



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

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September 30, 2022

Sent via email only

TO: David Schumacher, Director
Office of Financial Management

FROM: Michaela Doelman, Chief Human Resources Officer *MD*
State Human Resources Division

SUBJECT: OFFICIAL 2023-25 COLLECTIVE BARGAINING SUBMITTAL

This memorandum serves as the official collective bargaining status report and submittal for the 2023–25 contract period, per chapters 41.56 and 41.80 RCW. Below is summary-level detail about the priorities and outcomes of collective bargaining, including negotiated memoranda of understanding, tentative agreements and interest arbitration awards.

Employer costs are provided by collective bargaining agreement in the attached financial submittal.

Guiding Principles

The agreements summarized in this submittal represent our continued partnership with labor to invest in our state workforce as we emerge from a global pandemic. We prioritized the compensation needs of our employees through expansive targeted increases to assist agencies in their efforts to recruit and retain our valued workforce, as well as to address pent-up demands due to the lack of targeted increases in the 2021–2023 biennium. We also enhanced the general wage increase amount for all state employees, sought to improve pay for low wage workers where possible, and strengthened our efforts to address the staffing needs of 24/7 facilities that provide vital services to vulnerable individuals within our care. Finally, based on Governor Inslee’s Directive 22-13.1, COVID-19 Vaccination Standards for State Employees, we prioritized the safety of our workforce by establishing a permanent COVID-19 vaccination as a condition of employment and offered incentives for employees who receive COVID-19 boosters.

Health care

The state reached a health care agreement with the coalition of unions to maintain the employer contribution of 85%. The contribution will be determined based on the monthly premium for the self-insured Uniform Medical Plan (UMP) Classic. Employees will continue to contribute 15% of the premium based on the Employer Medical Contribution (EMC) method.

Eligible enrolled subscribers who register for the SmartHealth Program will continue to have the option to earn an annual \$125 wellness incentive in the form of a reduction in the medical deductible or a deposit into the Health Savings Account upon successful completion of required SmartHealth Program activities.

Employees with a full-time equivalent base salary of \$60,000 or less will continue to receive an annual \$250 payment to a medical flexible spending arrangement. Employees must meet certain criteria to be eligible for the payment.

Negotiated tentative agreements and interest arbitration awards

The contractual terms described below are a result of the parties' negotiations or interest arbitration and agreed upon terms in the form of a memorandum of understanding or tentative agreement. In some cases, the parties were not able to reach agreement on all issues and used interest arbitration as their impasse procedure. In those cases, the interest arbitration awards contain the remainder of the provisions. The costs of these agreements and arbitration awards are outlined by collective bargaining agreement in the attached financial submittal.

General government and community college coalition agreements

Agreements have been reached with the following labor unions (the terms are summarized below):

- The Coalition of Unions (with fewer than 500 employees in each union)
- Professional and Technical Employees Local 17
- Service Employees International Union Healthcare 1199NW
- Teamsters 117 – Department of Enterprise Services
- Washington Association of Fish and Wildlife Professionals
- Washington Federation of State Employees – Administrative Law Judges
- Washington Federation of State Employees – Association of Washington Assistant Attorney Generals
- Washington Federation of State Employees – General Government
- Washington Federation of State Employees – Higher Education Community College Coalition
- Washington Public Employees Association – General Government
- Washington Public Employees Association – Higher Education Community College Coalition

Unless specified differently below, negotiated agreements with general government and community college coalition unions include:

- A general wage increase of 4%, effective July 1, 2023, and 3%, effective July 1, 2024.
- Targeted job classification base range increases.
- Recognition and retention lump sum payment for employees employed on or before July 1, 2022 and continuously employed through July 1, 2023.
- Shift premium increase for eligible shifts from \$1 to \$2.50 per eligible hour.
- COVID-19 booster incentive of \$1,000 lump sum.
 - Does not apply to WFSE Community College Coalition, Association of Washington Assistant Attorneys General.

