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SENATE BILL 6594

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State of Washington

56th Legislature

2000 Regular Session

By Senator Hochstatter

Read first time 01/20/2000. Referred to Committee on Labor & Workforce Development.

1 AN ACT Relating to public employee compensation; amending 1999 c  
2 309 ss 601 and 723 (uncodified); making appropriations; and declaring  
3 an emergency.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 **Sec. 1.** 1999 c 309 s 601 (uncodified) is amended to read as  
6 follows:

7 The appropriations in sections 603 through 609 of this act are  
8 subject to the following conditions and limitations:

9 (1) "Institutions" means the institutions of higher education  
10 receiving appropriations under sections 603 through 609 of this act.

11 (2)(a) The salary increases provided or referenced in this  
12 subsection shall be the only allowable salary increases provided at  
13 institutions of higher education, excluding increases associated with  
14 normally occurring promotions and increases related to faculty and  
15 professional staff retention, and excluding increases associated with  
16 employees under the jurisdiction of chapter 41.56 RCW pursuant to the  
17 provisions of RCW 28B.16.015.

18 (b) Each institution of higher education shall provide to each  
19 classified staff employee as defined by the office of financial

1 management a salary increase of 3.0 percent on July 1, 1999, and a  
2 salary increase of 3.0 percent on July 1, 2000. The July 1, 2000,  
3 salary increase under this subsection shall not be granted to any  
4 employee who is compensated on June 30, 2000, at an annual rate that  
5 exceeds \$40,000.

6 (c) Each institution of higher education shall provide to  
7 instructional and research faculty, exempt professional staff, academic  
8 administrators, academic librarians, counselors, teaching and research  
9 assistants as classified by the office of financial management, and all  
10 other nonclassified staff, including those employees under RCW  
11 28B.16.015, an average salary increase of 3.0 percent on July 1, 1999,  
12 and an average salary increase of 3.0 percent on July 1, 2000. The  
13 July 1, 2000, salary increase under this subsection shall not be  
14 granted to any employee who is compensated on June 30, 2000, at an  
15 annual rate that exceeds \$40,000.

16 (d) For employees under the jurisdiction of chapter 41.56 RCW  
17 pursuant to the provisions of RCW 28B.16.015, distribution of the  
18 salary increases will be in accordance with the applicable collective  
19 bargaining agreement. However, an increase shall not be provided to  
20 any classified employee whose salary is above the approved salary range  
21 maximum for the class to which the employee's position is allocated.

22 (e) Each institution of higher education receiving appropriations  
23 under sections 604 through 609 of this act may provide additional  
24 salary increases to instructional and research faculty, exempt  
25 professional staff, academic administrators, academic librarians,  
26 counselors, teaching and research assistants, as classified by the  
27 office of financial management, and all other nonclassified staff, but  
28 not including employees under RCW 28B.16.015. Any salary increase  
29 granted under the authority of this subsection (2)(e) shall not be  
30 included in an institution's salary base. It is the intent of the  
31 legislature that general fund--state support for an institution shall  
32 not increase during the current or any future biennium as a result of  
33 any salary increases authorized under this subsection (2)(e).

34 (f) Each institution of higher education may also provide  
35 additional salary increases to instructional and research faculty  
36 funded from reductions in the maximum level of employer contributions  
37 to retirement plans offered pursuant to RCW 28B.10.400. Any salary  
38 increase granted under the authority of this subsection (2)(f) shall  
39 not be included in an institution's salary base. It is the intent of

1 the legislature that general fund--state support for an institution  
2 shall not increase during the current or any future biennium as a  
3 result of any salary increases authorized under this subsection (2)(f).

4 (g) To collect consistent data for use by the legislature, the  
5 office of financial management, and other state agencies for policy and  
6 planning purposes, institutions of higher education shall report  
7 personnel data to be used in the department of personnel's human  
8 resource data warehouse in compliance with uniform reporting procedures  
9 established by the department of personnel.

10 (h) Specific salary increases authorized in sections 603 through  
11 609 of this act are in addition to any salary increase provided in this  
12 subsection.

13 (i) From the general fund--state appropriations for fiscal year  
14 2001 in sections 603 through 609 of this act, the office of financial  
15 management shall place in reserve status \$17,402,000 to reflect the  
16 savings resulting from the limitation on the July 1, 2000, salary  
17 increases in (b) and (c) of this subsection.

