

Multiple Agency Fiscal Note Summary

Bill Number: 5355 SB	Title: Higher education safety
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Estimated Cash Receipts

NONE

Estimated Operating Expenditures

Agency Name	2025-27				2027-29				2029-31				
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	
Human Rights Commission	.0	0	0	0	.0	0	0	0	.0	0	0	0	
University of Washington	11.5	3,068,938	3,068,938	3,068,938	11.5	3,068,938	3,068,938	3,068,938	11.5	3,068,938	3,068,938	3,068,938	
Washington State University	Fiscal note not available												
Eastern Washington University	Fiscal note not available												
Central Washington University	5.0	1,495,924	1,495,924	1,495,924	5.0	1,487,924	1,487,924	1,487,924	5.0	1,487,924	1,487,924	1,487,924	
The Evergreen State College	4.0	1,273,486	1,273,486	1,273,486	4.0	1,211,464	1,211,464	1,211,464	4.0	1,211,464	1,211,464	1,211,464	
Western Washington University	5.0	1,177,440	1,177,440	1,177,440	5.0	1,162,440	1,162,440	1,162,440	5.0	1,162,440	1,162,440	1,162,440	
Community and Technical College System	Fiscal note not available												
Total \$	25.5	7,015,788	7,015,788	7,015,788	25.5	6,930,766	6,930,766	6,930,766	25.5	6,930,766	6,930,766	6,930,766	

Estimated Capital Budget Expenditures

Agency Name	2025-27			2027-29			2029-31		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
Human Rights Commission	.0	0	0	.0	0	0	.0	0	0
University of Washington	.0	0	0	.0	0	0	.0	0	0
Washington State University	Fiscal note not available								
Eastern Washington University	Fiscal note not available								
Central Washington University	.0	0	0	.0	0	0	.0	0	0
The Evergreen State College	.0	0	0	.0	0	0	.0	0	0
Western Washington University	.0	0	0	.0	0	0	.0	0	0
Community and Technical College System	Fiscal note not available								
Total \$	0.0	0	0	0.0	0	0	0.0	0	0

Estimated Capital Budget Breakout

NONE

Prepared by: Ramona Nabors, OFM	Phone: (360) 742-8948	Date Published: Preliminary 2/ 3/2025
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Individual State Agency Fiscal Note

Bill Number: 5355 SB	Title: Higher education safety	Agency: 120-Human Rights Commission
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Part I: Estimates

☒ **No Fiscal Impact**

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☐ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kellee Gunn	Phone: 786-7429	Date: 01/18/2025
Agency Preparation: Barbara Harris	Phone: (360) 359-4950	Date: 01/21/2025
Agency Approval: Andreta Armstrong	Phone: (360) 753-2558	Date: 01/21/2025
OFM Review: Megan Tudor	Phone: (360) 890-1722	Date: 01/30/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

The bill outlines responsibilities for colleges and universities to improve safety and provide survivor support. Compliance would fall on these institutions, not on WSHRC.

The fiscal impact and resource demands for the proposed Senate Bill 5355 will mostly fall on institutions of higher education, as the legislation focuses on improving campus safety and supporting survivors of sexual assault.

The fiscal impact of this legislation is primarily on institutions of higher education. Resources will be directed toward updating policies, providing survivor support services, enhancing safety measures, conducting training, and ensuring compliance with new requirements. Other stakeholders, such as law enforcement and oversight agencies, may also experience some impact, but it is secondary to the burden placed on colleges and universities.

Colleges and universities will need to update their policies to align with the bill's requirements. This may include revising procedures for handling sexual assault reports, ensuring compliance with the law, and creating clear pathways for students to report incidents.

Institutions may need to enhance survivor support services, such as counseling, legal assistance, and accommodations (e.g., housing changes, class schedules). This could involve hiring additional staff, such as trauma-informed counselors or victim advocates, or contracting with external service providers.

Training for students, staff, and faculty on sexual assault prevention, reporting procedures, and survivor support will require resources. This includes developing materials, conducting workshops, and ensuring that personnel are equipped to address incidents appropriately.

Institutions will likely need to invest in administrative resources to track compliance, maintain records, and submit reports as required under the bill. This could mean hiring compliance officers or allocating additional hours for existing staff.

Institutions may need to increase collaboration with local law enforcement agencies, which could add to coordination costs and require resources to build partnerships.

Office of Superintendent of Public Instruction, is tasked with monitoring compliance, it may incur costs related to oversight, audits, and technical assistance to institutions.

Agencies like the Washington State Human Rights Commission (WSHRC) are unlikely to see a significant fiscal impact because their role under this bill is minimal, focusing primarily on their existing mandate to investigate discrimination complaints under RCW 49.60 if they arise.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

NONE

III. B - Expenditures by Object Or Purpose

NONE

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 5355 SB	Title: Higher education safety	Agency: 360-University of Washington
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Part I: Estimates

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No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	11.5	11.5	11.5	11.5	11.5
Account					
General Fund-State 001-1	1,534,469	1,534,469	3,068,938	3,068,938	3,068,938
Total \$	1,534,469	1,534,469	3,068,938	3,068,938	3,068,938

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

☒

If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.

☐

If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).

☐

Capital budget impact, complete Part IV.

☐

Requires new rule making, complete Part V.