Additional economic provisions beyond those listed above are summarized below and detailed in the attached submittal:

- Washington Federation of State Employees – General Government

- Supplemental shift premium increases for nurse classifications. Provides expanded eligible hours and hourly rates.
- 5% premium pay for employees who are assigned to a facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed on location.
- Increased \$500 annual lump sum payment for L&I risk codes 7200/7201
- Washington Federation of State Employees – Department of Corrections specific (interest arbitration award)
 - General wage increase of 4% on July 1, 2023, 2% on July 1, 2024, and 2% on January 1, 2025.
 - Shift premium increase for eligible shifts from \$1.00 to \$2.50 per eligible hour.
 - Certain assignment pays for Community Response Unit and Civil Commitment Unit and Essential Prison Backfill positions.
- Service Employees International Union Healthcare 1199NW
 - Supplemental shift premium increases for nurse classifications. Provides expanded eligible hours and hourly rates.
 - 5% premium pay for employees who are assigned to a facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed on location.
 - ARNP ANCC Board certification incentive of \$2,500
 - Preceptor premium pay increase
 - Increase in training dollars
 - \$500 annual lump sum payment for L&I risk codes 7200/7201
 - Additional retention incentive of \$1,500
- The Coalition of Unions (with fewer than 500 employees in each union)
 - Supplemental shift premium increases for nurse classifications. Provides expanded eligible hours and hourly rates.
 - 5% premium pay for employees who are assigned to a facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed on location.
 - \$500 annual lump sum payment for L&I risk codes 7200/7201
- Teamsters Local 117 - Department of Corrections (Interest Arbitration Award)
 - General wage increase of 6% on July 1, 2023 and 4% on July 1, 2024.
 - \$1,500 lump sum payment.
 - Certain targeted job classification increases.
 - Conversion of Step M to a regular step on the salary schedule.
 - Establish a mentorship incentive and an employee referral program.

- Association of Washington Assistant Attorneys General – WFSE
 - Retention premium for AAGs at 5 and 10 years of service with the agency. The retention premium of 5% starting at year 5 will be in effect for the 2023–25 biennium.
 - New step on the salary schedule, effective July 1, 2024
- Washington Federation of State Employees – Administrative Law Judges
 - Reimbursement of annual WA State Bar dues

Washington State Patrol

Agreements were reached with the Washington State Patrol commissioned officers associations. The 2023–25 agreement includes a general wage increase of 4% effective July 1, 2023, and 3% effective July 1, 2024. Lump-sum payments for longevity premiums are also included. Additional economic provisions are summarized below and detailed in the attached submittal.

- Washington State Patrol Lieutenants and Captains Association
 - 5% premium pay for Rapid Deployment Force while deployed
 - \$3,500 lump sum for recruitment and retention, payable in July 2023 and July 2024
 - \$1,000 lump sum payment for COVID-19 booster incentive
 - Increase to annual clothing allowance for certain employees
- Washington State Patrol Troopers Association
 - Increase to 10% for premium pay for field training sergeants
 - 5% premium pay for Rapid Deployment Force while deployed
 - \$3,500 lump sum for recruitment and retention, payable in July 2023 and July 2024
 - \$1,000 lump sum payment for COVID-19 booster incentive
 - Increase to annual clothing allowance for certain employees

Department of Fish and Wildlife

Agreements were reached with the Department of Fish and Wildlife commissioned officers associations. The 2023–25 agreement includes a general wage increase of 4%, effective July 1, 2023, and 3%, effective July 1, 2024. COVID lump sum payments and longevity premiums are also included. Additional economic provisions are summarized below and detailed in the attached submittal.