18 (3) The tuition fees, as defined in chapter 28B.15 RCW, charged to  
19 full-time students at the state's institutions of higher education for  
20 the 1999-00 and 2000-01 academic years, other than the summer term, may  
21 be adjusted by the governing boards of the state universities, regional  
22 universities, The Evergreen State College, and the state board for  
23 community and technical colleges as provided in this subsection.

24 (a) For the 1999-00 academic year, the governing boards and the  
25 state board may implement an increase no greater than four and six-  
26 tenths percent over tuition fees charged to full-time students for the  
27 1998-99 academic year.

28 (b) For the 2000-01 academic year, the governing boards and the  
29 state board may implement an increase no greater than three and six-  
30 tenths percent over the tuition fees charged to full-time students for  
31 the 1999-00 academic year.

32 (c) For the 1999-01 biennium, the governing boards and the state  
33 board may adjust full-time operating fees for factors that may include  
34 time of day and day of week, as well as delivery method and campus, to  
35 encourage full use of the state's educational facilities and resources.

36 (d) The tuition increases adopted under (a), (b) and (c) of this  
37 subsection need not apply uniformly across student categories as  
38 defined in chapter 28B.15 RCW so long as the increase for each student  
39 category does not exceed the percentages specified in this subsection.

1 (e) In addition to waivers granted under the authority of RCW  
2 28B.15.910, the governing boards and the state board may waive all or  
3 a portion of the operating fees for any student. State general fund  
4 appropriations shall not be provided to replace tuition and fee revenue  
5 foregone as a result of waivers granted under this subsection.

6 (4) Pursuant to RCW 43.15.055, institutions of higher education  
7 receiving appropriations under sections 603 through 609 of this act are  
8 authorized to increase summer term tuition in excess of the fiscal  
9 growth factor during the 1999-01 biennium. Tuition levels increased  
10 pursuant to this subsection shall not exceed the per credit hour rate  
11 calculated from the academic year tuition levels adopted under this  
12 act.

13 (5) Community colleges may increase services and activities fee  
14 charges in excess of the fiscal growth factor up to the maximum level  
15 authorized in RCW 28B.15.069.

16 (6) Each institution receiving appropriations under sections 604  
17 through 609 of this act shall submit a biennial plan to achieve  
18 measurable and specific improvements each academic year as part of a  
19 continuing effort to make meaningful and substantial progress towards  
20 the achievement of the following long-term performance goals:

21 Goal

22 (a) Undergraduate graduation efficiency index: A  
23 measure of how efficiently students complete  
24 their degrees that takes into consideration the  
25 total number of credits earned, dropped, repeated,  
26 transferred and required for graduation:

27 For students beginning as freshmen	95%
28 For transfer students	90%

29 (b) Undergraduate student retention: Defined as  
30 a percentage of all undergraduate students who  
31 return for the next year at the same institution,  
32 measured from fall to fall:

33 Research universities	95%
34 Comprehensive universities and college	90%

35 (c) Graduation rates: Defined as the percentage  
36 of an entering freshman class at each institution

1 that graduates within five years:

2 Research universities 65%  
3 Comprehensive universities and college 55%

4 The plans, to be prepared at the direction of the higher education  
5 coordinating board, shall be submitted by August 15, 1999. The higher  
6 education coordinating board shall set biennial performance targets for  
7 each institution and shall review actual achievements annually.  
8 Institutions shall track their actual performance on the state-wide  
9 measures as well as faculty productivity, the goals and targets for  
10 which may be unique to each institution. A report on progress towards  
11 state-wide and institution-specific goals, with recommendations for the  
12 ensuing biennium, shall be submitted to the fiscal and higher education  
13 committees of the legislature by November 15, 2000.

