

2026 Budget for Air Quality Permits

(excludes flat fees)

	NSR Direct Hours	NSR Admin. Support	NSR Management	NSR Support
	Environmental Engineer 5	Administrative Assistant 3	WMS Band 2	COEES 3 ³
Most Common Job Class:				
Annual Cost by Object:				
A Salaries and Wages	119,496	54,204	110,000	67,716
B Employee Benefits	40,270	18,267	37,070	22,820
E Goods and Services	5,552	5,552	5,552	5,552
G Travel	2,398	2,398	2,398	2,398
J Capital Outlays	1,074	1,074	1,074	1,074
T Intra-Agency Reimbursements	47,771	21,669	43,974	27,071
Total Objects	216,561	103,164	200,068	126,631
Cost Per Hour	127	61	117	124
NSR Management & Support Proration ¹		1.89%	5.11%	5.11%
Prorated Cost Per Hour ²	127	1	6	6

Total proposed NSR Cost Per Hour: 141

Notes:

1704 out of 2080 Planned FTE hours which excludes Holidays, Personal Holiday, Vacation, and Sick leave

Annual Cost Estimates:

2025 Agency Standard Costs Used for Calculations		
Benefits Rate	33.7%	% of Object A
Indirect Rate	29.90%	% of Direct A&B
Indirect Split (State / Non-Receiveable)		
	35.0%	Program A
	65.0%	Direct Program
Indirect Split (Fed. & PL / Receiveable)		
	43.0%	Program A
	57.0%	Direct Program
Goods & Services	\$5,552	Per FTE per FY
Travel	\$2,398	Per FTE per FY
Equipment	\$1,074	Per FTE per FY

Reference:

[WAC 173-455-120](https://app.leg.wa.gov/WAC/default.aspx?cite=173-455-120)⁴

¹ Total hours of AA3 and WMS2 divided by total hours of EE5 (based on analysis by job class).

² For every hour of an EE5 add 0.019 of an AA3 and 0.051 of an WMS2.

³ For every hour of a COEE3, take 0.6% of position

⁴ <https://app.leg.wa.gov/WAC/default.aspx?cite=173-455-020>

Analysis by Job Class

Data Source: AFRS (five years of historical data)

Job Class	Job Class Category	Total Hours	
Environmental Engineer 5	NSR Direct Hours	6,291	Most Common Job Class
Environmental Engineer 3	NSR Direct Hours	6,235	
Toxicologist 3	NSR Direct Hours	1,525	
Environmental Specialist 4	NSR Direct Hours	627	
Environmental Engineer 2	NSR Direct Hours	296	
Environmental Specialist 1	NSR Direct Hours	110	
Natural Resource Scientist 4	NSR Direct Hours	103	
Environmental Specialist 3	NSR Direct Hours	33	
Environmental Planner 3	NSR Direct Hours	3	
Environmental Specialist 2	NSR Direct Hours	2	
Environmental Engineer 6	NSR Direct Hours	1	
		15,225	

Administrative Assistant 3	NSR Admin. Support	226	Most Common Job Class
Community Outreach & Environ Ed Spec 3	NSR Admin. Support	37	
Forms & Records Analyst 3	NSR Admin. Support	14	
Secretary Senior	NSR Admin. Support	7	
Communications Consultant 2	NSR Admin. Support	4	
IT Systems/App Spec 6	NSR Admin. Support	0	
		288	

WMS Band 2	NSR Management	464	Most Common Job Class
WMS Band 1	NSR Management	315	
		778	

For every hour of an EE5 (Direct Hours), add:

0.019 Hours of an AA3 for Admin. Support

And

0.051 Hours of a WMS2 for Management Support

Job Class Assumptions

Data Source: AFRS (five years of historical data)

Job Class	Job Class Category	Total Hours	
ADMINISTRATIVE ASSISTANT 3	NSR Admin & Support	226.10	Most Common Job Class
COMMUNITY OUTREACH & ENVIRON ED SPEC 3	NSR Admin & Support	36.80	
FORMS & RECORDS ANALYST 3	NSR Admin & Support	13.50	
SECRETARY SENIOR	NSR Admin & Support	7.40	
COMMUNICATIONS CONSULTANT 2	NSR Admin & Support	4.00	
IT SYSTEMS/APP SPEC 6	NSR Admin & Support	0.30	
ENVIRONMENTAL ENGINEER 5	NSR Direct Hours	6,291.30	Most Common Job Class
ENVIRONMENTAL ENGINEER 3	NSR Direct Hours	6,234.80	
TOXICOLOGIST 3	NSR Direct Hours	1,524.70	
ENVIRONMENTAL SPECIALIST 4	NSR Direct Hours	627.30	
ENVIRONMENTAL ENGINEER 2	NSR Direct Hours	295.50	
ENVIRONMENTAL SPECIALIST 1	NSR Direct Hours	109.80	
NATURAL RESOURCE SCIENTIST 4	NSR Direct Hours	103.00	
ENVIRONMENTAL SPECIALIST 3	NSR Direct Hours	33.30	
ENVIRONMENTAL PLANNER 3	NSR Direct Hours	3.00	
ENVIRONMENTAL SPECIALIST 2	NSR Direct Hours	2.00	
ENVIRONMENTAL ENGINEER 6	NSR Direct Hours	0.50	
WMS BAND 2	NSR Management	463.50	Most Common Job Class
WMS BAND 1	NSR Management	314.50	
Total		16,291.30	