- Fish and Wildlife Officers Guild
 - Premiums for longevity as a DFW commissioned officer
 - \$2,000 lump sum for retention purposes payment in July 2023
 - Geographic premium for certain locations
- Teamsters Local 760
 - Premiums for longevity as a DFW commissioned officer

- \$2,000 lump sum for retention purposes payment in July 2023
- Geographic premium for certain locations

Attachment: Financial Submittal

cc: Emily Beck, Deputy Director, OFM
Nona Snell, Assistant Director, OFM Budget
Roselyn Marcus, Assistant Director, OFM Legal & Legislative Affairs
Kelly Woodward, Deputy Assistant Director, OFM State HR
Diane Lutz, Section Chief, Labor Relations, OFM State HR

2023-25 Cost of Interest Arbitration Awards and Tentative Agreements ^{1, 2, 3}

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2023-25
		FY 2024	FY 2025	FY 2024	FY 2025	FY 2024	FY 2025	Biennial \$
General Government RCW 41.80	46,494	\$207,386,928	\$230,195,067	\$252,699,966	\$287,005,255	\$460,086,899	\$517,200,323	\$977,287,214
Association of Washington Assistant Attorneys General - WFSE	686	\$1,125,032	\$1,852,284	\$7,331,925	\$11,493,539	\$8,456,957	\$13,345,823	\$21,802,779
<i>Labor Relations Negotiations</i>								
Establish AAG retention premium of 5% starting at 5 year (2023 -25 CBA Only)		61,170	62,631	539,591	552,483	600,761	615,114	1,215,875
Establish AAG retention premium: 5 years (2.5%) and 10 years (5.0%)		189,591	193,435	1,940,852	1,964,061	2,130,443	2,157,496	4,287,938
Establish additional step on salary schedule; Effective July 2024		-	284,175	-	1,781,348	-	2,065,523	2,065,523
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		620,921	1,131,187	3,385,560	6,148,147	4,006,481	7,279,334	11,285,815
Health care 85% employer / 15% employee (EMC Method)		151,725	180,856	878,775	1,047,500	1,030,500	1,228,356	2,258,856
Provide lump sum payment; Recognition/retention (\$1,000)		101,625	-	587,147	-	688,772	-	688,772
Coalition of Unions	963	\$7,415,955	\$8,777,378	\$7,036,191	\$7,914,535	\$14,452,146	\$16,691,914	\$31,144,061
<i>Labor Relations Negotiations</i>								
Establish 24/7 facility premium pay (5%) (2023-25 CBA Only)		2,455,963	2,462,486	128,933	129,000	2,584,896	2,591,486	5,176,382
Establish extra duty pay for Communication Officer 4		2,270	2,270	18,162	18,162	20,432	20,432	40,864
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		2,407,923	4,304,274	2,313,694	4,133,617	4,721,617	8,437,891	13,159,508
Health care 85% employer / 15% employee (EMC Method)		556,196	662,986	901,054	1,074,056	1,457,250	1,737,042	3,194,292
Increase hourly shift premium (\$2.50)		90,979	90,979	38,923	38,923	129,902	129,902	259,805
Increase supplemental shift premium for nurse classifications		66,071	66,071	-	-	66,071	66,071	132,142
Provide annual lump sum payment; L&I risk class code 7200/7201 (\$500)		93,125	93,125	2,269	2,269	95,394	95,394	190,788
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		321,099	-	518,956	-	840,056	-	840,056
Provide lump sum payment; Recognition/retention (\$1,000)		363,053	-	601,473	-	964,526	-	964,526
Provide Marine Vessel Operator's job class differential over ferry operator job classification		45,298	70,212	-	-	45,298	70,212	115,510
Provide targeted job classification increases		1,013,978	1,024,975	2,512,727	2,518,508	3,526,704	3,543,484	7,070,188
ProTec 17	2,304	\$20,459	\$23,241	\$23,756,784	\$26,900,642	\$23,777,244	\$26,923,883	\$50,701,124
<i>Labor Relations Negotiations</i>								
Communication Officer job classification to different salary schedule (SP)		-	-	7,770	21,409	7,770	21,409	29,178
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		7,994	14,535	8,552,776	15,285,866	8,560,770	15,300,401	23,861,170
Health care 85% employer / 15% employee (EMC Method)		3,570	4,255	3,461,430	4,126,025	3,465,000	4,130,280	7,595,280
Increase hourly shift premium (\$2.50)		3,035	3,035	426,360	426,360	429,395	429,395	858,790
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		2,053	-	1,993,726	-	1,995,779	-	1,995,779
Provide lump sum payment; Recognition/retention (\$1,000)		2,391	-	2,311,399	-	2,313,790	-	2,313,790
Provide one-half times base rate pay for lack of travel notice		<i>Indeterminate</i>						
Provide targeted job classification increases		1,416	1,416	7,003,323	7,040,982	7,004,740	7,042,398	14,047,137

