



Cost Recovery Rates

October 2023 – September 2026

Toxics Cleanup Program

Washington State Department of Ecology
Olympia, Washington

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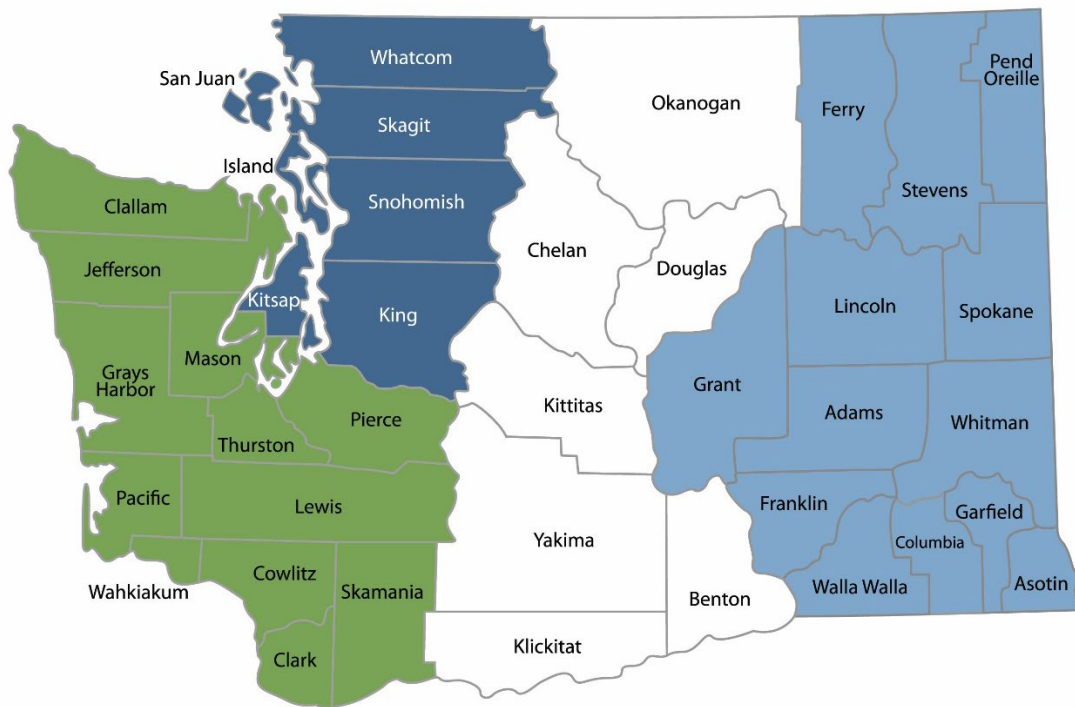
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¹ www.ecology.wa.gov/contact

Department of Ecology's Regional Offices

Map of Counties Served



Southwest Region
360-407-6300

Northwest Region
206-594-0000

Central Region
509-575-2490

Eastern Region
509-329-3400

Region	Counties served	Mailing Address	Phone
Southwest	Clallam, Clark, Cowlitz, Grays Harbor, Jefferson, Mason, Lewis, Pacific, Pierce, Skamania, Thurston, Wahkiakum	P.O. Box 47775 Olympia, WA 98504	360-407-6300
Northwest	Island, King, Kitsap, San Juan, Skagit, Snohomish, Whatcom	P.O. Box 330316 Shoreline, WA 98133	206-594-0000
Central	Benton, Chelan, Douglas, Kittitas, Klickitat, Okanogan, Yakima	1250 West Alder Street Union Gap, WA 98903	509-575-2490
Eastern	Adams, Asotin, Columbia, Ferry, Franklin, Garfield, Grant, Lincoln, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman	4601 North Monroe Spokane, WA 99205	509-329-3400
Headquarters	Statewide	P.O. Box 47600 Olympia, WA 98504	360-407-6000

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DEPARTMENT OF
ECOLOGY
State of Washington

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Cost Recovery Rates

Ecology bills for the work our staff do on specific cleanup projects. This applies to both Voluntary Cleanup Program (VCP) customers and potentially liable parties (PLPs) working under legal agreements with us. Rates for formal and Standard VCP are the same. Our Expedited VCP process has a different rate and structure format as allowed under [RCW 70A.305.170](https://app.leg.wa.gov/rcw/default.aspx?cite=70A.305.170)².

