### Washington Public Employees Association - Community College Coalition

2019-21	<b>GF-State</b>	N	GF-State	Other	(	Grand Total
General Wage Increases, 3% and 3%	\$ 5,987,000	\$	9,000	\$ 3,002,000	\$	8,998,000
Flexible Spending Arrangement	\$ 470,000	\$	1,000	\$ 234,000	\$	705,000
Premium Pay, including 5% King County premium	\$ 26,000	\$	-	\$ 1,330,000	\$	1,356,000
Salary Schedule Structure Revision, including IT classes	\$ 857,000	\$	-	\$ 274,000	\$	1,131,000
Starting Wage of \$14 an hour	\$ 14,000	\$	-	\$ 1,000	\$	15,000
Targeted Class Increases	\$ 434,000	\$	-	\$ 112,000	\$	546,000
Grand Total	\$ 7,788,000	\$	10,000	\$ 4,953,000	\$	12,751,000

### Washington Federation of State Employees - Community College Coalition

2019-21	<b>GF-State</b>	N	<b>GF-State</b>	Other	(	Grand Total
General Wage Increases, 3% and 3%	\$ 6,048,729	\$	349,000	\$ 6,044,271	\$	12,442,000
Flexible Spending Arrangement	\$ 437,949	\$	31,000	\$ 541,051	\$	1,010,000
Premium Pay, including 5% King County premium	\$ 1,213,975	\$	3,000	\$ 2,919,025	\$	4,136,000
Salary Schedule Structure Revision, including IT classes	\$ 881,840	\$	-	\$ 529,160	\$	1,411,000
Starting Wage of \$14 an hour	\$ 38,889	\$	2,000	\$ 25,111	\$	66,000
Targeted Class Increases	\$ 441,445	\$	25,000	\$ 188,555	\$	655,000
Uniforms, Tools and Equipment	\$ 55,706	\$	-	\$ 46,294	\$	102,000
Grand Total	\$ 9,118,533	\$	410,000	\$ 10,293,467	\$	19,822,000

### **Professional and Technical Engineers Local 17**

2019-21	<b>GF-State</b>	NGF-State	Other	(	Grand Total
Commute Trip Reduction			\$ 74,000	\$	74,000
General Wage Increases, 3% and 3%	\$ 14,000		\$ 5,977,000	\$	5,991,000
Flexible Spending Arrangement			\$ 256,000	\$	256,000
Premium Pay, including 5% King County premium			\$ 1,329,000	\$	1,329,000
Targeted Class Increases			\$ 3,485,000	\$	3,485,000
Training and Certification			\$ 20,000	\$	20,000
Grand Total	\$ 14,000		\$ 11,141,000	\$	11,155,000

### Service Employees International Union Local 1199 NW - General Government

2019-21	GF-State	NGF-State	Other	(	Grand Total
General Wage Increases, 3% and 3%	\$ 8,465,000	Ç	3,165,000	\$	11,630,000
Premium Pay	\$ 1,478,000	ç	456,000	\$	1,934,000
Targeted Class Increases	\$ 84,000	ç	45,000	\$	129,000
Grand Total	\$ 10,027,000	ç	3,666,000	\$	13,693,000

#### **Teamsters Local Union 117 - DES**

2019-21	<b>GF-State</b>	NGF-State	Other	G	irand Total
General Wage Increases, 3% and 3%		\$	182,000	\$	182,000
Flexible Spending Arrangement		\$	8,000	\$	8,000
Targeted Class Increases		\$	9,000	\$	9,000
Grand Total		\$	199,000	\$	199,000

#### **Teamsters Local Union 117 - DOC**

2019-21	GF-State	NGF-State	Other	G	irand Total
General Wage Increases, 4% and 4%	\$ 50,132,000			\$	50,132,000
Flexible Spending Arrangement	\$ 448,000			\$	448,000
Premium Pay, including 5% King County premium	\$ 959,000			\$	959,000
Targeted Class Increases	\$ 16,616,000			\$	16,616,000
Training and Certification - CDL	\$ 7,000			\$	7,000
Grand Total	\$ 68,162,000			\$	68,162,000

#### **General Government Coalition of Unions**

2019-21	GF-State	Other	(	Grand Total
Commute Trip Reduction	\$ 45,000	\$ 50,000	\$	95,000
General Wage Increases, 3% and 3%	\$ 3,422,000	\$ 6,307,000	\$	9,729,000
Flexible Spending Arrangement	\$ 35,000	\$ 116,000	\$	151,000
Physicians-Psychiatrists Loan Repayment	\$ 2,014,000	\$ 141,000	\$	2,155,000

2019-21	GF-State		NGF-State	Other		<b>Grand Total</b>	
Premium Pay, including 5% King County premium	\$	166,000		\$	762,000	\$	928,000
Recruitment or Retention Incentive	\$	240,000		\$	17,000	\$	257,000
Targeted Class Increases	\$	6,198,000		\$	3,186,000	\$	9,384,000
Grand Total	\$	12,120,000		\$	10,579,000	\$	22,699,000

**Washington Association of Fish and Wildlife Professionals** 

2019-21	<b>GF-State</b>	NGF-State	Other	Œ	Grand Total
Commute Trip Reduction	\$ 6,000		\$ 23,000	\$	29,000
General Wage Increases, 3% and 3%	\$ 2,026,000		\$ 4,691,000	\$	6,717,000
Flexible Spending Arrangement	\$ 74,000		\$ 225,000	\$	299,000
Premium Pay, including 5% King County premium	\$ 58,000		\$ 143,000	\$	201,000
Salary Schedule Structure Revision, including IT classes	\$ 146,000		\$ 234,000	\$	380,000
Targeted Class Increases	\$ 88,000		\$ 165,000	\$	253,000
Grand Total	\$ 2,398,000		\$ 5,481,000	\$	7,879,000

