1. Minimum Wage, 4%/2.5% Salary Increase, Benefit Increase $54,445
   - Minimum wage increased to 11.00/hour on 1/1/17, and will increase to 11.50/hour on 1/1/18. This will primarily impact the student intern program and the game day operations crew for Athletics.
   - As part of the budget planning for the institution, auxiliary units have been asked to plan for a 4.0% increase for professional staff, a 2.5% increase for classified staff, and the health benefit to increase by 9.3% ($888/month to $984/month).

2. Head Strength Coach to Full Time $33,000
   - Currently, the strength coach for Athletics is a part-time position. The stipend is 20,000/year. This position works 19 hours/week.
   - Effective June 1, 2015, the NCAA allowed strength and conditioning personnel to design and conduct workout programs for fall championship sport student athletes during the summer. This legislation prohibited coaches of those sports from conducting workouts, effectively requiring a designated strength coach to meet this mandate.
   - Effective August 1, 2016, the NCAA required certification of strength coaches, and any individual who conducts workouts. Few sport coaches obtain strength coach certification due to the cost and time associated with certification.
   - WWU currently has approximately 300 student athletes. One part-time coach is not an adequate ratio.
   - Peer institutions within our conference (GNAC) have as many as four full-time strength coaches.
   - Carver Gym will have a larger weight room for student athletes than the current temporary facility in the Ridgeway residence halls. This will allow more student athletes to utilize the facility at one time. Supervision of weight training will be critical to the safety of the student athletes. The current part-time position will not allow for proper supervision, therefore compromising the health and safety of the student athletes.
   - The impact of the new legislation, coupled with the new space in Carver, escalates the importance of this position moving to full-time.