

Costs of 2023-25 Collecting Bargaining Agreements

State Employees

Association of Washington Assistant Attorneys General/Washington Federation of State Employees

2023-25	GF-State	Other Funds	Total
General Wage Increase	1,752,000	9,505,000	11,257,000
Lump Sum Payments	87,000	505,000	592,000
Premium Pay	507,000	4,997,000	5,504,000
Recruitment or Retention Incentive	102,000	585,000	687,000
Salary Schedule Structure Revision	284,000	1,771,000	2,055,000
Total	2,732,000	17,363,000	20,095,000

Coalition

2023-25	GF-State	Other Funds	Total
General Wage Increase	6,712,000	6,447,000	13,160,000
Lump Sum Payments	507,000	523,000	1,031,000
Premium Pay	4,918,000	258,000	5,176,000
Recruitment or Retention Incentive	363,000	601,000	965,000
Shift Premium	314,000	78,000	392,000
Targeted Class Increases	2,154,000	5,031,000	7,186,000
Other	5,000	36,000	41,000
Total	14,974,000	12,976,000	27,950,000

DFW Fish and Wildlife Officer Guild

2023-25	GF-State	Other Funds	Total
General Wage Increase	807,000	757,000	1,565,000
Lump Sum Payments	212,000	198,000	410,000
Premium Pay	474,000	438,000	912,000
Total	1,493,000	1,393,000	2,886,000

DFW Teamsters 760 Enforcement Sergeants

2023-25	GF-State	Other Funds	Total
General Wage Increase	184,000	192,000	376,000
Lump Sum Payments	37,000	38,000	75,000
Premium Pay	171,000	177,000	348,000
Total	392,000	407,000	799,000

Professional and Technical Employees (PTE) - 17

2023-25	GF-State	Other Funds	Total
General Wage Increase	23,000	8,835,000	8,858,000
Lump Sum Payments	2,000	835,000	837,000
Recruitment or Retention Incentive	2,000	968,000	970,000
Salary Schedule Structure Revision		29,000	29,000
Shift Premium	6,000	632,000	638,000
Targeted Class Increases	3,000	12,963,000	12,966,000
Total	36,000	24,262,000	24,298,000

Service Employees International Union (SEIU) 1199 NW - General Government

2023-25	GF-State	Other Funds	Total
General Wage Increase	16,537,000	4,705,000	21,242,000
Lump Sum Payments	1,646,000	388,000	2,034,000
Premium Pay	12,208,000	1,768,000	13,976,000
Recruitment or Retention Incentive	1,586,000	434,000	2,020,000
Shift Premium	2,684,000	392,000	3,076,000
Targeted Class Increases	17,448,000	6,784,000	24,232,000
Training and Certification	1,268,000	339,000	1,607,000
Total	53,378,000	14,810,000	68,188,000

Teamsters 117

2023-25	GF-State	Other Funds	Total
General Wage Increase	158,108,000	434,000	158,543,000
Lump Sum Payments	17,023,000	45,000	17,068,000
Premium Pay	405,000		405,000
Recruitment or Retention Incentive	6,403,000	17,000	6,420,000
Salary Schedule Structure Revision	9,017,000	7,000	9,024,000
Targeted Class Increases	31,144,000	14,000	31,158,000
Other	443,000		443,000
Total	222,544,000	516,000	223,060,000

Teamsters 117 DES

2023-25	GF-State	Other Funds	Total
General Wage Increase		174,000	174,000
Lump Sum Payments		20,000	20,000
Recruitment or Retention Incentive		23,000	23,000

Shift Premium		47,000	47,000
Targeted Class Increases		80,000	80,000
Total		344,000	344,000

WA Association of Fish and Wildlife Professionals				
	2023-25	GF-State	Other Funds	Total
General Wage Increase		3,378,000	4,566,000	7,944,000
Lump Sum Payments		321,000	463,000	784,000
Recruitment or Retention Incentive		373,000	538,000	911,000
Shift Premium		6,000	35,000	41,000
Targeted Class Increases		1,974,000	2,410,000	4,385,000
Total		6,053,000	8,013,000	14,065,000