### Washington Public Employees Association - General Government

2019-21	<b>GF-State</b>	NGF-State	Other	(	Grand Total
Commute Trip Reduction	\$ 65,000		\$ 53,000	\$	118,000
General Wage Increases, 3% and 3%	\$ 8,298,000		\$ 6,738,000	\$	15,036,000
Flexible Spending Arrangement	\$ 124,000		\$ 215,000	\$	339,000
Premium Pay, including 5% King County premium	\$ 1,045,000		\$ 283,000	\$	1,328,000
Salary Schedule Structure Revision, including IT classes	\$ 1,015,000		\$ 548,000	\$	1,563,000
Targeted Class Increases	\$ 1,057,000		\$ 2,061,000	\$	3,118,000
Grand Total	\$ 11,604,000		\$ 9,898,000	\$	21,502,000

### **Washington Federation of State Employees - General Government**

2019-21	<b>GF-State</b>	N	GF-State	Other	(	<b>Grand Total</b>
Commute Trip Reduction	\$ 2,081,000	\$	-	\$ 961,000	\$	3,042,000
Flexible Spending Arrangement	\$ 3,214,000	\$	-	\$ 3,512,000	\$	6,726,000
General Wage Increases, 3% and 3%	\$ 91,784,000	\$	26,000	\$ 115,496,000	\$	207,306,000
Premium Pay, including 5% King County premium	\$ 17,532,000	\$	9,000	\$ 13,427,000	\$	30,968,000
Salary Schedule Structure Revision, including IT classes	\$ 5,164,000	\$	-	\$ 13,792,000	\$	18,956,000
Schedule Adjustment	\$ 5,078,000	\$	-	\$ 1,844,000	\$	6,922,000
Starting Wage of \$14 an hour	\$ 16,000	\$	-	\$ 11,000	\$	27,000
Targeted Class Increases	\$ 39,489,000	\$	-	\$ 38,568,000	\$	78,057,000
Uniforms, Tools and Equipment	\$ 154,000	\$	-	\$ 302,000	\$	456,000
Worker Compensation Offset	\$ 1,927,000	\$	-	\$ 587,000	\$	2,514,000
Grand Total	\$ 166,439,000	\$	35,000	\$ 188,500,000	\$	354,974,000

### **Washington State Patrol Troopers Association**

2019-21	<b>GF-State</b>	NGF-State	Other	0	Grand Total
General Wage Increases, 2% and 2.5%	\$ 437,000		\$ 7,962,000	\$	8,399,000
Grand Total	\$ 437		\$ 7,962	\$	8,399

### **Washington State Patrol Lieutenants and Captains Association**

2019-21	<b>GF-State</b>	NGF-State	Other	G	irand Total
General Wage Increase, 2% and 2.5%	\$ 169,000	\$	571,000	\$	740,000
Premium Pay - Field Training Officer	\$ 5,000	\$	39,000	\$	44,000
Grand Total	\$ 174,000	\$	610,000	\$	784,000

2019-21	<b>GF-State</b>	NGF-State	Other	G	rand Total
Pacific NW Regional Council of Carpenters			\$ 202,000	\$	202,000
General Wage Increases, 4% and 4%			\$ 202,000	\$	202,000
Ferry Agents/Supervisors/Project Administration Associati	on		\$ 463,000	\$	463,000
General Wage Increases, 3% and 3%			\$ 410,000	\$	410,000
Scheduling Committee			\$ 2,000	\$	2,000
Certification Pay			\$ 51,000	\$	51,000

