

Salary Restrictions Timeline – for use by Medical Center Leadership

Date	Salary Actions Allowed
September 2008 – February 18, 2009	<ul style="list-style-type: none"> • ProStaff Merit Increases – effective September 2008 • ProStaff Ingrade salary adjustments – equity, salary compression, retention, competitive offer, etc. • Position Reviews with change in salary • Temporary Pay Increases (TPI) and Administrative Supplements (ADS) • NOTE: During this time frame it was “business as usual” regarding salary increases for ProStaff employees.
February 18, 2009 – February 14, 2010 (Engrossed Senate Substitute Bill 5460)	<ul style="list-style-type: none"> • The ONLY ProStaff salary increases allowed during this time frame were increases associated with being hired into a different position. • NO exception to the above provision.
May 1, 2009 – February 14, 2010 (House Bill 2328, which modified ESSB 5460)	<ul style="list-style-type: none"> • Allowed exceptions to the freeze only for the purpose of retaining critical positions, where increase was not paid out of state or tuition dollars.
February 15, 2010 – June 30, 2011 (Substitute Senate Bill 6382)	<ul style="list-style-type: none"> • Revised ESSB 5460 to allow the following in addition to salary increases associated with being hired into a different position: <ul style="list-style-type: none"> ○ Temporary Pay Increases and Administrative Supplements (All professional staff TPIs and ADSs are subject to approval by Johnese Spisso) ○ Increase associated with promotion (review of position resulting in a higher pay grade) ○ Critical Retention Salary Increases – subject to approval by Johnese Spisso and the HR Compensation Office • Still no provision to allow for ingrade salary increases • Added reporting requirements, to the Legislature, for critical retention increases
July 1, 2011 – June 30, 2013 (Substitute Senate Bill 5860)	<ul style="list-style-type: none"> • Extends provisions of Substitute Senate Bill 6382 through June 30, 2013.