WA Federation of State Employees (WFSE) - Community College Coalition				
	2023-25	GF-State	Other Funds	Total
General Wage Increase		8,313,000	8,216,000	16,529,000
Lump Sum Payments		1,031,000	1,146,000	2,177,000
Recruitment or Retention Incentive		1,125,000	1,177,000	2,302,000
Shift Premium		686,000	606,000	1,291,000
Targeted Class Increases		1,979,000	1,405,000	3,384,000
Total		13,133,000	12,549,000	25,682,000

WA Federation of State Employees (WFSE) - General Government				
	2023-25	GF-State	Other Funds	Total
General Wage Increase		168,196,000	186,551,000	354,746,000
Lump Sum Payments		20,949,000	18,360,000	39,309,000
Premium Pay		38,124,000	12,224,000	50,348,000
Recruitment or Retention Incentive		17,238,000	20,243,000	37,481,000
Salary Schedule Structure Revision		1,596,000	73,000	1,669,000
Shift Premium		12,043,000	6,169,000	18,212,000
Targeted Class Increases		70,787,000	66,945,000	137,732,000
Uniforms, Tools and Equipment		120,000	234,000	353,000
Other		3,000	73,000	75,000
Total		329,054,000	310,871,000	639,925,000

WA Public Employees Assoc (WPEA) - Community College Coalition				
	2023-25	GF-State	Other Funds	Total
General Wage Increase		7,331,000	5,610,000	12,940,000
Lump Sum Payments		826,000	639,000	1,465,000
Recruitment or Retention Incentive		949,000	735,000	1,684,000
Shift Premium		594,000	453,000	1,046,000
Targeted Class Increases		1,432,000	987,000	2,419,000
Total		11,131,000	8,423,000	19,555,000

WA Public Employees Assoc (WPEA) - General Government				
	2023-25	GF-State	Other Funds	Total
General Wage Increase		12,904,000	7,989,000	20,893,000
Lump Sum Payments		1,376,000	825,000	2,201,000
Recruitment or Retention Incentive		1,351,000	894,000	2,245,000
Shift Premium		4,000	160,000	164,000
Targeted Class Increases		548,000	1,806,000	2,354,000
Other		83,000	19,000	102,000
Total		16,265,000	11,693,000	27,958,000

WFSE - ALJ				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			1,534,000	1,534,000
Lump Sum Payments			102,000	102,000
Recruitment or Retention Incentive			109,000	109,000
Targeted Class Increases			228,000	228,000
Other			130,000	130,000
Total			2,103,000	2,103,000

WSF Carpenters				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			761,000	761,000
Lump Sum Payments			36,000	36,000
Uniforms, Tools and Equipment			4,000	4,000
Total			801,000	801,000

WSF Ferry Agents, Supvrs, Project Admin Assoc (FASPAA)				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			1,241,000	1,241,000
Lump Sum Payments			69,000	69,000

Uniforms, Tools and Equipment			47,000	47,000
Other			19,000	19,000
Total			1,375,000	1,375,000

WSF Inland Boatsman Union (IBU)				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			34,215,000	34,215,000
Lump Sum Payments			1,575,000	1,575,000
Premium Pay			19,000	19,000
Uniforms, Tools and Equipment			6,000	6,000
Total			35,815,000	35,815,000

WSF Marine Engineers Beneficial Assoc (MEBA) - Licensed				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			13,530,000	13,530,000
Leave			25,000	25,000
Lump Sum Payments			409,000	409,000
Premium Pay			36,000	36,000
Targeted Class Increases			209,000	209,000
Training and Certification			30,000	30,000
Uniforms, Tools and Equipment			20,000	20,000
Other			28,000	28,000
Total			14,287,000	14,287,000

