

Agency 713

## State Employee Compensation Adjustments Recommendation Summary

Dollars in Thousands	Annual FTEs	General Fund State	Other Funds	Total Funds
<b>2015-17 Estimated Expenditures</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>2017-19 Maintenance Level</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Difference from 2015-17	0.0	0	0	0
% Change from 2015-17				
<b>Policy Comp Changes:</b>				
1. State Public Employee Benefits Rate	0.0	3,596	449	4,045
2. Non-Rep General Wage Increase	0.0	8,438	1,185	9,623
3. Non-Rep Minimum Starting Wage	0.0	12	0	12
4. Orca Transit Pass-Not WFSE	0.0	86	0	86
<b>Policy -- Comp Total</b>	<b>0.0</b>	<b>12,132</b>	<b>1,634</b>	<b>13,766</b>
<b>Total Policy Changes</b>	<b>0.0</b>	<b>12,132</b>	<b>1,634</b>	<b>13,766</b>
<b>2017-19 Policy Level</b>	<b>0.0</b>	<b>12,132</b>	<b>1,634</b>	<b>13,766</b>
Difference from 2015-17	0.0	12,132	1,634	13,766
% Change from 2015-17				

### POLICY CHANGES

#### 1. State Public Employee Benefits Rate

Health insurance funding is provided for state employees who are not represented by a union, who are covered by a bargaining agreement that is not subject to financial feasibility determination, or who are not part of the coalition of unions for health benefits. The insurance funding rate is \$970 per employee per month for fiscal year 2018 and \$1029 per employee per month for fiscal year 2019. (General Fund-State; General Fund-Federal; General Fund-Local; other accounts)

#### 2. Non-Rep General Wage Increase

Funding is provided for wage increases for state employees who are not represented by a union or who are covered by a bargaining agreement that is not subject to financial feasibility determination. It is sufficient for a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; and a general wage increase of 2 percent, effective January 1, 2019. This item includes both higher education and general government workers. (General Fund-State; General Fund-Federal; General Fund-Local; other accounts)

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### 3. Non-Rep Minimum Starting Wage

This provides resources to increase the starting wage for non-represented employees to \$12 an hour, effective July 1, 2017, and for wage increases for classified state employees who work in job classes where the pay is aligned with job classes affected by the minimum starting wage. (General Fund-State)

### 4. Orca Transit Pass-Not WFSE

This funds transit passes (ORCA cards) for state employees outside of higher education who work in King County, other than those represented by the Washington Federation of State Employees. (General Fund-State)