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APPENDIX III: OVERTIME EXEMPT JOB CLASSIFICATIONS

[PLACEHOLDER]

The federal Fair Labor Standards Act and the Washington State Minimum Wage Act govern which positions are FLSA exempt or non-exempt. Appendix III details job classifications that are FLSA exempt; however, certain positions in these classifications may be determined to be FLSA non-exempt if the employee's combination of FTE and salary falls below the federal or state salary threshold.

Job Code	Job Classification
18780	Hospital Custodian Supervisor 2 (E S WFSE Cust Supv)
18526	Industrial Hygienist 2 (E S WFSE Campuswide)
18653	Industrial Hygienist 2 (E S WFSE HMC)
18700	Mental Health Practitioner (E S WFSE HMC)
18726	Mental Health Practitioner Clinical Specialist (E S WFSE HMC)
18727	Mental Health Practitioner Lead (E S WFSE HMC)
18698	Rehabilitation Counselor 1 (E S WFSE HMC)
18699	Rehabilitation Counselor 2 (E S WFSE HMC)

Tentatively Agreed To:

For the Union:
Signed by:
Becky K. Stephens
530E07D4212E4C6...
Date:
9/20/2026

For the Employer:
DocuSigned by:
Catherine Scheid
9BED1964C6434D0...
Date:
9/20/2026