WSF Marine Engineers Beneficial Assoc (MEBA) - Port Engr				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			392,000	392,000
Lump Sum Payments			10,000	10,000
Premium Pay			52,000	52,000
Uniforms, Tools and Equipment			1,000	1,000
Total			455,000	455,000

WSF Marine Engineers Beneficial Assoc (MEBA) - Unlicensed				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			7,276,000	7,276,000
Lump Sum Payments			366,000	366,000
Premium Pay			27,000	27,000
Recruitment or Retention Incentive			737,000	737,000
Uniforms, Tools and Equipment			18,000	18,000
Total			8,424,000	8,424,000

WSF Master Mates and Pilots (MM&P) - Masters				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			6,966,000	6,966,000
Lump Sum Payments			124,000	124,000
Premium Pay			51,000	51,000
Total			7,141,000	7,141,000

WSF Master Mates and Pilots (MM&P) - Mates				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			7,057,000	7,057,000
Lump Sum Payments			183,000	183,000
Premium Pay			12,000	12,000
Total			7,252,000	7,252,000

WSF Master Mates and Pilots (MM&P) - Watch Center Supervisors				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			734,000	734,000
Lump Sum Payments			24,000	24,000
Premium Pay			2,000	2,000
Shift Premium			41,000	41,000
Total			800,000	800,000

WSF Metal Trades				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			3,328,000	3,328,000
Lump Sum Payments			140,000	140,000
Uniforms, Tools and Equipment			4,000	4,000
Total			3,471,000	3,471,000

WSF Office & Professional Employees International Union (OPEIU)				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			1,770,000	1,770,000
Lump Sum Payments			81,000	81,000

Salary Schedule Structure Revision		263,000	263,000
Targeted Class Increases		128,000	128,000
Total		2,241,000	2,241,000

WSF Service Employees International Union (SEIU) - 6				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			172,000	172,000
Lump Sum Payments			10,000	10,000
Shift Premium			20,000	20,000
Total			202,000	202,000

WSP Lieutenants and Captains Assn				
	2023-25	GF-State	Other Funds	Total
General Wage Increase		401,000	981,000	1,382,000
Lump Sum Payments		14,000	36,000	50,000
Premium Pay		13,000	83,000	95,000
Recruitment or Retention Incentive		143,000	375,000	518,000
Uniforms, Tools and Equipment		9,000	9,000	17,000
Total		579,000	1,484,000	2,063,000

WSP Troopers Assn				
	2023-25	GF-State	Other Funds	Total
General Wage Increase		860,000	16,106,000	16,966,000
Lump Sum Payments		44,000	884,000	928,000
Premium Pay		131,000	3,013,000	3,144,000
Recruitment or Retention Incentive		364,000	7,275,000	7,639,000
Uniforms, Tools and Equipment		46,000	48,000	94,000
Total		1,444,000	27,327,000	28,771,000

TOTAL STATE EMPLOYEES **673,208,000** **536,798,000** **1,210,006,000**

Non-State Employees RCW 41.56 & RCW 74.39A

Adult Family Home Council				
	GF-State	GF-State	Other Funds	Total
Increase Base Daily rate to 95%		117,588,000	146,495,000	264,083,000
Increase Community Integration add-on rate; 7/1/2023 (\$4.05) & 7/1/2024 (\$5.10)		3,547,000	4,494,000	8,041,000
Increase Expanded Community Services daily rate; 7/1/2023 (\$221.91) & 7/1/2024 (\$232.39)		17,734,000	17,734,000	35,468,000
Increase HIV/AIDS House rate; 7/1/2023 (\$151.13) & 7/1/2024 (\$158.15)		68,000	87,000	155,000
Increase meaningful day rate (\$40.00)		9,096,000	11,532,000	20,628,000
Increase respite rates; 7/1/2023 (\$19.16) & 7/1/2024 (\$19.56)		5,000	5,000	10,000
Increase Specialized Behavioral Supports add-on rate (\$165.00)		3,657,000	3,657,000	7,314,000
Increase Training Network contribution; 7/1/2023 (\$0.75) & 7/1/2024 (\$1.00)		1,630,000	1,630,000	3,260,000
Total		153,325,000	185,634,000	338,959,000

