State Human Resources

State Human Resources serves as the state’s central HR policy making body and provides leadership and support on enterprise HR strategic planning, collective bargaining and oversight of HR systems and structure, rules and policy.

The work of State HR provides the state with a governance model and infrastructure necessary to support effective, successful agency operations and service delivery and promotes the competencies to make the state an Employer of Choice.

State HR Teams:

- Compensation and Classification Policy and Structure
- State Labor Relations
- HR Analytics
- Workforce Strategies
- Rules & Appeals
Update on Budgetary Impacts Related to Collective Bargaining
OFM bargaining involves contracts covering 97,000 workers represented by 38 unions.

- 28 separate agreements (some unions bargain in coalition)
- 18 have access to interest arbitration
Collective Bargaining Funding Process

1. October 1st Submittal
2. November Financial Forecast
3. December Financial Feasibility Determination
4. December Governor’s Budget Proposal
5. January - April Legislative Funding
6. April Budget Bill Signed Into Law
7. July 1st Implementation of the New CBA
Generally, general wage increases are part of the collective bargaining process leading into the biennial budget.

Some agreements included reopener clauses, but agreements can be reopened at any time with mutual agreement of the employer and employee representative.

With significant changes in the labor market, the prospect of two consecutive fiscal years without wage adjustments would increase the risk of workforce instability.
Highlights of July 1, 2022 Tentative Agreements

General Government, Higher Education and Washington State Ferries

- 3.25% General Wage Increase effective 7/1/2022
- Graduated lump sum payments with higher amount for lower wage workers in many instances.
- $2,000 recruitment/retention incentive for SEIU 1199 nursing staff.
## Estimated Costs of Tentative Agreements and Award

### 2021-23 State Employee Interest Arbitration Awards and Tentative Agreements

(Dollars in thousands)

<table>
<thead>
<tr>
<th>Type of Agreement</th>
<th>Headcount</th>
<th>2021-23 NGFO</th>
<th>2021-23 Total State Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Government Chapter 41.80 RCW</td>
<td>49,735</td>
<td>$149,060</td>
<td>$265,046</td>
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<tr>
<td>DOT/Washington State Ferries Chapter 47.64 RCW</td>
<td>1,729</td>
<td>0</td>
<td>$8,145</td>
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<td>Higher Education (OFM negotiated) Chapter 41.80 RCW</td>
<td>7,486</td>
<td>$12,670</td>
<td>$24,541</td>
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<tr>
<td>Fish and Wildlife and State Patrol Officers Chapter 41.56 RCW</td>
<td>1,333</td>
<td>$1,579</td>
<td>$16,743</td>
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<tr>
<td><strong>Total</strong></td>
<td>60,283</td>
<td><strong>$163,309</strong></td>
<td><strong>$314,475</strong></td>
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</table>
## Estimated Costs of Tentative Agreements and Award (continued)

### 2021-23 Non-State Employee Tentative Agreements
(Dollars in thousands)

<table>
<thead>
<tr>
<th>Type of Agreement</th>
<th>Headcount</th>
<th>2021-23 NGFO</th>
<th>2021-23 Total State Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Family Homes</td>
<td>2,495</td>
<td>$10,311</td>
<td>$19,801</td>
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<tr>
<td>Home Care Providers</td>
<td>38,184</td>
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<tr>
<td>Family Childcare Providers</td>
<td>6,870</td>
<td>$48,508</td>
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<tr>
<td>Language Access Providers</td>
<td>1,821</td>
<td>$236</td>
<td>$843</td>
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<td><strong>Total</strong></td>
<td><strong>49,367</strong></td>
<td><strong>$93,587</strong></td>
<td><strong>$147,329</strong></td>
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Upcoming Bargaining Cycle Timeline

**Sept. 2021**
- Agency Class & Comp proposals due to State HR

**Jan. 2022**
- Team selection & bargaining strategy development

**April 2022**
- Final Class & Comp proposal recommendations

**June 2022**
- Employer’s economic proposals bargained

**Sept. 2022**
- Conclude bargaining, unions submit agreements for ratification

**Oct. 2022**
- Official financial submittal
Questions?