

Costs of 2023-25 Collecting Bargaining Agreements

State Employees

1 WA Federation of State Employees (WFSE) - General Government

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$182,014,000	\$120,471,000	\$302,484,000
Leave	\$620,000	\$86,000	\$706,000
Other	\$1,935,000	\$117,000	\$2,052,000
Premium Pay	\$55,929,000	\$1,699,000	\$57,629,000
Recruitment or Retention Incentive	\$38,000		\$38,000
Salary Schedule Structure Revision	\$5,000	\$23,000	\$28,000
Shift Premium	\$2,699,000	\$70,000	\$2,769,000
Starting Wage	\$177,000	\$311,000	\$488,000
Targeted Class Increases	\$60,595,000	\$36,807,000	\$97,402,000
Training and Certification	\$25,000		\$25,000
Total	\$304,038,000	\$159,583,000	\$463,621,000

2 WSP Troopers Assn

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$3,556,000	\$55,041,000	\$58,597,000
Premium Pay	\$3,000	\$45,000	\$48,000
Uniforms, Tools and Equipment		\$12,000	\$12,000
Total	\$3,559,000	\$55,098,000	\$58,657,000

3 WSP Lieutenants and Captains Assn

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$1,404,000	\$3,437,000	\$4,841,000
Premium Pay		\$2,000	\$2,000
Uniforms, Tools and Equipment	\$16,000	\$54,000	\$69,000
Total	\$1,420,000	\$3,492,000	\$4,912,000

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

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$583,000	\$583,000
Other		\$67,000	\$67,000
Uniforms, Tools and Equipment		\$46,000	\$46,000
Total		\$696,000	\$696,000

5 WSF Inland Boatsman Union (IBU)

2025-27	NGF-O	Other	Grand Total
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Callback Pay		\$14,000	\$14,000
General Wage Increase		\$11,621,000	\$11,621,000
Other		\$421,000	\$421,000
Total		\$12,055,000	\$12,055,000

6 WSF Marine Engineers Beneficial Assoc (MEBA) - Licensed

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$3,386,000	\$3,386,000
Other		\$22,000	\$22,000
Travel Time and Mileage		\$327,000	\$327,000
Uniforms, Tools and Equipment		\$54,000	\$54,000
Total		\$3,788,000	\$3,788,000

7 WSF Marine Engineers Beneficial Assoc (MEBA) - Unlicensed

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$2,218,000	\$2,218,000
Other		\$20,000	\$20,000
Targeted Class Increases		\$1,827,000	\$1,827,000
Travel Time and Mileage		\$352,000	\$352,000
Uniforms, Tools and Equipment		\$60,000	\$60,000
Total		\$4,477,000	\$4,477,000

8 WSF Metal Trades

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$1,558,000	\$1,558,000
Premium Pay		\$6,000	\$6,000
Training and Certification		\$17,000	\$17,000
Uniforms, Tools and Equipment		\$31,000	\$31,000
Total		\$1,612,000	\$1,612,000

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

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$2,657,000	\$2,657,000
Other		\$5,000	\$5,000
Total		\$2,662,000	\$2,662,000

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

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$211,000	\$211,000
Premium Pay		\$,000	\$,000

Total		\$211,000	\$211,000
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11 WSF Office & Professional Employees International Union (OPEIU)

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$443,000	\$443,000
Salary Schedule Structure Revision		\$406,000	\$406,000
Targeted Class Increases		\$10,000	\$10,000
Total		\$859,000	\$859,000

12 WSF Service Employees International Union (SEIU) - 6

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$32,000	\$32,000
Shift Premium		\$16,000	\$16,000
Targeted Class Increases		\$35,000	\$35,000
Total		\$84,000	\$84,000

13 Professional and Technical Employees (PTE) - 17

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$14,000	\$7,221,000	\$7,235,000
Leave		\$21,000	\$21,000
Other		\$2,000	\$2,000
Targeted Class Increases		\$3,451,000	\$3,451,000
Total	\$14,000	\$10,695,000	\$10,709,000

