hourly Planning Purposes)</b>	
25.79	Base/Hour (Average Level 2 Para)
1.97	FICA/Medicare
0.39	Industrial Insurance
3.43	Retirement
0.04	WA State Fam & Med Lv
<b>31.62</b>	Base w/ Benefits

<b>PARA LEVEL 3 HOURLY RATE (For Extra Hourly Planning Purposes)</b>	
26.26	Base/Hour (Average Level 3 Para)
2.01	FICA/Medicare
0.39	Industrial Insurance
3.49	Retirement
0.04	WA State Fam & Med Lv
<b>32.19</b>	Base w/ Benefits

<b>SUB SIGN LANGUAGE INTERPRETER HOURLY RATE</b>	
30.77	Base/Hour (PESPA level 6, step 1)
2.36	FICA/Medicare
0.39	Industrial Insurance
0.05	WA State Fam & Med Lv
<b>33.57</b>	Base w/ Benefits

<b>SUB SIGN LANG INTERPRETER - Extra ADA Work HOURLY RATE</b> <i>(PESPA Schedule A and CBA §14.10.1.2.)</i>	
50.00	Base/Hour
3.83	FICA/Medicare
0.39	Industrial Insurance
0.07	WA State Fam & Med Lv
<b>54.29</b>	Base w/ Benefits

<b>SUB PARA HOURLY RATE</b>	
20.16	Base/Hour (PESPA level 2, step 1)
1.54	FICA/Medicare
0.39	Industrial Insurance
0.03	WA State Fam & Med Lv
<b>22.12</b>	Base w/ Benefits

<b>SUB LPN HOURLY RATE</b>	
30.77	Base/Hour (PESPA level 6, step 1)
2.35	FICA/Medicare
0.39	Industrial Insurance
0.05	WA State Fam & Med Lv
<b>33.56</b>	Base w/ Benefits

<b>REGULAR SUB - FULL DAY</b>	
154.49	Base (.302% of PEA Base Rate)
11.82	FICA/Medicare
2.94	Industrial Insurance
0.23	WA State Fam & Med Lv
<b>169.48</b>	Base w/ Benefits

<b>SENIOR SUB - FULL DAY</b>	
159.12	Base (103% of Regular Sub Rate)
12.17	FICA/Medicare
2.94	Industrial Insurance
0.23	WA State Fam & Med Lv
<b>174.47</b>	Base w/ Benefits

<b>REGULAR SUB - HALF DAY</b>	
83.42	Base (54% of Full Day)
6.38	FICA/Medicare
1.57	Industrial Insurance
0.12	WA State Fam & Med Lv
<b>91.49</b>	Base w/ Benefits

<b>SENIOR SUB - HALF DAY</b>	
85.92	Base (54% of Full Day)
6.57	FICA/Medicare
1.57	Industrial Insurance
0.13	WA State Fam & Med Lv
<b>94.19</b>	Base w/ Benefits

<b>PEA SUB - HOURLY PROFESSIONAL RATE</b>	
25.75	Full day divided by 6 hours
1.97	FICA/Medicare
0.39	Industrial Insurance
0.04	WA State Fam & Med Lv
<b>28.15</b>	Base w/ Benefits

<b>NURSE / RN SUB - HOURLY RATE</b>	
28.00	Base/Hour OR per diem if holding regular part time assignment
2.14	FICA/Medicare
0.39	Industrial Insurance
4.41	Retirement
0.04	WA State Fam & Med Lv
<b>34.98</b>	Base w/ Benefits

*(Rate below is TBD pending negotiations; use this rate for estimate only)*

<b>SUB PAEOP HOURLY RATE (external)</b>	
18.43	Base/Hour (93% of PAEOP level A, step 0)
1.41	FICA/Medicare
0.39	Industrial Insurance
0.03	WA State Fam & Med Lv
<b>20.26</b>	Base w/ Benefits

*(Rate below is TBD pending negotiations; use this rate for estimate only)*

<b>SUB PAEOP HOURLY RATE (internal - part-time employees)</b>	
Either regular hourly rate, OR	
19.25	Base/Hour ( PAEOP level A, step 0)
1.47	FICA/Medicare
0.39	Industrial Insurance
2.56	Retirement
0.03	WA State Fam & Med Lv
<b>23.70</b>	Base w/ Benefits

<b>SUB CAMPUS SECURITY HOURLY RATE</b>	
23.47	Base/Hour (regular security rate, step 1)
1.80	FICA/Medicare
2.07	Industrial Insurance
0.03	WA State Fam & Med Lv
<b>27.36</b>	Base w/ Benefits

<b>MUSIC ACCOMPANIST - CASUAL EMPLOYEE</b>	
30.00	Base/Hour
2.30	FICA/Medicare
0.39	Industrial Insurance
0.04	WA State Fam & Med Lv
<b>32.73</b>	Base w/ Benefits