

State HR Updates

FMAC

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Topics of interest

- 2015 Biennium Classification & Compensation Needs Assessments
- 2014 Salary Survey – Process & Status
- Post Freeze Compensation Strategies for WMS & Exempt

Classification & Compensation Needs Assessment 2015-17 Biennium

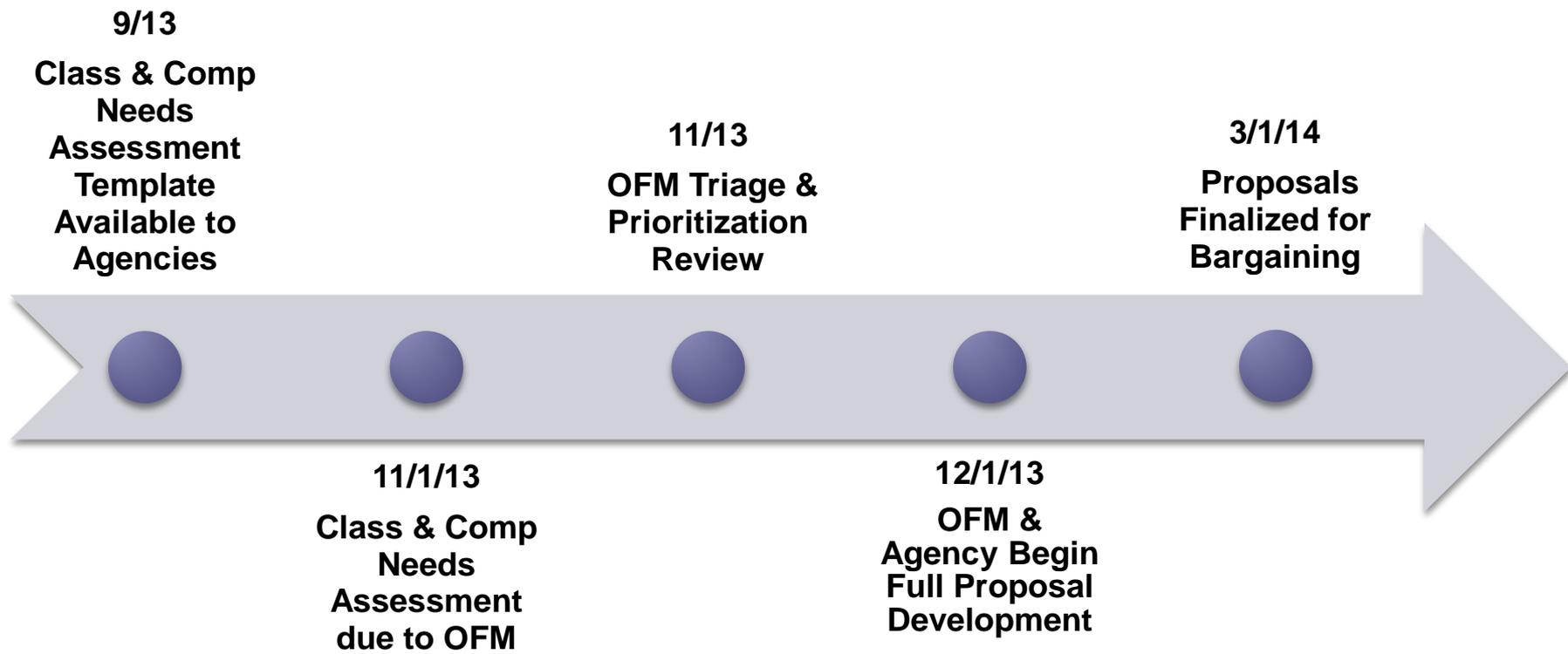
What's not changed...

- Limited (or no) fiscal resources to deal with classification and compensation issues
- Criteria for changes (RCW 41.06.152)
- Requests for salary increases will exceed our resources
- Outstanding commitments from the 09-11 cycle

What is changing...

- Focus conversation on the compelling business problem you need solved
- Reduce time agencies spend developing exhaustive packages
- Up front consultation and engagement on developing a compensation proposal that will address the business problem

DRAFT Timeline



2014 Salary survey

Process Improvement Objectives

Implement the 2010 consultant's recommendations to streamline and enhance our salary survey process by:

Minimizing the scope of the survey to facilitate responses



Developing appropriate criteria to target most comparable participants



Revising the benchmark selection process



Modernizing the benchmark descriptions



Reconsidering and validating the indexing process



2014 Salary Survey

Survey Status

- Contracted with national survey vendor, The Segal Co.
- Surveying 147 Participants, 194 Benchmarks
- Survey opened to participants on June 19, 2013
- Survey to close on August 30, 2013
- Vendor validation of submitted data begins September

Post freeze Compensation Strategies for WMS & Exempt

What To Do

- Give yourself sufficient time for analysis, briefing of managers and decision making by management
- Identify your approval process, key decisions dates and your communications plan
- Develop a communication plan that is proactive and transparent
- Identify and verify salary recommendation data and develop an approval process
- Executive Branch Agencies must have a Governor's Office approved compensation plan