14 Teamsters 117

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$121,000,000	\$449,000	\$121,449,000
Other	\$661,000	\$,000	\$661,000
Premium Pay	\$2,388,000	\$1,000	\$2,388,000
Recruitment or Retention Incentive	\$11,000		\$11,000
Standby	\$1,428,000	\$26,000	\$1,454,000
Targeted Class Increases	\$1,822,000	\$1,000	\$1,822,000
Total	\$127,309,000	\$476,000	\$127,786,000

15 WA Association of Fish and Wildlife Professionals

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$3,826,000	\$4,107,000	\$7,933,000
Premium Pay	\$8,000	\$10,000	\$18,000
Starting Wage	\$,000		\$,000
Targeted Class Increases	\$1,234,000	\$1,428,000	\$2,662,000

Total	\$5,068,000	\$5,545,000	\$10,613,000
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16 Service Employees International Union (SEIU) 1199 NW - General Government

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$16,779,000	\$1,318,000	\$18,097,000
Leave	\$304,000	\$11,000	\$315,000
Other	\$297,000	\$10,000	\$307,000
Premium Pay	\$14,881,000	\$712,000	\$15,593,000
Salary Schedule Structure Revision	\$1,016,000	\$60,000	\$1,076,000
Shift Premium	\$351,000	\$12,000	\$363,000
Standby	\$215,000	\$20,000	\$235,000
Targeted Class Increases	\$10,960,000	\$850,000	\$11,810,000
Training and Certification	\$32,000		\$32,000
Total	\$44,836,000	\$2,994,000	\$47,830,000

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

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$2,127,000	\$2,127,000
Other		\$3,000	\$3,000
Total		\$2,130,000	\$2,130,000

18 WSF Carpenters

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$260,000	\$260,000
Other		\$8,000	\$8,000
Targeted Class Increases		\$107,000	\$107,000
Total		\$376,000	\$376,000

19 WSF Marine Engineers Beneficial Assoc (MEBA) - Port Engr

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$155,000	\$155,000
Total		\$155,000	\$155,000

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

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$1,618,000	\$8,261,000	\$9,879,000
Other	\$296,000	\$1,360,000	\$1,656,000
Premium Pay	\$401,000	\$2,523,000	\$2,923,000
Salary Schedule Structure Revision	\$98,000	\$360,000	\$458,000
Total	\$2,412,000	\$12,505,000	\$14,917,000

21 **WFSE - ALJ**

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$1,270,000	\$1,270,000
Other		\$64,000	\$64,000
Premium Pay		\$55,000	\$55,000
Salary Schedule Structure Revision		\$1,865,000	\$1,865,000
Targeted Class Increases		\$618,000	\$618,000
Total		\$3,872,000	\$3,872,000

22 **Coalition**

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$5,998,000	\$5,635,000	\$11,634,000
Leave	\$19,000	\$0,000	\$20,000
Other	\$458,000	\$15,000	\$473,000
Premium Pay	\$5,910,000	\$150,000	\$6,060,000
Salary Schedule Structure Revision	\$41,000		\$41,000
Shift Premium	\$112,000		\$112,000
Targeted Class Increases	\$2,151,000	\$16,477,000	\$18,628,000
Uniforms, Tools and Equipment	\$11,000	\$6,000	\$17,000
Total	\$14,702,000	\$22,283,000	\$36,984,000

23 **DFW Fish and Wildlife Officer Guild**

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$3,556,000	\$2,812,000	\$6,368,000
Targeted Class Increases	\$12,000	\$9,000	\$21,000
Uniforms, Tools and Equipment	\$5,000	\$4,000	\$9,000
Total	\$3,574,000	\$2,825,000	\$6,398,000

24 **DFW Teamsters 760 Enforcement Sergeants**

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$883,000	\$684,000	\$1,567,000
Premium Pay	\$13,000	\$9,000	\$22,000
Targeted Class Increases	\$1,000	\$1,000	\$1,000
Total	\$897,000	\$694,000	\$1,591,000

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

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$10,811,000	\$3,487,000	\$14,297,000
Starting Wage	\$62,000	\$1,000	\$63,000