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2023-25
		FY 2024	FY 2025	FY 2024	FY 2025	FY 2024	FY 2025	Biennial \$
Service Employees International Union Local 1199NW	1,359	\$27,114,183	\$29,697,841	\$8,078,452	\$8,904,384	\$35,192,634	\$38,602,223	\$73,794,859
<i>Labor Relations Negotiations</i>								
Charge Nurse Premium; Expand from full shift to two hours		212,609	212,609	9,181	9,181	221,790	221,790	443,580
Establish 24/7 facility premium pay (5%) (2023-25 CBA Only)		5,873,125	5,898,268	870,753	877,662	6,743,879	6,775,930	13,519,809
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		5,920,134	10,617,336	1,823,903	3,267,585	7,744,037	13,884,920	21,628,957
Health care 85% employer / 15% employee (EMC Method)		1,565,882	1,868,319	461,368	549,951	2,027,250	2,418,270	4,445,520
Increase hourly shift premium (\$2.50)		269,051	269,051	82,283	82,283	351,334	351,334	702,668
Increase Preceptor Premium (\$1.50)		5,606	5,606	763	763	6,369	6,369	12,738
Increase supplemental shift premium for nurse classifications		1,072,963	1,072,963	113,908	113,908	1,186,870	1,186,870	2,373,741
Increase training dollars (\$1,000)		623,887	630,402	182,084	182,084	805,971	812,486	1,618,457
Provide annual lump sum payment; L&I risk class code 7200/7201 (\$500)		368,263	368,263	70,673	70,673	438,936	438,936	877,872
Provide DSHS BHA ARNP ANCC Board Certification Incentive (\$2,500)		13,379	-	1,396	-	14,775	-	14,775
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		909,849	-	265,712	-	1,175,560	-	1,175,560
Provide lump sum payment; Retention (\$1,500)		1,586,281	-	468,381	-	2,054,662	-	2,054,662
Provide targeted job classification increases		8,693,154	8,755,024	3,728,047	3,750,294	12,421,201	12,505,318	24,926,520
Teamsters Local Union 117 DES	23	\$0	\$0	\$207,244	\$219,896	\$207,244	\$219,896	\$427,140
<i>Labor Relations Negotiations</i>								
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		-	-	62,490	111,333	62,490	111,333	173,823
Health care 85% employer / 15% employee (EMC Method)		-	-	34,500	41,124	34,500	41,124	75,624
Increase hourly shift premium (\$2.50)		-	-	23,497	23,497	23,497	23,497	46,994
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		-	-	19,837	-	19,837	-	19,837
Provide lump sum payment; Recognition/retention (\$1,000)		-	-	23,108	-	23,108	-	23,108
Provide targeted job classification increases		-	-	43,812	43,942	43,812	43,942	87,754
WA Federation of State Employees (WFSE) - ALJ	109	\$0	\$0	\$1,101,619	\$1,346,291	\$1,101,619	\$1,346,291	\$2,447,910
<i>Labor Relations Negotiations</i>								
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		-	-	548,268	985,992	548,268	985,992	1,534,260
Health care 85% employer / 15% employee (EMC Method)		-	-	157,500	187,740	157,500	187,740	345,240
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		-	-	101,773	-	101,773	-	101,773
Provide lump sum payment; Recognition/retention (\$1,000)		-	-	108,821	-	108,821	-	108,821
Provide reimbursement of annual WA State Bar dues		-	-	71,525	58,760	71,525	58,760	130,285
Provide targeted job classification increases		-	-	113,732	113,799	113,732	113,799	227,531
Washington Association of Fish and Wildlife Professionals	949	\$3,428,372	\$3,817,795	\$4,992,753	\$5,499,216	\$8,421,125	\$9,317,011	\$17,738,135
<i>Labor Relations Negotiations</i>								
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		1,202,953	2,163,224	1,771,688	3,177,374	2,974,641	5,340,598	8,315,239
Health care 85% employer / 15% employee (EMC Method)		555,975	662,722	869,025	1,035,878	1,425,000	1,698,600	3,123,600
Increase hourly shift premium (\$2.50)		2,813	2,813	18,853	18,853	21,666	21,666	43,331
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		319,808	-	500,411	-	820,218	-	820,218
Provide lump sum payment; Recognition/retention (\$1,000)		371,650	-	580,890	-	952,541	-	952,541
Provide targeted job classification increases		975,173	989,036	1,251,886	1,267,111	2,227,059	2,256,147	4,483,206

