

## Governor's 2023-25 Compensation Summary

### Non-State Employee Compensation Funding

*Dollars in Thousands*

	NGF-O	Other Funds	Total
<b>General Government</b>	<b>386,991</b>	<b>188,015</b>	<b>575,006</b>
Adult Family Home Award/Agreement	153,325	185,632	338,957
Family Child Care CBA	231,165	0	231,165
Language Access Providers Agreement	2,501	2,383	4,884
<b>Grand Total</b>	<b>386,991</b>	<b>188,015</b>	<b>575,006</b>

### Local School Districts Health Benefits

*Dollars in Thousands*

	NGF-O	Other Funds	Total
<b>K-12</b>	<b>-286,888</b>		<b>-286,888</b>
Pension and DRS Rate Change	-300,310		-300,310
Updated SEBB Rate	13,422		13,422
<b>Grand Total</b>	<b>-286,888</b>	<b>0</b>	<b>-286,888</b>

### State Agencies Compensation

*Dollars in Thousands*

	NGF-O	Other Funds	Total
<b>General Government</b>	<b>786,636</b>	<b>659,418</b>	<b>1,446,054</b>
<b>Collective Bargaining - General</b>	<b>649,453</b>	<b>433,005</b>	<b>1,082,458</b>
Administrative Law Judges WFSE		2,103	2,103
Coalition of Unions	14,971	12,979	27,950
DFW Teamsters 760 Enf Sgts	392	403	795
Fish & Wildlife Professionals	6,052	8,009	14,061
Fish and Wildlife Officers Guild	1,492	1,393	2,885
PTE Local 17 General Government	36	24,266	24,302
SEIU 1199 General Government	53,377	14,811	68,188
Teamsters 117 DES		344	344
Teamsters 117 DOC	223,060		223,060
WFSE Assistant AGs	2,732	17,363	20,095
WFSE General Government	329,053	310,831	639,884
WPEA General Government	16,265	11,690	27,955
WSP Lieutenants/Captains	579	1,484	2,063
WSP Troopers	1,444	27,329	28,773
<b>Collective Bargaining - Marine</b>		<b>82,263</b>	<b>82,263</b>
WSF Carpenters		800	800
WSF Ferry Agents/Supvrs/Project Adm		1,375	1,375
WSF Inland Boatmen's Union		35,815	35,815
WSF Licensed Marine Engineers		14,287	14,287
WSF Marine Engineers - Unlicensed		8,424	8,424
WSF Marine Engineers-Port Engineers		456	456
WSF Master Mates/Pilots - Mates		7,250	7,250
WSF Master Mates/Pilots-Masters		7,141	7,141
WSF Master Mates/Pilots-Watch Spvrs		800	800
WSF Metal Trades		3,471	3,471
WSF Office/Professional Intrn'l		2,242	2,242
WSF Service Employees Intrn'l 6		202	202
<b>Non-Represented Employee Pay</b>	<b>116,752</b>	<b>123,819</b>	<b>240,571</b>

Non-Rep General Wage Increase	100,794	107,688	208,482
Non-Rep Recruitment/Retention	8,624	8,621	17,245
Vaccine Booster Incentive	7,334	7,510	14,844
<b>Health Benefit</b>	<b>14,461</b>	<b>14,533</b>	<b>28,994</b>
Rep Employee Health Benefits	10,970	11,023	21,993
State Employee Benefits	3,491	3,510	7,001
<b>Pension</b>	<b>5,970</b>	<b>5,798</b>	<b>11,768</b>
PERS & TRS Plan 1 Benefit Increase	5,970	5,798	11,768
<b>Higher Ed</b>	<b>139,405</b>	<b>638,446</b>	<b>777,851</b>
<b>Two-Year Collectively Bargained through OFM Labor Relations</b>	<b>25,431</b>	<b>19,808</b>	<b>45,239</b>
WFSE Community College Coalition	14,147	11,535	25,682
WPEA Community College Coalition	11,284	8,273	19,557
<b>Independently Bargaining 2-Year Higher Education</b>	<b>1,563</b>	<b>550</b>	<b>2,113</b>
Highline College CBA	732	258	990
Yakima Valley College CBA	831	292	1,123
<b>Independently Bargaining 4-Year Higher Education</b>	<b>14,397</b>	<b>347,905</b>	<b>362,302</b>
Compensation: FOP Unit F	71	73	144
Compensation: FOP Unit G	31	31	62
Compensation: PSE Unit D	556	579	1,135
Compensation: PSE Unit PTE	1,248	1,299	2,547
Compensation: WFSE Unit A	573	597	1,170
Compensation: WFSE Unit B	422	439	861
Compensation: WFSE Unit E	103	104	207
Competitive Comp - WFSE UP	76	58	134
Competitive Compensation - PSE	183	139	322
Competitive Compensation WFSE	1,824	1,376	3,200
PSE CWU Agreement	158	262	420
SEIU 1199 (HMC/ALNW)		93,677	93,677
SEIU 1199 (UWMC-NW)		26,676	26,676
SEIU 1199 Research and Hall Health		275	275
SEIU 925	3,341	91,798	95,139
Teamsters 117 Police	235	608	843
WFSE 1488 & 3488	2,684	51,426	54,110
WFSE Classified	1,834	324	2,158
WFSE Classified Law Enforcement	84	15	99
WFSE CWU Agreement	260	608	868
WFSE Police Management	141	210	351
WSNA (UWMC-Montlake)		58,002	58,002
WSNA (UWMC-NW)		18,820	18,820
WSU Collective Bargaining-IUOE	36	33	69
WSU Collective Bargaining-Police	273	243	516
WSU Collective Bargaining-WFSE	264	233	497
<b>Non-Represented Employee Pay</b>	<b>89,979</b>	<b>253,808</b>	<b>343,787</b>
Non-Rep General Wage Increase	89,979	253,808	343,787
<b>Health Benefit</b>	<b>7,257</b>	<b>13,977</b>	<b>21,234</b>
Rep Employee Health Benefits	2,081	4,796	6,877
State Employee Benefits	5,176	9,181	14,357
<b>Pension</b>	<b>778</b>	<b>2,398</b>	<b>3,176</b>
PERS & TRS Plan 1 Benefit Increase	778	2,398	3,176
<b>Grand Total</b>	<b>926,041</b>	<b>1,297,864</b>	<b>2,223,905</b>