



Salary Setting Responsibility

July 23, 2025

Background

- **Salary setting presentation at May board meeting**
- **Administrative committee request for July agenda**

Revised Salary Ranges

- Adopted Salary Ranges with 2024 CPI adjustment 3.7%

	MIN	MID	MAX	RANGE WIDTH
Executive Director	\$151,306	\$197,328	\$257,347	70%
Deputy Director	\$121,045	\$157,861	\$205,878	70%
Senior Research and Policy Manager	\$110,480	\$144,084	\$187,909	70%

Current Salaries

- Current salaries with annual adjustment to ranges

	Current PAY	MIN	MID	MAX
Executive Director	\$183,984	\$151,306	\$197,328	\$257,347
Deputy Director	\$168,804	\$121,045	\$157,861	\$205,878
Senior Research and Policy Manager (1)	\$159,780	\$110,480	\$144,084	\$187,909
Senior Research and Policy Manager (2)	\$166,596	\$110,480	\$144,084	\$187,909

Board Salary Setting

- Market study will be conducted in 2026 (every 2 years)
- Performance evaluation consideration
 - Board received copies of 2024 performance evaluations

Board Salary Setting – 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 –
Write Budget
Request

September –
Budget
Decision
Packages to
OFM

2026 Supplemental Budget

Expense Item	Request
Retirement Cashout	\$77,000
2023-25 Staff Merit Increases	\$33,000
2025-27 GWI Adjustment	\$5,000
Office of State Actuary Increase	\$16,000
Lease Increase	\$11,000
Actuarial Audit Contracts	\$15,000
Contract Special AAG	\$10,000
Member Communications	\$34,000
Trustee and Staff Education	\$130,000
TOTALS	\$331,000

Next Steps

- 1. Consideration of any staff specific merit salary increases**
 - Consideration of 2024 performance evaluations from executive session
- 2. Direction to staff to amend the supplemental budget request to include any Board action today.**



Thank You

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