Legislative Contact: Kellee Gunn	Phone: 786-7429	Date: 01/18/2025
Agency Preparation: Lauren Hatchett	Phone: 2066167203	Date: 01/23/2025
Agency Approval: Michael Lantz	Phone: 2065437466	Date: 01/23/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/03/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

Senate Bill 5355 intends to provide protections, resources, and accommodations for survivors of sex-based violence and harassment at institutions of higher education.

Section 2 outlines the rights students have after experiencing sex-based violence and harassment.

Section 3 requires that the University of Washington (UW), Seattle campus establish a student health and safety committee that evaluates barriers that impact survivors' ability to access services and obtain supports at institutions of higher education. This committee shall report to the legislature, annually, recommendations and collaborate with UW Seattle administrators to develop questions for student feedback on sex-based and gender-based violence and harassment to be integrated in the campus climate assessment required in RCW 28B.10.147

Section 4 requires UW Seattle to collaborate with community-based organizations to provide training and education (provided online, or by other means) to employees and students.

Section 5 requires the UW (all campuses) to include the phone number of a regional community-based organization focused on survivors of sexual assault, sexual harassment, and sex- and gender-based violence that provides 24/7 support on the back of every student identification card.

Section 6 prohibits institutions of higher education from proposing, requesting or pressuring students to report sexual misconduct in a Title IX complaint, law enforcement, or in a civil court action to enter into a nondisclosure agreement related to the alleged sexual misconduct by another student or employee of the institution.

Section 7 outlines the Title IX process and mandates that UW Seattle provide an online option for students to report a Title IX violation.

Section 9 defines "Sex-based and gender-based violence and harassment."

Section 10 amends RCW 28B.10.147 to incorporate questions developed by the student health and safety committee described in Section 3 of this bill.

As written, the UW anticipates expenditures will total to \$1.53 million beginning in FY26 and each year thereafter. Please see the expenditures section for a detailed, section-by-section, explanation of fiscal impact.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

As mentioned in the summary section of this fiscal note, this bill intends to provide protections, resources and accommodations for survivors of sex-based violence and harassment at institutions of higher education. The definition of "survivor" is unclear to us, but we assume that this includes all students who report experiencing sex-based violence or harassment.

We also assume that the bill excludes UW Medicine hospitals and clinics from training requirements outlined in Section 4.

For the purposes of this fiscal note, we identified anticipated costs by section.

SECTION 2 = \$605,895 in FY26+

This section identifies rights for students who are survivors of sex-based violence and harassment. It should be noted that under federal law, any service or benefit provided to complainants must also be provided to respondents. Our analysis accounts for this nuance.

Under this section, students who are survivors of sex-based violence and harassment have the right to the following (items that will result in new fiscal impact to the UW are noted):

- Engage with employees who have been trained in trauma-informed care
- A quick and timely institutional investigation process not to exceed six months from the date of the investigation is initiated. To ensure that the UW meets the investigation and adjudication timelines established in this bill we anticipate additional staffing needs. Those specific fiscal impacts are detailed in SECTION 7.
- Mental health or counseling services, regardless of whether the student chooses to make a formal report through the campus Title IX office or to law enforcement. The institution of higher education must make a good faith effort to ensure students have access to no less than eight visits with the same mental health care provider either in person or electronically. To meet this requirement, we anticipate the following additional FTE beginning in FY26 and each year thereafter:
 - o 4.0 FTE Mental Health Therapist (annual salary: \$85,000; benefits rate: 30.3%) to ensure survivors have access to the counselling services required by the bill.
 - o 1.0 FTE Assistant Director (annual salary: \$125,000; benefits rate: 30.3%) to supervise Mental Health Therapists and ensure compliance with requirements outlined in this bill.
- Access to confidential support services (e.g., peer advocates, campus-affiliated advocates, and gender-based violence support groups). The UW already has resources to support both complaints and respondents.
- Request supportive measures which may include but are not limited to academic adjustments, modified class schedules, leave of absence, increased security, etc.
- Have court-issued no-contact and restraining orders honored and reported to university police.
- Be made aware by a campus-based employee if the employee is a Title IX mandatory reporter.
- Access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault.

SECTION 3 = \$185,905 in FY26+

This section will require UW Seattle staff time to facilitate and coordinate a student health and safety committee. UW Seattle does not currently have a committee of this nature, nor the staff. To meet the requirements of this section, we considered staff time to facilitate meetings, form relationships with local advocacy organizations, develop and implement evaluation activities, conduct analysis of data gathered, and time to format and finalize annual reports to the legislature. As a result, the Office of the Title IX Coordinator will need the following beginning in FY26 and each year thereafter:

- 0.5 FTE Program Manager (annual salary: \$90,000; benefits rate: 30.3%)
- 1.0 FTE Institutional Analyst (annual salary of \$90,000; benefits rate: 30.3%) who would also provide evaluation services in SECTION 4.
- \$10,000 for stipends for committee members and student participant incentives for additional evaluation activities

SECTION 4

This section requires UW Seattle to collaborate with community-based organizations to provide training and education (provided online, or by other means) to employees and students.