We update our cost recovery rates in October of each year. All employees in the same job classification charge the same rate with one exception. Staff posted to King County charge a 5% higher rate to reflect the King County surcharge in the Collective Bargaining Agreement.

Formal and Standard VCP

2025 Rates

Table 1. 2025 formal and standard VCP rates, effective October 2025 through September 2026

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
Administrative Assistant 1	91.50	96.08
Administrative Assistant 2	96.01	100.81
Administrative Assistant 3	103.66	108.84
Administrative Assistant 4	120.10	126.10
Administrative Assistant 5	132.45	139.07
Budget Analyst 1	103.66	108.84
Budget Analyst 3	132.45	139.07
Budget Analyst 4	157.56	165.44
Chemist 2	139.27	146.23
Chemist 3	161.45	169.53
Chemist 4	187.25	196.62
Communications Consultant 2	111.42	117.00
Communications Consultant 3	123.09	129.24
Communications Consultant 4	139.27	146.23
Communications Consultant 5	161.45	169.53
Community Outreach & Environmental Education Specialist 1	93.82	98.52
Community Outreach & Environmental Education Specialist 2	108.77	114.21
Community Outreach & Environmental Education Specialist 3	117.13	122.98
Community Outreach & Environmental Education Specialist 4	135.81	142.60
Construction Project Coordinator 2	149.89	157.38
Construction Project Coordinator 3	182.73	191.87
Construction Project Coordinator 4	191.94	201.53
Contracts Specialist 3	149.89	157.38
Customer Service Specialist 2	96.01	100.81
Customer Service Specialist 3	101.02	106.07
Data Consultant 4	153.73	161.41

² <https://app.leg.wa.gov/rcw/default.aspx?cite=70A.305.170>

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
Ecology Youth Corps Supervisor	96.01	100.81
Economic Analyst 3	165.49	173.76
Engineering Aide 3	129.32	135.79
Engineering Technician 2	117.13	122.98
Engineering Technician Lead	135.81	142.60
Engineering Technician Supervisor	142.65	149.79
Environmental Engineer 1	139.27	146.23
Environmental Engineer 2	161.45	169.53
Environmental Engineer 3	187.25	196.62
Environmental Engineer 5	211.88	222.47
Environmental Engineer 6	228.18	239.59
Environmental Planner 1	101.02	106.07
Environmental Planner 2	126.13	132.44
Environmental Planner 3	149.89	157.38
Environmental Planner 4	165.49	173.76
Environmental Planner 5	182.73	191.87
Environmental Specialist 1	93.82	98.52
Environmental Specialist 2	111.42	117.00
Environmental Specialist 3	129.32	135.79
Environmental Specialist 4	149.89	157.38
Environmental Specialist 5	165.49	173.76
Environmental Technician	81.00	85.05
External Civil Rights Specialist 4	169.67	178.16
Facility Services Coordinator	120.10	126.10
Financial Examiner 4	196.73	206.57
Fiscal Analyst 1	106.15	111.46
Fiscal Analyst 2	117.13	122.98
Fiscal Analyst 3	135.81	142.60
Fiscal Analyst 4	142.65	149.79
Forms & Records Analyst 1	91.50	96.08
Forms & Records Analyst 2	98.54	103.47
Forms & Records Analyst 3	111.42	117.00
Forms & Records Analyst Supervisor	126.13	132.44
Grant & Contract Coordinator	111.42	117.00
Human Resource Consultant 1	117.13	122.98
Human Resource Consultant 2	132.45	139.07
Human Resource Consultant 3	149.89	157.38
Human Resource Consultant 4	165.49	173.76
Hydrogeologist 1	126.13	132.44
Hydrogeologist 2	146.37	153.69
Hydrogeologist 3	173.56	181.64
Hydrogeologist 4	191.64	200.55

