

To: Deans, Vice Presidents, and Chancellors

From: Stacy Pearson, Vice President Finance and Administration
Theresa Elliot-Cheslek, Associate Vice President and Chief Human Resource Officer

RE: Compensation changes effective July 1, 2019

The 2019-21 biennial budget was signed by Governor Inslee on Tuesday, May 21, 2019 and includes the following items impacting compensation, effective **July 1, 2019**.

General Wage Increase for Classified Employees:

The budget provides funds for a 3% general wage increase for classified staff (represented and non-represented), effective July 1, 2019 and July 1, 2020.

New salary schedules will be implemented for all classified staff effective July 1, 2019 to reflect the increase. Information and FAQ's addressing eligibility, implementation, and funding for the increase will be posted to the [Budget Office website](#).

IT Classification / Compensation Structure:

The state is implementing a new information technology (IT) professional/technical classification and compensation structure effective July 1, 2019. Areas have updated the affected IT position descriptions and these are currently under review by HRS to determine their appropriate allocation into the new structure. Beginning in June 2019, Human Resource Services (HRS) will notify administrators / supervisors of the allocation decision. Employees will be notified after July 1, 2019.

For more information visit the [State Human Resources IT classification and compensation Q&A's](#).

Classified Range Changes:

The budget includes salary range increases for a number of civil service classifications to address increases in the state minimum wage and other wage matters. These changes will be effective July 1, 2019. HRS will prepare memorandums notifying employees of the salary range increase. Employees will move to the same step in the new salary range with no impact to the periodic increment date. Over the next several weeks, [HRS Service Team Members](#) will provide areas with a list of employees impacted.

Faculty, Administrative Professional Staff, and Graduate Students:

Proposals for general wage increases for faculty, Administrative Professional staff, and graduate students are still being developed. These increases are contingent upon adopted tuition rates for FY-2019-20 and fall enrollment. Executive Leadership will consider general wage increase proposals later this summer.