



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

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October 1, 2024

Sent via email only

TO: Pat Sullivan, Director
Office of Financial Management

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

SUBJECT: OFFICIAL 2025–27 COLLECTIVE BARGAINING SUBMITTAL

This memorandum serves as the official collective bargaining status report and submittal for the 2025–27 contract period, per chapters 41.56, 41.80, and 47.64 RCW. Below is summary-level overview of the priorities and outcomes of collective bargaining, including negotiated tentative agreements, memoranda of understanding, and interest arbitration awards.

Employer costs and details are provided 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. We prioritized the financial health of all state employees through compensation elements designed to assist agencies and higher education institutions in their efforts to recruit and retain our valued workforce.

Increases were specifically aimed at:

- Providing general wage increases for all state employees.
- Establishing an hourly starting wage to address the impact of the state’s minimum wage and improve wages for low-wage worker salaries.
- Implementing targeted wage increases for a variety of job classifications across state government and higher education to address recruitment and retention challenges.
- Continuing efforts to strengthen and address the staffing needs of 24/7 facilities that provide vital services to vulnerable individuals within our care.
- Ensuring necessary services can be provided to the public.
- Focusing on investments which save the state money in other areas.
- Incentivizing additional assignments in critical need areas or for working undesirable shifts or in challenging environments.

Health care for state employees

The state reached a health care agreement with the coalition of unions to maintain the employer contribution of 85%.

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 \$68,004 or less will receive an annual \$300 payment to a flexible spending arrangement account. Employees must meet certain criteria to be eligible for the payment.

Negotiated tentative agreements and interest arbitration awards

The most significant contractual terms are summarized below. These summarized terms are a result of either negotiations or interest arbitration reflected in the form of a tentative agreement or memorandum of understanding. In some cases, for interest arbitration eligible tables, 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 total costs and line-item detail of these agreements and arbitration awards are outlined in the attached financial submittal.

General Government and Community College Coalition Agreements (chapter 41.80 RCW)

Agreements have been reached with the following labor unions:

- Association of Washington Assistant Attorneys General, WFSE
- The Coalition of Unions (with fewer than 500 employees in each union)
- Professional and Technical Employees Local 17 (Protec17)
- Service Employees International Union Healthcare 1199NW
- Teamsters Local 117 – Department of Corrections
- Washington Association of Fish and Wildlife Professionals (WAFWP)
- Washington Federation of State Employees – Administrative Law Judges
- Washington Federation of State Employees – General Government
- Washington Federation of State Employees – Higher Education Community College Coalition

Unless indicated otherwise below, negotiated agreements with general government and community college coalition unions include:

- A general wage increase of 3%, effective July 1, 2025, and 2%, effective July 1, 2026.
- Targeted job classification base range increases effective July 1, 2025.
- At least twenty-four (24) hours of paid Wildfire Disaster leave during state of emergency.
- An expanded definition of family member and qualifying events for paid bereavement leave.
- Leave with pay to employees to travel and receive recommended vaccine(s) during a declared state of emergency due to a pandemic.
- Expansion of paid bereavement leave from 3 to 5 days for eligible employees (exclusive of Teamsters Local 117).

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

- Association of Washington Assistant Attorneys General (AWAAG), WFSE
 - *Retention premium of 5% starting at year 5 and 7.5% at year 10 will be in effect for the 2025–27 biennium.*
 - *Provide 5% dual-language premium.*
 - *New job classification of Managing Assistant Attorneys General (managing AAG2s) was created and received an additional 5% base pay increase.*
- The Coalition of Unions (with fewer than 500 employees in each union)
 - *Fish and Wildlife Captains and Lieutenants Association (FWLCA) receive a general wage increase of 17% effective July 1, 2025, and 2% effective July 1, 2026 and a 5% differential between sergeants and lieutenants, and between lieutenants and captains.*
 - *An additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends.*
 - *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. The premium pay will be in effect for the 2025-27 biennium.*
 - *Increased the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750.*
- Service Employees International Union Healthcare 1199NW
 - *An additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends.*
 - *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. The premium pay will be in effect for the 2025–27 biennium.*
 - *Increased the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750.*
 - *A 5% assignment pay for RN2s and RN3s at DCYF, Juvenile Rehabilitation Institutions.*
 - *\$100 standby rate for ARNP and ARNP leads.*
- Teamsters Local 117 – Department of Corrections (interest arbitration award)
 - *A general wage increase of 4% effective July 1, 2025, and 4% effective July 1, 2026.*
 - *A pool equivalent to a general wage increase of 2% effective July 1, 2025 and 2% July 1 2026 awarded for additional targeted job classifications and/or a general wage increase.*
 - *Increased standby for overtime exempt classifications.*

- Teamsters Local 117 - Department of Corrections (Washington Management Service Staff) supplemental bargaining

2025–27 Collective Bargaining Agreement is the first agreement that covers this bargaining unit. Previously, WMS staff were ineligible for representation.

