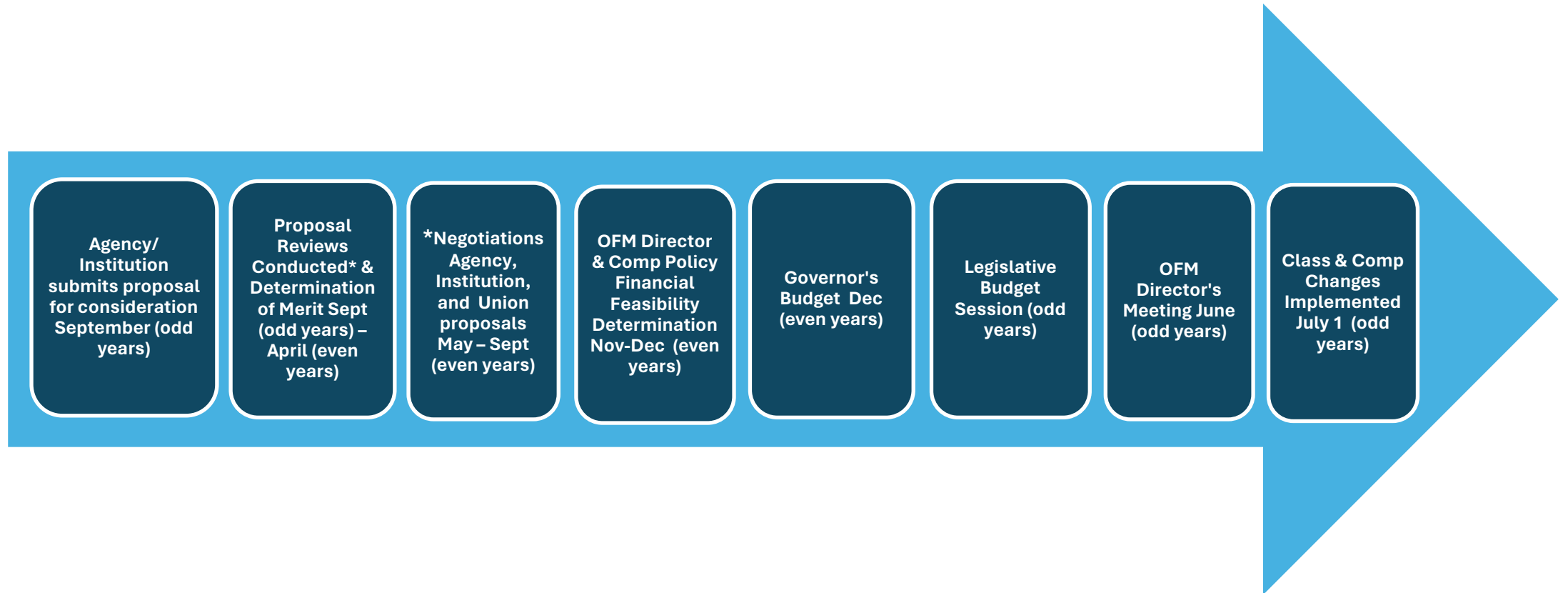


# Biennial Collective Bargaining/Budget cycle timeline



# \* Bargaining details May-September

## Classification & Compensation Team May (even years)

- Meet statutory requirement RCW 41.06.152
- Finalize recommendations
- Discuss recommendations with agency
- Present to OFM SHR leadership May (even years)

## Compensation & Policy Team June (even years)

- Review supported proposals
- Work with C&C Analysts and agency personnel on position impacts
- Determine fiscal impact(s)
- Compile and present full fiscal impact of supported proposals

June Revenue Forecast

This process occurs only if fiscal impact must be reevaluated

## Classification & Compensation Team June (even years)

- Review supported proposals
- Prioritize supported proposals
- Modify supported proposals to meet available funding levels

## Compensation & Policy Team June (even years)

- Determine fiscal impact(s) of modified proposals
- Compile full fiscal impacts based on prioritization and modification(s)

## Labor Relations Negotiators June-Sept (even years)

- Present fully supported (statutory and fiscally) proposals to union(s)
- Bargain fully supported modification(s)

## Economic Considerations

There are various caveats and decisions points that factor into ultimate approval and funding of the targeted compensation adjustments and economic items.

- 1) C&C provides final recommendations to SHR leadership (May)
- 2) Economic Revenue Forecast released (June)
- 3) CB negotiations, union proposals, etc. (June-Sept)
- 4) OFM Director determines financial feasibility (Oct)
- 5) Inclusion within the Governor's budget (Dec)
- 6) Legislative session (Jan-April)
- 7) Inclusion within the legislative enacted budget (end of session Apr-June)
- 8) Adopted at OFM State HR Director's Meeting (May-June)