14 (7) The state board for community and technical colleges shall  
15 develop a biennial plan to achieve measurable and specific improvements  
16 each academic year as part of a continuing effort to make meaningful  
17 and substantial progress to achieve the following long-term performance  
18 goals:

19 Goal

20 (a) Academic students prepared to transfer  
21 to baccalaureate institutions based on minimum  
22 transferrable credit hours and minimum required  
23 grade point average. 50,000 per year

24 (b) Basic skill students who demonstrate  
25 substantive skill gain as a result of their  
26 adult basic education (ABE), English as a second  
27 language (ESL), and general education diploma  
28 (GED) instruction. 80%

29 (c) Students prepared for work as measured  
30 by vocational degrees and related certificates  
31 awarded, including achievement of industry  
32 skill standards. 25,000 per year

33 The board shall set biennial performance targets for each college or  
34 district, where appropriate, and shall review actual achievements  
35 annually. Colleges shall track their actual performance on the state-  
36 wide measures. A report on progress towards the state-wide goals, with

1 recommendations for the ensuing biennium, shall be submitted to the  
2 fiscal and higher education committees of the legislature by November  
3 15, 2000.

4 (8) Institutions receiving appropriations under sections 603  
5 through 609 of this act shall provide enrollment data for students  
6 engaged in distance learning to the office of financial management as  
7 part of the distance learning enrollment information project.

8 **Sec. 2.** 1999 c 309 s 723 (uncodified) is amended to read as  
9 follows:

10 **SALARY COST OF LIVING ADJUSTMENT**

11	General Fund--State Appropriation (FY 2000) . . . . \$	33,614,000
12	General Fund--State Appropriation (FY 2001) . . . . \$	((68,186,000))
13		<u>50,396,000</u>
14	General Fund--Federal Appropriation . . . . . \$	((31,436,000))
15		<u>25,956,000</u>
16	General Fund--Private/Local Appropriation . . . . \$	((2,001,000))
17		<u>1,631,000</u>
18	Salary and Insurance Increase Revolving Account	
19	Appropriation . . . . . \$	((72,609,000))
20		<u>59,944,000</u>
21	TOTAL APPROPRIATION . . . . . \$	((207,846,000))
22		<u>171,541,000</u>

23 The appropriations in this section shall be expended solely for the  
24 purposes designated in this section and are subject to the following  
25 conditions and limitations:

26 (1) In addition to the purposes set forth in subsections (2) and  
27 (3) of this section, appropriations in this section are provided solely  
28 for a 3.0 percent salary increase effective July 1, 1999, and a 3.0  
29 percent salary increase effective July 1, 2000, for all classified  
30 employees, including those employees in the Washington management  
31 service, and exempt employees under the jurisdiction of the personnel  
32 resources board. The July 1, 2000, salary increase under this  
33 subsection shall not be granted to any employee who is compensated on  
34 June 30, 2000, at an annual rate that exceeds \$40,000.

35 (2) The appropriations in this section are sufficient to fund a 3.0  
36 percent salary increase effective July 1, 1999, and a 3.0 percent  
37 increase effective July 1, 2000, for general government, legislative,  
38 and judicial employees exempt from merit system rules whose maximum

1 salaries are not set by the commission on salaries for elected  
2 officials. The July 1, 2000, salary increase under this subsection  
3 shall not be granted to any employee who is compensated on June 30,  
4 2000, at an annual rate that exceeds \$40,000.

5 (3) The salary and insurance increase revolving account  
6 appropriation in this section includes funds sufficient to fund a 3.0  
7 percent salary increase effective July 1, 1999, and a 3.0 percent  
8 salary increase effective July 1, 2000, for ferry workers consistent  
9 with the 1999-01 transportation appropriations act. The July 1, 2000,  
10 salary increase under this subsection shall not be granted to any  
11 employee who is compensated on June 30, 2000, at an annual rate that  
12 exceeds \$40,000.

13 (4)(a) No salary increase may be paid under this section to any  
14 person whose salary has been Y-rated pursuant to rules adopted by the  
15 personnel resources board.

16 (b) The average salary increases paid under this section and  
17 section 724 of this act to agency officials whose maximum salaries are  
18 established by the committee on agency official salaries shall not  
19 exceed the average increases provided by subsection (2) of this  
20 section.

21 (5) The appropriations in this section include \$1,498,000 general  
22 fund--state for fiscal year 2000, \$1,765,000 general fund--state for  
23 fiscal year 2001, and a reduction of \$3,263,000 general fund--federal  
24 for the department of social and health services to adjust employer  
25 pension funding levels to reflect historical fund source ratios.

26 NEW SECTION. **Sec. 3.** This act is necessary for the immediate  
27 preservation of the public peace, health, or safety, or support of the  
28 state government and its existing public institutions, and takes effect  
29 immediately.

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