Service Employees International Union, Local 925 for Family Child Care Providers				
	GF-State	GF-State	Other Funds	Total
FFN rate increase; 7/1/23 (\$3.85) & 7/1/24 (\$4.00)		18,056,000	-	18,056,000
Increase base subsidy rate to 85th percentile of 2021 Survey		121,648,000	-	121,648,000
Increase monthly Cost of Care Rate Enhancement for licensed providers (\$2,100)		90,720,000	-	90,720,000
Payment for Background checks and fingerprinting for licensed family home providers		740,000	-	740,000
Total		231,164,000	-	231,164,000

Washington Federation of State Employees, AFSCME Council 28 – Language Access Providers				
	GF-State	GF-State	Other Funds	Total
Block Appointments 7/1/23 (\$32.86/hr) & 7/1/24 (\$33.85/hr)		13,000	12,000	25,000
Discontinuation of mileage MOU		(51,000)	(49,000)	(100,000)
In-Person Interpreting (IPI) 7/1/23 (\$46.09/hr) & 7/1/24 (\$47.47/hr)		870,000	848,000	1,718,000
No-Shows and Cancellations		243,000	237,000	480,000
Over-the-Phone Interpreting (OPI) 7/1/23 (66 cents/min) & 7/1/24 (68 cents/min)		71,000	70,000	141,000
Video Remote Interpreting (VRI) 7/1/23 (\$3.18 /first 10 mins and thereafter 64 cents/min) & 7/1/24 (\$3.28/first 10 mins and thereafter 66 cents/min)		104,000	102,000	206,000
Total		1,250,000	1,220,000	2,470,000

TOTAL NON-STATE EMPLOYEES **385,739,000** **186,854,000** **572,593,000**

Individual CBA costs (repeat of table above for purposes of linking)

State Employees			
Association of Washington Assistant Attorneys			
General/Washington Federation of State Employees			
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General Wage Increase	1,752,000	9,505,000	11,257,000
Lump Sum Payments	87,000	505,000	592,000
Premium Pay	507,000	4,997,000	5,504,000
Recruitment or Retention Incentive	102,000	585,000	687,000
Salary Schedule Structure Revision	284,000	1,771,000	2,055,000
Total	2,732,000	17,363,000	20,095,000

Coalition				
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General Wage Increase		6,712,000	6,447,000	13,160,000
Lump Sum Payments		507,000	523,000	1,031,000
Premium Pay		4,918,000	258,000	5,176,000
Recruitment or Retention Incentive		363,000	601,000	965,000
Shift Premium		314,000	78,000	392,000
Targeted Class Increases		2,154,000	5,031,000	7,186,000
Other		5,000	36,000	41,000
Total		14,974,000	12,976,000	27,950,000

DFW Fish and Wildlife Officer Guild			
2023-25	GF-State	Other Funds	Total
General Wage Increase	807,000	757,000	1,565,000
Lump Sum Payments	212,000	198,000	410,000
Premium Pay	474,000	438,000	912,000
Total	1,493,000	1,393,000	2,886,000

DFW Teamsters 760 Enforcement Sergeants

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Lump Sum Payments	37,000	38,000	75,000
Premium Pay	171,000	177,000	348,000
Total	392,000	407,000	799,000

Professional and Technical Employees (PTE) - 17

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General Wage Increase	23,000	8,835,000	8,858,000
Lump Sum Payments	2,000	835,000	837,000
Recruitment or Retention Incentive	2,000	968,000	970,000
Salary Schedule Structure Revision		29,000	29,000
Shift Premium	6,000	632,000	638,000
Targeted Class Increases	3,000	12,963,000	12,966,000
Total	36,000	24,262,000	24,298,000

