

## WSBA COMPENSATION PHILOSOPHY

---

Adopted by the Budget & Audit Committee on February 17, 2005

Adopted by the Personnel Committee on February 17, 2005

Presented to the Board of Governors on February 18, 2005

Revised by the Board of Governors on July 24, 2020

**We are committed** to a compensation philosophy that supports our mission to promote justice and to serve the WSBA members and the public. Our compensation philosophy supports the core value that WSBA staff is our most essential resource. Our aim has been to shape our compensation system in a way that meets the following criteria:

1. *Competitive with Seattle/Puget Sound compensation markets*

Our aim remains to pay competitively with other similar organizations. We strive to be as thorough in our review of market survey data as we practically can

2. *Observe principles of fairness and internal equity*

These are core values at WSBA. One of our most precious resources in our team-oriented spirit and our compensation system should reflect this. The gap between lowest paid and highest paid staff is less at WSBA than at many other similar-sized organizations.

3. *Affordable and sustainable*

The plan we develop obviously must fit within our available financial resources. Moreover, we need to ensure that our compensation program is sustainable over the long haul – through good and bad economic times alike.

4. *Promote recruitment and retention*

Our compensation system needs to be competitive both at the entry level and at the senior staff level. This means that the system needs to allow for movement through the salary range.

5. *Understandable and practical to administer*

There are inherent complexities in any compensation system, but to the extent possible, we seek to keep the methodology straightforward so that the system itself doesn't become a burden.

6. *Accountability and transparency*

To ensure accountability to the foregoing principles and criteria to employees, the WSBA members, and the public, information about salaries and benefits should be provided on the WSBA website. The goals of accountability and transparency shall be balanced against the privacy interests of WSBA employees.

