



Cost Recovery Rates

October 2026 – September 2027

Toxics Cleanup Program

Washington State Department of Ecology
Olympia, Washington

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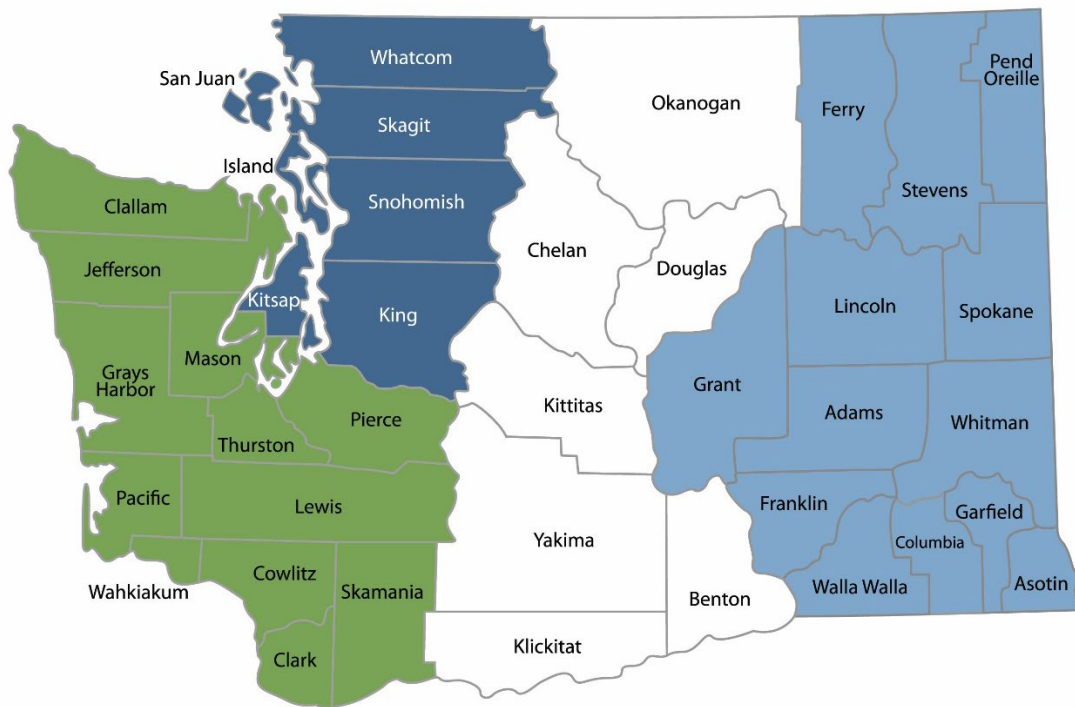
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¹ www.ecology.wa.gov/contact

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

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.

2026 Rates

Table 1. Formal, standard VCP, and expedited VCP rates, effective October 2026 through September 2027

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate	Expedited VCP Reimbursement Rate
Administrative Assistant 1	93.08	97.74	104.39
Administrative Assistant 2	97.67	102.56	109.54
Administrative Assistant 3	105.44	110.71	118.25
Administrative Assistant 4	122.17	128.28	137.01
Administrative Assistant 5	134.74	141.48	151.11
Administrative Intern 1	82.39	86.51	92.41
Administrative Intern 2	86.41	90.73	96.91
Administrative Intern 3	90.87	95.41	101.91
Budget Analyst 1	105.44	110.71	118.25
Budget Analyst 3	134.74	141.48	151.11
Budget Analyst 4	160.28	168.29	179.75
Chemist 1	122.17	128.28	137.01
Chemist 2	141.68	148.77	158.9
Chemist 3	164.24	172.45	184.2
Chemist 4	190.48	200	213.63
Communications Consultant 1	95.44	100.21	107.03
Communications Consultant 2	113.34	119.01	127.12
Communications Consultant 3	125.21	131.47	140.42
Communications Consultant 4	141.68	148.77	158.9
Communications Consultant 5	164.24	172.45	184.2
Community Outreach & Environmental Education Specialist 1	95.44	100.21	107.03
Community Outreach & Environmental Education Specialist 2	110.66	116.19	124.1
Community Outreach & Environmental Education Specialist 3	119.15	125.11	133.63
Community Outreach & Environmental Education Specialist 4	138.15	145.06	154.94

