



# Selective Salary Process

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# Selective Salary Overview

- What is Selective Salary/Who is Eligible?
- Changes to Former Contract
- Salary Committee
- Process/Schedule
- How You are Evaluated?
- How is Selective Pool Distributed?





# What is Selective Salary/ Who is Eligible?

- Mandated by WSU AAUP-AFT Contract
- Provides possibility for increases in salary based on Job Performance, Professional Achievement, and Service, in addition to the Across-the-Board
- All bargaining unit members on payroll the last day of Winter term and first day of Fall term are eligible





# % of ATB and Selective Salary

- First year (beginning in Fall 2013)—1.375%  
Across-the-Board & 1.375% Selective
- In years 2-8—1.25% Across-the-Board &  
1.25% Selective

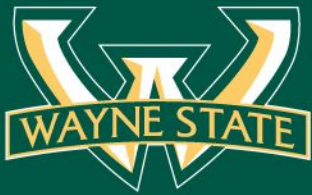




# Changes to Former Contract

- Salary Pool is Higher
- You're not eligible for Selective Salary if you don't submit a Professional Record
- You're not eligible for Across the Board if you don't submit Professional Record 2 times in any 5 year period





# Salary Committee

- Elected by bargaining unit members in any unit/school/college/division with 3 members holding ESS
- Staff without ESS may serve on Committee
- Unit head chairs Committee
- In units without 3 members with ESS unit head serves as the Salary Committee





# Process/Schedule

- Submit Professional Record in March/April
- Salary Committee evaluations due to Dean/VP by end of Winter Term
- Amount of Salary Pool is determined during summer
- Salary Committee makes specific dollar recommendations in August





# How You Are Evaluated?

- Evaluated in same areas used for Promotion or ESS
- Job Performance is scored from 1-4 (1 is highest)
- Professional Achievement & Service is scored from 1-3 (1 is highest)
- Chair also ranks employee
- Completed by the end of the Winter term







# How is the Selective Salary Pool Distributed?

- Salary Committee meets during summer to make specific recommendations on dollar amounts
- 4/7 weight given to Job Performance
- 2/7 weight given to Professional Achievement
- 1/7 weight given to Service

