
Successful Pathways to Educational Opportunities at Evergreen

376 The Evergreen State College

Decision Package : PL – N3 WFSE Collective Bargaining Agreement

Budget Period: 2015-17

Budget Level: Policy Level

Agency Recommendation Summary Text

The Evergreen State College is committed to providing the highest quality educational opportunities to students, to maintain and remain an innovative public liberal arts college, advance the Governor's education agenda and the Washington Student Achievement Council's (WSAC) ten-year roadmap to increase educational attainment in Washington. To do this, it is imperative Evergreen is able to attract and retain a high quality staff. Equally important is the process of building morale for Evergreen's classified staff where years of budget cuts, stagnant wages and sacrifice have had a direct impact. The Evergreen State College seeks funding to achieve and sustain classified staff salaries consistent with general government employees.

The 2015-17 collective bargaining agreement with the Washington Federation of State Employees provides for modest compensation increases, an increase in vacation accrual and other leave provisions. This request focuses only on the monetary aspects of the general salary increases reflected in the agreement. The contract provides compensation increases of 3% in FY16 and 1% in FY17, and a guaranteed "me too" clause if the general government contract provides better general salary increase terms for represented employees. Given that general government reached an agreement for 1.8% in FY 17, Evergreen is seeking legislative authorization and funding support for the agreement.

Fiscal Detail:

Operating Expenditures	FY 2015-16	FY 2016-1	Total
001-1 State General Fund	\$310,603	\$502,556	\$813,159
149-6 Operating Fees	-0-	-0-	-0-
<i>Total Cost</i>	\$310,603	\$502,556	\$813,159
FTE's	0	0	0
A – Salaries	265,473	429,581	695,054
B - Employee Benefits	45,130	72,975	118,105
C – Contracts	0	0	0
E - Goods & Services	0	0	0
G – Travel	0	0	0
J – Equipment	0	-0-	0
<i>Total Objects</i>	\$310,603	\$502,556	\$813,159

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Package Description

Background:

The Evergreen State College has reached a tentative agreement on a collectively bargained agreement with the Washington Federation of State Employees for the 2015-17 biennium that now requires final legislative authorization and funding support to implement the agreement.

Current Situation:

Nearly one-third of the college's staff will be eligible to retire over the course of the next two biennia, challenging Evergreen's ability to recruit and retain high-quality staff. In addition, staff are doing more with less as the College has eliminated over 10% of the staff positions during the great recession. In addition wages have been stagnant for the last half-decade, and the climate regarding job security continues to be uncertain. The result has been a dramatic decline in staff morale.

A funding partnership with the state to address compensation issues for Evergreen is critical. Student and families have increasingly bore the burden of financing their college education. Tuition cannot fund the College's compensation needs alone. Washington has already implemented the second steepest tuition increases in the nation since the recession as a result of higher education reductions during this same time frame. According to the Washington Budget & Policy Center Washington has cut funding for higher education by 27.8% resulting in a \$2,498 decrease per student since 2008, after adjusting for inflation. To mediate the loss of funding, tuition and fees were allowed to rise by 60.7 percent (\$4,085 per students). Evergreen students and families experienced a nearly 70% increase in tuition during this period, at a time when the College has served a higher percentage of low-income students.

Proposed Solutions:

Competitive compensation and classified staff retention play key roles in Evergreen's ability to continue to support quality academic programs and services to students necessary to maintain strong performance in time to degree and completion. The Evergreen State College has approved a two-year collectively bargained agreement with the Washington Federation of State Employees for 2015-17. The contract provides compensation increases of 3% in FY16 and 1% in FY17, and a guaranteed "me too" clause if the general government contract provides better general salary increase terms for represented employees. Given that general government reached an agreement for 1.8% in FY 17, Evergreen is seeking legislative authorization and funding support for the agreement.

Narrative Justification and Impact Statement

What specific performance outcomes does the college expect?

Competitive compensation plays a key role in recruiting and retaining represented employees, who are often frontline employees working directly with students. Employees covered by this contract play crucial roles in Evergreen's ability to continue to support quality academic programs and services to students necessary to maintain strong performance in time to degree completion.

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Performance Measure Detail

Maintaining salary increases at least to the level authorized for general government employees performing similar responsibilities.

Is this decision package essential to implement a strategy identified in the college's strategic plan?

Yes, improving represented staff compensation to achieve and maintain competitive compensation levels is a high priority in the college's strategic plan.

Reason for Change

The purpose of this request is to fund and implement the 2015-17 collective bargaining agreement with the Washington Federation of State Employees at Evergreen.

Does this decision package provide essential support to one of the Governor's Results Washington priorities?

This package is aligned with Governor Inslee's proclamation to provide a world-class education and, generally, a commitment to "the continuous improvement of services, outcomes, and performance of state government, to realize a safe, beautiful and healthy place to live and work". In addition this package is aligned with the Governor's commitment in Results Washington to create an economic climate where good-paying jobs can thrive and provide great livings and communities for generations of Washingtonians.

What are the other important connections or impacts related to this proposal?

This proposal will promote the Washington Student Achievement Council's Roadmap Washington 2013 goal to foster excellence in educational attainment.

Impact on Clients and Services:

Represented staff engagement is necessary to provide support to a quality educational experience for current and future students. As front line employees, represented staff focus on direct student engagement and service, a cornerstone of the College's mission and critical to maintain Evergreen's strong performance in time to degree and completion.

Impact on other state programs:

The agreement is consistent with the agreement reached for other general government employees.

What alternatives were explored and why was this alternative chosen?

A funding partnership with the state to close the compensation gap for Evergreen is critical. Students and families have increasingly bore the burden of financing their college education. Tuition cannot fund the College's compensation needs alone. Washington has experienced the second steepest tuition increase in the nation since the recession as a result of reductions to higher education during this same time to balance the budget. According to the Washington Budget & Policy Center Washington has cut funding for higher education by 27.8% (\$2,498 decrease per student) since 2008 after adjusting for inflation. To

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mediate the loss of funding, tuition and fees were allowed to rise by 60.7 percent (\$4,085 for the typical student). Evergreen students and families experienced a nearly 70% increase in tuition during this period, at a time when the College was serving a higher percentage of low-income students. Evergreen requires a long-term strategy and partnership with the Legislature to fund collectively bargained labor agreements.

What are the consequences of adopting not adopting this package?

The funding required for competitive represented staff salaries cannot be passed on to students after a decade of tuition increases that have more than doubled the cost of attendance. Failure to provide legislative support for the contract will put Evergreen increasingly behind the labor market.

What is the relationship, if any, to the state's capital budget?

None.

What changes would be required to existing statutes, rules, or contracts, in order to implement the change?

None.

Expenditure and Revenue Calculations and Assumptions

Revenue Calculations and Assumptions:

Expenditure Calculations and Assumptions:

Bargaining Unit - Washington Federation of State Employees										
Total Salary Base \$12,368,611										
Fund Source	001-1		145-6		148-6		Service & Auxiliary		Grand Total	
Total 2014 Salary Base	8,849,110		157,327		414,955		2,947,219		12,368,611	
Fiscal Year	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17
3% general increase 7/1/2015	310,604	310,604	5,522	5,522	14,565	14,565	103,447	103,447	434,138	434,138
1.8% general increase 7/1/2016		191,953		3,413		9,001		63,930	-	268,297
Totals	310,604	502,557	5,522	8,935	14,565	23,566	103,447	167,377	434,138	702,435

Which costs and functions are one-time? Which are ongoing? What are the impacts in future biennia?

All costs associated with compensation increases are on-going.