**Service Employees International Union (SEIU) 1199 NW -
General Government**

	2023-25	GF-State	Other Funds	Total
General Wage Increase		16,537,000	4,705,000	21,242,000
Lump Sum Payments		1,646,000	388,000	2,034,000
Premium Pay		12,208,000	1,768,000	13,976,000
Recruitment or Retention Incentive		1,586,000	434,000	2,020,000
Shift Premium		2,684,000	392,000	3,076,000
Targeted Class Increases		17,448,000	6,784,000	24,232,000
Training and Certification		1,268,000	339,000	1,607,000
Total		53,378,000	14,810,000	68,188,000

Teamsters 117

2023-25	GF-State	Other Funds	Total
General Wage Increase	158,108,000	434,000	158,543,000
Lump Sum Payments	17,023,000	45,000	17,068,000
Premium Pay	405,000		405,000
Recruitment or Retention Incentive	6,403,000	17,000	6,420,000
Salary Schedule Structure Revision	9,017,000	7,000	9,024,000
Targeted Class Increases	31,144,000	14,000	31,158,000
Other	443,000		443,000
Total	222,544,000	516,000	223,060,000

Teamsters 117 DES

	2023-25	GF-State	Other Funds	Total
General Wage Increase			174,000	174,000
Lump Sum Payments			20,000	20,000
Recruitment or Retention Incentive			23,000	23,000
Shift Premium			47,000	47,000
Targeted Class Increases			80,000	80,000
Total			344,000	344,000

WA Association of Fish and Wildlife Professionals			
2023-25	GF-State	Other Funds	Total
General Wage Increase	3,378,000	4,566,000	7,944,000
Lump Sum Payments	321,000	463,000	784,000
Recruitment or Retention Incentive	373,000	538,000	911,000
Shift Premium	6,000	35,000	41,000
Targeted Class Increases	1,974,000	2,410,000	4,385,000
Total	6,053,000	8,013,000	14,065,000

**WA Federation of State Employees (WFSE) - Community
College Coalition**

	2023-25	GF-State	Other Funds	Total
General Wage Increase		8,313,000	8,216,000	16,529,000
Lump Sum Payments		1,031,000	1,146,000	2,177,000
Recruitment or Retention Incentive		1,125,000	1,177,000	2,302,000
Shift Premium		686,000	606,000	1,291,000
Targeted Class Increases		1,979,000	1,405,000	3,384,000
Total		13,133,000	12,549,000	25,682,000

WA Federation of State Employees (WFSE) - General Government

	2023-25	GF-State	Other Funds	Total
General Wage Increase		168,196,000	186,551,000	354,746,000
Lump Sum Payments		20,949,000	18,360,000	39,309,000
Premium Pay		38,124,000	12,224,000	50,348,000
Recruitment or Retention Incentive		17,238,000	20,243,000	37,481,000
Salary Schedule Structure Revision		1,596,000	73,000	1,669,000
Shift Premium		12,043,000	6,169,000	18,212,000
Targeted Class Increases		70,787,000	66,945,000	137,732,000
Uniforms, Tools and Equipment		120,000	234,000	353,000
Other		3,000	73,000	75,000
Total		329,054,000	310,871,000	639,925,000

**WA Public Employees Assoc (WPEA) - Community College
Coalition**

2023-25	GF-State	Other Funds	Total
General Wage Increase	7,331,000	5,610,000	12,940,000
Lump Sum Payments	826,000	639,000	1,465,000
Recruitment or Retention Incentive	949,000	735,000	1,684,000
Shift Premium	594,000	453,000	1,046,000
Targeted Class Increases	1,432,000	987,000	2,419,000
Total	11,131,000	8,423,000	19,555,000

WA Public Employees Assoc (WPEA) - General Government

2023-25	GF-State	Other Funds	Total
General Wage Increase	12,904,000	7,989,000	20,893,000
Lump Sum Payments	1,376,000	825,000	2,201,000
Recruitment or Retention Incentive	1,351,000	894,000	2,245,000
Shift Premium	4,000	160,000	164,000
Targeted Class Increases	548,000	1,806,000	2,354,000
Other	83,000	19,000	102,000
Total	16,265,000	11,693,000	27,958,000