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2023-25
		FY 2024	FY 2025	FY 2024	FY 2025	FY 2024	FY 2025	Biennial \$
Washington Federation of State Employees	37,704	\$158,714,880	\$174,890,149	\$192,283,066	\$215,836,268	\$350,997,950	\$390,726,419	\$741,724,363
<i>Labor Relations Negotiations</i>								
Additional equipment type added to WSDOT premium pay equipment list		-	-	790,770	790,770	790,770	790,770	1,581,540
Establish 24/7 facility premium pay (5%) (2023-25 CBA Only)		18,985,290	19,138,494	5,367,190	5,427,850	24,352,481	24,566,344	48,918,824
Establish annual tool allowance where tools are not provided (\$1,200)		-	-	125,487	125,487	125,487	125,487	250,973
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		49,956,759	89,818,484	73,477,783	131,822,116	123,434,543	221,640,601	345,075,143
Health care 85% employer / 15% employee (EMC Method)		25,747,712	30,736,466	33,029,347	39,373,021	58,777,059	70,109,488	128,886,547
Increase annual lump sum payment; L&I risk class code 7200/7201 (\$500)		764,411	764,412	315,830	315,830	1,080,241	1,080,241	2,160,482
Increase hourly shift premium (\$2.50)		5,846,576	5,874,168	3,123,805	3,123,805	8,970,381	8,997,973	17,968,354
Increase J range for lottery duties		-	-	2,317	2,317	2,317	2,317	4,633
Increase supplemental shift premium for nurse classifications		2,928	2,928	783	783	3,711	3,711	7,421
Provide CDL renewal fee reimbursement; positions where a CDL is required		1,265	1,291	39,871	39,871	41,136	41,162	82,297
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		13,642,643	-	19,354,117	-	32,996,760	-	32,996,760
Provide lump sum payment; Recognition/retention (\$1,000)		15,674,796	-	22,113,644	-	37,788,441	-	37,788,441
Provide safety shoes reimbursement Dept of Veteran Affairs (\$225)		59,848	59,848	2	2	59,850	59,850	119,700
Provide targeted job classification increases		27,559,255	27,849,235	34,509,578	34,774,089	62,068,834	62,623,325	124,692,158
Psychiatric Social Worker job classification series to different salary schedule (GS)		473,397	644,823	32,542	40,327	505,939	685,150	1,191,090
Washington Public Employees Association	2,397	\$9,568,047	\$11,136,379	\$7,911,932	\$8,890,484	\$17,479,980	\$20,026,863	\$37,506,843
<i>Labor Relations Negotiations</i>								
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		4,605,094	8,298,792	3,324,388	5,965,003	7,929,483	14,263,795	22,193,278
Health care 85% employer / 15% employee (EMC Method)		2,025,060	2,413,872	1,583,940	1,888,056	3,609,000	4,301,928	7,910,928
Increase hourly shift premium (\$2.50)		2,114	2,114	79,772	79,772	81,886	81,886	163,772
Provide annual lump sum payment; WPEA CDHR & WSSSB (\$2,000)		104,749	104,970	26,891	26,950	131,639	131,920	263,560
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		1,166,409	-	913,030	-	2,079,439	-	2,079,439
Provide lump sum payment; Recognition/retention (\$1,000)		1,351,073	-	1,058,364	-	2,409,437	-	2,409,437
Provide targeted job classification increases		272,269	275,264	916,050	921,185	1,188,320	1,196,449	2,384,768
WPEA CDHY & WSSB additional one (1) pre-service day		41,279	41,367	9,497	9,518	50,776	50,885	101,661