Targeted Class Increases	\$609,000	\$1,513,000	\$2,122,000
Uniforms, Tools and Equipment	\$43,000	\$19,000	\$63,000
Total	\$11,526,000	\$5,020,000	\$16,545,000

Non-state Employees (41.56 RCW)			
2025-27	NGF-O	Other	Grand Total
26 Adult Family Home Council	\$324,204,000	\$179,793,000	\$324,204,000
Adjust Expanded Community Services Daily Rate; 7/1/25 (\$254.33) & 7/1/26 (\$256.25)	(\$203,000)	(\$114,000)	(\$203,000)
Adjust HIV Rate; 7/1/25 (\$177) & 7/1/26 (\$178.75)	(\$,000)	(\$,000)	(\$,000)
Increase Healthcare Contribution; 7/1/25 (\$3.45)	\$1,123,000	\$629,000	\$1,123,000
Increase Medical Escort Fee; 7/1/25 (\$23.68) & 7/1/26 (\$24.04)	\$3,012,000		\$3,012,000
Increase Respite Rates 7/1/25 (\$23.68) & 7/1/26 (\$24.04)	\$134,000		\$134,000
Increase Specialized Behavioral Supports Add-On Rate 7/1/26 (\$178)	\$12,376,000	\$6,931,000	\$12,376,000
Maintain base daily rates at 95%; Rebase with 1.5% inflationary factor	\$307,763,000	\$172,347,000	\$307,763,000
27 SEIU, Local 925 for Family Child Care Providers	\$25,452,000		\$25,452,000
Increase FFN rate 7/1/25 (\$4.50)	\$11,567,000		\$11,567,000
Increase monthly Cost of Care Rate Enhancement for licensed providers (\$2,200)	\$166,000,000		\$166,000,000
Increase monthly health care trust contribution; 7/1/25 (\$878,500) & 7/1/26 (\$925,000)	\$6,685,000		\$6,685,000
28 WFSE, AFSCME Council 28 – Language Access Providers	\$5,460,000	\$2,183,000	\$5,460,000
Department of Children, Youth, and Families			
Increase Block Appointments 7/1/25 (\$38.00/hr) & 7/1/26 (\$40.00/hr)	\$35,000	\$16,000	\$35,000
Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 (\$50.60/hr)	\$12,000	\$6,000	\$12,000
Increase Over-the-Phone Interpreting (OPI) 7/1/25 (70 cents/min) & 7/1/26 (72 cents/min)	\$3,000	\$2,000	\$3,000
Increase Video Remote Interpreting (VRI) 7/1/25 (\$3.38 /first 10 mins & thereafter \$0.68/min) & 7/1/26 (\$3.45/first 10 mins & thereafter \$0.70/min)	\$44,000	\$21,000	\$44,000
No-Shows and Cancellations	\$15,000	\$7,000	\$15,000
Department of Social and Health Services			
Increase Block Appointments 7/1/25 (\$38.00/hr) & 7/1/26 (\$40.00/hr)	\$389,000	\$144,000	\$389,000
Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 (\$50.60/hr)	\$128,000	\$48,000	\$128,000
Increase Over-the-Phone Interpreting (OPI) 7/1/25 (\$0.70/min) & 7/1/26 (\$0.72/min)	\$947,000	\$350,000	\$947,000
Increase Video Remote Interpreting (VRI) 7/1/25 (\$3.38 /first 10 mins & thereafter \$0.68/min) & 7/1/26 (\$3.45/first 10 mins & thereafter \$0.70/min)	\$17,000	\$6,000	\$17,000
Washington State Health Care Authority			
Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 (\$50.60/hr)	\$2,211,000	\$1,216,000	\$2,211,000
Increase Over-the-Phone Interpreting (OPI) 7/1/25 (\$0.70/min) & 7/1/26 (\$0.72/min)	\$23,000	\$13,000	\$23,000
Increase Video Remote Interpreting (VRI) 7/1/25 (\$3.38 /first 10 mins & thereafter \$0.68/min) & 7/1/26 (\$3.45/first 10 mins & thereafter \$0.70/min)	\$72,000	\$40,000	\$72,000

