

ASSOCIATED STUDENTS OF
WESTERN WASHINGTON UNIVERSITY

WAGE POLICY

AS WAGE TASK FORCE

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OUR
TEAM

PERSPECTIVES & VALUES

- The AS values student employment. By financial allocation, employment is the largest service the AS offers to students.
- The AS strives to lower economic barriers and provide financial stability for students.
- AS employment and titles enhances student's experience and futures beyond wages.
- The AS must carefully balance funding position wages and services provided to students.

BACKGROUND

AS Wages are currently determined by multiplying a base rate with a percentage.

From 2015 to 2020, minimum wage in Washington State increases 42%. This stretches the wage gap in the AS over time.

DIRECTOR PAY RATE

$$\text{\$12.42} \times 120\% = \text{\$14.90}$$

3.76

2015 Wage Gap

5.36

2020 Wage Gap

CURRENT POLICY

AS Title	Multiplier	2019 Wage*	2020 Wage*
Program Assistant	0%	\$12.42	\$13.97
Coordinator	7.5%	\$13.35	\$15.02
Assistant Director	9.5%	\$13.60	\$15.30
Director	20%	\$14.90	\$16.77
Senator		\$14.50	
Vice President	32.5%	\$16.46	\$18.51
President	35%	\$16.77	\$18.86

*Base rate is calculated by multiplying minimum wage by 3.5%.

OUR PROPOSAL

The AS must conform to the WWU's wage categories.

Our proposal calculates wages by adding fixed numbers to WWU category minimums. This holds the pay gap constant over time.

WWU CATEGORIES

Category	Minimum
1	\$13.50/hr
2	\$14.85/hr
3	\$16.35/hr

COORDINATOR PAY RATE

$$\text{\$14.85} + \text{\$0.30} = \text{\$15.15}$$

AS Title	Level	WWU Min	+	Wage
Program Assistant 1A	1A	1	\$0.10	\$13.60
Program Assistant 1B	1B	1	\$0.50	\$14.00
Program Assistant 2	2A	2	\$0.00	\$14.85
Coordinator	2B	2	\$0.30	\$15.15
Assistant Director	2C	2	\$0.65	\$15.50
Director	3A	3	\$0.00	\$16.35
Elected Official	3B	3	\$0.15	\$16.50

OPTION A

Recommended by the Wage Task Force and Personnel Committee

AS Title	Level	WWU Min	+	Wage
Program Assistant 1A	1A	1	\$0.00	\$13.50
Program Assistant 1B	1B	1	\$0.40	\$13.90
Program Assistant 2	2A	2	\$0.00	\$14.85
Coordinator	2B	2	\$0.20	\$15.05
Assistant Director	2C	2	\$0.45	\$15.30
Director	3A	3	\$0.00	\$16.35
Elected Official	3B	3	\$0.10	\$16.45

OPTION B

A fiscally conservative model

AS Title	Level	WWU Min	+	Wage
Program Assistant 1A	1A	1	\$0.50	\$14.00
Program Assistant 1B	1B	1	\$0.75	\$14.25
Program Assistant 2	2A	2	\$0.00	\$14.85
Coordinator	2B	2	\$0.30	\$15.15
Assistant Director	2C	2	\$0.85	\$15.70
Director	3A	3	\$0.00	\$16.35
Elected Official	3B	3	\$0.40	\$16.75

OPTION C

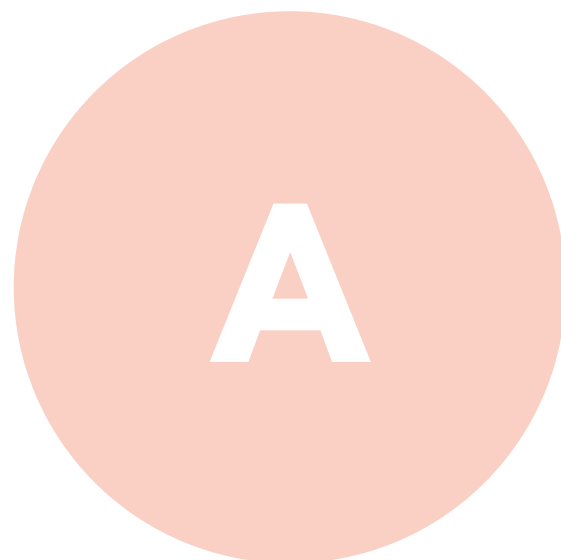
Higher wages & bigger budget impact

BUDGET IMPLICATIONS



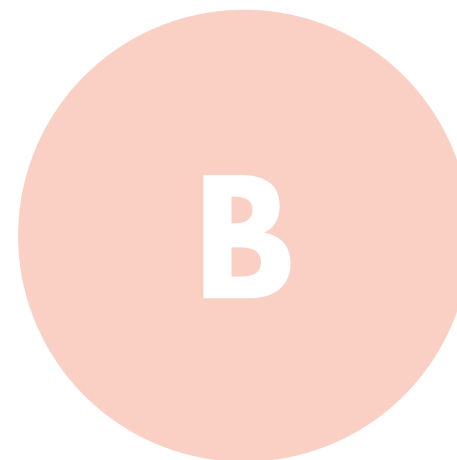
NO CHANGE

\$1,163,000



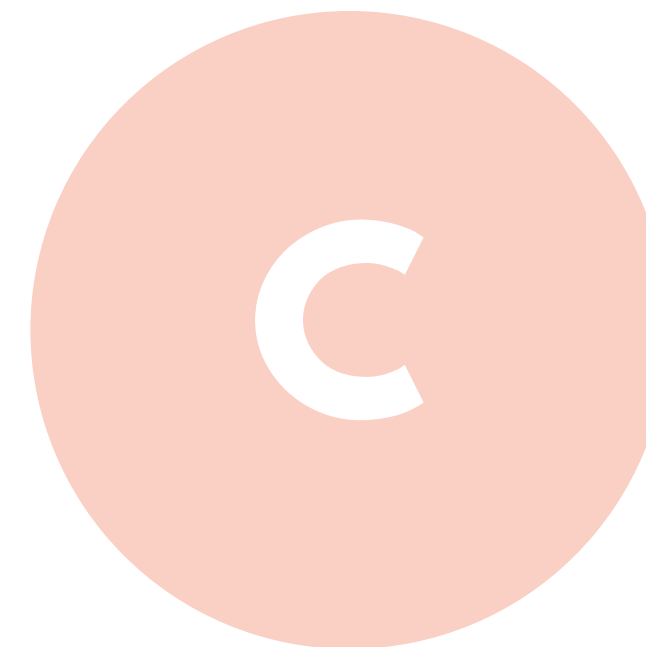
OPTION A

\$1,133,000



OPTION B

\$1,128,000



OPTION C

\$1,142,000

**Expected total cost of wages is based on averages and ignores summer planning hours and irregular positions.*

TIMELINE

From development to implementation



Build
Wage Task Force
April 1-30

Review
Personnel Committee
May 1-9

Approve
Board/Senate
May 9-24

Launch
Personnel Office
June 1-30