

**Washington Public Employees Association - Community College Coalition**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
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
<b>Grand Total</b>	<b>\$ 7,788,000</b>	<b>\$ 10,000</b>	<b>\$ 4,953,000</b>	<b>\$ 12,751,000</b>

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

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
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
<b>Grand Total</b>	<b>\$ 9,118,533</b>	<b>\$ 410,000</b>	<b>\$ 10,293,467</b>	<b>\$ 19,822,000</b>

**Professional and Technical Engineers Local 17**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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
<b>Grand Total</b>	<b>\$ 14,000</b>		<b>\$ 11,141,000</b>	<b>\$ 11,155,000</b>

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

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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
<b>Grand Total</b>	<b>\$ 10,027,000</b>		<b>\$ 3,666,000</b>	<b>\$ 13,693,000</b>

**Teamsters Local Union 117 - DES**

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

**Teamsters Local Union 117 - DOC**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
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
<b>Grand Total</b>	<b>\$ 68,162,000</b>			<b>\$ 68,162,000</b>

**General Government Coalition of Unions**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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
<b>Grand Total</b>	<b>\$ 12,120,000</b>		<b>\$ 10,579,000</b>	<b>\$ 22,699,000</b>

#### Washington Association of Fish and Wildlife Professionals

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
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
<b>Grand Total</b>	<b>\$ 2,398,000</b>		<b>\$ 5,481,000</b>	<b>\$ 7,879,000</b>

#### Washington Public Employees Association - General Government

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
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
<b>Grand Total</b>	<b>\$ 11,604,000</b>		<b>\$ 9,898,000</b>	<b>\$ 21,502,000</b>

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

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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
<b>Grand Total</b>	<b>\$ 166,439,000</b>	<b>\$ 35,000</b>	<b>\$ 188,500,000</b>	<b>\$ 354,974,000</b>

#### Washington State Patrol Troopers Association

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

#### Washington State Patrol Lieutenants and Captains Association

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

#### Washington State Ferries

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

2019-21	GF-State	NGF-State	Other	Grand Total
<b>Inland Boatsman Union</b>			\$ 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
<b>Marine Engineers Beneficial Association - Licensed</b>			\$ 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
<b>Marine Engineers Beneficial Association - Port Engineers</b>			\$ 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
<b>Marine Engineers Beneficial Association - Unlicensed</b>			\$ 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
<b>Master Mates and Pilots - Masters</b>			\$ 985,000	\$ 985,000
General Wage Increases, 3% and 3%			\$ 985,000	\$ 985,000
<b>Master Mates and Pilots - Mates</b>			\$ 937,000	\$ 937,000
General Wage Increase			\$ 937,000	\$ 937,000
<b>Master Mates and Pilots - Watch Center Supervisors</b>			\$ 88,000	\$ 88,000
General Wage Increases, 3% and 2%			\$ 79,000	\$ 79,000
Premium Pay			\$ 9,000	\$ 9,000
<b>Puget Sound Metal Trades Council</b>			\$ 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
<b>Office &amp; Professional Employees International Union</b>			\$ 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
<b>Service Employees International Union Local 6</b>			\$ 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
<b>Grand Total--Washington State Ferries</b>			\$ 16,124,000	\$ 16,124,000

#### Non-State Employee Unions

2019-21	GF-State	NGF-State	Other	Grand Total
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
<b>Subtotal</b>	<b>\$ 165,511,000</b>		<b>\$ 140,060,000</b>	<b>\$ 305,571,000</b>

**General Government Coalition of Unions**

<b>2019-21</b>	<b>GF-State</b>	<b>Other</b>	<b>Grand Total</b>
Commuter 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
<b>Grand Total</b>	<b>\$ 12,120,000</b>	<b>\$ 10,579,000</b>	<b>\$ 22,699,000</b>