- *Incorporate existing agency and classification structure policy into agreement such as shift premium, standby rate, King County premium pay, and other specialty assignment pay.*
 - *\$50 duty officer standby rate.*
 - *Incorporated ability to maintain up to a 5% differential between highest paid permanent WGS or WMS managed or supervised by the represented WMS employee if compression or inversion exists.*
- Washington Federation of State Employees – General Government
 - *An additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends.*
 - *5% premium pay for employees who are assigned to a 24/7 facility that provides direct care to residents, patients, at-risk youth, and/or clients and whose duties are required to be performed on location. The premium pay will be in effect for the 2025-27 biennium.*
 - *Increased the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750.*
 - Washington Federation of State Employees – General Government -Department of Corrections-Supplemental Bargaining (interest arbitration award)
 - *A general wage increase of 4% effective July 1, 2025, and 4% effective July 1, 2026.*
 - *A pool equivalent to a general wage increase of 2% effective July 1, 2025 and 2% July 1, 2026 awarded for additional targeted job classifications and/or a general wage increase.*
 - *\$500 recruitment incentive to employees who refer individuals for hard-to-fill positions including Community Corrections Officers 1 & 2, and Corrections & Custody Officers 1 & 2.*
 - Washington Federation of State Employees – Administrative Law Judges (ALJ)
 - *Provide professional development funds.*
 - *Provide 5% dual language premium.*
 - *Creation of a new salary schedule.*

Bargaining tables where agreement was not reached by the parties

As of October 1, 2024, Washington Public Employees Association membership rejected the parties' 2025–27 tentative agreements, as a result the economic provisions are not included for the following agreements:

- Washington Public Employees Association – General Government
- Washington Public Employees Association – Community College Coalition

Washington State Patrol and Department of Fish and Wildlife (chapter 41.56 RCW)

Agreements were reached with the Washington State Patrol and Department of Fish and Wildlife commissioned officers' associations. The negotiated agreements include a general wage increase of 17% effective July 1, 2025, and 2% effective July 1, 2026. Additional economic provisions are detailed in the attached financial submittal. Unions representing these groups of employees are:

- Fish and Wildlife Officers Guild
- Teamsters Local 760
- Washington State Patrol Lieutenants and Captains Association
- Washington State Patrol Troopers Association

Washington State Department of Transportation/Washington State Ferries (chapter 47.64 RCW)

An overview of the most significant contractual terms is summarized below. These summarized terms are a result of either negotiations or interest arbitration between the parties. The total costs and line-item detail of these agreements and arbitration awards are included in the attached financial submittal.

- Ferry Agents, Supervisors, and Project Administrators Association (FASPAA)
 - *Negotiated general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*
- Inlandboatmen's Union of the Pacific (IBU) (interest arbitration award)
 - *Award includes a general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*
 - *Targeted increases for Deck and Terminal classifications.*
- Marine Engineers' Beneficial Association Licensed Engineer Officers (MEBA Licensed) (interest arbitration award)
 - *Award includes a general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*
- Marine Engineers' Beneficial Association Unlicensed Engine Room Employees (MEBA UL) (interest arbitration award)
 - *Award includes a general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*
 - *Oiler series targeted increase.*
- Marine Engineers' Beneficial Association Port Engineer Employees (MEBA PE) (interest arbitration award)
 - *Award includes a general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*

