



# Salary Setting Responsibility

June 17, 2024

# Issue

- **The LEOFF Board expressed interest in being able to set staff salaries in support of their fiduciary responsibilities.**

# Background

- **Board requested legislation to exempt staff from civil service, allowing the board authority to set salaries (HB 2337/SB 6198)**
- **During session, the salary setting bill was amended and merged into the broad LEOFF 2 bill (SSB 6197). The provisions of the bill became effective June 6, 2024.**

# Amendment Details

- Amendment exempted some agency positions from civil service
  - Deputy Director (1)
  - Research and Policy Positions (2)
- Amendment specified that
  - Board will have authority to establish and fix salaries for these positions *in consultation* with the director of the Office of Financial Management
  - Board must consider comparable public sector positions using *market-driven data* when setting salaries
  - Notice of *proposed* changes to compensation levels shall be provided to the chairs of the fiscal committees of the house and senate

# Consultation

- The board shall establish and fix salaries in *consultation* with the director of the Office of Financial Management
- Initial contact was made with OFM
- Discussion of consultation

# Market-Driven Data

- The board must consider comparable public sector positions using *market-driven data*
- A market analysis/salary survey will need to be completed
- Third-party vendor

# Next Steps

- **Consultation parameters identified**
- **Motion for contract for a third-party vendor**



**Thank You**

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