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2023-25
		FY 2024	FY 2025	FY 2024	FY 2025	FY 2024	FY 2025	Biennial \$
General Government RCW 41.80 – Interest Arbitration	8,162	\$89,602,195	\$111,038,500	\$2,714,121	\$3,316,595	\$92,316,316	\$114,355,096	\$206,671,413
Teamsters Local 117	6,670	\$75,638,053	\$90,536,040	\$2,714,121	\$3,316,595	\$78,352,174	\$93,852,636	\$172,204,812
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee (EMC Method)		9,327,750	11,118,677	444,000	529,248	9,771,750	11,647,925	21,419,675
<i>Interest Arbitration Award</i>								
Convert step M as regular step; no longer longevity step		4,490,786	4,526,276	17,330	17,375	4,508,116	4,543,652	9,051,768
Establish Employee Referral Program (\$250)		220,005	220,005	-	-	220,005	220,005	440,010
Establish Mentorship Incentive (\$2.50/hour)		202,552	202,552	-	-	202,552	202,552	405,105
General wage increase; 7/1/23 (6.0%) & 7/1/24 (4.0%)		34,664,203	59,183,667	1,472,547	2,523,016	36,136,750	61,706,683	97,843,433
Provide lump payment (\$1,500)		11,454,304	-	533,673	-	11,987,977	-	11,987,977
Provide targeted job classification increases		15,276,960	15,283,370	246,571	246,956	15,523,531	15,530,326	31,053,858
Remove limit for reimbursement for initial costs related to transport bus positions		1,493	1,493	-	-	1,493	1,493	2,986
Washington Federation of State Employees - Dept of Corrections	1,492	\$13,964,142	\$20,502,460	\$0	\$0	\$13,964,142	\$20,502,460	\$34,466,601
<i>Interest Arbitration Award</i>								
All WFSE DOC job classifications moved to CC Salary Range		238,647	238,765	-	-	238,647	238,765	477,412
General wage increase; 7/1/23 (4.0%), 7/1/24 (2.0%) & 1/1/25 (2.0%)		4,992,668	8,919,028	-	-	4,992,668	8,919,028	13,911,696
Increase hourly shift premium (\$2.50)		158,062	158,062	-	-	158,062	158,062	316,123
Provide lump sum to employees who meet prison backfill eligibility (3% base salary)		2,205,629	2,205,629	-	-	2,205,629	2,205,629	4,411,258
Provide targeted job classification increases		6,369,136	8,980,976	-	-	6,369,136	8,980,976	15,350,112

1 Pension Assumptions Source: Office of the State Actuary, 2021-23 Expected Employer Contribution Rates, Adopted July 2022

PERS Plans 1, 2, & 3: 10.39%

PSERS: 10.63%

2 Social Security and Medicare Source: IRS Publication 15 (2018), Circular E, Employer's Tax Guide

The employer contribution in 2020 is 6.2% for Social Security and 1.45% for Medicare. We assume no change to these percentages in the 2023-25 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2022 is a combined 0.16%. We assume no change to this percentage in the 2023-25 biennium.