- International Organization of Masters, Mates & Pilots “Masters” (MMP Masters)
 - *Negotiated general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*
- International Organization of Masters, Mates & Pilots “Mates” (MMP Mates)
 - *Negotiated general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*
- International Organization of Masters, Mates & Pilots “Watch Center Supervisors”
 - *Negotiated general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*
- Puget Sound Metal Trades Council (interest arbitration award)
 - *Award includes a general wage increase of 6% on July 1, 2025, and 4% on July 1, 2026.*
 - *Increase premium for Teamsters drivers to 10% per hour with a four-hour minimum when driving hazardous loads.*
 - *Increase premium for Machinists driving the boom truck and knuckle boom truck to 10% with a four-hour minimum.*
- Office and Professional Employees International Union Local 8 (OPEIU)
 - *Negotiated general wage increase of 3% on July 1, 2025, and 3% on July 1, 2026.*
- Western States Regional Council of Carpenters (interest arbitration award)
 - *Award includes a general wage increase of 4% on July 1, 2025, and 4% on July 1, 2026.*
 - *Market increase of 2.5% for the journey person.*
- Service Employees International Union Local 6
 - *Negotiated general wage increase of 2% on July 1, 2025, and 5% on July 1, 2026.*

Attachment: Financial Submittal

cc: Emily Beck, Deputy Director, OFM
Nona Snell, Budget Director, OFM
Roselyn Marcus, Director, Legal & Contract Services, OFM
Kelly Woodward, Deputy Chief Human Resources Officer, State Human Resources, OFM
Gina Comeau, Section Chief, Labor Relations & Compensation Policy, State Human Resources, OFM

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
General Government (41.80 RCW)	45,397	\$180,201,711	\$248,837,443	\$135,234,573	\$195,618,232	\$315,436,283	\$444,455,674	\$759,891,956
Association of Washington Assistant Attorneys General - WFSE	751	\$1,194,127	\$1,715,908	\$6,244,781	\$8,950,134	\$7,438,908	\$10,666,043	\$18,104,952
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)		596,371	1,020,590	3,052,012	5,205,811	3,648,383	6,226,401	9,874,785
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		196,599	302,598	1,061,635	1,634,032	1,258,235	1,936,630	3,194,865
Adjust employee annual increase dates to July 1		152,828	143,028	702,469	657,422	855,296	800,450	1,655,746
Establish Managing Assistant Attorney General 2 job classification		48,279	49,238	165,906	194,100	214,185	243,338	457,523
Increase retention premium at 10+ years (7.5%) (2025-27 Only)		96,772	96,701	873,086	872,447	969,858	969,149	1,939,007
Maintain retention premium at 5+ years (5%) (2025-27 Only)		68,078	67,492	387,050	383,721	455,128	451,213	906,341
Provide acting managing Assistant Attorney General 2 premium pay (5%)		799	792	2,623	2,601	3,422	3,393	6,815
Provide dual language premium pay (5%)		34,401	35,469			34,401	35,469	69,870
Provide out-of-state bar dues reimbursement ⁵		<i>Indeterminate</i>						
The Coalition of Unions	980	\$7,404,450	\$9,185,025	\$11,684,785	\$13,069,022	\$19,089,234	\$22,254,046	\$41,343,281
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)		2,058,803	3,456,788	1,987,185	3,331,161	4,045,988	6,787,949	10,833,938
General wage increase 7/1/25 (17%) & 7/1/26 (2%) DFW Lt & Capt		224,634	255,554	147,178	167,436	371,812	422,990	794,802
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		644,837	992,511	976,766	1,503,404	1,621,603	2,495,914	4,117,518
Establish 3 additional steps on nurse salary schedule		9,110	32,305			9,110	32,305	41,415
Expand bereavement leave family member definition & qualifying events ⁵		<i>Indeterminate</i>						
Incorporate current uniform allowance for DFW Lt & Capt ⁷		72,607	82,601	47,571	54,119	120,178	136,720	256,898
Increase annual clothing allowance for marine vessel operators (\$1,000)		3,255	3,227			3,255	3,227	6,483
Increase annual continuing medical education reimbursement (\$6,500)		213,818	213,818	6,683	6,683	220,500	220,500	441,000
Increase annual LNI Risk Class Code 7200 & 7201 payment (\$750)		15,397	15,265	589	584	15,986	15,848	31,834
Increase annual safety footwear reimbursement (\$350)		1,662	1,662	2,513	2,513	4,175	4,175	8,350
Provide annual prescription glasses reimbursement (\$350)		418	418	632	632	1,050	1,050	2,100
Increase employer provided paid bereavement leave (5 days)		9,744	9,660	133	132	9,877	9,793	19,670
Provide 24/7 facility premium pay (5%) (2025-27 Only)		2,954,322	2,940,572	70,833	70,240	3,025,155	3,010,812	6,035,967
Provide annual clothing allowance for DFW Lt & Capt (\$1,000)		634	634	498	498	1,132	1,132	2,264
Provide hourly supplemental basic shift premium at eligible locations (\$1)		56,086	55,634			56,086	55,634	111,720
Provide Snohomish County geographic pay for DFW Lt & Capt (3%)		6,288	6,288	4,472	4,472	10,761	10,761	21,521
Provide targeted job classification increases		1,077,410	1,072,659	8,487,935	7,981,899	9,565,345	9,054,557	18,619,902
Provide Vaccination Leave during pandemic ⁵		<i>Indeterminate</i>						
Provide Wildfire Disaster Leave during state of emergency (5 days) ⁵		<i>Indeterminate</i>						
ProTec 17	2,219	\$8,150	\$13,403	\$14,853,895	\$21,252,764	\$14,862,044	\$21,266,167	\$36,128,212
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)		5,147	8,782	6,594,032	11,064,689	6,599,178	11,073,471	17,672,650
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		3,003	4,622	3,611,244	5,558,299	3,614,247	5,562,921	9,177,168
Expand bereavement leave family member definition & qualifying events ⁵		<i>Indeterminate</i>						
Increase employer provided paid bereavement leave (5 days)				10,698	10,608	10,698	10,608	21,305
Provide additional pay at straight time rate for court appearances on scheduled day off/vacation leave				849	842	849	842	1,692
Provide targeted job classification increases				4,637,072	4,618,325	4,637,072	4,618,325	9,255,397
Provide Vaccination Leave during pandemic ⁵		<i>Indeterminate</i>						
Provide Wildfire Disaster Leave during state of emergency (24 hours) ⁵		<i>Indeterminate</i>						
Reduced hours needed for LSR2 compensation for higher level duties (4 hours) ⁵		<i>Indeterminate</i>						