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
Hydrogeologist 5	211.49	221.33
IT App Development - Journey	185.43	194.70
IT App Development - Senior/ Specialist	214.67	225.40
IT App Development – Senior Manager	248.47	260.90
IT App Development - Entry	172.45	181.07
IT App Development - Manager	236.60	248.43
IT Architecture - Expert	248.47	260.90
IT Architecture - Senior/ Specialist	225.37	236.63
IT Business Analyst - Entry	160.55	168.58
IT Business Analyst - Journey	185.43	194.70
IT Business Analyst - Senior/ Specialist	204.44	214.66
IT Customer Support - Entry	138.88	145.82
IT Customer Support - Journey	160.55	168.58
IT Data Management - Entry	149.26	156.72
IT Data Management - Manager	236.60	248.43
IT Data Management - Senior/ Specialist	204.44	214.66
IT Data Management – Senior Manager	248.47	260.90
IT Data Management - Journey	194.69	204.42
IT Network & Telecoms - Journey	185.43	194.70
IT Network & Telecoms - Senior/ Specialist	204.44	214.66
IT Policy & Planning - Journey	160.55	168.58
IT Policy & Planning - Senior/ Specialist	214.67	225.40
IT Policy & Planning – Senior Manager	248.47	260.90
IT Project Management - Entry	185.43	194.70
IT Project Management - Journey	194.69	204.42
IT Project Management - Manager	236.60	248.43
IT Project Management - Senior/ Specialist	214.67	225.40
IT Quality Assurance - Journey	185.43	194.70
IT Security - Journey	185.43	194.70
IT Security - Senior/ Specialist	214.67	225.40
IT Security – Senior Manager	248.47	260.90
IT System Admin - Journey	194.69	204.42
IT System Admin - Senior/ Specialist	204.44	214.66
IT System Admin - Manager	214.67	225.40
Laboratory Assistant 1	91.50	96.08
Laboratory Technician 2	111.42	117.00
Laboratory Technician 3	120.10	126.10
Library & Archival Professional 2	114.30	120.01
Management Analyst 3	132.45	139.07
Management Analyst 4	153.73	161.41
Management Analyst 5	169.67	178.16
Marine Transportation Safety Specialist 2	157.56	165.44

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
Marine Transportation Safety Specialist 3	182.73	191.87
Microbiologist 2	132.45	139.07
Microbiologist 4	178.27	187.18
Natural Resource Scientist 1	126.13	132.44
Natural Resource Scientist 2	146.37	153.69
Natural Resource Scientist 3	161.45	169.53
Natural Resource Scientist 4	196.73	206.57
Natural Resource Specialist 3	132.45	139.07
Natural Resource Specialist 5	153.73	161.41
Nuclear Waste Program Specialist	173.88	182.58
Occupational Safety And Health Specialist 3	157.56	165.44
Office Assistant 1	81.00	85.05
Office Assistant 2	84.95	89.20
Office Assistant 3	89.32	93.79
Park Aide	81.00	85.05
Procurement & Supply Specialist 2	106.15	111.46
Procurement & Supply Specialist 3	123.09	129.24
Procurement & Supply Support Specialist 2	84.95	89.20
Program Coordinator	96.01	100.81
Program Specialist 2	98.54	103.47
Regulatory Analyst 2	153.73	161.41
Regulatory Analyst 3	173.88	182.58
Toxicologist 2	173.88	182.58
Toxicologist 3	191.94	201.53
WCC Crew Supervisor 1	108.77	114.21
WCC Crew Supervisor 2	120.10	126.10
Web Designer & UI/UX Specialist 3	161.45	169.53
Executive Management Service 4	245.72	273.33
Washington Management Service 1	179.41	183.27
Washington Management Service 2	205.59	209.94
Washington Management Service 3	234.97	234.97

2024 Rates

Table 2. 2024 formal and standard VCP rates, effective October 2024 through September 2025