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	Expedited VCP Reimbursement Rate
Construction Project Coordinator 2	152.47	160.09	171
Construction Project Coordinator 3	185.89	195.18	208.48
Construction Project Coordinator 4	195.25	205.01	218.97
Contracts Specialist 3	152.47	160.09	171
Customer Service Specialist 2	97.67	102.56	109.54
Customer Service Specialist 3	102.77	107.91	115.26
Ecology Youth Corps Supervisor	97.67	102.56	109.54
Economic Analyst 3	168.34	176.75	188.79
Engineering Technician 2	119.15	125.11	133.63
Engineering Technician Lead	138.15	145.06	154.94
Engineering Technician Supervisor	145.12	152.37	162.75
Environmental Engineer 2	164.24	172.45	184.2
Environmental Engineer 3	190.48	200	213.63
Environmental Engineer 5	215.53	226.3	241.72
Environmental Engineer 6	232.12	243.72	260.32
Environmental Planner 1	102.77	107.91	115.26
Environmental Planner 2	128.31	134.72	143.9
Environmental Planner 3	152.47	160.09	171
Environmental Planner 4	168.34	176.75	188.79
Environmental Planner 5	185.89	195.18	208.48
Environmental Specialist 1	95.44	100.21	107.03
Environmental Specialist 2	113.34	119.01	127.12
Environmental Specialist 3	131.56	138.14	147.55
Environmental Specialist 4	152.47	160.09	171
Environmental Specialist 5	168.34	176.75	188.79
Environmental Technician	82.39	86.51	92.41
Executive Management Service 4	246.77	259.11	276.76
External Civil Rights Specialist 4	172.61	181.24	193.59
Facility Services Coordinator	122.17	128.28	137.01
Financial Examiner 4	200.13	210.14	224.45
Fiscal Analyst 2	119.15	125.11	133.63
Fiscal Analyst 3	138.15	145.06	154.94
Fiscal Analyst 4	145.12	152.37	162.75
Fiscal Specialist 1	95.44	100.21	107.03
Forms & Records Analyst 1	93.08	97.74	104.39
Forms & Records Analyst 2	100.24	105.25	112.42
Forms & Records Analyst 3	113.34	119.01	127.12
Forms & Records Analyst Supervisor	128.31	134.72	143.9
Grant & Contract Coordinator	113.34	119.01	127.12
Human Resource Consultant 1	119.15	125.11	133.63
Human Resource Consultant 2	134.74	141.48	151.11
Human Resource Consultant 3	152.47	160.09	171
Human Resource Consultant 4	168.34	176.75	188.79
Human Resource Consultant Assistant 2	105.44	110.71	118.25