Inland Boatsman Union   \$ 7,427,000   \$ 7,427,000     General Wage Increases, 3%, 3%, and 2%   \$ 6,183,000   \$ 6,183,000     Flexible Spending Arrangement   \$ 10,000   \$ 992,000     Leave   \$ 992,000   \$ 992,000     Premium Pay   \$ 3,000   \$ 3,000     Targeted Class Increases   \$ 88,000   \$ 88,000     Marine Engineers Beneficial Association - Licensed   \$ 2,799,000   \$ 2,799,000     General Wage Increases, 3.5% and 3.5%   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000     Premium Pay   \$ 30,000   \$ 30,000   \$ 25,000   \$ 25,000   \$ 25,000     Uniforms, Tools and Equipment   \$ 292,000   \$ 292,000   \$ 292,000   \$ 292,000     General Wage Increases, 1% and 3%, and Salary   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000     Premium Pay   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,590,000   \$ 1,500,000   \$ 1,590,000   \$ 1,590	2019-21	GF-State	NGF-State		Other	G	irand Total
General Wage Increases, 3%, 3%, and 2%   \$ 6,183,000   \$ 6,183,000   \$ 6,183,000   \$ 16,10,000   \$ 16,10,000   \$ 992,000   \$ 992,000   \$ 992,000   \$ 992,000   \$ 992,000   \$ 3,000   \$ 3,000   \$ 3,000   \$ 3,000   \$ 2,799,000   \$ 2,790,000				\$			
Flexible Spending Arrangement							
Leave   \$ 992,000   \$ 992,000   \$ 3,000   \$ 3,000     Targeted Class Increases   \$ 88,000   \$ 88,000   \$ 88,000     Marine Engineers Beneficial Association - Licensed   \$ 2,799,000   \$ 2,799,000   \$ 2,794,000   \$ 2,794,000   \$ 2,794,000   \$ 2,704,000   \$ 2,704,000   \$ 2,700,000   \$ 25,000   \$ 25,000   \$ 20,000   \$ 30,000   Marine Engineers Beneficial Association - Port   \$ 292,000   \$	_						
Premitum Pay   \$ 3,000   \$ 3,000     Targeted Class Increases   \$ 88,000   \$ 88,000     Marine Engineers Beneficial Association - Licensed   \$ 2,799,000   \$ 2,799,000     General Wage Increases, 3.5% and 3.5%   \$ 2,744,000   \$ 2,744,000     Premium Pay   \$ 25,000   \$ 20,000     Uniforms, Tools and Equipment   \$ 292,000   \$ 292,000     General Wage Increases, 1% and 3%, and Salary   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 1,592,000     General Wage Increases, 1.5% and 3.5%   \$ 1,592,000   \$ 1,592,00							
Targeted Class Increases   \$ 88,000   \$ 88,000     Marine Engineers Beneficial Association - Licensed   \$ 2,799,000   \$ 2,794,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,500   \$ 1,500,000   \$ 30,000   Marine Engineers Beneficial Association - Port   Targeted Class Increases, 1% and 3%, and Salary   \$ 292,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 174,000   \$ 174,000   \$ 174,000   \$ 1,000   \$ 1,000   \$ 1,000   \$ 1,000   \$ 1,000   \$ 1,000   \$ 1,592,000					•		-
Marine Engineers Beneficial Association - Licensed   \$ 2,799,000   \$ 2,794,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,744,000   \$ 2,704,000   \$ 25,000   \$ 25,000   \$ 25,000   \$ 25,000   \$ 25,000   \$ 30,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 117,000   \$ 1,500,000   \$ 1,500,000   \$ 1,500,000   \$ 1,500,000   \$ 1,500,000   \$ 1,500,000   \$ 1,500,000	•						-
General Wage Increases, 3.5% and 3.5%   \$ 2,744,000   \$ 2,744,000     Premium Pay   \$ 25,000   \$ 25,000     Uniforms, Tools and Equipment   \$ 30,000   \$ 30,000     Begineers   \$ 292,000   \$ 292,000     General Wage Increases, 1% and 3%, and Salary   \$ 117,000   \$ 117,000     Premium Pay   \$ 174,000   \$ 174,000     Uniforms, Tools and Equipment   \$ 1,592,000   \$ 1,592,000     Marine Engineers Beneficial Association - Unlicensed   \$ 1,592,000   \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,592,000   \$ 1,592,000     Flexible Spending Arrangement   \$ 1,000   \$ 1,500,000     Flexible Spending Arrangement   \$ 28,000   \$ 28,000     Premium Pay   \$ 1,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 285,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 985,000   \$ 937,000     Fremium Pay   \$ 79,000   \$ 79,000     Frem	Turgeted class mercases			Y	00,000	Y	00,000
General Wage Increases, 3.5% and 3.5%   \$ 2,744,000   \$ 2,744,000     Premium Pay   \$ 25,000   \$ 25,000     Uniforms, Tools and Equipment   \$ 30,000   \$ 30,000     Begineers   \$ 292,000   \$ 292,000     General Wage Increases, 1% and 3%, and Salary   \$ 117,000   \$ 117,000     Premium Pay   \$ 174,000   \$ 174,000     Uniforms, Tools and Equipment   \$ 1,592,000   \$ 1,592,000     Marine Engineers Beneficial Association - Unlicensed   \$ 1,592,000   \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,592,000   \$ 1,592,000     Flexible Spending Arrangement   \$ 1,000   \$ 1,500,000     Flexible Spending Arrangement   \$ 28,000   \$ 28,000     Premium Pay   \$ 1,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 285,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 985,000   \$ 937,000     Fremium Pay   \$ 79,000   \$ 79,000     Frem	Marine Engineers Beneficial Association - Licensed			\$	2,799,000	\$	2,799,000
Premium Pay   \$ 25,000   \$ 30,000     Uniforms, Tools and Equipment   \$ 30,000   \$ 30,000     Marine Engineers   \$ 292,000   \$ 292,000     General Wage Increases, 1% and 3%, and Salary   Sendule   \$ 117,000   \$ 117,000     Schedule   \$ 1,000   \$ 174,000   \$ 1,000   \$ 1,000     Premium Pay   \$ 1,000   \$ 1,000   \$ 1,000     Marine Engineers Beneficial Association - Unlicensed   \$ 1,592,000   \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,550,000   \$ 1,500,000     Premium Pay   \$ 13,000   \$ 1,000     Premium Pay   \$ 13,000   \$ 1,000     Premium Pay   \$ 13,000   \$ 1,000     Master Mates and Equipment   \$ 28,000   \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 2%   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 2%   \$ 9,000   \$ 9,	General Wage Increases, 3.5% and 3.5%				2,744,000	\$	2,744,000
Uniforms, Tools and Equipment   \$ 30,000   \$ 30,000     Marine Engineers   \$ 292,000   \$ 292,000     General Wage Increases, 1% and 3%, and Salary   \$ 117,000   \$ 117,000     Schedule   \$ 174,000   \$ 174,000   \$ 174,000     Premium Pay   \$ 174,000   \$ 1,790,000     Uniforms, Tools and Equipment   \$ 1,592,000   \$ 1,592,000     Marine Engineers Beneficial Association - Unilicensed   \$ 1,592,000   \$ 1,590,000     General Wage Increases, 3.5% and 3.5%   \$ 1,590,000   \$ 1,500,000     Flexible Spending Arrangement   \$ 13,000   \$ 13,000     Premium Pay   \$ 13,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increases   \$ 937,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 2,000   \$ 741,000	Premium Pay				25,000	\$	25,000
Marine Engineers   \$ 292,000   \$ 292,000     General Wage Increases, 1% and 3%, and Salary   \$ 117,000   \$ 117,000     Schedule   \$ 174,000   \$ 174,000     Premium Pay   \$ 174,000   \$ 174,000     Uniforms, Tools and Equipment   \$ 1,592,000   \$ 1,592,000     Marine Engineers Beneficial Association - Unlicensed   \$ 1,592,000   \$ 1,550,000     General Wage Increases, 3.5% and 3.5%   \$ 1,000   \$ 1,000     Flexible Spending Arrangement   \$ 1,000   \$ 1,000     Premium Pay   \$ 13,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 2%   \$ 937,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 937,000   \$ 79,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Fremium Pay   \$ 2,000   \$ 741,000   \$ 741,000	Uniforms, Tools and Equipment				30,000	\$	30,000
General Wage Increases, 1% and 3%, and Salary   \$ 117,000 \$ 117,000     Premium Pay   \$ 174,000 \$ 174,000     Uniforms, Tools and Equipment   \$ 1,000 \$ 1,000     Marine Engineers Beneficial Association - Unlicensed   \$ 1,592,000 \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,592,000 \$ 1,550,000     Flexible Spending Arrangement   \$ 1,000 \$ 1,000     Premium Pay   \$ 13,000 \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000 \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000 \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000 \$ 985,000     Master Mates and Pilots - Mates   \$ 397,000 \$ 937,000     General Wage Increase   \$ 397,000 \$ 937,000     General Wage Increases, 3% and 2%   \$ 79,000 \$ 79,000     General Wage Increases, 3% and 2%   \$ 79,000 \$ 9,000     General Wage Increases, 3% and 4%   \$ 741,000 \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000 \$ 734,000     General Wage Increases, 4% and 4%   \$ 734,000 \$ 734,000     Targeted Class Increases   \$ 5,000 \$ 5,000     Office & Professional Employees International Union   \$ 27,000 \$ 7,000     General Wage Increases, 4% and 4	···						