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
Administrative Assistant 3	91.94	96.54
Administrative Assistant 4	106.59	111.92
Administrative Assistant 5	117.69	123.57
Budget Analyst 3	129.79	136.28
Budget Analyst 4	154.41	162.13
Chemist 2	136.48	143.31
Chemist 3	158.22	166.13
Chemist 4	183.51	192.68
Communications Consultant 1	87.54	91.91
Communications Consultant 2	109.19	114.65
Communications Consultant 3	120.62	126.65
Communications Consultant 4	136.48	143.31
Communications Consultant 5	158.22	166.13
Community Outreach & Environmental Education Specialist 2	106.59	111.92
Community Outreach & Environmental Education Specialist 3	114.79	120.53
Community Outreach & Environmental Education Specialist 4	133.09	139.74
Construction Project Coordinator 4	188.09	197.50
Contracts Specialist 3	146.88	154.23
Customer Service Specialist 2	85.33	89.60
Customer Service Specialist 3	89.66	94.14
Data Consultant 4	150.64	158.17
Economic Analyst 4	162.17	170.28
Engineering Technician Lead	133.09	139.74
Environmental Engineer 2	154.41	162.13
Environmental Engineer 3	179.06	188.01
Environmental Engineer 5	202.62	212.75
Environmental Engineer 6	218.14	229.05
Environmental Planner 1	98.99	103.94
Environmental Planner 2	123.60	129.78
Environmental Planner 3	146.88	154.23
Environmental Planner 4	162.17	170.28
Environmental Planner 5	179.06	188.01
Environmental Specialist 1	87.54	91.91
Environmental Specialist 2	104.03	109.23
Environmental Specialist 3	126.72	133.05
Environmental Specialist 4	146.88	154.23
Environmental Specialist 5	162.17	170.28
Environmental Technician	75.65	79.43
Executive Management Service 3	117.69	123.57

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
Executive Management Service 4	101.57	106.65
Facility Services Coordinator	117.69	123.57
Fiscal Analyst 2	129.79	136.28
Fiscal Analyst 3	83.25	87.41
Fiscal Analyst 4	96.57	101.39
Forms & Records Analyst 1	109.19	114.65
Forms & Records Analyst 2	109.19	114.65
Forms & Records Analyst 3	106.59	111.92
Grant & Contract Coordinator	120.62	126.65
Human Resource Consultant 1	146.88	154.23
Human Resource Consultant 2	162.17	170.28
Human Resource Consultant 3	123.60	129.78
Human Resource Consultant 4	143.43	150.60
Hydrogeologist 1	158.22	166.13
Hydrogeologist 2	174.69	183.43
Hydrogeologist 3	192.80	202.44
Hydrogeologist 4	181.70	190.78
Hydrogeologist 5	210.36	220.88
IT App Development - Entry	243.49	255.67
IT App Development - Journey	169.00	177.45
IT App Development - Manager	231.86	243.45
IT App Development – Senior Manager	220.84	231.88
IT App Development - Senior/ Specialist	157.33	165.19
IT Architecture - Senior/ Specialist	181.70	190.78
IT Business Analyst - Entry	136.09	142.89
IT Business Analyst - Journey	157.33	165.19
IT Customer Support - Entry	210.36	220.88
IT Customer Support - Journey	146.27	153.58
IT Customer Support - Manager	231.86	243.45
IT Data Management - Entry	200.34	210.36
IT Data Management - Journey	190.79	200.33
IT Data Management - Manager	181.70	190.78
IT Data Management - Senior/ Specialist	200.34	210.36
IT Network & Telecoms - Journey	243.49	255.67
IT Network & Telecoms - Senior/ Specialist	181.70	190.78
IT Policy & Planning – Senior Manager	190.79	200.33
IT Project Management - Entry	231.86	243.45
IT Project Management - Journey	210.36	220.88
IT Project Management - Manager	181.70	190.78
IT Project Management - Senior/ Specialist	210.36	220.88
IT Security - Journey	243.49	255.67
IT Security – Senior Manager	190.79	200.33