**Professional and Technical Engineers Local 17**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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
<b>Grand Total</b>	<b>\$ 14,000</b>		<b>\$ 11,141,000</b>	<b>\$ 11,155,000</b>

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

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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
<b>Grand Total</b>	<b>\$ 10,027,000</b>		<b>\$ 3,666,000</b>	<b>\$ 13,693,000</b>

Teamsters Local Union 117 - DES

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

**Teamsters Local Union 117 - DOC**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
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
<b>Grand Total</b>	<b>\$ 68,162,000</b>			<b>\$ 68,162,000</b>



**Washington Association of Fish and Wildlife Professionals**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
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
<b>Grand Total</b>	<b>\$ 2,398,000</b>		<b>\$ 5,481,000</b>	<b>\$ 7,879,000</b>

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

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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
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Premium Pay, including 5% King County premium	\$ 17,532,000	\$ 9,000	\$ 13,427,000	\$ 30,968,000
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Starting Wage of \$14 an hour	\$ 16,000	\$ -	\$ 11,000	\$ 27,000
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Uniforms, Tools and Equipment	\$ 154,000	\$ -	\$ 302,000	\$ 456,000
Worker Compensation Offset	\$ 1,927,000	\$ -	\$ 587,000	\$ 2,514,000
<b>Grand Total</b>	<b>\$ 166,439,000</b>	<b>\$ 35,000</b>	<b>\$ 188,500,000</b>	<b>\$ 354,974,000</b>

**Washington Public Employees Association - General Government**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
Commuter 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
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<b>Grand Total</b>	<b>\$ 11,604,000</b>		<b>\$ 9,898,000</b>	<b>\$ 21,502,000</b>

**Washington Public Employees Association - Community College Coalition**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<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
<b>Grand Total</b>	<b>\$ 4,950,000</b>	<b>\$ 9,000</b>	<b>\$ 4,953,000</b>	<b>\$ 9,905,000</b>

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

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
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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
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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
<b>Grand Total</b>	<b>\$ 9,118,533</b>	<b>\$ 410,000</b>	<b>\$ 10,293,467</b>	<b>\$ 19,822,000</b>

Washington State Ferries

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

Washington State Ferries

2019-21	GF-State	NGF-State	Other	Grand Total
<b>Ferry Agents/Supervisors/Project Administration Association</b>			\$ 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

**Washington State Ferries**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
<b>Inland Boatsman Union</b>			<b>\$ 7,427,000</b>	<b>\$ 7,427,000</b>
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



Washington State Ferries

2019-21	GF-State	NGF-State	Other	Grand Total
<b>Marine Engineers Beneficial Association - Licensed</b>			\$ 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

**Washington State Ferries**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
<b>Marine Engineers Beneficial Association - Port Engineers</b>			<b>\$ 292,000</b>	<b>\$ 292,000</b>
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

Washington State Ferries

2019-21	GF-State	NGF-State	Other	Grand Total
<b>Marine Engineers Beneficial Association - Unlicensed</b>			\$ 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

Washington State Ferries

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

Washington State Ferries

2019-21	GF-State	NGF-State	Other	Grand Total
<b>Master Mates and Pilots - Mates</b>			\$ 937,000	\$ 937,000
General Wage Increase			\$ 937,000	\$ 937,000

**Washington State Ferries**

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

Washington State Ferries

2019-21	GF-State	NGF-State	Other	Grand Total
<b>Puget Sound Metal Trades Council</b>			\$ 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

**Washington State Ferries**

<b>2019-21</b>	<b>GF-State</b>	<b>NGF-State</b>	<b>Other</b>	<b>Grand Total</b>
<b>Office &amp; Professional Employees International Union</b>			<b>\$ 527,000</b>	<b>\$ 527,000</b>
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



Washington State Ferries

2019-21	GF-State	NGF-State	Other	Grand Total
<b>Service Employees International Union Local 6</b>			\$ 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

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

Washington State Patrol Troopers Association

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

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

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

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

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