



# Salary Setting Responsibility Next Steps

November 20, 2024

# Update

- **Letter to OFM Director on consultation**
- **Update on Consultation**

# Budget Letter from OFM Director

- OFM Director sent budget letter November 8, 2024
- Operating budget deficit between \$10 -\$12 billion
- Governor's Budget will prioritize
  - Continuing essential programs
  - Addressing caseload increases
  - Not expanding existing programs and services

# Board Salary Setting - Phase 1 Initial Implementation

- Implementation of salary setting provisions of SSB 6197
  - Adoption of market-based salary range recommendations provided by consultant

	MIN	MID	MAX	RANGE WIDTH
Executive Director	\$145,907	\$190,287	\$248,165	70%
Deputy Director	\$116,726	\$152,229	\$198,532	70%
Senior Research and Policy Manager	\$106,538	\$138,943	\$181,204	70%

# Board Salary Setting – Phase 1 Initial Implementation

- **Adoption of increases** *(Possible Executive Session for Performance Review)*
  - Deputy Director
  - Senior Research and Policy Managers

	CURRENT PAY	MIN	MID	MAX
Executive Director	<b>\$178,620</b>	\$145,907	\$190,287	\$248,165
Deputy Director	<b>\$142,512</b>	\$116,726	\$152,229	\$198,532
Senior Research and Policy Manager (1)	<b>\$138,504</b>	\$106,538	\$138,943	\$181,204
Senior Research and Policy Manager (2)	<b>\$144,420</b>	\$106,538	\$138,943	\$181,204

# Board Salary Setting – Phase 2 On-going Process

- **Consultant Recommendations/Best Practice**
  - Adoption of automatic annual adjustments to the ranges
  - Adoption of market evaluation analysis every two years
- **Performance evaluation consideration**
- **Adoption of process timeline**

# Board Salary Setting – Phase 2 On-Going Process

January –  
Performance  
Evaluations  
Calendar  
Year

April/May –  
Even Years  
Market  
Analysis

June - Board  
Receives  
Market Data  
and OFM  
Consultation

July - Board  
Decision  
Adopted

August –  
Summer  
Break  
Budget  
Request

September –  
Budget  
Decision  
Packages to  
OFM

# Possible Board Actions

## 1. Adoption of consultant process recommendations

- Adoption of Salary Range/Structure
- Adoption of General Wage Increase annual adjustment methodology
- Adoption of market approach
- Adoption of timeline

## 2. Adoption of specific staff salary increases

- Presentation of past performance evaluations in executive session if necessary





**Thank You**

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