



AS Wage Scale Determination

Information Item

Date: March 12th, 2019

Sponsor: Nate Jo (ASVP for Business & Operations)

Background & Context

The recent increases in minimum wage have created significant pay inequities in the AS. In order to maintain a sustainable budget and continue to support AS programs, it is necessary to revalue pay scales in the Associated Students.

AS Wage Determination Task Force Timeline

- Task force is assembled by April 1st.
- Task force creates proposals and finishes discussion by May 4th.
- The Student Senate, Executive Board, Personnel Committee, and Management Council review the policy by May 25th.
- AS governing bodies approve the Wage Determination scale and policy by June 8th.
- The new wage scale and policy will be implemented January 1st, 2020.

Current AS Wage Scale

Determining Base Hourly Rate for Student Employees							
					X	\$ 12.00	
					X		\$ 13.50
					100%	formula not used X(1.035) = Y	
						\$12.42	\$13.97
WWU Classification Levels	AS Wage Level	Position Classification	Ave Hours /Wk	Hourly % above Base	Wage Multiplier	Hourly Wage July- Dec'18	Hourly Wage Jan-June'19
1		n/a	n/a	n/a	n/a	\$ 11.50	\$ 12.00
1	1	Assistant Coordinator	15	0.0%	1.000	\$ 12.42	\$ 13.98
2	2	Coordinator	15	7.5%	1.075	\$ 13.36	\$ 15.03
2	3	Assistant Director	15	9.5%	1.095	\$ 13.60	\$ 15.30
3	4	Associate Director	17	17.0%	1.170	\$ 14.54	\$ 16.35
3	5	Director	19	20.0%	1.200	\$ 14.91	\$ 16.77
3	6	Vice President	19	32.5%	1.325	\$ 16.46	\$ 18.52
3	7	AS President	25	35.0%	1.350	\$ 16.77	\$ 18.87