This is interpreted as a requirement to provide an annual training opportunity to all campus-based employees. Currently the UW provides a 60-90 minute online asynchronous course on Title IX for all new employees. The UW does not currently

provide annual in-person or online education on sensitivity in interacting with survivors for existing employees. This is also interpreted as a requirement to provide education to all newly matriculated students—undergraduate, transfer, and graduate—along with student-athletes, resident advisors, students planning to pledge to a fraternity or sorority, and other student groups identified by the University. Currently, the UW meets this obligation for newly matriculated students through a 60-90 minute asynchronous online course. However, we do not currently offer or have the staffing capacity to deliver in-person training for student-athletes, resident advisors, pledging students, and other identified student groups. To meet this bill's requirements, the UW will use a combination of asynchronous online learning modules, live virtual education sessions, and in-person education sessions. To develop this educational program the Office of the Title IX Coordinator has the following staffing requirements beginning in FY26 and each year thereafter:

- 3 FTE Training Specialists (annual salary: \$90,000; benefits rate: 30.3%)
- 0.5 FTE Training Administrative Specialist (annual salary: \$75,000; benefits rate: 30.3%)
- 0.5 FTE Technology Analyst (annual salary: \$90,000; benefits rate: 30.3%)

The Training Specialist's responsibilities will include developing curricula for the in-person, live virtual, and online asynchronous learning modules, developing topical videos, integrating survivor perspectives, developing evaluation surveys, facilitating live and in-person sessions, post-training engagement with participants, marketing, and reporting. The Training Administrative Specialist and the Technology Analyst will manage asynchronous online and live virtual training platforms, address user inquiries, support training scheduling, track registrations, and develop compliance reports. Additionally, the Institutional Analyst mentioned in SECTION 3 will provide evaluation services for all training programs. Rationale for the above FTE considers that the UW Seattle campus has over 26,000 non-student employees and 50,000 students. The specific student populations identified for in-person training would total 4,100 students, and in-person training is most effective when conducted in groups of 30-50 individuals.

In addition, there will be a room reservation cost of \$20,000 to provide in-person sessions for students and for employees who do not have access to computers and a cost of \$15,000 for interpretation and document translation services for employees who need the education delivered in a language other than English. There will also be a cost of \$10,000 per year for video production support. To ensure participation in educational evaluation activities there is a cost of \$5,000 for student and employee incentives. These would all be annual recurring costs beginning in FY26.

SECTION 5

Beginning in the 2027 fall academic term, this section requires that the UW (all campuses) include the phone number of a regional community-based organization focused on survivors of sexual assault, sexual harassment, and sex- and gender-based violence that provides 24/7 support on the back of every student identification card. UW Husky Cards already include the number to SafeCampus, National Suicide and Crisis Hotline and Crisis Connections. Assuming that this requirement only applies to newly printed cards, an additional number can be incorporated within existing resources.

SECTION 6

This section prohibits institutions of higher education from proposing, requesting or pressuring students to report sexual misconduct in a Title IX complaint, law enforcement, or in a civil court action to enter into a nondisclosure agreement related to the alleged sexual misconduct by another student or employee of the institution. There are no fiscal impacts anticipated with this section.

SECTION 7 = \$233,361 in FY26+

This section outlines the timeline for the Title IX process and mandates that UW Seattle provides an online option for students to report a Title IX violation. Currently, the UW provides an online reporting option for all students and employees. It requires that the Title IX Office, the Civil Rights Investigation Office, and Hearing Office staff to provide flexibility and capacity to meet the 10-day assessment timeline, the 180-day investigation/hearing timeline, and the increased communication with complainants and respondents to inform them of the inevitable extensions to the law's-imposed timelines. To meet the requirements of this section, we estimate the following additional FTE beginning in FY26 and each year thereafter:

- External Hearing Vendor Service (annual: \$120,000 no benefits)

- 1.0 FTE for a Title IX Case Manager (annual salary: \$87,000; benefits rate 30.3%) in the Title IX Office.

The Title IX Case Manager will facilitate assessments and manage the intake of formal complaints, enabling investigators to dedicate their efforts to timely investigations in alignment with the outlined timeframes. Additionally, External Hearing Vendor Services will provide an option to outsource hearings as needed, ensuring adherence to required timelines.

This section also encourages the University to provide an online tool for students to track their investigation's progress beginning in 2028-29 academic year. The University of Washington does not currently have an online tool that allows students to track their investigation progress. If the University implemented an external vendor product to allow students to track investigations the ongoing cost for these types of tools (e.g., Salesforce or Navex) would be approximately \$125,000 annually with a \$50,000 one-time set-up fee. A technology analyst would be required to implement the software, provide ongoing support for the platform, record UW data, respond to student questions, and staff user needs. If an online tracking tool was implemented, we estimate the following additional FTE beginning in FY28 and each year thereafter:

- 0.5 FTE Technology Analyst (annual salary: \$90,000; benefits rate: 30.3%)

The costs to implement an online tracking tool are not included in our expenditures table.

SECTION 10

This section outlines additional questions related to sexual assault that must be developed by the student health and safety committee as detailed in SECTION 3 to include in the campus climate assessment. There are no additional fiscal impacts anticipated with this section other than those already outlined in SECTION 3.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	1,534,469	1,534,469	3,068,938	3,068,938	3,068,938
Total \$			1,534,469	1,534,469	3,068,938	3,068,938	3,068,938

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	11.5	11.5	11.5	11.5	11.5
A-Salaries and Wages	1,039,500	1,039,500	2,079,000	2,079,000	2,079,000
B-Employee Benefits	314,969	314,969	629,938	629,938	629,938
C-Professional Service Contracts	145,000	145,000	290,000	290,000	290,000
E-Goods and Other Services	35,000	35,000	70,000	70,000	70,000
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	1,534,469	1,534,469	3,068,938	3,068,938	3,068,938