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
IT Security - Senior/ Specialist	210.36	220.88
IT System Admin - Journey	109.19	114.65
IT System Admin - Manager	117.69	123.57
Laboratory Technician 2	112.01	117.61
Laboratory Technician 3	129.79	136.28
Library & Archival Professional 2	150.64	158.17
Management Analyst 3	166.28	174.59
Management Analyst 4	154.41	162.13
Management Analyst 5	179.06	188.01
Marine Transportation Safety Specialist 2	129.79	136.28
Marine Transportation Safety Specialist 3	174.69	183.43
Microbiologist 2	109.19	114.65
Microbiologist 4	123.60	129.78
Natural Resource Scientist 1	150.64	158.17
Natural Resource Scientist 2	179.06	188.01
Natural Resource Scientist 3	150.64	158.17
Natural Resource Scientist 4	170.39	178.91
Natural Resource Specialist 5	72.31	75.93
Nuclear Waste Program Specialist	75.65	79.43
Office Assistant 1	79.38	83.35
Office Assistant 2	72.31	75.93
Office Assistant 3	104.03	109.23
Park Aide	120.62	126.65
Procurement & Supply Specialist 2	150.64	158.17
Procurement & Supply Specialist 3	170.39	178.91
Regulatory Analyst 2	81.24	85.31
Regulatory Analyst 3	170.39	178.91
Secretary Senior	188.09	197.50
Toxicologist 2	98.99	103.94
Toxicologist 3	106.59	111.92
Washington Management Service 1	171.52	178.13
Washington Management Service 2	200.91	205.73
Washington Management Service 3	225.75	225.75
WCC Crew Supervisor 1	244.36	244.36
WCC Crew Supervisor 2	240.79	267.83

2023 Rates

Table 3. 2023 formal and standard VCP rates, effective October 2023 through September 2024

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
Administrative Assistant 3	90.49	95.01
Administrative Assistant 4	104.91	110.16
Administrative Assistant 5	115.82	121.61
Budget Analyst 2	115.82	121.61
Budget Analyst 3	127.75	134.14
Budget Analyst 4	151.96	159.56
Chemist 2	127.75	134.14
Chemist 3	148.26	155.67
Chemist 4	171.94	180.54
Communications Consultant 1	86.16	90.47
Communications Consultant 2	107.47	112.84
Communications Consultant 3	118.72	124.65
Communications Consultant 4	134.33	141.05
Communications Consultant 5	155.72	163.51
Community Outreach & Environmental Education Specialist 2	104.91	110.16
Community Outreach & Environmental Education Specialist 3	112.98	118.63
Community Outreach & Environmental Education Specialist 4	130.99	137.54
Construction Project Coordinator 4	185.12	194.38
Contracts Specialist 3	144.55	151.78
Customer Service Specialist 2	83.99	88.19
Customer Service Specialist 3	88.23	92.65
Data Consultant 4	141.17	148.23
Economic Analyst 3	151.96	159.56
Engineering Technician Lead	130.99	137.54
Environmental Engineer 2	151.96	159.56
Environmental Engineer 3	176.23	185.04
Environmental Engineer 5	194.54	204.26
Environmental Engineer 6	204.34	214.55
Environmental Planner 1	97.43	102.30
Environmental Planner 2	121.66	127.74
Environmental Planner 3	144.55	151.78
Environmental Planner 4	159.61	167.59
Environmental Planner 5	176.23	185.04
Environmental Specialist 1	86.16	90.47
Environmental Specialist 2	102.38	107.50
Environmental Specialist 3	112.98	118.63
Environmental Specialist 4	130.99	137.54
Environmental Specialist 5	144.55	151.78
Environmental Technician	74.45	78.17
Facility Services Coordinator	115.82	121.61