2023-25 Cost of Interest Arbitration Awards and Tentative Agreements ^{1,2,3} (October 1, 2022)

OFM, State Human Resources Division

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2023-25
		FY 2024	FY 2025	FY 2024	FY 2025	FY 2024	FY 2025	Biennial \$
Higher Education RCW 41.80 (Bargained by OFM)	4,196	\$12,963,160	\$14,924,858	\$14,253,790	\$16,558,482	\$27,216,948	\$31,483,340	\$58,700,291
Washington Federation of State Employees – Community College Coalition	2,414	\$6,032,229	\$7,407,969	\$8,460,201	\$10,281,568	\$14,492,429	\$17,689,538	\$32,181,967
<i>Labor Relations Negotiations</i>								
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		2,577,890	4,633,254	3,601,403	6,470,681	6,179,293	11,103,936	17,283,229
Health care 85% employer / 15% employee (EMC Method)		1,432,493	1,707,531	2,045,572	2,437,875	3,478,064	4,145,406	7,623,470
Increase hourly shift premium (\$2.50)		243,802	243,803	433,063	432,561	676,865	676,364	1,353,229
Provide lump sum payment; Recognition/retention (\$1,000)		964,901	-	1,447,305	-	2,412,206	-	2,412,206
Provide targeted job classification increases		813,143	823,381	932,858	940,451	1,746,001	1,763,832	3,509,833
Washington Public Employees Association – Community College Coalition	1,782	\$6,930,931	\$7,516,889	\$5,793,589	\$6,276,914	\$12,724,519	\$13,793,802	\$26,518,324
<i>Labor Relations Negotiations</i>								
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		2,638,049	4,745,867	2,240,628	4,026,063	4,878,677	8,771,930	13,650,607
Health care 85% employer / 15% employee (EMC Method)		1,452,935	1,731,899	1,239,800	1,477,841	2,692,735	3,209,740	5,902,476
Increase hourly shift premium (\$2.50)		281,482	281,482	263,839	263,839	545,320	545,320	1,090,641
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		839,805	-	720,421	-	1,560,226	-	1,560,226
Provide lump sum payment; Recognition/retention (\$1,000)		967,694	-	824,830	-	1,792,525	-	1,792,525
Provide targeted job classification increases		750,966	757,641	504,071	509,171	1,255,036	1,266,812	2,521,849

1 Pension Assumptions Source: Office of the State Actuary, 2021-23 Expected Employer Contribution Rates, Adopted July 2022
 PERS Plans 1, 2, & 3: 10.39%
 PSERS: 10.63%

2 Social Security and Medicare Source: IRS Publication 15 (2018), Circular E, Employer's Tax Guide
 The employer contribution in 2020 is 6.2% for Social Security and 1.45% for Medicare. We assume no change to these percentages in the 2023-25 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2022 is a combined 0.16%. We assume no change to this percentage in the 2023-25 biennium.

2023-25 Cost of Interest Arbitration Awards and Tentative Agreements ^{1,2,3} (October 1, 2022)

