

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	МАХ	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

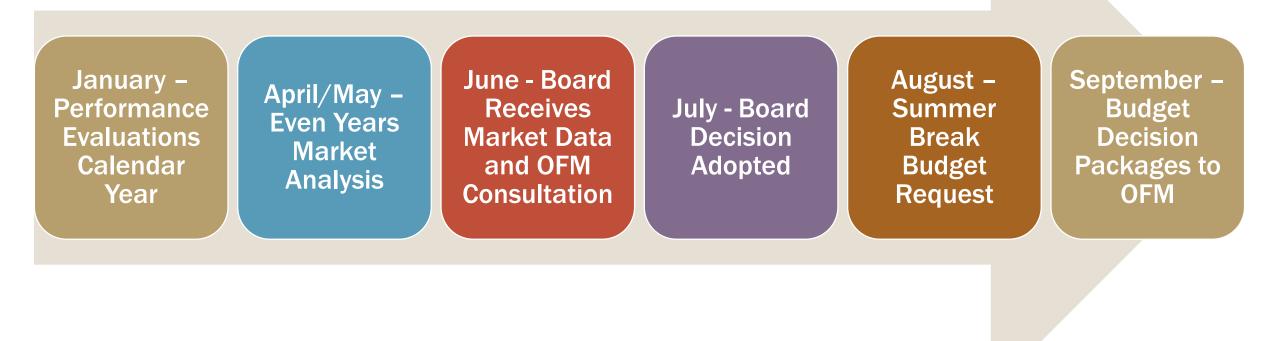
- Adoption of increases (Possible Executive Session for Performance Review)
 - Deputy Director
 - Senior Research and Policy Managers

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



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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