Increase yearly early completion payment cap (\$150,000)	\$100,000	\$55,000	\$100,000
No-Shows and Cancellations	\$468,000	\$257,000	\$468,000
<i>Department of Labor and Industries</i>			
Increase In-Person Interpreting (IPI) 7/1/25 (3.5%) & 7/1/26 (3%)	\$949,000	\$3,000	\$949,000
Increase Over-the-Phone Interpreting (OPI) 7/1/25 (3.5%) & 7/1/26 (3%)	\$15,000	\$,000	\$15,000
Increase Video Remote Interpreting (VRI) 7/1/25 (3.5%) & 7/1/26 (3%)	\$32,000	\$,000	\$32,000

Individual CBA costs (all following pages are a repeat of table above, broken out into individual pages for the purposes of linking)

1 **WA Federation of State Employees (WFSE) - General Government**

2025-27	NGF-O	Other	Grand Total
General Wage Increase	\$182,014,000	\$120,471,000	\$302,484,000
Leave	\$620,000	\$86,000	\$706,000
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Premium Pay	\$55,929,000	\$1,699,000	\$57,629,000
Recruitment or Retention Incentive	\$38,000		\$38,000
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Shift Premium	\$2,699,000	\$70,000	\$2,769,000
Starting Wage	\$177,000	\$311,000	\$488,000
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Training and Certification	\$25,000		\$25,000
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2 WSP Troopers Assn

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5 WSF Inland Boatsman Union (IBU)

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6 WSF Marine Engineers Beneficial Assoc (MEBA) - Licensed

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Uniforms, Tools and Equipment		\$54,000	\$54,000
Total		\$3,788,000	\$3,788,000

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2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$2,218,000	\$2,218,000
Other		\$20,000	\$20,000
Targeted Class Increases		\$1,827,000	\$1,827,000
Travel Time and Mileage		\$352,000	\$352,000
Uniforms, Tools and Equipment		\$60,000	\$60,000
Total		\$4,477,000	\$4,477,000

8 WSF Metal Trades

2025-27	NGF-O	Other	Grand Total
General Wage Increase		\$1,558,000	\$1,558,000
Premium Pay		\$6,000	\$6,000
Training and Certification		\$17,000	\$17,000
Uniforms, Tools and Equipment		\$31,000	\$31,000
Total		\$1,612,000	\$1,612,000

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

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Other		\$5,000	\$5,000
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Starting Wage	\$,000		\$,000
Targeted Class Increases	\$1,234,000	\$1,428,000	\$2,662,000
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22 Coalition

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24 DFW Teamsters 760 Enforcement Sergeants

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Premium Pay	\$13,000	\$9,000	\$22,000
Targeted Class Increases	\$1,000	\$1,000	\$1,000
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25 WA Federation of State Employees (WFSE) - Community College Coalition

2025-27	NGF-O	Other	Grand Total
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Starting Wage	\$62,000	\$1,000	\$63,000
Targeted Class Increases	\$609,000	\$1,513,000	\$2,122,000
Uniforms, Tools and Equipment	\$43,000	\$19,000	\$63,000
Total	\$11,526,000	\$5,020,000	\$16,545,000

Non-state Employees (41.56 RCW)			
2025-27	NGF-O	Other	Grand Total
26 Adult Family Home Council	\$324,204,000	\$179,793,000	\$324,204,000
Adjust Expanded Community Services Daily Rate; 7/1/25 (\$254.33) & 7/1/26 (\$256.25)	(\$203,000)	(\$114,000)	(\$203,000)
Adjust HIV Rate; 7/1/25 (\$177) & 7/1/26 (\$178.75)	(\$,000)	(\$,000)	(\$,000)
Increase Healthcare Contribution; 7/1/25 (\$3.45)	\$1,123,000	\$629,000	\$1,123,000
Increase Medical Escort Fee; 7/1/25 (\$23.68) & 7/1/26 (\$24.04)	\$3,012,000		\$3,012,000
Increase Respite Rates 7/1/25 (\$23.68) & 7/1/26 (\$24.04)	\$134,000		\$134,000
Increase Specialized Behavioral Supports Add-On Rate 7/1/26 (\$178)	\$12,376,000	\$6,931,000	\$12,376,000
Maintain base daily rates at 95%; Rebase with 1.5% inflationary factor	\$307,763,000	\$172,347,000	\$307,763,000

