

## 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 or Reclassification to a Job Class with a Higher Salary Range

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 with the same job title salary grade 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 Class with a Lower Salary/Wage Minimum

An employee who voluntarily moves into a lower job with a lower salary grade 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~~ March 31, 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

43 time, for reasons of retention, market competitiveness, internal equity, job growth, or  
44 increased functioning.

45 E. Increases for Entire Job Classes for Recruitment/Retention. The Employer may increase  
46 the salary/wage of job classes that are experiencing recruitment/retention problems,  
47 upon thirty (30) days' notice to the union and the opportunity for the union to bargain.  
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#### 49 **Section 7. Pay for Teaching**

- 50 A. Teaching in the regular University curriculum should normally be included in an  
51 employee's regular work schedule.
- 52 B. The Chair or Dean (or designee) may approve payment for teaching when:
- 53 1. The request to teach is an exceptional circumstance;
  - 54 2. The request is not expected to be repeated;
  - 55 3. The teaching is clearly in addition to regular University duties; and
  - 56 4. The activities cannot be accommodated by release time.
- 57 C. Teaching in for-credit courses requires Academic Human Resources approval.
- 58 D. Payment Methods for Teaching. Payment for teaching may be provided either by
- 59 1. Excess Compensation, which is a one-time, lump sum payment; or
  - 60 2. Period Activity Pay, which is a series of equal installments paid through the quarter  
61 during which the teaching occurs. All requests for period activity pay must be  
62 approved by the Chair or Dean (or designee) and the UW HR Compensation  
63 Office.  
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#### 65 **Section 8. Excess Compensation for Exceptional Circumstances**

66 Under exceptional circumstances overtime exempt positions may qualify for "excess  
67 compensation" or "additional compensation" as determined by the employer. Excess  
68 compensation to employees for all University work that is not part of the position's regular duties  
69 may not exceed twenty five percent (25%) of the employee's regular annual salary/wage.  
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#### 71 **Section 9. Temporary Pay Increase (TPI)**

72 An employee who for five (5) days is temporarily assigned additional duties at the same level or  
73 who is assigned additional higher-level responsibilities shall receive a temporary pay increase of  
74 at least seven percent (7%) over their current salary/wage for same level duties and fourteen  
75 percent (14%) for higher-level responsibilities. The pay increase will be retroactive to the first  
76 day of working the additional duties. An employee can choose to stop assuming those duties, at  
77 which point their TPI will stop.  
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#### 79 **Section 10. Administrative supplement**

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

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

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**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	<del>RSE-A</del> Research Scientist/Engineer Assistant	\$5,650	\$67,800
XXXXX	<del>RSE-1</del> Research Scientist/Engineer 1	\$6,046	\$72,546
XXXXX	<del>RSE-2</del> Research Scientist/Engineer 2	\$6,892	\$82,702
XXXXX	<del>RSE-3</del> Research Scientist/Engineer 3	\$7,857	\$94,281
XXXXX	<del>RSE-4</del> Research Scientist/Engineer 4	\$8,957	\$107,480

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