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Assistant Director	125,000	1.0	1.0	1.0	1.0	1.0
Institutional Analyst	90,000	1.0	1.0	1.0	1.0	1.0
Mental Health Therapist	85,000	4.0	4.0	4.0	4.0	4.0
Program Manager	90,000	0.5	0.5	0.5	0.5	0.5
Technology Analyst	90,000	0.5	0.5	0.5	0.5	0.5
Title IX Case Manager	87,000	1.0	1.0	1.0	1.0	1.0
Training Administrative Specialist	75,000	0.5	0.5	0.5	0.5	0.5
Training Specialist	90,000	3.0	3.0	3.0	3.0	3.0
Total FTEs		11.5	11.5	11.5	11.5	11.5

III. D - Expenditures By Program (optional)
 NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures
 NONE

IV. B - Expenditures by Object Or Purpose
 NONE

IV. C - Capital Budget Breakout
Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.
 NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*
 NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 5355 SB	Title: Higher education safety	Agency: 375-Central Washington University
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Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	5.0	5.0	5.0	5.0	5.0
Account					
General Fund-State 001-1	751,962	743,962	1,495,924	1,487,924	1,487,924
Total \$	751,962	743,962	1,495,924	1,487,924	1,487,924

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☒ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kellee Gunn	Phone: 786-7429	Date: 01/18/2025
Agency Preparation: Alexa Orcutt	Phone: 5099632955	Date: 01/23/2025
Agency Approval: Lisa Plesha	Phone: (509) 963-1233	Date: 01/23/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/03/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

Section 1 (New): The legislature intends to provide survivors of traumatic sex-based and gender-based violence and harassment at postsecondary institutions with certain protections, resources and accommodations.

Section 2 (New): (1) Describes the rights of a student at a WA IHE who is a survivor of sex-based violence and harassment. These rights include: (a) talking to employees with trauma-informed care training; (b) timely institution investigation process; (c) counseling services; (d) confidential support services; (e) supportive measures; (f) honoring court-issued no-contact and restraining orders; (g) be made aware if an employee is a Title IX reporter; and (h) access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault. (2) Defines institutions of higher education.

Section 3 (New): Specific IHEs listed will need to establish or expand an existing committee to include a student health and safety committee. The committee need to include representatives from various groups, such as admissions, counseling, health care, violence prevention, health promotion, students, campus-affiliated advocates, and faculty and other academic personnel. (2) The student health and safety committee will: (a) evaluate existing supportive measures; (b) form relationships with local advocacy organizations; (c) and assess and make recommendations regarding staffing models of campus-affiliated advocates. (3) The committee will report its recommendations yearly. (4) The specifically listed IHEs (i.e. CWU) will work with the committee to develop questions for student feedback and the ability to access services for the campus climate assessment.

Section 4 (New): (1) Starting the 2026 fall academic term, the IHEs will work with a community-based organization that focus on survivors of sexual assault and harassment, and sex-based violence. This collaboration is to provide: (a) employee specific training; and sex-based and gender-based violence and harassment education to students specified in subsection (4). (2) Institutions must make a good-faith effort to include sexual assault survivors' perspectives in the training and education required under (1). (3) Describes who the training required in (1)(a) must be provided to. (4) Describes who the education required in (1)(b) must be provided to.

Section 5 (New): Beginning the 2027 fall academic term each state university, regional university and state college must include the phone number of community-based organization focused on survivors that provides 24/7 support on the back of each student's identification card.

Section 6 (New): Postsecondary education institutions can't request/pressure a student reporting sexual misconduct in a complaint filed with the institution under Title IX or elsewhere to enter into a nondisclosure agreement.

Section 7 (New): Prohibits the Title IX process from exceeding 180 business days from the date a report is made unless there are certain circumstances. The timeline for each step of the Title IX process is:

- (a) student must receive information on available resources;
- (b) initial assessment must be completed within 10 business days;
- (c) investigation must be completed within 120 days of the initial report or disclosure; and
- (d) if a sanction is issued it must be determined and administered within 10 days of the final decision.

(2) If the process will take longer than 180 business days due to extenuating circumstances, the IHE will provide a written explanation to the student. (3) Students must be kept informed. (4) Beginning the 2028-29 AY, the specifically list IHEs (i.e. CWU) will provide an option online for students to report a Title IX violation.

Section 8 (New): Sections 2-7 of this act are added to chapter 28B.112 RCW.

Section 9 (Amending RCW 28B.112.040 and 2023 c 79 s 2): Strikes verbiage and inserts "chapter". Inserts (3), defining

campus-affiliated advocate. Adjusts subsection numbering. Adds (8), which defines sex-based and gender-based violence and harassment. (10) Strikes the words, “postsecondary educational”.

Section 10 (Amending RCW 28B.10.147 and 2021 c 275 s 3): (2) Strikes “may also” on line 3, page 11, and inserts “must”. Also, adds additional verbiage stating, questions related to sexual assault must include those developed by the committee on the ability to access services required in section 3(3).

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

The proposed SB 5355 represents significant costs to comply.

Section 2 (1) (a-h) outlines the requirements of institutions of higher education to provide to survivors of sex-based violence and harassment. Central Washington University has services and mechanisms that currently meet some of the requirements of this bill. Areas where funding would be needed to comply, are outlined below:

(a) CWU would utilize an online training program (SUNY and ATIXA) to meet the requirements of Section 2(1)(a) for trauma-informed training of Title IX staff at an annual cost of \$10,800.