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
Fiscal Analyst 2	99.96	104.96
Fiscal Analyst 3	115.82	121.61
Fiscal Analyst 4	127.75	134.14
Forms & Records Analyst 1	81.94	86.03
Forms & Records Analyst 2	95.03	99.79
Forms & Records Analyst 3	107.47	112.84
Grant & Contract Coordinator	107.47	112.84
Human Resource Consultant 1	104.91	110.16
Human Resource Consultant 2	118.72	124.65
Human Resource Consultant 3	130.99	137.54
Human Resource Consultant 4	144.55	151.78
Hydrogeologist 1	121.66	127.74
Hydrogeologist 2	141.17	148.23
Hydrogeologist 3	155.72	163.51
Hydrogeologist 4	171.94	180.54
Hydrogeologist 5	189.75	199.24
IT App Development - Entry	178.82	187.76
IT App Development - Journey	207.03	217.38
IT App Development - Manager	239.65	251.63
IT App Development – Senior Manager	166.33	174.64
IT App Development - Senior/ Specialist	228.20	239.61
IT Architecture - Senior/ Specialist	217.35	228.22
IT Business Analyst - Entry	154.84	162.58
IT Business Analyst - Journey	178.82	187.76
IT Customer Support - Entry	133.93	140.63
IT Customer Support - Journey	154.84	162.58
IT Customer Support - Manager	207.03	217.38
IT Data Management - Entry	143.95	151.15
IT Data Management - Journey	228.20	239.61
IT Data Management - Manager	197.17	207.03
IT Data Management - Senior/ Specialist	187.78	197.16
IT Network & Telecoms - Journey	178.82	187.76
IT Network & Telecoms - Senior/ Specialist	197.17	207.03
IT Policy & Planning – Senior Manager	239.65	251.63
IT Project Management - Entry	178.82	187.76
IT Project Management - Journey	187.78	197.16
IT Project Management - Manager	228.20	239.61
IT Project Management - Senior/ Specialist	207.03	217.38
IT Security - Journey	178.82	187.76
IT Security – Senior Manager	207.03	217.38
IT Security - Senior/ Specialist	239.65	251.63
IT System Admin - Journey	187.78	197.16

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate
IT System Admin - Manager	207.03	217.38
Laboratory Technician 2	107.47	112.84
Laboratory Technician 3	115.82	121.61
Library & Archival Professional 2	110.25	115.76
Management Analyst 3	127.75	134.14
Management Analyst 4	148.26	155.67
Management Analyst 5	163.65	171.83
Marine Transportation Safety Specialist 2	151.96	159.56
Marine Transportation Safety Specialist 3	176.23	185.04
Microbiologist 2	127.75	134.14
Microbiologist 4	171.94	180.54
Natural Resource Scientist 1	99.96	104.96
Natural Resource Scientist 2	121.66	127.74
Natural Resource Scientist 3	148.26	155.67
Natural Resource Scientist 4	163.65	171.83
Natural Resource Specialist 5	148.26	155.67
Nuclear Waste Program Specialist	167.69	176.08
Office Assistant 1	71.17	74.73
Office Assistant 2	74.45	78.17
Office Assistant 3	78.13	82.04
Park Aide	71.17	74.73
Procurement & Supply Specialist 2	102.38	107.50
Procurement & Supply Specialist 3	118.72	124.65
Regulatory Analyst 2	148.26	155.67
Regulatory Analyst 3	167.69	176.08
Safety Officer Assistant	99.96	104.96
Safety Program Assistant Manager	134.33	141.05
Secretary Senior	79.96	83.96
Secretary Supervisor	90.49	95.01
Toxicologist 2	167.69	176.08
Toxicologist 3	185.12	194.38
Washington Management Service 1	97.43	102.30
Washington Management Service 2	104.91	110.16
Washington Management Service 3	168.03	175.39
WCC Crew Supervisor 1	192.44	192.83
WCC Crew Supervisor 2	222.18	222.18
Executive Management Service 3	228.66	228.66
Executive Management Service 4	231.87	243.73

Expedited VCP

2025 Rates

Table 4. 2025 expedited VCP rates, effective October 2025 through September 2026

Activity	Staff Role	Reimbursement Rate
Technical Staff (HG, EE, WMS)	Site Manager	210
Non-Technical Staff (COEES, EP, etc.)	Non-Technical staff	130

2024 Rates

Table 5. 2024 expedited VCP rates, effective October 2024 through September 2025

Activity	Staff Role	Reimbursement Rate
Technical Staff (HG, EE, WMS)	Site Manager	200
Non-Technical Staff (COEES, EP, etc.)	Non-Technical staff	130

2023 Rates

Table 6. 2023 expedited VCP rates, effective October 2023 through September 2024

Activity	Staff Role	Reimbursement Rate
Technical Staff (HG, EE, WMS)	Site Manager	190
Non-Technical Staff (COEES, EP, etc.)	Non-Technical staff	130