



# Final Cost-Benefit Analysis

## SOC Code Reporting for Federally Recognized Tribes

### Introduction

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby analyzes the costs and benefits of amending rules related to wage reports so that they allow, but do not require, federally recognized tribes to report standard occupation classifications (SOC codes) and job titles.

### Costs

No costs are anticipated. This rulemaking incorporates the changes to RCW 50.12.070 made by House Bill 1684 (2023). HB 1684 allows, but does not require, federally recognized tribes to report SOC codes and job titles to the Department. The Department collects SOC codes and job titles from other employers. Therefore, if a federally recognized tribe elects to report SOC codes or job titles, the Department is already equipped to collect that data and no additional costs will be incurred. In response to HB 1684, the Department adjusted its reporting system so that a warning would not issue when a federally recognized tribe did not report SOC codes or job titles. This adjustment imposed insignificant cost to the Department. No further expense will be necessary as a result of this rule change.

### Benefits

The proposed rulemaking incorporates HB 1684 into the Department's rules to make clear the reporting option for federally recognized tribes to report SOC codes and job titles.

### Conclusion

The proposed rulemaking incorporates HB 1684 into the Department's rules without imposing costs.