(b) To ensure compliance with a quick and timely investigation not lasting longer than 6 months, and to meet the necessary timelines listed in Section 7, CWU would need the effort of 2 Civil Rights Investigators and 1 Deputy Title IX Coordinator at an annual cost of \$362,292 (2 FTE Civil Rights Investigators: Annual Salary of \$87,200 * 2 + 33% Benefits Rate = \$231,952 and 1 FTE Deputy Title IX Coordinator: Annual Salary of \$98,000 + 33% Benefits Rate = \$130,340). To maintain Title IX Compliance in providing equitable services, CWU would need to hire a support person at 1 FTE with an estimated cost of \$65,170/year. This position would provide equitable services to the respondents required under Title IX. (Respondent Advisor position: Annual Salary of \$49,000 + benefits of 33% = \$65,170). CWU has also established a Conduct Council Board, made up of volunteers, which will ensure we have an adequate number of hearing panel members and advisors for complainants and respondents. A large pool of volunteers will help ensure that we have sufficient resources to draw from.

(c) To fulfill the requirements of access to no less than 8 visits with the same mental health counselor, either in person or electronically via telehealth, CWU estimates needing a combination of staffing and telehealth contract support to meet the needs of survivors while still attending to the needs of non-survivor students. CWU estimates needing support of our telehealth platform contract in the amount of \$150,000 annually, as well as 1 FTE Counseling Psychologist position (annual salary of \$90,000 + benefits of 33% = \$119,700), for a total of \$269,700.

(d) CWU currently offers access to confidential support services including campus-affiliated advocates, and gender-based violence support groups. Funding from the prior Basic Needs package has staffed the Office of Health Promotion and provided the ability to meet the requirements in 2(d). This will require Title IX reports or inquiries to be made aware to campus-affiliated advocates to provide availability within two business days. We have added \$8,500 in professional development/travel/conference funding to ensure campus advocates remain updated in trauma informed care consistent with current standards for DV program staff.

Section 3 – CWU has established a Culture of Respect Council that would meet the requirements of this Section. CWU has included \$5,000 for the purpose of providing stipends for volunteers who agree to serve on this council and participate in hearings and/or serve as advisors and \$4,000 for training/supplies for the council.

Section 4 – For the Office of Health Promotion to develop and promote the required trainings for employees and students identified in 4(3)(a-e) regarding bystander intervention, access to support services, affirmative consent, how to support survivors as a peer and other items listed under 4(b), it would cost approximately \$5,500.

Section 5 - The cost of adding a 24/7 support phone number on identification card is negligible, and we're intending to move to mobile credentials by 2027.

Section 7 – Outlines a timeline for which the Title IX staff must comply in their investigation and reporting. To comply with the requirement to provide an online tool for victims to track the progress of their investigation CWU would consider purchasing the Maxient software at a cost of \$8,000/year plus a one-time \$8,000 implementation fee.

For overall improved marketing and visibility of the Culture of Respect Campaign, \$5,000/year of support would be needed

In total the estimated costs to comply with this legislation would be as follows:

Staffing costs (salaries/benefits) - \$547,162

Volunteer Stipends - \$5,000

Telehealth Services Contract Support - \$150,000

Software & Training - \$29,800 initially, and then \$21,800 yearly

Supplies - \$4,000

Professional Development - \$8,500

Marketing/Visibility - \$7,500

Total costs - \$751,962 in the initial year, and then \$743,962 in each subsequent year.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	751,962	743,962	1,495,924	1,487,924	1,487,924
Total \$			751,962	743,962	1,495,924	1,487,924	1,487,924

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	5.0	5.0	5.0	5.0	5.0
A-Salaries and Wages	416,400	416,400	832,800	832,800	832,800
B-Employee Benefits	135,762	135,762	271,524	271,524	271,524
C-Professional Service Contracts	176,800	168,800	345,600	337,600	337,600
E-Goods and Other Services	17,000	17,000	34,000	34,000	34,000
G-Travel	6,000	6,000	12,000	12,000	12,000
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	751,962	743,962	1,495,924	1,487,924	1,487,924

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Civil Rights Investigator	87,200	2.0	2.0	2.0	2.0	2.0
Counseling Psychologist	90,000	1.0	1.0	1.0	1.0	1.0
Deputy Title IX Coordinator	98,000	1.0	1.0	1.0	1.0	1.0
Respondent Support Position	49,000	1.0	1.0	1.0	1.0	1.0
Total FTEs		5.0	5.0	5.0	5.0	5.0

III. D - Expenditures By Program (optional)
NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures
NONE

IV. B - Expenditures by Object Or Purpose
NONE

IV. C - Capital Budget Breakout
Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.
NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 5355 SB	Title: Higher education safety	Agency: 376-The Evergreen State College
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Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.0	4.0	4.0	4.0	4.0
Account					
General Fund-State 001-1	667,754	605,732	1,273,486	1,211,464	1,211,464
Total \$	667,754	605,732	1,273,486	1,211,464	1,211,464

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☒ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kellee Gunn	Phone: 786-7429	Date: 01/18/2025
Agency Preparation: Daniel Ralph	Phone: 360-867-6500	Date: 01/23/2025
Agency Approval: Lisa Dawn-Fisher	Phone: 564-233-1577	Date: 01/23/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/03/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

SB 5355 relates to improving safety at institutions of higher education while supporting sexual assault survivors.

Section 2.1 states that students who are survivors of sexual assault, sexual harassment, and gender-based violence have a right to:

Section 2.1(a) engage with staff who have been trained in trauma-informed care. These staff must be listed on the institutional website in any easily accessible place. Title IX staff must receive at least three hours of training on relationship violence, abuse dynamics, impacts of trauma on the body, and other forms of violence. The training must be provided by the institution of higher education.

