



HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES



Hiring Incentives Payment Pilot Program

To support the ability to attract talent in a competitive job market, with approval from the Vice President and Chief Human Resource Officer (CHRO) for Human Resource Services, departments may offer a hiring incentive for civil service and administrative professional employees.

A hiring incentive payment provides a lump sum payment to support the recruitment of specific positions in hard-to-fill job classifications. Job postings on WSU Jobs indicate eligibility for a hiring incentive payment and are posted for broad visibility to potential applicants.

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WORKDAY

Employee Exit Survey Moving to Workday

The WSU Employee Exit Survey process for separating faculty and staff will be integrated into Workday with a go-live date of Friday, July 1, 2022.

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BENEFITS

Financial Insights for Life

Are you curious how to stretch your budget further, and looking for strategies to save a few extra dollars or pay off debt? TIAA will be on the Pullman campus July 13, 2022, from 11:30am-12:30pm in Lighty 405 for an in-person presentation and Q&A

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Civil Service General Wage Increase

Civil service employees will receive a 3.25% general wage increase on July 1, 2022.

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WellCoug Recipes

Interested in healthier eating or need some inspiration for your next meal? Check out [Well-Coug Recipes](#) to add to your cooking repertoire!



Nominate for Crimson Spirit!

[Find more info on the HRS website.](#)



Paydays

Monday, July 11
Monday, July 25





LEARNING OPPORTUNITIES

Upcoming Learning Opportunities



Featured Learning Opportunities are updated on the [Learning & Organizational Development home page](#).

Here you can access:

- New courses and learning programs
- Upcoming instructor led-sessions
- Employee Assistance Program resources including instructor-led sessions, and live and on-demand webinars

Register for a session today!

General Wage Increase for Civil Service Employees

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Civil service employees will receive a 3.25% general wage increase on July 1, 2022. The increase will be included on the July 25 pay check.

Employees in bargaining units are to see the appropriate Collective Bargaining Agreement and MOUs

webpages online for information.

More information regarding the general salary increase, including Q&A, is available on the [HRS GSI page](#).

The new civil service salary schedules will be available on the [HRS website](#) July 1, 2022.

Hiring Incentives

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Departments considering offering a hiring incentive payment for an open staff position must submit a request to HRS using the Hiring Incentive Payment Program Request Form. The request must be signed by the department's delegated authority.

Requests must be submitted prior

to posting the vacancy for recruitment, include a detailed statement of the difficulty to fill, and reasons for requesting the incentive payment.

Additional Information and FAQs can be found on the [Hiring Incentive for WSU Faculty and Staff page](#). ■

Targeted Job Classification Range Changes

Certain job classifications were identified by the Office of Financial Management – State Human Resources to receive an increase to a higher salary range. Employees in these targeted job classifications will move step for step to the new salary range on July 1, 2022.

A complete list of job classification changes can be found on the [HRS website](#).



BENEFITS

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session. If you are not able to make the in-person session or prefer to attend virtually, the online session will be from 1:30-2:30pm. Visit the [TIAA Webinar Registration page to register](#). Additional information can be found on the [HRS Benefits page](#).

Thinking about retiring, but not sure where to start?

Feel overwhelmed looking at health plans and Medicare Plans? HRS Benefits hosts Pre-Retirement sessions monthly to help answer your questions and demystify the process.

During the session, HRS Benefits will cover topics such as retirement notice, retiree insurance, Medicare, and tax-deferral options. Starting in July, HRS Benefits is offering

two separate sessions: one for Department of Retirement Systems members (DRS) and one for WSURP plan members. These sessions are informal and geared towards answering questions to help you understand the steps and timelines when you are ready to retire.

The session for DRS members will be July 15, 2022, from 9:00-10:30am. The session for WSURP members will be July 15, 2022, from 2:00-3:30pm. Pre-registration is not required, see the [HRS Benefits page](#) for Zoom information.

Score tickets to the game in 2022 with SmartHealth!

SmartHealth is sending four eligible PEBB members to see the Seattle Seahawks! SmartHealth will hold a random drawing for eligible PEBB and

SEBB subscribers who complete their well-being assessments by the deadline. Subscribers who have already completed the well-being assessment will be automatically entered into the drawings. More details and FAQs can be found on the [Washington State Health Care Authority website](#). ■



Exit Survey

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WSU is committed to recruiting, developing, and retaining an outstanding, diverse, and engaged workforce.

In order to assist us in measuring how well we are doing, separating

Faculty and Staff are encouraged to complete an Exit Survey.

Survey results and comments are accessed by a limited number of Human Resource Services professionals for analyzing and compiling reports.

Summarized reports will not include any employee identifiers (name, WSUID).

Additional Information including a reference guide can be found on the [Exit Survey page](#). ■

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