General Wage Increases, 1% and 3%, and Salary   \$ 117,000 \$ 117,000     Premium Pay   \$ 174,000 \$ 174,000     Uniforms, Tools and Equipment   \$ 1,000 \$ 1,000     Marine Engineers Beneficial Association - Unlicensed   \$ 1,592,000 \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,592,000 \$ 1,550,000     Flexible Spending Arrangement   \$ 1,000 \$ 1,000     Premium Pay   \$ 13,000 \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000 \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000 \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000 \$ 985,000     Master Mates and Pilots - Mates   \$ 397,000 \$ 937,000     General Wage Increase   \$ 397,000 \$ 937,000     General Wage Increases, 3% and 2%   \$ 79,000 \$ 79,000     General Wage Increases, 3% and 2%   \$ 79,000 \$ 9,000     General Wage Increases, 3% and 4%   \$ 741,000 \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000 \$ 734,000     General Wage Increases, 4% and 4%   \$ 734,000 \$ 734,000     Targeted Class Increases   \$ 5,000 \$ 5,000     Office & Professional Employees International Union   \$ 27,000 \$ 7,000     General Wage Increases, 4% and 4	Engineers			\$	292,000	\$	292,000
Premium Pay   \$ 174,000   \$ 174,000     Uniforms, Tools and Equipment   \$ 1,000   \$ 1,000     Marine Engineers Beneficial Association - Unicensed   \$ 1,592,000   \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,550,000   \$ 1,550,000     Flexible Spending Arrangement   \$ 1,000   \$ 13,000     Premium Pay   \$ 28,000   \$ 28,000     Premium Pay   \$ 985,000   \$ 985,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 937,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 79,000   \$ 79,000     Premium Pay   \$ 741,000   \$ 741,000     General Wage Increases, 3% and 4%   \$ 741,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 70,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 70,000     General Wage Increases, 4% and 4%	General Wage Increases, 1% and 3%, and Salary						
Premium Pay   \$ 174,000   \$ 174,000     Uniforms, Tools and Equipment   \$ 1,000   \$ 1,000     Marine Engineers Beneficial Association - Unicensed   \$ 1,592,000   \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,550,000   \$ 1,550,000     Flexible Spending Arrangement   \$ 1,000   \$ 13,000     Premium Pay   \$ 28,000   \$ 28,000     Premium Pay   \$ 985,000   \$ 985,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 937,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 79,000   \$ 79,000     Premium Pay   \$ 741,000   \$ 741,000     General Wage Increases, 3% and 4%   \$ 741,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 70,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 70,000     General Wage Increases, 4% and 4%	Schedule			\$	117,000	\$	117,000
Uniforms, Tools and Equipment   \$ 1,000   \$ 1,592,000   \$ 1,592,000     Marine Engineers Beneficial Association - Unlicensed   \$ 1,592,000   \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,500,000   \$ 1,500,000     Flexible Spending Arrangement   \$ 1,000   \$ 1,000     Premium Pay   \$ 13,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increases   \$ 937,000   \$ 937,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 79,000     Premium Pay   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 2,000     General Wage Increases   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 13,000   \$ 13,000 <t< td=""><td></td><td></td><td></td><td></td><td>•</td><td></td><td></td></t<>					•		
Marine Engineers Beneficial Association - Unlicensed   \$ 1,592,000   \$ 1,592,000     General Wage Increases, 3.5% and 3.5%   \$ 1,550,000   \$ 1,550,000     Flexible Spending Arrangement   \$ 1,000   \$ 1,000     Premium Pay   \$ 13,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increase   \$ 937,000   \$ 937,000     Master Mates and Pilots - Watch Center Supervisors   \$ 88,000   \$ 88,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 9,000     Puget Sound Metal Trades Council   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 2,000     Targeted Class Increases   \$ 70,000   \$ 7,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 13,000	,				•		•
General Wage Increases, 3.5% and 3.5%   \$ 1,550,000   \$ 1,550,000     Flexible Spending Arrangement   \$ 1,000   \$ 1,000     Premium Pay   \$ 13,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 937,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increase   \$ 937,000   \$ 937,000     Master Mates and Pilots - Watch Center Supervisors   \$ 88,000   \$ 88,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 2,000     Office & Professional Employees International Union   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 4,000   \$ 4,000     Leave   \$ 72,000   \$ 72,000					_,		_,
Flexible Spending Arrangement   \$ 1,000   \$ 13,000   \$ 13,000   \$ 13,000   \$ 13,000   \$ 13,000   \$ 13,000   \$ 13,000   \$ 28,000   \$ 28,000   \$ 28,000   \$ 28,000   \$ 985,000   \$ 937,000   \$ 937,000   \$ 937,000   \$ 937,000   \$ 937,000   \$ 937,000   \$ 937,000   \$ 937,000   \$ 937,000   \$ 99,000 <td>Marine Engineers Beneficial Association - Unlicensed</td> <td></td> <td></td> <td>\$</td> <td>1,592,000</td> <td>\$</td> <td>1,592,000</td>	Marine Engineers Beneficial Association - Unlicensed			\$	1,592,000	\$	1,592,000
Premium Pay   \$ 13,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increase   \$ 937,000   \$ 937,000     Master Mates and Pilots - Watch Center Supervisors   \$ 88,000   \$ 88,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 9,000     Premium Pay   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 5,000     Targeted Class Increases   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000     Leave   \$ 4,000   \$ 7,000     Salary Schedule Structure Revision   \$ 13,000   \$ 72,000     Targeted Class Increases   \$ 72,000   \$	General Wage Increases, 3.5% and 3.5%			\$	1,550,000	\$	1,550,000
Premium Pay   \$ 13,000   \$ 13,000     Uniforms, Tools and Equipment   \$ 28,000   \$ 28,000     Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increase   \$ 937,000   \$ 937,000     Master Mates and Pilots - Watch Center Supervisors   \$ 88,000   \$ 88,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 9,000     Premium Pay   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 5,000     Targeted Class Increases   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000     Leave   \$ 4,000   \$ 7,000     Salary Schedule Structure Revision   \$ 13,000   \$ 72,000     Targeted Class Increases   \$ 72,000   \$	Flexible Spending Arrangement				1,000	\$	1,000
Uniforms, Tools and Equipment   \$ 28,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 985,000   \$ 937,000   \$ 9,000	Premium Pay				13,000	\$	13,000
Master Mates and Pilots - Masters   \$ 985,000   \$ 985,000     General Wage Increases, 3% and 3%   \$ 985,000   \$ 985,000     Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increase   \$ 937,000   \$ 937,000     Master Mates and Pilots - Watch Center Supervisors   \$ 88,000   \$ 88,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 9,000     Premium Pay   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 2,000     Targeted Class Increases   \$ 527,000   \$ 5,000     Office & Professional Employees International Union   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000     Leave   \$ 4,000   \$ 4,000     Salary Schedule Structure Revision   \$ 13,000   \$ 13,000     Targeted Class Increases   \$ 72,000   \$ 72,000     Service Employees International Uni	Uniforms, Tools and Equipment				28,000	\$	28,000
Master Mates and Pilots - Mates   \$ 937,000   \$ 937,000     General Wage Increase   \$ 937,000   \$ 937,000     Master Mates and Pilots - Watch Center Supervisors   \$ 88,000   \$ 88,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 9,000     Puget Sound Metal Trades Council   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 2,000     Targeted Class Increases   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000     Leave   \$ 4,000   \$ 4,000     Salary Schedule Structure Revision   \$ 13,000   \$ 13,000     Targeted Class Increases   \$ 72,000   \$ 72,000     Service Employees International Union Local 6   \$ 71,000   \$ 71,000     General Wage Increases, 9% and 3%   \$ 8,000   \$ 58,000     Flexible Spending Arrangement   \$ 4,000   \$ 9,000     Premium Pay   \$	Master Mates and Pilots - Masters				985,000	\$	985,000