Section 2.1(b) a quick and timely institutional investigation process not to exceed six months;

Section 2.1(c) mental health or counseling services, regardless of whether a student decides to file a formal complaint. The institution shall make a good faith effort to provide access to no less than eight visits with the same provider.

Section 2.1(d) access to confidential support services, including a confidential advocate who must be made available within two days; 24/7 access to transportation services to nurse examiners and forensic medical services on campus or at a medical facility. Survivors must have the option to be accompanied by a confidential advocate trained in trauma-informed care. Peer advocates must be trained in trauma-informed care and have 40 hours of basic advocacy training provided by the institution.

in person or live electronic education for reporting sexual assault. Education must be provided at the beginning of each academic term.

Section 2.1(e) request supportive measures. Measure must be nondisciplinary, nonpunitive individualized services and must be offered as appropriate, as reasonably available, and without fee or charge, whether a formal complaint has been filed or not. Supportive measures must aim to restore or preserve a student's access to the institution of higher education's programs and activities without unreasonably burdening the other party, and to provide support during the informal resolution or formal complaint processes, as determined through an interactive process between the campus Title IX office, the student, and relevant employees, such as faculty, when an academic adjustment is requested. No information about the survivor's experience may be shared in the course of facilitating supportive measures with relevant employees or other third parties, unless specifically requested by the survivor. Supportive measures may include, but are not limited to:

Section 2.1(e)(i) Counseling and other medical assistance;

Section 2.1(e)(ii) Extensions of deadlines or other academic adjustments;

Section 2.1(e)(iii) Modifications of on-campus work or class schedules;

Section 2.1(e)(iv) Leaves of absence;

Section 2.1(e)(v) Increased security or monitoring of certain areas of campus;

Section 2.1(e)(vi) Directives prohibiting the parties from contacting one another in housing or work situations.

Section 2.1(f) have court-issued restraining orders honored and reported to university police.

Section 2.1(g) be made aware by an employee if that employee is a Title IX mandatory reporter and to which office the employee will be reporting the information.

Section 2.1(h) access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault.

Section 3.1 lists institutions and establishes a criteria for institutions that must establish a student health and safety committee to do various kinds of work in support of the intent of this bill. Evergreen would not meet the criteria as listed in the bill. Section 3.4 reiterates the criteria which Evergreen does not meet.

Section 4 lists institutions that must collaborate with a community-based organization focused on issues of sexual assault to provide a series of trainings and services. Evergreen does not meet the criteria set forth in this section.

Section 5 states that beginning in fall 2027, the college must include the phone number of a regional community-based organization focused on survivors of sexual assault, sexual harassment, and sex-based and gender-based violence that provides 24/7 support on the back of each student's identification card.

Section 7.1 states that the Title IX process may not exceed 180 days from the date a report is made. The timeline for each step of the process is as follows:

Section 7.1(a) A student must receive information on available resources within two business days of making a report;

Section 7.1(b) The initial assessment must be completed within 10 business days;

Section 7.1(c) must be completed within 120 days; this includes the final decision and subsequent hearings;

Section 7.1(d) if a sanction is issued it must be determined and administered within ten business days of the final decision.

Section 7.2 states that if the process will take longer than 180 business days due to extenuating circumstances, the institution of higher education must provide a written explanation to the student, including the reason for the delay and when the process is expected to be completed.

Section 7.3 states that students must be kept informed of the status of the process throughout the process.

Section 9.4(8)(a-i) revises the list of behaviors considered to be sex-based and gender-based violence and harassment.

Section 10.2 states that campus climate assessments must include questions developed by the institutions' student health and safety committee on sex-based and gender-based violence and harassment and student's ability to access the services described under section 3. However, the college does not meet the requirements for establishing such a committee in section 3.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

This cost estimate is based on a caseload of approximately 40 Title IX/Sexual Misconduct/Sexual Harassment cases each

year. Each case can take from 10 days to 1 year, depending on the complexity of the case, the cooperation of all parties, and any additional circumstances. We estimate an increase in cases if this bill were to pass, as it would create a more student supportive, more resource driven process that would be seen in a positive light to our students.

Additional consideration is that this bill does not only speak to cases, but also support prior to or regardless of a case moving forward. Confidential Advocates (including peer advocates) can expect to see upwards of 100+ students each year on an annual basis, with multiple meetings each.

Note that this estimate reflects Evergreen's unique staffing set-up that typically involves one person completing several roles within the sexual misconduct process. The specifications of the bill would require us to hire additional resources.

COST BREAKDOWN FROM BILL

Section 2 (1)(a): Engage with employees who have been trained in trauma-informed care.

A. The language is interpreted to mean anyone who the student engages with at the Institution, which for Evergreen would be all faculty and staff. Thus, all faculty and staff members need to be trained in trauma-informed care.

B. Cost of \$25,000 estimate for training and materials annually.

Section 2 (1)(a): Institutions of higher education must clearly list on their website the campus-based employees trained in trauma-informed care.

A. Trained staff will need to be listed on the Title IX webpage, which will be timely and include a need for energy and person-power to complete.

B. Cost estimate is about 10 hours every quarter for one staff person.

(1)b: A quick and timely institutional investigation process not to exceed six months from the date an investigation is initiated.

