



STATE OF WASHINGTON

**OFFICE OF FINANCIAL MANAGEMENT**

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September 28, 2023

*Sent via email only*

**TO:** David Schumacher, Director  
Office of Financial Management

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

A handwritten signature in black ink, appearing to read "M Doelman".

**SUBJECT: OFFICIAL 2023-25 FISCAL YEAR 2025 SUPPLEMENTAL  
COLLECTIVE BARGAINING SUBMITTAL**

This memorandum serves as the official collective bargaining status report and submittal for the 2023–25 contract period for fiscal year 2025, per RCW 41.56.029 and 41.56.515.

The agreements reached in this submittal represent our continued partnership with labor organizations to ensure vital services continue. The contractual terms described below are a result of the parties' negotiations and agreed-upon terms in the form of memorandums of understanding. State costs for the tentatively agreed-to terms are outlined for each collective bargaining agreement in the attached financial submittal.

**RCW 41.56.029 – Non-State Employees**

Agreement was reached with the Adult Family Home (AFH) Council. Pursuant to ESSB 5187 Sec. 215(7)(iii), the Health Care Authority was directed to coordinate with the Department of Social and Health Services (DSHS) to submit a 1915(i) state plan for these services to be covered by Medicaid under a Home and Community-Based Services benefit.

A Memorandum of Understanding (MOU) was reached with the AFH Council to provide Community Behavioral Health Support Services (CBHS) benefit that includes supportive supervision and oversight (SSO) services, with AFH providers contracting directly with the Managed Care Organizations (MCO) for managed care Medicaid enrollees. The MOU with the AFH Council includes the following:

- Six-tiered rate structure will be utilized to pay AFH providers servicing Medicaid enrollees through a contract on a tiered rate structure for supportive supervision and oversight.

### **RCW 41.56.515 – Department of Fish and Wildlife**

Agreements were reached with the two Department of Fish and Wildlife (DFW) commissioned officer associations pursuant to the parties' limited reopener within their 2023-25 agreements. The limited reopener addressed the pending Body Worn Camera (BWC) program. DFW received funding to support the infrastructure needed to manage the new program within the 2023-25 Omnibus Operating Budget. Bargaining resulted in two memorandums of understanding (MOU) that provide a lump sum payment of \$2,000 per officer in consideration and recognition for the employee efforts upon implementation and use of body worn cameras through June 30, 2025. The two DFW commissioned officer associations are:

- *Fish and Wildlife Officers Guild*
- *Teamsters Local 760*

Attachment: Financial Submittal

cc: Emily Beck, Deputy Director, OFM  
Nona Snell, Assistant Director for Budget, OFM  
Roselyn Marcus, Assistant Director, Legal & Legislative Affairs, OFM  
Kelly Woodward, Deputy Chief Human Resource Officer, State HR, OFM  
Gina L. Comeau, Section Chief, State HR, OFM

## 2023-25 Cost of Tentative Agreement (October 1, 2023)

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 \$
<b>Non-State Employees RCW 41.56 &amp; RCW 74.39A</b>	<b>1,900</b>	<b>\$0</b>	<b>\$12,020,471</b>	<b>\$0</b>	<b>\$39,171,914</b>	<b>\$0</b>	<b>\$51,192,385</b>	<b>\$51,192,385</b>
<b>Adult Family Home Council <sup>1</sup></b>	<b>1,900</b>	<b>\$0</b>	<b>\$12,020,471</b>	<b>\$0</b>	<b>\$39,171,914</b>	<b>\$0</b>	<b>\$51,192,385</b>	<b>\$51,192,385</b>
<i>Memorandum of Understanding</i>								
Community Health Support Services tiered assignment structure		-	12,020,471	-	39,171,914	-	51,192,385	51,192,385

<sup>1</sup> Costs include compensation and fringe benefit provisions only. Additional costs for billing requirements for services rendered are not included and will be requested within the proposed 2024 supplemental budget.

## 2023-25 Cost of Tentative Agreements <sup>1, 2, 3</sup> (October 1, 2023)

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 \$
<b>Dept. of Fish and Wildlife RCW 41.56.515</b>	<b>155</b>	<b>\$0</b>	<b>\$155,398</b>	<b>\$0</b>	<b>\$148,185</b>	<b>\$0</b>	<b>\$303,584</b>	<b>\$303,584</b>
<b>Fish and Wildlife Officers' Guild</b>	<b>131</b>	<b>\$0</b>	<b>\$128,745</b>	<b>\$0</b>	<b>\$120,444</b>	<b>\$0</b>	<b>\$249,189</b>	<b>\$249,189</b>
<i>Memorandum of Understanding</i>								
Lump Sum Payment \$2,000; Body Worn Camera Program		-	128,745	-	120,444	-	249,189	249,189
<b>Teamsters 760 (DFW Sergeants)</b>	<b>24</b>	<b>\$0</b>	<b>\$26,653</b>	<b>\$0</b>	<b>\$27,741</b>	<b>\$0</b>	<b>\$54,395</b>	<b>\$54,395</b>
<i>Memorandum of Understanding</i>								
Lump Sum Payment \$2,000; Body Worn Camera Program		-	26,653	-	27,741	-	54,395	54,395

<sup>1</sup> Pension Assumptions Source: Office of the State Actuary, 2023-25 Employer Contribution Rates, Adopted July 2023  
LEOFF Plan 2: 5.31%

<sup>2</sup> 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 within remainder of 2023-25 biennium.

<sup>3</sup> The employer contribution for Washington Family Medical Leave Program in 2023 is a combined 0.16%. We assume no change to this percentage within remainder of 2023-25 biennium.