General Wage Increase   \$ 937,000   \$ 937,000     Master Mates and Pilots - Watch Center Supervisors   \$ 88,000   \$ 88,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 9,000   \$ 9,000     Puget Sound Metal Trades Council   \$ 741,000   \$ 741,000   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000   \$ 734,000   \$ 734,000   \$ 7,000     Premium Pay   \$ 527,000   \$ 527,000   \$ 5,000   \$ 5,000     Office & Professional Employees International Union   \$ 527,000   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000   \$ 7,000   \$ 7,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000   \$ 7,000   \$ 7,000   \$ 72,000     Service Employees International Union Local 6   \$ 71,000   \$ 71,000   \$ 71,000   \$ 58,000   \$ 58,000   \$ 58,000   \$ 58,000   \$ 58,000   \$ 9,000   \$ 9,000   \$ 9,000   \$ 9,000   \$ 9,000   \$ 9,000   \$ 9,000   \$ 9,000	General Wage Increases, 3% and 3%			\$	985,000	\$	985,000
Master Mates and Pilots - Watch Center Supervisors   \$ 88,000   \$ 88,000     General Wage Increases, 3% and 2%   \$ 79,000   \$ 79,000     Premium Pay   \$ 9,000   \$ 9,000     Puget Sound Metal Trades Council   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 2,000     Targeted Class Increases   \$ 5,000   \$ 5,000     Office & Professional Employees International Union   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000     Leave   \$ 4,000   \$ 4,000     Salary Schedule Structure Revision   \$ 13,000   \$ 13,000     Targeted Class Increases   \$ 72,000   \$ 72,000     Service Employees International Union Local 6   \$ 71,000   \$ 71,000     General Wage Increases, 9% and 3%   \$ 58,000   \$ 58,000     Flexible Spending Arrangement   \$ 4,000   \$ 4,000     Premium Pay   \$ 9,000   \$ 9,000	Master Mates and Pilots - Mates			\$	937,000	\$	937,000
General Wage Increases, 3% and 2% \$ 79,000 \$ 79,000   Premium Pay \$ 9,000 \$ 9,000   Puget Sound Metal Trades Council \$ 741,000 \$ 741,000   General Wage Increases, 4% and 4% \$ 734,000 \$ 734,000   Premium Pay \$ 2,000 \$ 2,000   Targeted Class Increases \$ 5,000 \$ 5,000   Office & Professional Employees International Union \$ 527,000 \$ 527,000   General Wage Increases, 4% and 4% \$ 431,000 \$ 431,000   Flexible Spending Arrangement \$ 7,000 \$ 7,000   Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000	General Wage Increase			\$	937,000	\$	937,000
General Wage Increases, 3% and 2% \$ 79,000 \$ 79,000   Premium Pay \$ 9,000 \$ 9,000   Puget Sound Metal Trades Council \$ 741,000 \$ 741,000   General Wage Increases, 4% and 4% \$ 734,000 \$ 734,000   Premium Pay \$ 2,000 \$ 2,000   Targeted Class Increases \$ 5,000 \$ 5,000   Office & Professional Employees International Union \$ 527,000 \$ 527,000   General Wage Increases, 4% and 4% \$ 431,000 \$ 431,000   Flexible Spending Arrangement \$ 7,000 \$ 7,000   Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000							
Premium Pay   \$ 9,000   \$ 9,000     Puget Sound Metal Trades Council   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 2,000     Targeted Class Increases   \$ 5,000   \$ 5,000     Office & Professional Employees International Union   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000     Leave   \$ 4,000   \$ 4,000     Salary Schedule Structure Revision   \$ 13,000   \$ 13,000     Targeted Class Increases   \$ 72,000   \$ 72,000     Service Employees International Union Local 6   \$ 71,000   \$ 71,000     General Wage Increases, 9% and 3%   \$ 58,000   \$ 58,000     Flexible Spending Arrangement   \$ 4,000   \$ 4,000     Premium Pay   \$ 9,000   \$ 9,000	Master Mates and Pilots - Watch Center Supervisors				88,000	\$	88,000
Puget Sound Metal Trades Council   \$ 741,000   \$ 741,000     General Wage Increases, 4% and 4%   \$ 734,000   \$ 734,000     Premium Pay   \$ 2,000   \$ 2,000     Targeted Class Increases   \$ 5,000   \$ 5,000     Office & Professional Employees International Union   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000     Leave   \$ 4,000   \$ 4,000     Salary Schedule Structure Revision   \$ 13,000   \$ 13,000     Targeted Class Increases   \$ 72,000   \$ 72,000     Service Employees International Union Local 6   \$ 71,000   \$ 71,000     General Wage Increases, 9% and 3%   \$ 58,000   \$ 58,000     Flexible Spending Arrangement   \$ 4,000   \$ 4,000     Premium Pay   \$ 9,000   \$ 9,000	General Wage Increases, 3% and 2%				79,000	\$	79,000
General Wage Increases, 4% and 4% \$ 734,000 \$ 734,000   Premium Pay \$ 2,000 \$ 2,000   Targeted Class Increases \$ 5,000 \$ 5,000   Office & Professional Employees International Union \$ 527,000 \$ 527,000   General Wage Increases, 4% and 4% \$ 431,000 \$ 431,000   Flexible Spending Arrangement \$ 7,000 \$ 7,000   Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000	Premium Pay				•		9,000
Premium Pay \$ 2,000 \$ 2,000   Targeted Class Increases \$ 5,000 \$ 5,000   Office & Professional Employees International Union \$ 527,000 \$ 527,000   General Wage Increases, 4% and 4% \$ 431,000 \$ 431,000   Flexible Spending Arrangement \$ 7,000 \$ 7,000   Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000					741,000	\$	741,000
Targeted Class Increases \$ 5,000 \$ 5,000   Office & Professional Employees International Union \$ 527,000 \$ 527,000   General Wage Increases, 4% and 4% \$ 431,000 \$ 431,000   Flexible Spending Arrangement \$ 7,000 \$ 7,000   Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000	General Wage Increases, 4% and 4%				734,000	\$	734,000
Office & Professional Employees International Union   \$ 527,000   \$ 527,000     General Wage Increases, 4% and 4%   \$ 431,000   \$ 431,000     Flexible Spending Arrangement   \$ 7,000   \$ 7,000     Leave   \$ 4,000   \$ 4,000     Salary Schedule Structure Revision   \$ 13,000   \$ 13,000     Targeted Class Increases   \$ 72,000   \$ 72,000     Service Employees International Union Local 6   \$ 71,000   \$ 71,000     General Wage Increases, 9% and 3%   \$ 58,000   \$ 58,000     Flexible Spending Arrangement   \$ 4,000   \$ 4,000     Premium Pay   \$ 9,000   \$ 9,000	·				2,000		2,000
General Wage Increases, 4% and 4% \$ 431,000 \$ 431,000   Flexible Spending Arrangement \$ 7,000 \$ 7,000   Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000	Targeted Class Increases			\$	5,000	\$	5,000
General Wage Increases, 4% and 4% \$ 431,000 \$ 431,000   Flexible Spending Arrangement \$ 7,000 \$ 7,000   Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000							
Flexible Spending Arrangement \$ 7,000 \$ 7,000   Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000							•
Leave \$ 4,000 \$ 4,000   Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000	_						
Salary Schedule Structure Revision \$ 13,000 \$ 13,000   Targeted Class Increases \$ 72,000 \$ 72,000   Service Employees International Union Local 6 \$ 71,000 \$ 71,000   General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000							
Targeted Class Increases   \$ 72,000   \$ 72,000     Service Employees International Union Local 6   \$ 71,000   \$ 71,000     General Wage Increases, 9% and 3%   \$ 58,000   \$ 58,000     Flexible Spending Arrangement   \$ 4,000   \$ 4,000     Premium Pay   \$ 9,000   \$ 9,000							
Service Employees International Union Local 6   \$ 71,000   \$ 71,000     General Wage Increases, 9% and 3%   \$ 58,000   \$ 58,000     Flexible Spending Arrangement   \$ 4,000   \$ 4,000     Premium Pay   \$ 9,000   \$ 9,000	•						
General Wage Increases, 9% and 3% \$ 58,000 \$ 58,000   Flexible Spending Arrangement \$ 4,000 \$ 4,000   Premium Pay \$ 9,000 \$ 9,000							
Flexible Spending Arrangement   \$ 4,000 \$ 4,000     Premium Pay   \$ 9,000 \$ 9,000					•		
Premium Pay \$ 9,000 \$ 9,000	_						
Grand TotalWashington State Ferries \$ 16,124,000 \$ 16,124,000	·				· ·		
	Grand TotalWashington State Ferries			Ş	16,124,000	Ş	16,124,000