A. There are several roles that will need to be fulfilled in order to meet this requirement: an investigator, support person, hearing board chair, and appellate officer in addition to the already established Title IX Coordinator. These positions will need to be trained on an annual basis. The Hearing Board Chair and Appellate Officer has the ability to have additional roles at the institution but would still need training. Support Persons/Advisors and Investigators can be considered a full-time position.

Section 2 (1)(c): Mental health or counseling services, on campus or off-site, regardless of whether the student chooses to make a formal report through Title IX or to law enforcement. The institution of higher education must make a good faith effort to ensure students have access to no less than eight visits with the same mental health provider either in person or electronically via telehealth.

A. There would be a need to add an additional counselor at Evergreen's counseling center for this requirement. 8 visits from a specially trained therapist, who also has the ability to see respondents, is a specialized interest in counseling and social work. And, creating an MOU with a community resource is not a guarantee for availability.

Section 2 (1)(d) A campus-affiliated advocate trained in trauma-informed care... must be available within two business days of a report being made. Peer advocates must be trained in trauma-informed care consistent with current standards for initial and continuing education training of domestic violence program staff.

A. Evergreen would need to hire an additional staff member to serve as a confidential advocate; additional costs would include recruiting, training, and managing peer advocates and support groups.

C. Cost estimates include costs for programming materials, publications and space reservations at \$5,000 annually.

Section 2 (1)(h) Access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault.

A. To our knowledge, such a service does not exist. The best option would be to have an MOU with a current attorney's office to provide services to students.

B. Estimate for cost (retainer) for attorney would be approximately \$50,000 for the year, depending on the student's use of the attorney. Attorneys cost approximately \$100-\$400 an hour, which could give each student approximately 30 hours with each attorney.

C. Note that current Title IX standards would require us to also offer this to the Respondent.

Section 5: Beginning in the 2027 fall academic term... must include the phone number of a regional community based organization focused on survivors of sexual assault...that provides 24/7 support on the back of each student's identification card.

A. Students will need ID cards re-printed, with another line added. Reprinting will cost \$10 a card.

B. With an estimate of 3,000 students enrolled, the first-time cost of this requirement would be \$30,000. No additional cost after the first year would be accrued.

C. Stipend will be provided to SafePlace Olympia or other community organization annually to serve as official partner of Evergreen. Suggested amount \$10,000 annually.

Section 10 (1)(a) Institutions of higher education shall each conduct a campus climate survey assessment to understand the current state of diversity. (2) The campus climate assessment must include, at a minimum, an evaluation of student and employee attitudes and awareness of campus diversity, equity, and inclusion issues. The campus climate assessment must include questions evaluating the prevalence of discrimination, sexual assault, harassment and retaliation...

A. The Social Justice Center at Evergreen currently implements a campus climate survey that can be added onto, for a specific price.

B. Estimated \$25,000 one-time fee and \$5,000 afterwards to create custom questions on the surveys related to sexual harassment.

Section 10 (3) Institutions of higher education must, at minimum, conduct annual listening and feedback sessions for diversity, equity, and inclusion for the entire campus community during periods between campus climate assessments. Institutions of higher education must, to the maximum extent practicable, compensate students for their participation in the annual listening and feedback session.

A. Listening sessions should include Book Store gift cards (\$10) and snacks as compensation.

B. Best practice is to have more than one listening session, in order to reach a wider variety of students.

C. Cost of snacks through Aramark, with beverages, cookies, fruit and trail mix is \$410 for each session. 20 individuals attending would be \$200 in gift cards, with the total amount per listening session at \$610.

D. Recommend three listening sessions annually, so total cost would be \$1830.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	667,754	605,732	1,273,486	1,211,464	1,211,464
Total \$			667,754	605,732	1,273,486	1,211,464	1,211,464

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.0	4.0	4.0	4.0	4.0
A-Salaries and Wages	234,012	234,012	468,024	468,024	468,024
B-Employee Benefits	90,903	90,903	181,806	181,806	181,806
C-Professional Service Contracts	241,830	226,830	468,660	453,660	453,660
E-Goods and Other Services	101,009	53,987	154,996	107,974	107,974
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	667,754	605,732	1,273,486	1,211,464	1,211,464

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Confidential Advocate, Range 9, Step 8	71,040	1.0	1.0	1.0	1.0	1.0
Counselor for Survivor Support, Range 9, Step 2	67,740	1.0	1.0	1.0	1.0	1.0
Supervisor Support, Range 5, Step 6	47,616	2.0	2.0	2.0	2.0	2.0
Total FTEs		4.0	4.0	4.0	4.0	4.0

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 5355 SB	Title: Higher education safety	Agency: 380-Western Washington University
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Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	5.0	5.0	5.0	5.0	5.0
Account					
General Fund-State 001-1	596,220	581,220	1,177,440	1,162,440	1,162,440
Total \$	596,220	581,220	1,177,440	1,162,440	1,162,440

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- ☒ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.
- ☐ Requires new rule making, complete Part V.

Legislative Contact: Kellee Gunn	Phone: 786-7429	Date: 01/18/2025
Agency Preparation: Gena Mikkelsen	Phone: 3606507412	Date: 01/23/2025
Agency Approval: Anna Hurst	Phone: 360-650-3569	Date: 01/23/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/03/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

Summary of Bill Mandates and University Response

Bill Mandates:

Washington State Bill 5355 requires the university to enhance its capacity to address issues of sexual assault, harassment, and prevention. Specifically, it mandates increased support for student survivors, improved educational outreach, and comprehensive prevention training. To comply, the university must strengthen both the Civil Rights and Title IX Compliance (CRTC) department and the Counseling and Wellness Center (CWC).

