

## **ARTICLE 44 – COMPENSATION**

- 44.1 Effective July 1, 2015, all salary steps and ranges for classified employees covered by this Agreement will be increased by three percent (3%).
- 44.2 Effective July 1, 2016 all salary steps and ranges for classified employees covered by this Agreement will be increased by one percent (1%) and an additional eight tenths of a percent (.8%) or twenty (\$20.00) dollars per month whichever is higher
- 44.3 If 44.1 and 44.2 are not funded, the University will follow the State HR General Service Salary Schedule in effect July 1, 2015 through June 30, 2017. Should the General Service Salary Schedule yield a higher overall salary schedule/compensation plan than what is reflected in articles 44.1 and 44.2, the University will follow the State HR General Service Salary Schedule in effect July 1, 2015 through June 30, 2017.
- 44.4 The University will assign newly hired employees to the appropriate range and step of the salary schedule.
- 44.5 Employees will receive periodic increases as follows:
  - 44.5.1 Employees who are hired at the minimum step of the salary range will receive a two (2) step increase to base salary following completion of six (6) months of service, and an additional two (2) step increase annually thereafter, until they reach Step L.
  - 44.5.2 Employees who are hired above the minimum step of the salary range will receive a two (2) step increase annually on their hire date until they reach Step L.
  - 44.5.3 Employees in classifications that have salary ranges shorter than a standard range will receive their periodic increases at the same intervals as employees in classes with standard ranges.
  - 44.5.4. Employees who have been at Step L for six (6) consecutive years or more in the same salary range will progress to Step M.
- 44.6 Employees who transfer or are reassigned to a position within their classification or within their current salary range will retain their current base salary.
- 44.7 Employees who do not successfully complete a trial service period and revert to the class in which the employee most recently held a position, or move to a classification in the same series with a lower salary range, will receive the base salary they received prior to their promotion, not to exceed the salary range maximum.
- 44.8 Monthly compensation for part-time employment will be pro-rated based on the ratio of hours worked to hours required for full-time employment.

- 44.9 Promotion. Employees who are promoted to a higher classification shall be paid at the salary step which represents at least a two (2) step increase over the salary received immediately prior to the promotion, up to Step M. The Chief Human Resources Officer may authorize more than a two (2) step increase. All promotional increases must be within the salary range for the class.
- 44.10 Reallocation
- 44.10.1 Reallocation to a classification with a higher salary range maximum will result in a minimum increase of two steps unless the first step of new range is more than two steps above employee's current salary, in which case employee is placed at first step of the new range. The increase will not exceed Step M. The Appointing Authority may request, to Human Resource Services, the employee's salary be established at a higher step based on the individuals qualifications and experience.
- 44.10.2 Reallocation to a classification with an equal salary range maximum will result in the employee retaining his/her previous base salary.
- 44.10.3 Reallocation to a classification with a lower salary range maximum will result in the employee being placed at the step in the new range that is equivalent to the current salary, unless it exceeds the salary maximum, in which case the employee receives the top step of the new range. If the employee chooses to remain in the position with the lower salary range maximum the employee retains the existing appointment status. Upon request by the employee, the employee will be placed on the University's layoff list for the classification occupied prior to the reallocation and may elect to undergo the layoff process.
- 44.11. Recruitment and Retention. An Appointing Authority may request to the Chief Human Resource Officer to adjust an employee's base salary up to Step L within the salary range to address issues that are related to recruitment, retention or other business related reasons, such as equity, alignment, or competitive market conditions.
- 44.12. Post Layoff Salary. If the employee accepts a position at a lower salary range maximum he or she will be paid an amount equal to his/her current salary, provided it is within the salary range of the new position. In those cases where the employee's current salary exceeds the maximum amount of the salary range for the new position, the employee's base salary will be set at Step M of the new salary range.
- 44.13 Shift Differential. Employees assigned to a shift in which a majority of time worked falls between 6:00 p.m. and 6:00 a.m. shall be paid an additional sixty-five cents (\$0.65) per hour for the entire shift. An employee assigned to a shift that qualifies for shift differential pay shall receive the same shift differential for authorized periods of paid leave, or when assigned to a different shift for less than a full work week.
- 44.14 Salary Overpayment. In the event an employee receives a salary overpayment, the process outlined in RCW 49.48.200 and RCW 49.48.210 (10) will be used to administer the recovery of wages or any associated challenge.

- 44.15 Funding. The University will request full funding from the State for any bargaining units added under the provisions of Article 1.2. All economic items (wages and benefits) must be funded by the State prior to those terms and conditions being implemented.
- 44.16 Economic Feasibility. The parties agree they may re-open negotiations on compensation adjustments dependent upon economic feasibility. Indicators of economic feasibility may include for example, the Director of the Office of Financial Management (OFM) determines implementation of such adjustments is economically feasible and the legislature appropriates funding in accordance with applicable law; if a State initiative or referendum is submitted to the voters and is passed that specifically provides funding for general salary increases for higher education classified employees; or the University provides across the board salary increases to Civil Service staff.
- 44.16.1 If tentative agreement is achieved, the University will submit a request to the OFM for a finding of financial feasibility and, if such a finding is made, for approval and funding by the Governor and Legislature when necessary. Nothing in the Article obligates either party to agree to any proposal.
- 44.17 If 44.1 and 44.2 are not funded and the University provides an a across-the-board compensation adjustment, not specifically referenced in this Agreement to non-represented civil service staff, upon request from the Union, the parties agree to reopen negotiations limited to the scope of the adjustment.