**Non-State Employee Unions** 

2019-21	GF-State N		NGF-State	Other		<b>Grand Total</b>
Home Care Workers - Individual Providers	\$	72,391,000		\$	92,287,000	\$ 164,678,000
Child Care Providers	\$	54,908,000		\$	-	\$ 54,908,000
Language Access Providers	\$	635,000		\$	939,000	\$ 1,574,000
Adult Family Homes	\$	37,577,000		\$	46,834,000	\$ 84,411,000
	Subtotal \$	165,511,000		\$	140,060,000	\$ 305,571,000

# **General Government Coalition of Unions**

2019-21	GF-State Other			<b>Grand Total</b>		
Commute Trip Reduction	\$ 45,000	\$	50,000	\$	95,000	
General Wage Increases, 3% and 3%	\$ 3,422,000	\$	6,307,000	\$	9,729,000	
Flexible Spending Arrangement	\$ 35,000	\$	116,000	\$	151,000	
Physicians-Psychiatrists Loan Repayment	\$ 2,014,000	\$	141,000	\$	2,155,000	
Premium Pay, including 5% King County premium	\$ 166,000	\$	762,000	\$	928,000	
Recruitment or Retention Incentive	\$ 240,000	\$	17,000	\$	257,000	
Targeted Class Increases	\$ 6,198,000	\$	3,186,000	\$	9,384,000	
Grand Total	\$ 12,120,000	\$	10,579,000	\$	22,699,000	

### **Professional and Technical Engineers Local 17**

2019-21	GF-State NGF-State		Other		<b>Grand Total</b>		
Commute Trip Reduction				\$	74,000	\$	74,000
General Wage Increases, 3% and 3%	\$	14,000		\$	5,977,000	\$	5,991,000
Flexible Spending Arrangement				\$	256,000	\$	256,000
Premium Pay, including 5% King County premium				\$	1,329,000	\$	1,329,000
Targeted Class Increases				\$	3,485,000	\$	3,485,000
Training and Certification				\$	20,000	\$	20,000
Grand Total	\$	14,000		\$	11,141,000	\$	11,155,000