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate	Expedited VCP Reimbursement Rate
Hydrogeologist 1	128.31	134.72	143.9
Hydrogeologist 2	148.9	156.35	166.99
Hydrogeologist 3	176.56	184.77	198.01
Hydrogeologist 4	194.94	204.01	218.63
Hydrogeologist 5	215.14	225.15	241.28
IT App Development - Entry	175.42	184.19	196.73
IT App Development - Journey	188.64	198.07	211.56
IT App Development - Manager	240.69	252.72	269.94
IT App Development – Senior Manager	252.77	265.41	283.49
IT App Development - Senior/ Specialist	218.37	229.29	244.9
IT Architecture - Expert	252.77	265.41	283.49
IT Architecture - Senior/ Specialist	229.25	240.72	257.11
IT Business Analyst - Entry	163.32	171.48	183.16
IT Business Analyst - Journey	188.64	198.07	211.56
IT Business Analyst - Senior/ Specialist	207.97	218.37	233.25
IT Customer Support - Entry	141.27	148.33	158.44
IT Customer Support - Journey	163.32	171.48	183.16
IT Customer Support - Manager	218.37	229.29	244.9
IT Data Management - Entry	151.84	159.43	170.29
IT Data Management - Journey	198.05	207.95	222.12
IT Data Management - Manager	240.69	252.72	269.94
IT Data Management – Senior Manager	252.77	265.41	283.49
IT Data Management - Senior/ Specialist	207.97	218.37	233.25
IT Network & Telecoms - Journey	188.64	198.07	211.56
IT Network & Telecoms - Senior/ Specialist	207.97	218.37	233.25
IT Policy & Planning - Journey	163.32	171.48	183.16
IT Policy & Planning – Senior Manager	252.77	265.41	283.49
IT Policy & Planning - Senior/ Specialist	218.37	229.29	244.9
IT Project Management - Entry	188.64	198.07	211.56
IT Project Management - Journey	198.05	207.95	222.12
IT Project Management - Manager	240.69	252.72	269.94
IT Project Management - Senior/ Specialist	218.37	229.29	244.9
IT Quality Assurance - Journey	188.64	198.07	211.56
IT Security - Journey	188.64	198.07	211.56
IT Security – Senior Manager	252.77	265.41	283.49
IT Security - Senior/ Specialist	218.37	229.29	244.9
IT System Admin - Journey	198.05	207.95	222.12
IT System Admin - Manager	218.37	229.29	244.9
IT System Admin - Senior/ Specialist	207.97	218.37	233.25
Laboratory Assistant 1	93.08	97.74	104.39
Laboratory Technician 2	113.34	119.01	127.12
Laboratory Technician 3	122.17	128.28	137.01
Library & Archival Professional 2	116.26	122.08	130.39
Maintenance Mechanic 2	116.26	122.08	130.39

Job Classes Used by Ecology	Standard Reimbursement Rate	King County Reimbursement Rate	Expedited VCP Reimbursement Rate
Maintenance Mechanic 3	125.21	131.47	140.42
Management Analyst 3	134.74	141.48	151.11
Management Analyst 4	156.37	164.19	175.38
Management Analyst 5	172.61	181.24	193.59
Marine Transportation Safety Specialist 2	160.28	168.29	179.75
Marine Transportation Safety Specialist 3	185.89	195.18	208.48
Microbiologist 2	134.74	141.48	151.11
Microbiologist 4	181.34	190.41	203.38
Natural Resource Scientist 1	128.31	134.72	143.9
Natural Resource Scientist 2	148.9	156.35	166.99
Natural Resource Scientist 3	164.24	172.45	184.2
Natural Resource Scientist 4	200.13	210.14	224.45
Natural Resource Specialist 3	134.74	141.48	151.11
Natural Resource Specialist 4	145.12	152.37	162.75
Natural Resource Specialist 5	156.37	164.19	175.38
Nuclear Waste Program Specialist	176.89	185.73	198.38
Occupational Safety And Health Specialist 3	160.28	168.29	179.75
Office Assistant 1	82.39	86.51	92.41
Office Assistant 2	86.41	90.73	96.91
Office Assistant 3	90.87	95.41	101.91
Park Aide	82.39	86.51	92.41
Procurement & Supply Specialist 2	107.99	113.39	121.11
Procurement & Supply Specialist 3	125.21	131.47	140.42
Procurement & Supply Support Specialist 2	86.41	90.73	96.91
Program Coordinator	97.67	102.56	109.54
Program Specialist 2	100.24	105.25	112.42
Regulatory Analyst 2	156.37	164.19	175.38
Regulatory Analyst 3	176.89	185.73	198.38
Toxicologist 2	176.89	185.73	198.38
Toxicologist 3	195.25	205.01	218.97
Warehouse Operator 2	86.41	90.73	96.91
Washington Management Service 1	178.93	187.88	200.68
Washington Management Service 2	205.04	215.29	229.95
Washington Management Service 3	223.43	234.6	250.58
WCC Crew Supervisor 1	110.66	116.19	124.1
WCC Crew Supervisor 2	122.17	128.28	137.01
Web Designer & UI/UX Specialist 3	164.24	172.45	184.2