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Sent: Wednesday, July 19, 2017 1:53 PM
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Subject: FY18 Final Merit Authorization Letter
Attachments: FY18 Merit Authorization Letter 71917.pdf

Dear Colleagues,

After a long and challenging session, the legislature and Governor Inslee approved the 2017-2019 state operating budget earlier this month and the Board of Regents approved the UW's FY18 operating budget last Thursday. With that process now concluded, it is time to begin the implementation of a 2% merit pool for faculty and professional staff on the UW's three campuses, effective September 1. Classified staff salary increases for FY18 took effect on July 1.

As you know, our hope was to be able to combine state resources with internal adjustments to provide merit increases above 2%, as we have done in recent years. However, while it may appear that the state provided enough funding for 2% raises, in fact, the state operating budget provides approximately one-third of the actual funding required to implement a 2% increase for faculty and staff on state and tuition dollars. The remainder must be funded through tuition increases and a redeployment of unit and central funds. Therefore, there is *very* limited funding for raises beyond 2%.

Competitive compensation was and continues to be our highest priority in our work with the Washington legislature. Our capacity to recruit and retain the dedicated faculty and staff who make this university great is fundamental to our mission, to our excellence as a University, and ultimately to our ability to positively impact the lives of students and people throughout the world. In what was a complicated, landmark session defined by McCleary-mandated obligations, the legislature had to make tough choices.

Thank you for your leadership as we communicate and implement these increases. A detailed outline of that process is attached. I am deeply grateful for your partnership and for your work on behalf of our faculty, staff, and students.

Thank you,



Ana Mari Cauce
President
Professor of Psychology



Gerald J. Baldasty
Provost and Executive Vice President
Professor, Department of Communication