OVERVIEW OF WESTERN'S CLASSIFIED STAFF CLASSIFICATION & COMPENSATION SYSTEM

Classified staff positions are non-faculty positions governed by either the Public School Employees ("PSE") or Washington Federation of State Employees ("WFSE") collective bargaining agreements. Classified staff provide academic, administrative and operational support services for the University in areas such as administrative/office/clerical, communications, library, budgeting, fiscal, program, custodial, maintenance, operations, campus police, information technology, procurement and engineering.

Each classified staff position has a classification belonging to a job class. Western HR determines a position's classification in accordance with State HR's policies, procedures and guidelines. Western must maintain alignment with the State in the way that it utilizes classifications and allocates positions into specific job classes and classifications. As the State continues to provide new/updated guidance and clarification of its classification system, whether through a salary survey, Director's Reviews or other methods, Western HR has a duty to adjust its allocation and classification process to maintain its alignment with the State.

Compensation for classified staff is dictated by State HR, which assigns each classification to a specific salary range. However, Western implemented the 2014 Salary Survey and, as a result, some of the salary ranges at Western for permanent classified staff may differ from those listed on the State's website. Western's salary ranges can be found here. Temporary classified staff follow the salary ranges listed on the State's website.