



Succession Planning Follow-Up

Research and Policy

November 15, 2023

Background

- **Succession planning discussion revealed interest in an additional research and policy position**
- **Board adopted 2023-25 budget at June 2023 meeting**

Process

- **New positions and funding requests are submitted through budget decision packages**
- **Deadline to submit decision packages for the 2024 Supplemental Budget to OFM was 9/13/2023**
- **Next opportunity for decision package will be September 2024 for the 2025 legislative session**
- **Additional LEOFF Ombuds position was created through a proviso in the 2021-23 Biennial Budget**



Thank You

Karen Durant

Senior Research and Policy Manager

(360) 586-2325

karen.durant@leoff.wa.gov



Succession Planning Follow-Up

Salary Setting

November 15, 2023

Background

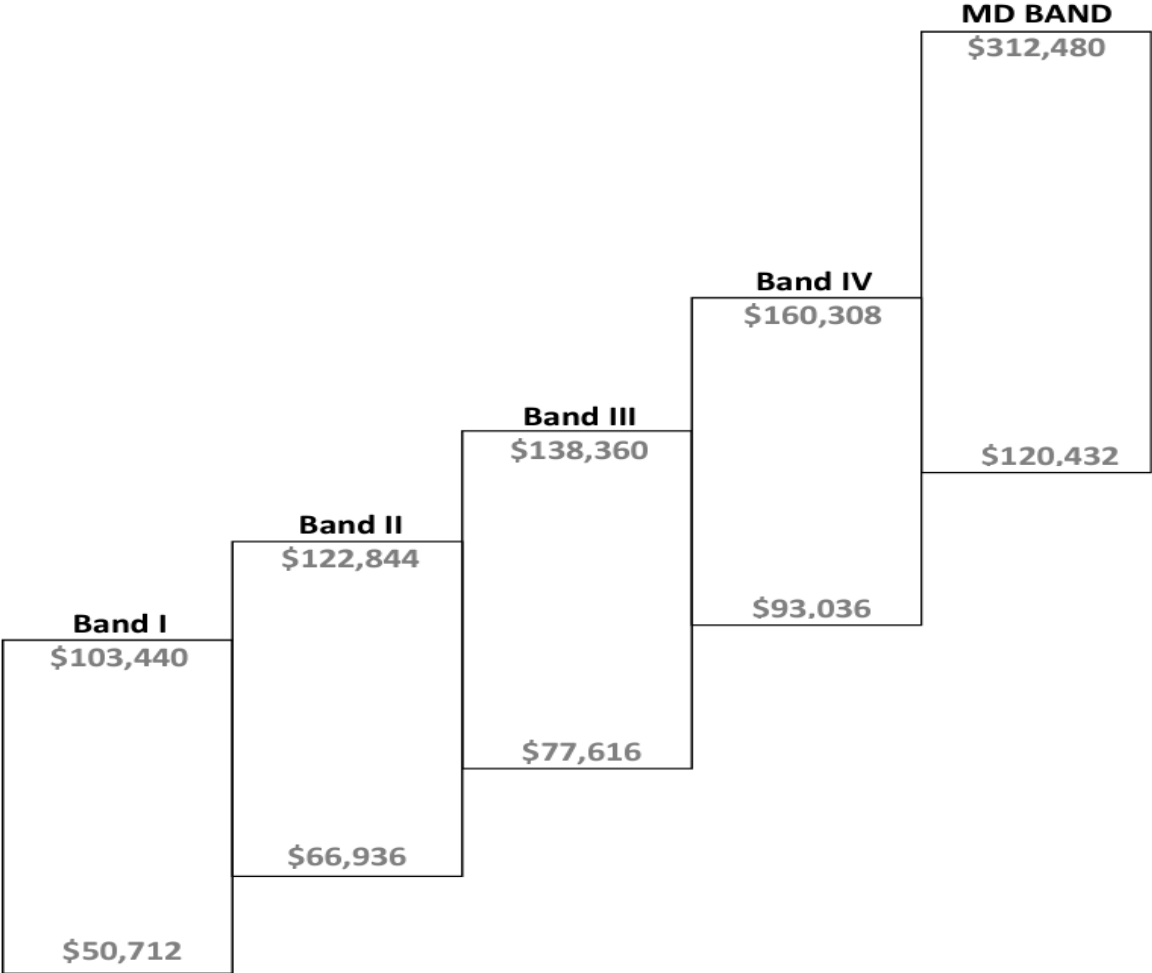
- **Succession planning discussion revealed interest in additional information regarding salary setting**
- **Two Exempt positions**
- **Six Washington Management Service positions**

Washington Management Service (WMS)

- WMS created in 1993
- Broad band salary structure is centralized under authority of OFM
- Banding evaluations are decentralized conducted by a committee
- LEOFF positions are evaluated by the Department of Enterprise Services

WMS Salary Structure

- Effective July 1, 2023
- Range of consideration
- 25% position increase limit
- Internal alignment



Agency Authority

Within the Salary Band

- Adjust salaries to reflect changes in the position's responsibilities
- Meet documented recruitment and/or retention problems
- Resolve documented internal salary relationship problems
- Recognize an employee's demonstrated growth and development

Agency Detail

Eight Positions

- **Two Exempt positions – Executive Director, Executive Assistant**
- **Six WMS positions**
 - One WMS Band III
 - Four WMS Band II
 - One WMS Band I
- **Current Status**

WMS Collective Bargaining

- WMS collective bargaining passed in 2023 session (HB 1122)
- Effective January 1, 2024, to allow bargaining
- Band III and IV excluded and role exclusions
- Scope of bargaining limited to salary band levels
- Collective bargaining agreement not effective prior to July 1, 2025



Thank You

Karen Durant

Senior Research and Policy Manager

(360) 586-2325

karen.durant@leoff.wa.gov