OFM, State Human Resources Division

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2023-25
		FY 2024	FY 2025	FY 2024	FY 2025	FY 2024	FY 2025	Biennial \$
Dept. of Fish and Wildlife and WA State Patrol RCW 41.56	1,357	\$1,787,831	\$2,120,804	\$13,317,489	\$17,293,145	\$15,105,323	\$19,413,949	\$34,519,269
Washington State Patrol Lieutenants and Captains Association	62	\$240,181	\$339,176	\$622,161	\$861,921	\$862,343	\$1,201,097	\$2,063,439
<i>Labor Relations Negotiations</i>								
Establish premium pay for Rapid Deployment Force (5%)		6,349	6,349	41,267	41,267	47,616	47,616	95,231
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		144,060	256,972	352,461	628,703	496,521	885,674	1,382,195
Increase clothing allowance for members in to IAD, CID, GMR, OPS and Fusion Center (\$1,500)		4,281	4,281	4,319	4,319	8,600	8,600	17,201
Provide annual lump sum payment; Retention (\$3,500) (2023-25 CBA Only)		71,574	71,574	187,632	187,632	259,207	259,207	518,413
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		13,917	-	36,482	-	50,399	-	50,399
Washington State Patrol Troopers Association	1,140	\$623,461	\$821,020	\$11,813,689	\$15,512,901	\$12,437,150	\$16,333,922	\$28,771,071
<i>Labor Relations Negotiations</i>								
Establish premium pay for Rapid Deployment Force (5%)		65,447	65,447	1,488,263	1,488,263	1,553,710	1,553,710	3,107,420
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		308,892	550,688	5,761,473	10,344,757	6,070,364	10,895,445	16,965,809
Increase clothing allowance for detectives (\$1,000)		15,227	15,227	23,952	23,952	39,180	39,180	78,359
Increase clothing allowance for Exec Protection Unit (\$1,500)		7,645	7,645	-	-	7,645	7,645	15,290
Increase sergeant field training officer assignment pay (10%)		-	-	18,409	18,409	18,409	18,409	36,818
Provide annual lump sum payment; Retention (\$3,500) (2023-25 CBA Only)		182,013	182,013	3,637,520	3,637,520	3,819,533	3,819,533	7,639,066
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		44,237	-	884,072	-	928,309	-	928,309
Fish and Wildlife Officers' Guild	131	\$735,517	\$757,078	\$686,119	\$707,305	\$1,421,637	\$1,464,383	\$2,886,019
<i>Labor Relations Negotiations</i>								
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		287,207	520,202	269,075	488,075	556,282	1,008,277	1,564,559
Provide geographic premium; Snohomish county (3%) & Pierce county (2%)		22,278	22,485	18,477	18,661	40,755	41,145	81,900
Provide longevity premium based on DFW commissioned tenure		214,391	214,391	200,569	200,569	414,961	414,961	829,921
Provide lump sum payment (\$2,000)		153,268	-	143,386	-	296,654	-	296,654
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		58,373	-	54,612	-	112,985	-	112,985
Teamsters 760 (DFW Sergeants)	24	\$188,672	\$203,530	\$195,520	\$211,018	\$384,193	\$414,547	\$798,740
<i>Labor Relations Negotiations</i>								
General wage increase; 7/1/23 (4.0%) & 7/1/24 (3.0%)		66,224	117,878	68,968	122,764	135,192	240,641	375,833
Provide geographic premium; Snohomish county (3%) & Pierce county (2%)		6,021	6,021	5,372	5,372	11,393	11,393	22,786
Provide longevity premium based on DFW commissioned tenure		79,631	79,631	82,882	82,882	162,513	162,513	325,026
Provide lump sum payment (\$2,000)		26,653	-	27,741	-	54,395	-	54,395
Provide lump sum payment; COVID-19 Booster Incentive (\$1,000)		10,143	-	10,557	-	20,700	-	20,700

1 Pension Assumptions Source: Office of the State Actuary, 2021-23 Expected Employer Contribution Rates, Adopted July 2022
LEOFF Plan 2: 5.31%
WSPRS Plans 1 & 2: 17.84%

2 Social Security and Medicare Source: IRS Publication 15 (2018), Circular E, Employer's Tax Guide
The employer contribution in 2020 is 6.2% for Social Security and 1.45% for Medicare. We assume no change to these percentages in the 2023-25 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2022 is a combined 0.16%. We assume no change to this percentage in the 2023-25 biennium.