

REGISTERED NURSE



Job
Medical care
Minimum qualifications
AA and NCLEX license
Entry level wage/income
\$56,000
Certification
Renew annually
Performance measure
None specified
Primary interaction
Patients

POLICE OFFICER



Job
Public Safety
Minimum qualifications
HS Grad or GED
Entry level wage/income
\$74,137
Certification
Continuous
Performance measure
None specified
Primary interaction
Suspected lawbreakers

ESSENTIAL WORK: Requirements vs Rewards

SCHOOLTEACHER



Job
Educating the young
Minimum qualifications
BA + teaching certificate
Entry level wage/income
\$48,867
Certification
Renew every 5 years
Performance measure
WA law requires evaluation by TPEP
Primary interaction
Students

PROPERTY OWNER



Job
Providing housing
Minimum qualifications
Money and credit
Entry level wage/income
\$720,000
Certification
none
Performance measure
Net profit
Primary interaction
Office mgr/ bookkeeper

Illustrations by Lucy Heminway

MINIMUM QUALIFICATIONS

Police officer

GED plus valid WDL, passing scores on Public Safety and psychological and physical ability exam. Polygraph and criminal background check, legal ability to possess a firearm.

Registered nurse

Recommendation from completed approved nursing program per WA Administrative Code Passing score on National Council Licensure Examination (NCLEX) for critical thinking skills and readiness to begin practice as an entry-level nurse.

Teacher

Proof of clean background check, proof of BA degree (transcripts) and completion of approved teacher preparatory school. Passing scores on content exams. Completed application for certification in WA.

Property owner

Start-up money or access to credit

SALARY/WAGE/INCOME

Police officer

Annual salary paid to a beginning recruit pending certification is from current Olympia Police Guild Agreement with the City of Olympia.

Registered nurse

Figure derived by annualizing hourly wage scales posted online for staff nurses at local hospitals. This may be a high estimate.

Teacher

Base salary for a first-year teacher from current Olympia School District bargaining agreement.

Property owner

Estimated Adjusted Gross Income for an individual whose livelihood is from renting out 30 houses in the Olympia area.

Comparison of individual and household earning (2019)

Average wage for 75% of jobs in Thurston County in 2019: **\$54,512.**

Median household (includes all earners in the house) income by jurisdiction in 2019:

Tumwater: **\$69,685**
Lacey: **\$67,687**
Olympia: **\$59,879**

CERTIFICATION

Police officer

Washington State Criminal Justice Training Commission Awards certification after hiring, upon completion of 770 hours of paid training at the WA Basic Law Enforcement Academy. Certification continues indefinitely unless there is a 24-month break in service.

Registered Nurse

Initial license awarded by the WA Dept. of Health Nursing Commission upon completion of approved course work and passage of National Council Licensure Examination (NCLEX). Required to renew annually on DOB. Within a 3-year cycle, must document 45 clock hours of Continuing Education and 531 hours of active practice to show continued possession of skills and judgment necessary to practice safely and ethically (WAC 246-840-220).

Teacher

SPI Office of Professional Certification awards initial certification to applicants who submit proof of a BA degree, recommendation from a completed WA-approved teacher prep program, completion of basic skills and content area test and fingerprints leading to a clean background check. To maintain certification, each teacher must complete 100 clock hours or equivalent every 5 years and other courses required under WAC181-79A-030.

Property owner

None

PERFORMANCE MEASURE

Police officer

None specified

Registered Nurse

None specified

Teacher

RCW28A.405.100 adopted in 2010 requires that certificated teachers be evaluated for professional performance capabilities at least once every 6 years. The Teacher & Principal Evaluation Program (TPEP) is prescribed in the RCWs and is intended to promote teacher accountability and improvement. An employee whose work is unsatisfactory is notified of deficiencies and provided with a program for improvement. The program can result in probation.

Property Owner

None