WFSE - ALJ				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			1,534,000	1,534,000
Lump Sum Payments			102,000	102,000
Recruitment or Retention Incentive			109,000	109,000
Targeted Class Increases			228,000	228,000
Other			130,000	130,000
Total			2,103,000	2,103,000

WSF Carpenters				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			761,000	761,000
Lump Sum Payments			36,000	36,000
Uniforms, Tools and Equipment			4,000	4,000
Total			801,000	801,000

WSF Ferry Agents, Supvrs, Project Admin Assoc (FASPAA)

2023-25	GF-State	Other Funds	Total
General Wage Increase		1,241,000	1,241,000
Lump Sum Payments		69,000	69,000
Uniforms, Tools and Equipment		47,000	47,000
Other		19,000	19,000
Total		1,375,000	1,375,000

WSF Inland Boatsman Union (IBU)				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			34,215,000	34,215,000
Lump Sum Payments			1,575,000	1,575,000
Premium Pay			19,000	19,000
Uniforms, Tools and Equipment			6,000	6,000
Total			35,815,000	35,815,000

WSF Marine Engineers Beneficial Assoc (MEBA) - Licensed

2023-25	GF-State	Other Funds	Total
General Wage Increase		13,530,000	13,530,000
Leave		25,000	25,000
Lump Sum Payments		409,000	409,000
Premium Pay		36,000	36,000
Targeted Class Increases		209,000	209,000
Training and Certification		30,000	30,000
Uniforms, Tools and Equipment		20,000	20,000
Other		28,000	28,000
Total		14,287,000	14,287,000

WSF Marine Engineers Beneficial Assoc (MEBA) - Port Engr

2023-25	GF-State	Other Funds	Total
General Wage Increase		392,000	392,000
Lump Sum Payments		10,000	10,000
Premium Pay		52,000	52,000
Uniforms, Tools and Equipment		1,000	1,000
Total		455,000	455,000

WSF Marine Engineers Beneficial Assoc (MEBA) - Unlicensed

2023-25	GF-State	Other Funds	Total
General Wage Increase		7,276,000	7,276,000
Lump Sum Payments		366,000	366,000
Premium Pay		27,000	27,000
Recruitment or Retention Incentive		737,000	737,000
Uniforms, Tools and Equipment		18,000	18,000
Total		8,424,000	8,424,000

WSF Master Mates and Pilots (MM&P) - Masters

2023-25	GF-State	Other Funds	Total
General Wage Increase		6,966,000	6,966,000
Lump Sum Payments		124,000	124,000
Premium Pay		51,000	51,000
Total		7,141,000	7,141,000

WSF Master Mates and Pilots (MM&P) - Mates				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			7,057,000	7,057,000
Lump Sum Payments			183,000	183,000
Premium Pay			12,000	12,000
Total			7,252,000	7,252,000

WSF Master Mates and Pilots (MM&P) - Watch Center Supervisors

	2023-25	GF-State	Other Funds	Total
General Wage Increase			734,000	734,000
Lump Sum Payments			24,000	24,000
Premium Pay			2,000	2,000
Shift Premium			41,000	41,000
Total			800,000	800,000

WSF Metal Trades				
	2023-25	GF-State	Other Funds	Total
General Wage Increase			3,328,000	3,328,000
Lump Sum Payments			140,000	140,000
Uniforms, Tools and Equipment			4,000	4,000
Total			3,471,000	3,471,000

**WSF Office & Professional Employees International Union
(OPEIU)**

2023-25	GF-State	Other Funds	Total
General Wage Increase		1,770,000	1,770,000
Lump Sum Payments		81,000	81,000
Salary Schedule Structure Revision		263,000	263,000
Targeted Class Increases		128,000	128,000
Total		2,241,000	2,241,000