# Service Employees International Union Local 1199 NW - General Government

2019-21	<b>GF-State</b>	NGF-State	Other	<b>Grand Total</b>		
General Wage Increases, 3% and 3%	\$ 8,465,000		\$ 3,165,000	\$	11,630,000	
Premium Pay	\$ 1,478,000		\$ 456,000	\$	1,934,000	
Targeted Class Increases	\$ 84,000		\$ 45,000	\$	129,000	
Grand Total	\$ 10,027,000		\$ 3,666,000	\$	13,693,000	

### **Teamsters Local Union 117 - DES**

2019-21	<b>GF-State</b>	NGF-State	Other	(	Grand Total
General Wage Increases, 3% and 3%			\$ 182,000	\$	182,000
Flexible Spending Arrangement			\$ 8,000	\$	8,000
Targeted Class Increases			\$ 9,000	\$	9,000
Grand Total			\$ 199,000	\$	199,000

### **Teamsters Local Union 117 - DOC**

2019-21	<b>GF-State</b>	NGF-State	Other	0	Grand Total
General Wage Increases, 4% and 4%	\$ 50,132,000			\$	50,132,000
Flexible Spending Arrangement	\$ 448,000			\$	448,000
Premium Pay, including 5% King County premium	\$ 959,000			\$	959,000
Targeted Class Increases	\$ 16,616,000			\$	16,616,000
Training and Certification - CDL	\$ 7,000			\$	7,000
Grand Total	\$ 68,162,000			\$	68,162,000

# **Washington Association of Fish and Wildlife Professionals**

2019-21	<b>GF-State</b>	NGF-State	Other	G	irand Total
Commute Trip Reduction	\$ 6,000		\$ 23,000	\$	29,000
General Wage Increases, 3% and 3%	\$ 2,026,000		\$ 4,691,000	\$	6,717,000
Flexible Spending Arrangement	\$ 74,000		\$ 225,000	\$	299,000
Premium Pay, including 5% King County premium	\$ 58,000		\$ 143,000	\$	201,000
Salary Schedule Structure Revision, including IT classes	\$ 146,000		\$ 234,000	\$	380,000
Targeted Class Increases	\$ 88,000		\$ 165,000	\$	253,000
Grand Total	\$ 2,398,000		\$ 5,481,000	\$	7,879,000

### **Washington Federation of State Employees - General Government**

2019-21	GF-State	N	GF-State	Other	<b>Grand Total</b>	
Commute Trip Reduction	\$ 2,081,000	\$	-	\$ 961,000	\$	3,042,000
Flexible Spending Arrangement	\$ 3,214,000	\$	-	\$ 3,512,000	\$	6,726,000
General Wage Increases, 3% and 3%	\$ 91,784,000	\$	26,000	\$ 115,496,000	\$	207,306,000
Premium Pay, including 5% King County premium	\$ 17,532,000	\$	9,000	\$ 13,427,000	\$	30,968,000
Salary Schedule Structure Revision, including IT classes	\$ 5,164,000	\$	-	\$ 13,792,000	\$	18,956,000
Schedule Adjustment	\$ 5,078,000	\$	-	\$ 1,844,000	\$	6,922,000
Starting Wage of \$14 an hour	\$ 16,000	\$	-	\$ 11,000	\$	27,000
Targeted Class Increases	\$ 39,489,000	\$	-	\$ 38,568,000	\$	78,057,000
Uniforms, Tools and Equipment	\$ 154,000	\$	-	\$ 302,000	\$	456,000
Worker Compensation Offset	\$ 1,927,000	\$	-	\$ 587,000	\$	2,514,000
Grand Total	\$ 166,439,000	\$	35,000	\$ 188,500,000	\$	354,974,000

# Washington Public Employees Association - General Government

2019-21	<b>GF-State</b>	NGF-State	Other		Grand Total
Commute Trip Reduction	\$ 65,000		\$ 53,000	\$	118,000
General Wage Increases, 3% and 3%	\$ 8,298,000		\$ 6,738,000	\$	15,036,000
Flexible Spending Arrangement	\$ 124,000		\$ 215,000	\$	339,000
Premium Pay, including 5% King County premium	\$ 1,045,000		\$ 283,000	\$	1,328,000
Salary Schedule Structure Revision, including IT classes	\$ 1,015,000		\$ 548,000	\$	1,563,000
Targeted Class Increases	\$ 1,057,000		\$ 2,061,000	\$	3,118,000
Grand Total	\$ 11,604,000		\$ 9,898,000	\$	21,502,000

# Washington Public Employees Association - Community College Coalition

2019-21	<b>GF-State</b>	F-State NGF-State		F-State Other		<b>Grand Total</b>	
General Wage Increases, 3% and 3%	\$ 3,805,000	\$	8,000	\$	3,002,000	\$	6,990,000
Flexible Spending Arrangement	\$ 299,000	\$	1,000.0	\$	234,000	\$	548,000
Premium Pay, including 5% King County premium	\$ 17,000	\$	-	\$	1,330,000	\$	1,052,000
Salary Schedule Structure Revision, including IT classes	\$ 545,000	\$	-	\$	274,000	\$	879,000
Starting Wage of \$14 an hour	\$ 9,000	\$	-	\$	1,000	\$	12,000
Targeted Class Increases	\$ 275,000	\$	-	\$	112,000	\$	424,000
Grand Total	\$ 4,950,000	\$	9,000	\$	4,953,000	\$	9,905,000

