

CERTIFICATION OF ENROLLMENT

**SUBSTITUTE HOUSE BILL 2216**

68th Legislature  
2024 Regular Session

Passed by the House February 8, 2024  
Yeas 96 Nays 1

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**Speaker of the House of  
Representatives**

Passed by the Senate February 28,  
2024  
Yeas 49 Nays 0

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**President of the Senate**

Approved

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**Governor of the State of Washington**

CERTIFICATE

I, Bernard Dean, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **SUBSTITUTE HOUSE BILL 2216** as passed by the House of Representatives and the Senate on the dates hereon set forth.

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**Chief Clerk**

FILED

**Secretary of State  
State of Washington**

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**SUBSTITUTE HOUSE BILL 2216**

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Passed Legislature - 2024 Regular Session

**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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