Civil Rights and Title IX Compliance (CRTC):

1.0 FTE Training Facilitator/Coordinator (Prevention Education): Develops educational materials and training programs focused on sexual assault prevention and response and conducts training sessions for students and staff.

Counseling and Wellness Center (CWC):

2.0 FTE Sexual Assault Trauma-focused Counselors: Provides confidential support, advocacy, and counseling to students who have experienced sexual violence, and promotes education and prevention initiatives.

1.0 FTE Sexual Assault Program Coordinator: Organizes workshops, trains students, manages survivor advocacy services, coordinates campus and community resources, and ensures compliance with Title IX and other regulations.

2.0 FTE Campus-Affiliated Advocate: Provides confidential advocacy and support for survivors, ensuring adequate support coverage for the student population.

.50 FTE Administrative Assistant 3: Provides administrative support to the CWC, including scheduling appointments, managing records, and assisting with outreach efforts.

Summary of Expenses

Total Salaries: \$410,000

Total Benefits: \$141,220

Total Operational Costs:

Training: \$12,000 (Recurring, \$2,000 per person for training)

Travel: \$18,000 (Recurring, \$3,000 per person for travel costs)

Computer and Tech Equipment: \$15,000 (One-time cost for equipment and software for new FTEs)

Grand Total Costs: \$596,220

These costs account for the salaries and benefits of all required positions to ensure the university complies with Bill 5355's mandates in Section 4 and supports a safe and inclusive campus environment.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

To comply with the mandates of Washington State Bill 5355 Section 2(a) and Section 4, the university must enhance its services in both the Civil Rights and Title IX Compliance (CRTC) department and the Counseling and Wellness Center (CWC). This expansion ensures the institution meets the legislative requirements aimed at improving safety and supporting student survivors of sexual assault.

Civil Rights and Title IX Compliance (CRTC):

1.0 FTE Training Facilitator/Coordinator (Prevention Education)

Responsibilities: Develop educational materials and training programs focused on sexual assault prevention and response, aligning with the standards outlined in Bill 5355. Conduct training sessions for students and staff on topics related to sexual assault prevention, awareness, and reporting procedures, as mandated by the legislation.

Annual Salary: \$55,000

Annual Benefits: \$17,050

Counseling and Wellness Center (CWC):

2.0 FTE Sexual Assault Trauma-focused Counselors

Responsibilities: Provides confidential support, advocacy, and counseling to students who have experienced sexual violence, helping them navigate emotional recovery and access campus or community resources. They also play a key role in promoting education and prevention initiatives, fostering a safer and more supportive campus environment

Annual Salary: \$90,000

Annual Benefits: \$27,900

1.0 FTE Sexual Assault Program Coordinator

Responsibilities: Organizing educational workshops, training students, managing survivor advocacy services, coordinating campus and community resources, standing up and coordinating health and safety committee, and ensuring compliance with Title IX and other regulations.

Annual Salary: \$75,000

Annual Benefits: \$23,250

2.0 FTE Campus-Affiliated Advocate

Responsibilities: Same as above, ensuring adequate support coverage for the student population.

Annual Salary: \$75,000

Annual Benefits: \$23,250

.50 FTE Administrative Assistant 3

Responsibilities: Provide administrative support to the CWC, including scheduling appointments, managing records, and assisting with outreach efforts related to sexual assault awareness and prevention.

Annual Salary: \$40,000

Annual Benefits: \$5,520

Additional Expenses:

Training: In person or Software estimated at \$2,000/person results in a recurring \$12,000 to stay aligned with section 4.

Travel: In-person travel for training is estimated at \$18,000 in recurring costs. Approximately \$3,000 a person to cover registration, transportation, hotel, and per diem costs.

Computer and Tech Equipment: One-time cost of \$15,000 to provide technology equipment and software to new FTE.

Approximately \$2,143 per employee.

Total Costs:

Total Salaries: \$410,000

Total Benefits: \$141,220

Total Operational: \$45,000

Grand Total Costs: \$596,220

This summary includes all positions required to meet the mandates of Bill 5355. By establishing these positions, the university will effectively address the requirements of Bill 5355, ensuring a safer campus environment and robust support system for student survivors of sexual assault.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	596,220	581,220	1,177,440	1,162,440	1,162,440
Total \$			596,220	581,220	1,177,440	1,162,440	1,162,440

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	5.0	5.0	5.0	5.0	5.0
A-Salaries and Wages	410,000	410,000	820,000	820,000	820,000
B-Employee Benefits	141,220	141,220	282,440	282,440	282,440
C-Professional Service Contracts					
E-Goods and Other Services	27,000	12,000	39,000	24,000	24,000
G-Travel	18,000	18,000	36,000	36,000	36,000
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	596,220	581,220	1,177,440	1,162,440	1,162,440

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Administrative Assistant 3	40,000	0.5	0.5	0.5	0.5	0.5
Campus Affiliated Advocate	40,000	0.5	0.5	0.5	0.5	0.5
Sexual Assault Program Coordinator	75,000	1.0	1.0	1.0	1.0	1.0
Sexual Assault Trauma Counselor	90,000	2.0	2.0	2.0	2.0	2.0
Support and Training Program Coordinator	55,000	1.0	1.0	1.0	1.0	1.0
Total FTEs		5.0	5.0	5.0	5.0	5.0

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.