Non-state Employees (41.56 RCW)			
2025-27			
	NGF-O	Other	Grand Total
27 SEIU, Local 925 for Family Child Care Providers	\$25,452,000		\$25,452,000
Increase FFN rate 7/1/25 (\$4.50)	\$11,567,000		\$11,567,000
Increase monthly Cost of Care Rate Enhancement for licensed providers (\$2,200)	\$166,000,000		\$166,000,000
Increase monthly health care trust contribution; 7/1/25 (\$878,500) & 7/1/26 (\$925,000)	\$6,685,000		\$6,685,000

Non-state Employees (41.56 RCW)			
2025-27			
	NGF-O	Other	Grand Total
28 WFSE, AFSCME Council 28 – Language Access Providers	\$5,460,000	\$2,183,000	\$5,460,000
<i>Department of Children, Youth, and Families</i>			
Increase Block Appointments 7/1/25 (\$38.00/hr) & 7/1/26 (\$40.00/hr)	\$35,000	\$16,000	\$35,000
Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 (\$50.60/hr)	\$12,000	\$6,000	\$12,000
Increase Over-the-Phone Interpreting (OPI) 7/1/25 (70 cents/min) & 7/1/26 (72 cents/min)	\$3,000	\$2,000	\$3,000
Increase Video Remote Interpreting (VRI) 7/1/25 (\$3.38 /first 10 mins & thereafter \$0.68/min) & 7/1/26 (\$3.45/first 10 mins & thereafter \$0.70/min)	\$44,000	\$21,000	\$44,000
No-Shows and Cancellations	\$15,000	\$7,000	\$15,000
<i>Department of Social and Health Services</i>			
Increase Block Appointments 7/1/25 (\$38.00/hr) & 7/1/26 (\$40.00/hr)	\$389,000	\$144,000	\$389,000
Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 (\$50.60/hr)	\$128,000	\$48,000	\$128,000
Increase Over-the-Phone Interpreting (OPI) 7/1/25 (\$0.70/min) & 7/1/26 (\$0.72/min)	\$947,000	\$350,000	\$947,000
Increase Video Remote Interpreting (VRI) 7/1/25 (\$3.38 /first 10 mins & thereafter \$0.68/min) & 7/1/26 (\$3.45/first 10 mins & thereafter \$0.70/min)	\$17,000	\$6,000	\$17,000
<i>Washington State Health Care Authority</i>			
Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 (\$50.60/hr)	\$2,211,000	\$1,216,000	\$2,211,000
Increase Over-the-Phone Interpreting (OPI) 7/1/25 (\$0.70/min) & 7/1/26 (\$0.72/min)	\$23,000	\$13,000	\$23,000
Increase Video Remote Interpreting (VRI) 7/1/25 (\$3.38 /first 10 mins & thereafter \$0.68/min) & 7/1/26 (\$3.45/first 10 mins & thereafter \$0.70/min)	\$72,000	\$40,000	\$72,000
Increase yearly early completion payment cap (\$150,000)	\$100,000	\$55,000	\$100,000
No-Shows and Cancellations	\$468,000	\$257,000	\$468,000
<i>Department of Labor and Industries</i>			
Increase In-Person Interpreting (IPI) 7/1/25 (3.5%) & 7/1/26 (3%)	\$949,000	\$3,000	\$949,000
Increase Over-the-Phone Interpreting (OPI) 7/1/25 (3.5%) & 7/1/26 (3%)	\$15,000	\$,000	\$15,000
Increase Video Remote Interpreting (VRI) 7/1/25 (3.5%) & 7/1/26 (3%)	\$32,000	\$,000	\$32,000