

Article XX. Compensation

Section 1. General Provisions

The Research Scientist / Engineer A-4 salary/wage minimums are provided in the Table 1 below. The University may provide compensation to individual employees at rates above the minimums stipulated in this Article.

Section 2. General Salary/Wage Minimum Adjustment

Effective each January 1st, the salary/wage minimums in the Table below will be adjusted by the percentage change of the salary/wage threshold for overtime exempt workers in Washington state.

Section 3. Salary/Wage Setting Upon Promotion

Upon promotion or reclassification to a new position with a higher minimum salary/wage, the affected employee shall receive at least a fourteen percent (14%) salary/wage increase.

Section 4. Salary/Wage Setting Upon Lateral Movement

Movement to a different position in the same job title by transfer, rehire or through a recruitment process does not require or preclude a salary/wage adjustment. In no case will the employee's salary/wage be lower.

Section 5. Salary/Wage Setting Upon Voluntary Movement to a Job Title with a Lower Salary/Wage Minimum

An employee who voluntarily moves into a lower job title shall be paid a salary/wage no less than the minimum of the new job title. The Employer will consider equity and years of service in salary/wage placement. If applicable, in the event of a movement to a lower title, no employee will receive a lower salary/wage than they had previously held in that title.

Section 6. Pay Increases

- A. All employees shall receive a salary/wage increase of 6% retroactive to December 20, 2021.
- B. Effective January 1, 2023, each employee will receive whichever is larger: an increase in pay to the new salary/wage floor for their position, or a 24% salary/wage increase. In subsequent years of the contract, each January 1st, all employees will receive a salary/wage increase equivalent to the percentage change of the salary/wage threshold for overtime exempt workers in Washington state.
- C. Performance Raise: Following the completion of a performance review, any employee who meets or exceeds expectations will receive an in-grade raise of a minimum of 7%.
- D. In-grade Salary/Wage Adjustments. The Employer, at its discretion, may approve additional in-grade salary/wage increases for any employee in the bargaining unit at any time, for reasons of retention, market competitiveness, internal equity, job growth, or increased functioning.

- E. Increases for Entire Job Classes for Recruitment/Retention. The Employer may increase the salary/wage of job classes that are experiencing recruitment/retention problems, upon thirty (30) days' notice to the union and the opportunity for the union to bargain.

Section 7. Pay for Teaching

- A. Teaching in the regular University curriculum should normally be included in an employee's regular work schedule.
- B. The Chair or Dean (or designee) may approve payment for teaching when:
1. The request to teach is an exceptional circumstance;
 2. The request is not expected to be repeated;
 3. The teaching is clearly in addition to regular University duties; and
 4. The activities cannot be accommodated by release time.
- C. Teaching in for-credit courses requires Academic Human Resources approval.
- D. Payment Methods for Teaching. Payment for teaching may be provided either by
1. Excess Compensation, which is a one-time, lump sum payment; or
 2. Period Activity Pay, which is a series of equal installments paid through the quarter during which the teaching occurs. All requests for period activity pay must be approved by the Chair or Dean (or designee) and the UW HR Compensation Office.

Section 8. Excess Compensation for Exceptional Circumstances

Under exceptional circumstances overtime exempt positions may qualify for "excess compensation" or "additional compensation" as determined by the employer. Excess compensation to employees for all University work that is not part of the position's regular duties may not exceed twenty five percent (25%) of the employee's regular annual salary/wage.

Section 9. Temporary Pay Increase (TPI)

An employee who for five (5) days is temporarily assigned additional duties at the same level or who is assigned additional higher-level responsibilities shall receive a temporary pay increase of at least seven percent (7%) over their current salary/wage for same level duties and fourteen percent (14%) for higher-level responsibilities. The pay increase will be retroactive to the first day of working the additional duties. An employee can choose to stop assuming those duties, at which point their TPI will stop.

Section 10. Administrative supplement

The administrative supplement is a lump sum amount added monthly to an employee's gross salary/wage to recognize the assumption of additional duties or higher level administrative responsibilities.

- A. Employees who complete work for their department, center, or group to advance the university's goals related to diversity, equity, and inclusion will be eligible for an administrative supplement.

Section 11. Retention payment

Retention payment is a lump sum payment outside of an employee’s base pay to retain a key employee in their current position in order to meet critical and priority business needs.

- A. Retention payments may be paid once every two years and cannot exceed 10% of the employee’s full-time annualized salary/wage unless an exception is approved by the Vice President for Human Resources.

Section 12. Recruitment incentive (signing bonus)

Recruitment incentive payments are paid up to a maximum of \$10,000 unless an exception is approved by the Vice President for Human Resources.

Section 13. Period activity pay

Overtime exempt employees who take on additional duties, such as teaching for a quarter or performing fieldwork, may receive additional pay for those duties equal to a total amount per quarter and paid out through Workday in equal installments for the duration of the assignment.

Section 14. Salary/Wage Scale Placement

New Employees shall be placed on the wage scale in such a way that equity, diversity, and years of experience are taken into consideration.

Table 1. Research Scientist/Engineer Monthly and Annual Salary Minimums

Job Code	Job Title	Min. (monthly)	Min. (yearly)
XXXXX	RSE-A	\$5,650	\$67,800
XXXXX	RSE-1	\$6,046	\$72,546
XXXXX	RSE-2	\$6,892	\$82,702
XXXXX	RSE-3	\$7,857	\$94,281
XXXXX	RSE-4	\$8,957	\$107,480