# **Washington Federation of State Employees - Community College Coalition**

2019-21	<b>GF-State</b>	NGF-State		GF-State Other		(	Grand Total
General Wage Increases, 3% and 3%	\$ 6,048,729	\$	349,000	\$	6,044,271	\$	12,442,000
Flexible Spending Arrangement	\$ 437,949	\$	31,000	\$	541,051	\$	1,010,000
Premium Pay, including 5% King County premium	\$ 1,213,975	\$	3,000	\$	2,919,025	\$	4,136,000
Salary Schedule Structure Revision, including IT classes	\$ 881,840	\$	-	\$	529,160	\$	1,411,000
Starting Wage of \$14 an hour	\$ 38,889	\$	2,000	\$	25,111	\$	66,000
Targeted Class Increases	\$ 441,445	\$	25,000	\$	188,555	\$	655,000
Uniforms, Tools and Equipment	\$ 55,706	\$	-	\$	46,294	\$	102,000
Grand Total	\$ 9,118,533	\$	410,000	\$	10,293,467	\$	19,822,000

2019-21	GF-State	NGF-State	Other		Gr	and Total
Pacific NW Regional Council of Carpenters			\$	202,000	\$	202,000
General Wage Increases, 4% and 4%			\$	202,000	\$	202,000

2019-21	<b>GF-State</b>	NGF-State	Other		G	irand Total
Ferry Agents/Supervisors/Project Administration Associat	ion		\$	463,000	\$	463,000
General Wage Increases, 3% and 3%			\$	410,000	\$	410,000
Scheduling Committee			\$	2,000	\$	2,000
Certification Pay			\$	51,000	\$	51,000

2019-21	<b>GF-State</b>	NGF-State	Other		<b>Grand Total</b>	
Inland Boatsman Union			\$	7,427,000	\$	7,427,000
General Wage Increases, 3%, 3%, and 2%			\$	6,183,000	\$	6,183,000
Flexible Spending Arrangement			\$	161,000	\$	161,000
Leave			\$	992,000	\$	992,000
Premium Pay			\$	3,000	\$	3,000
Targeted Class Increases			\$	88,000	\$	88,000

2019-21	<b>GF-State</b>	NGF-State	Other		G	rand Total
Marine Engineers Beneficial Association - Licensed			\$	2,799,000	\$	2,799,000
General Wage Increases, 3.5% and 3.5%			\$	2,744,000	\$	2,744,000
Premium Pay			\$	25,000	\$	25,000
Uniforms, Tools and Equipment			\$	30,000	\$	30,000

2019-21	<b>GF-State</b>	NGF-State	Other		irand Total
Marine Engineers Beneficial Association - Port					
Engineers			\$ 292,000	\$	292,000
General Wage Increases, 1% and 3%, and Salary					
Schedule			\$ 117,000	\$	117,000
Premium Pay			\$ 174,000	\$	174,000
Uniforms, Tools and Equipment			\$ 1,000	\$	1,000

2019-21	GF-State	NGF-State	Other		G	rand Total
Marine Engineers Beneficial Association - Unlicensed			\$	1,592,000	\$	1,592,000
General Wage Increases, 3.5% and 3.5%			\$	1,550,000	\$	1,550,000
Flexible Spending Arrangement			\$	1,000	\$	1,000
Premium Pay			\$	13,000	\$	13,000
Uniforms, Tools and Equipment			\$	28,000	\$	28,000

2019-21	GF-State	NGF-State	Other		<b>Grand Total</b>
Master Mates and Pilots - Masters			\$ 98	35,000 \$	985,000
General Wage Increases, 3% and 3%			\$ 98	85,000 \$	985,000

2019-21	GF-State	NGF-State	Other	Gr	and Total
Master Mates and Pilots - Mates		Ş	937,000	\$	937,000
General Wage Increase			937,000	\$	937,000

2019-21	<b>GF-State</b>	NGF-State	Other		rand Total
Master Mates and Pilots - Watch Center Supervisors			\$ 88,000	\$	88,000
General Wage Increases, 3% and 2%			\$ 79,000	\$	79,000
Premium Pay			\$ 9,000	\$	9,000

2019-21	<b>GF-State</b>	NGF-State	Other		<b>Grand Total</b>	
Puget Sound Metal Trades Council			\$	741,000	\$	741,000
General Wage Increases, 4% and 4%			\$	734,000	\$	734,000
Premium Pay			\$	2,000	\$	2,000
Targeted Class Increases			\$	5,000	\$	5,000

2019-21	GF-State	NGF-State	Other		<b>Grand Total</b>	
Office & Professional Employees International Union			\$	527,000	\$	527,000
General Wage Increases, 4% and 4%			\$	431,000	\$	431,000
Flexible Spending Arrangement			\$	7,000	\$	7,000
Leave			\$	4,000	\$	4,000
Salary Schedule Structure Revision			\$	13,000	\$	13,000
Targeted Class Increases			\$	72,000	\$	72,000

2019-21	<b>GF-State</b>	NGF-State	Other	G	Grand Total
Service Employees International Union Local 6			\$ 71,000	\$	71,000
General Wage Increases, 9% and 3%			\$ 58,000	\$	58,000
Flexible Spending Arrangement			\$ 4,000	\$	4,000
Premium Pay			\$ 9,000	\$	9,000

# **Washington State Patrol Lieutenants and Captains Association**

2019-21	<b>GF-State</b>	NGF-State	Other	(	Grand Total
General Wage Increase, 2% and 2.5%	\$ 169,000		\$ 571,000	\$	740,000
Premium Pay - Field Training Officer	\$ 5,000		\$ 39,000	\$	44,000
Grand Total	\$ 174,000		\$ 610,000	\$	784,000

### **Washington State Patrol Troopers Association**

2019-21	<b>GF-State</b>	NGF-State	Other	G	rand Total
General Wage Increases, 2% and 2.5%	\$ 437,000		\$ 7,962,000	\$	8,399,000
<b>Grand Total</b>	\$ 437		\$ 7,962	\$	8,399

2019-21	GF-State	NGF-State	Other	(	Grand Total
Adult Family Homes	\$ 37,577,000		\$ 46,834,000	\$	84,411,000

2019-21	<b>GF-State</b>	NGF-State	Othe	•	G	Grand Total
Child Care Providers	\$ 54,908,000		\$	-	\$	54,908,000

2019-21	<b>GF-State</b>	NGF-State	Other	<b>Grand Total</b>
Home Care Workers - Individual Providers	\$ 72,391,000		\$ 92,287,000	\$ 164,678,000

2019-21	<b>GF-State</b>		NGF-State Other		Other	Grand Total	
Language Access Providers	\$	635,000		\$	939,000	\$	1,574,000