

Implementation Overview of July 2019 Compensation Changes

<i>Change</i>	<i>Communication Date</i>	<i>Key Points</i>	<i>Audience</i>
<i>General wage increases and salary schedule updates</i>	Thursday, June 6, 2019	<ul style="list-style-type: none"> Salary schedules (indirectly valued) will be increased to reflect applicable July 1 general wage increases. Employees not assigned to salary schedules (directly valued) will be increased to reflect the 3% general wage increase. Agencies will have the opportunity to validate and add/remove employees on the list until June 24, 2019. 	HRMS GovDelivery, Class/Comp contacts WA HR Managers, HRMS Data Stewards
<i>Targeted job classification increases</i>	Friday, May 31, 2019	<ul style="list-style-type: none"> Base range increases New job classifications Minimum starting wage to \$14 Base range increases as a result of minimum starting wage Abolished job classifications Classification plan maintenance OFM system updates will occur the last week of June. Agencies will have until July 22, 2019 to validate/make manual updates in HRMS in time for the July 25, 2019 pay date. 	HRMS GovDelivery, Class/Comp contacts WA HR Managers, HRMS Data Stewards, Budget Officers
<i>ITPS implementation</i>	Wednesday, May 22, 2019	<ul style="list-style-type: none"> New job classifications New salary schedule New supervisory differential for IT supervisors in the ITPS (WT 1016); Agencies to apply to eligible employees. 	ITPS Coordinators/Backups, Class/Comp contacts, WA HR Managers Payroll contacts, HRMS Data Stewards
<i>Assignment pay and premium pay updates (wage types)</i>	Tuesday, June 11, 2019	<ul style="list-style-type: none"> Assignment pay change from ranges to percentages, where possible. New assignment pays Updated assignment pays Abolished assignment pays Premium pays by CBA King Co premium will be offset by any Group C in effect on July 1, 2019 in that same county (UFI Work County). OFM will send a comprehensive list of wage types created, updated and abolished with notes of agency-required actions. Agencies will have until July 22, 2019 to validate/make manual updates in HRMS in time for the July 25, 2019 pay date. 	HRMS GovDelivery, Class/Comp contacts WA HR Managers, HRMS Data Stewards