

**2019-20 Sub & Hourly Pay Rates  
- FOR BUDGET PLANNING ONLY -**

PEA Base Salary:	\$ 50,073	
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:	0.3540	
Industrial Insurance High Risk:	1.8524	
Retirement-TRS:	0.1551	
Retirement-SERS:	0.1319	
WA State Fam & Med Lv	0.001467	
HCA	820.00	
Medical Allocation	11,968.00	

**PEA PROFESSIONAL HOURLY RATE**

38.06	Base/Hour (.076% of Base Salary)
2.91	FICA/Medicare
0.35	Industrial Insurance
5.90	Retirement
0.06	WA State Fam & Med Lv
<b>47.28</b>	Base w/ Benefits

**PEA PRESENTATION HOURLY RATE**

47.57	Base/Hour (1.25 times Professional Rate)
3.64	FICA/Medicare
0.35	Industrial Insurance
7.38	Retirement
0.07	WA State Fam & Med Lv
<b>59.01</b>	Base w/ Benefits

**PEA ACTIVITY HOURLY RATE**

19.03	Base/Hour (50% of Professional Rate)
1.46	FICA/Medicare
0.35	Industrial Insurance
2.95	Retirement
0.03	WA State Fam & Med Lv
<b>23.82</b>	Base w/ Benefits

**PARA LEVEL 1 HOURLY RATE (For Extra Hourly Planning Purposes)**

22.71	Base/Hour (Average Level 1 Para)
1.74	FICA/Medicare
0.35	Industrial Insurance
3.00	Retirement
0.03	WA State Fam & Med Lv
<b>27.83</b>	Base w/ Benefits

**PARA LEVEL 2 HOURLY RATE (For Extra Hourly Planning Purposes)**

24.04	Base/Hour (Average Level 2 Para)
1.84	FICA/Medicare
0.35	Industrial Insurance
3.17	Retirement
0.04	WA State Fam & Med Lv
<b>29.44</b>	Base w/ Benefits

**PARA LEVEL 3 HOURLY RATE (For Extra Hourly Planning Purposes)**

24.72	Base/Hour (Average Level 3 Para)
1.89	FICA/Medicare
0.35	Industrial Insurance
3.26	Retirement
0.04	WA State Fam & Med Lv
<b>30.26</b>	Base w/ Benefits

**SUB SIGN LANGUAGE INTERPRETER HOURLY RATE**

27.58	Base/Hour (PESPA level 6, step 1)
2.11	FICA/Medicare
0.35	Industrial Insurance
0.04	WA State Fam & Med Lv
<b>30.08</b>	Base w/ Benefits

**SUB SIGN LANG INTERPRETER - Extra ADA Work HOURLY RATE**

*(PESPA Schedule A and CBA §14.10.1.2.)*

45.00	Base/Hour
3.44	FICA/Medicare
0.35	Industrial Insurance
0.07	WA State Fam & Med Lv
<b>48.86</b>	Base w/ Benefits

**SUB PARA HOURLY RATE**

17.21	Base/Hour (PESPA level 1, step 1)
1.32	FICA/Medicare
0.35	Industrial Insurance
0.03	WA State Fam & Med Lv

**REGULAR SUB - FULL DAY**

151.22	Base (.302% of PEA Base Rate)
11.57	FICA/Medicare
2.66	Industrial Insurance
0.22	WA State Fam & Med Lv
<b>165.67</b>	Base w/ Benefits

**SENIOR SUB - FULL DAY**

155.76	Base (103% of Regular Sub Rate)
11.92	FICA/Medicare
2.66	Industrial Insurance
0.23	WA State Fam & Med Lv
<b>170.56</b>	Base w/ Benefits

**REGULAR SUB - HALF DAY**

81.66	Base (54% of Full Day)
6.25	FICA/Medicare
1.42	Industrial Insurance
0.12	WA State Fam & Med Lv
<b>89.45</b>	Base w/ Benefits

**SENIOR SUB - HALF DAY**

84.11	Base (54% of Full Day)
6.43	FICA/Medicare
1.42	Industrial Insurance
0.12	WA State Fam & Med Lv
<b>92.09</b>	Base w/ Benefits

**PEA SUB - HOURLY PROFESSIONAL RATE**

25.20	Full day divided by 6 hours
1.93	FICA/Medicare
0.35	Industrial Insurance
0.04	WA State Fam & Med Lv
<b>27.52</b>	Base w/ Benefits

**NURSE / RN SUB - HOURLY RATE**

28.00	Base/Hour OR per diem if holding regular part time assignment
2.14	FICA/Medicare
0.35	Industrial Insurance
4.34	Retirement
0.04	WA State Fam & Med Lv
<b>34.88</b>	Base w/ Benefits

**SUB PAEOP HOURLY RATE (external)**

17.90	Base/Hour (93% of PAEOP level A, step 0)
1.37	FICA/Medicare
0.35	Industrial Insurance
0.03	WA State Fam & Med Lv
<b>19.65</b>	Base w/ Benefits

**SUB PAEOP HOURLY RATE (internal - part-time employees)**

	Either regular hourly rate, OR
19.25	Base/Hour ( PAEOP level A, step 0)
1.47	FICA/Medicare
0.35	Industrial Insurance
2.54	Retirement
0.03	WA State Fam & Med Lv
<b>23.63</b>	Base w/ Benefits

**SUB CAMPUS SECURITY HOURLY RATE**

23.47	Base/Hour (regular security rate, step 1)
1.80	FICA/Medicare
1.85	Industrial Insurance
0.03	WA State Fam & Med Lv