



Agency Recommendation Summary

Classified employees at Highline College are represented by the Washington Public Employee Association (WPEA). Highline and Yakima Valley Colleges bargain independently and are not part of the Governor's statewide higher education bargaining coalition. This request would provide funding for the newly bargained labor agreement between Highline College and the WPEA for the 2023-25 biennium.

Fiscal Summary

Fiscal Summary <i>Dollars in Thousands</i>	Fiscal Years		Biennial	Fiscal Years		Biennial
	2024	2025	2023-25	2026	2027	2025-27
Operating Expenditures						
Fund 001 - 1	\$453	\$537	\$990	\$537	\$537	\$1,074
Total Expenditures	\$453	\$537	\$990	\$537	\$537	\$1,074

Decision Package Description

Under the Personnel System Reform Act of 2002, RCW 41.80.010(4), for the purposes of negotiating collective bargaining agreements, when the agency employer is an institution of higher education, the employer may be represented by their governing boards or the Governor or Governor's designee. Highline College elected to be represented by its Board of Trustees; with the exception of Yakima Valley College (see decision package YV – *Yakima Valley College Collective Bargaining Agreement*), the remaining community colleges are represented by the Governor's Labor Relations Office.

Under RCW 41.80.010(3), the collective bargaining agreement must be submitted to the Director of the Office of Financial Management by October 1st. Additionally, under RCW 41.80.010(4), if appropriations are necessary to implement the compensation and fringe benefits provisions of the bargaining agreements, the Governor shall submit a request for such funds to the Legislature. Highline College did submit a summary of the agreement and preliminary cost estimate to the Office of Financial Management by the October 1st deadline.

OFM budget instructions require a decision package for each collective bargaining agreement not negotiated by the Labor Relations Office. This request, updated from an original placeholder package, would fund the terms of Highline College's agreement with WPEA. The cost-related terms of the agreement are summarized below.

- Salary increases of 4% in FY 24 and 3% in FY 25.
- Specific classification range increases
- Lump sum (one-time) bonus for employees hired on or before July 1, 2022, and still employed on July 1, 2023, with no break in service.
- Shift differentials for certain employees

Assumptions and Calculations

Expansion, Reduction, Elimination or Alteration of a current program or service:

This request would not expand current programs or services. Adequate compensation helps college recruitment to fill vacant positions, reduce turnover and improve retention. This in turn will positively impact colleges' staffing quality levels, institutional memories, and response to student needs.

Detailed Assumptions and Calculations:

Please see package attachment.

Workforce Assumptions:

Please see package attachment.

Strategic and Performance Outcomes

Strategic Framework:

Adequate compensation positively impacts a colleges' ability to maintain consistent staffing quality levels. Maintaining quality classified staff helps to support both faculty and student needs which fosters an environment where students can learn, stay in school and stay on track. This contributes to the Governor's Results Washington Goal 1: **World-class education** - Providing every Washingtonian a world-class education that prepared him or her for a healthy and productive life, including success in job or career, in the community and as a lifelong learner.

The 2020 - 2030 Strategic Plan for the Washington State Board for Community and Technical Colleges has enumerated several strategic goals and commitments. This request aligns with **Goal #2 – Improve Completion Rates** for all enrolled students across all types of programs and credentials including workforce degrees, transfer degrees, certificates and apprenticeships and **Goal #3 – Increase Access and Retention** among populations who can benefit the most. This includes young adults, working adults, low-income people, people of color, immigrants and single parents.

Performance Outcomes:

Adequate compensation positively impacts a colleges' ability to maintain consistent staffing quality levels. Maintaining quality classified staff helps to support both faculty and student needs which fosters an environment where students can learn, stay in school and stay on track. This in turn will positively impact retention and progress by helping students stay in college and succeed along a career path that leads directly into a job or into a university for more study.

Equity Impacts

Community outreach and engagement:

N/A

Disproportional Impact Considerations:

N/A

Target Populations or Communities:

The gaps in educational attainment by race and economic status are well documented in Washington State. Community and technical colleges are the higher education sector serving the largest percentage of low-income, historically underrepresented students of color and first-generation students. Adequate compensation positively impacts a colleges' ability to maintain consistent staffing quality levels. This helps respond to student needs such as maintaining consistency in delivery of courses, mentoring and advising. This in turn helps students stay in school and on track.

Other Collateral Connections

Puget Sound Recovery:

This request is not related to Puget Sound recovery efforts.

State Workforce Impacts:

This request has no direct state-wide workforce impacts.

Intergovernmental:

Other governmental entities, such as tribal, regional, county or city governments, are not impacted in this request.

Stakeholder Response:

This request does not impact non-governmental stakeholders.

State Facilities Impacts:

This request does not directly impact state facilities or workplace needs.

Changes from Current Law:

This request does not require changes to existing statutes.

Legal or Administrative Mandates:

This request is not in response to any legal or administrative mandates.

Reference Documents

[2023-25HiEdBudgetForms_Highline College_10.1.2022 - CB.xls](#)

IT Addendum

Does this Decision Package include funding for any IT-related costs, including hardware, software, (including cloud-based services), contracts or IT staff?

No

Objects of Expenditure

Objects of Expenditure <i>Dollars in Thousands</i>	Fiscal Years		Biennial	Fiscal Years		Biennial
	2024	2025	2023-25	2026	2027	2025-27
Obj. A	\$453	\$537	\$990	\$537	\$537	\$1,074

Agency Contact Information

Cherie Berthon
(360) 704-1023
cberthon@sbctc.edu