WSF Service Employees International Union (SEIU) - 6

2023-25	GF-State	Other Funds	Total
General Wage Increase		172,000	172,000
Lump Sum Payments		10,000	10,000
Shift Premium		20,000	20,000
Total		202,000	202,000

WSP Lieutenants and Captains Assn			
2023-25	GF-State	Other Funds	Total
General Wage Increase	401,000	981,000	1,382,000
Lump Sum Payments	14,000	36,000	50,000
Premium Pay	13,000	83,000	95,000
Recruitment or Retention Incentive	143,000	375,000	518,000
Uniforms, Tools and Equipment	9,000	9,000	17,000
Total	579,000	1,484,000	2,063,000

WSP Troopers Assn				
	2023-25	GF-State	Other Funds	Total
General Wage Increase		860,000	16,106,000	16,966,000
Lump Sum Payments		44,000	884,000	928,000
Premium Pay		131,000	3,013,000	3,144,000
Recruitment or Retention Incentive		364,000	7,275,000	7,639,000
Uniforms, Tools and Equipment		46,000	48,000	94,000
Total		1,444,000	27,327,000	28,771,000

Adult Family Home Council				
	GF-State	GF-State	Other Funds	Total
Increase Base Daily rate to 95%		117,588,000	146,495,000	264,083,000
Increase Community Integration add-on rate; 7/1/2023 (\$4.05) & 7/1/2024 (\$5.10)		3,547,000	4,494,000	8,041,000
Increase Expanded Community Services daily rate; 7/1/2023 (\$221.91) & 7/1/2024 (\$232.39)		17,734,000	17,734,000	35,468,000
Increase HIV/AIDS House rate; 7/1/2023 (\$151.13) & 7/1/2024 (\$158.15)		68,000	87,000	155,000
Increase meaningful day rate (\$40.00)		9,096,000	11,532,000	20,628,000
Increase respite rates; 7/1/2023 (\$19.16) & 7/1/2024 (\$19.56)		5,000	5,000	10,000
Increase Specialized Behavioral Supports add-on rate (\$165.00)		3,657,000	3,657,000	7,314,000
Increase Training Network contribution; 7/1/2023 (\$0.75) & 7/1/2024 (\$1.00)		1,630,000	1,630,000	3,260,000
Total		153,325,000	185,634,000	338,959,000

**Service Employees International Union, Local 925 for Family
Child Care Providers**

	GF-State	GF-State	Other Funds	Total
FFN rate increase; 7/1/23 (\$3.85) & 7/1/24 (\$4.00)		18,056,000	-	18,056,000
Increase base subsidy rate to 85th percentile of 2021 Survey		121,648,000	-	121,648,000
Increase monthly Cost of Care Rate Enhancement for licensed providers (\$2,100)		90,720,000	-	90,720,000
Payment for Background checks and fingerprinting for licensed family home providers		740,000	-	740,000
Total		231,164,000	-	231,164,000

**Washington Federation of State Employees, AFSCME Council
28 – Language Access Providers**

	GF-State	GF-State	Other Funds	Total
Block Appointments 7/1/23 (\$32.86/hr) & 7/1/24 (\$33.85/hr)		13,000	12,000	25,000
Discontinuation of mileage MOU		(51,000)	(49,000)	(100,000)
In-Person Interpreting (IPI) 7/1/23 (\$46.09/hr) & 7/1/24 (\$47.47/hr)		870,000	848,000	1,718,000
No-Shows and Cancellations		243,000	237,000	480,000
Over-the-Phone Interpreting (OPI) 7/1/23 (66 cents/min) & 7/1/24 (68 cents/min)		71,000	70,000	141,000
Video Remote Interpreting (VRI) 7/1/23 (\$3.18 /first 10 mins and thereafter 64 cents/min) & 7/1/24 (\$3.28/first 10 mins and thereafter 66 cents/min)		104,000	102,000	206,000
Total		1,250,000	1,220,000	2,470,000