

Washington State Judicial Branch  
**2015-2017 BIENNIAL BUDGET REQUEST**

Decision Package

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**Agency** State Law Library

**Decision Package Title** Employee Salary Adjustment

**Budget Period** 2015-2017 Biennial Budget

**Budget Level** Policy Level

**Agency Recommendation Summary Text**

Funding is requested to bring selected Law Library staff salaries to an appropriate level.

**Fiscal Detail**

<b>Operating Expenditures</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Total</b>
<b>001-1 General Fund State</b>	\$ 0	\$ 0	\$ 0
<b>Staffing</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Total</b>
<b>FTEs (number of staff requested)</b>	0	0	0

**Package Description**

Budget reductions sustained by the Law Library have made staff salary increases impossible over the past several years. Staff salaries have not been compared to those of public and private employees in parallel positions for more than six years and staff have not received a cost of living increase since September 2008.

A compensation survey will be carried out to compare Law Library staff salaries with salaries of comparable public and private sector positions. Funding is requested to bring selected salaries to an appropriate level as determined by the survey.

**Narrative Justification and Impact Statement**

**This package contributes to the Judicial Branch Principle Policy Objectives as identified below.**

**Appropriate Staffing and Support.** *Washington courts will be appropriately staffed and effectively managed, and court personnel, court managers and court systems will be effectively supported.*

The Washington State Law Library is staffed by a skilled workforce. Many of the employees are now paid at a rate below salaries paid in equivalent positions elsewhere. The Law Library requests funding to bring selected salaries to an appropriate level, supporting valued staff and improving the ability of the Court to recruit and retain skilled employees.

**Measure Detail**

**Impact on clients and service**

None

**Impact on other state services**

None

**Relationship to Capital Budget**

None

**Required changes to existing Court Rule, Court Order, RCW, WAC, contract, or plan**

None

**Alternatives explored**

Staff salaries have been frozen for several years.

**Distinction between one-time and ongoing costs and budget impacts in future biennia**

These costs are ongoing in nature.

**Effects of non-funding**

Further delaying salary increases will make recruitment and retention of qualified staff more difficult.

**Expenditure calculations and assumptions and FTE assumptions**

<b>Object Detail</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Total</b>
Staff Costs	\$ 0	\$ 0	\$ 0
Non-Staff Costs	\$ 0	\$ 0	\$ 0
<b>Total Objects</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>