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
Service Employees International Union Local 1199NW	1,389	\$21,747,853	\$28,096,583	\$1,472,383	\$1,944,879	\$23,220,237	\$30,041,461	\$53,261,697
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)		6,242,387	10,529,390	502,837	844,968	6,745,225	11,374,358	18,119,583
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		2,086,778	3,219,366	157,939	243,094	2,244,717	3,462,460	5,707,176
Establish 3 additional steps on nurse salary schedule		107,950	907,646	6,650	54,819	114,600	962,465	1,077,064
Expand bereavement leave family member definition & qualifying events ⁵		<i>Indeterminate</i>						
Increase annual LNI Risk Class Code 7200 & 7201 payment (\$750)		149,257	147,980	4,987	4,944	154,243	152,923	307,167
Increase employer provided paid bereavement leave (5 days)		152,463	151,549	5,375	5,328	157,838	156,877	314,716
Increase hourly charge nurse premium pay (\$1.50)		121,786	120,742	4,365	4,327	126,151	125,069	251,220
Increase hourly preceptor pay (\$2)		10,145	10,058	488	484	10,633	10,542	21,175
Provide 24/7 facility premium pay (5%) (2025-27 Only)		7,172,532	7,161,343	338,756	337,760	7,511,288	7,499,102	15,010,390
Provide board certification one-time incentive to DDA (\$2,500)		31,995				31,995		31,995
Provide daily standby pay for ARNPs & Leads (\$100)		108,043	107,115	9,938	9,853	117,982	116,968	234,949
Provide hourly supplemental basic shift premium at eligible locations (\$1)		176,114	174,606	6,193	6,139	182,306	180,746	363,052
Provide targeted job classification increases		5,388,403	5,566,788	434,856	433,163	5,823,259	5,999,951	11,823,210
Provide Vaccination Leave during pandemic ⁵		<i>Indeterminate</i>						
Provide Wildfire Disaster Leave during state of emergency (24 hours) ⁵		<i>Indeterminate</i>						
Teamsters Local Union 117 DOC - Washington Management Staff	276	\$2,525,661	\$3,945,210			\$2,525,661	\$3,945,210	\$6,470,871
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)		1,019,014	1,704,012			1,019,014	1,704,012	2,723,026
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		430,532	662,660			430,532	662,660	1,093,192
Incorporate assignment pay ⁷		11,330	13,059			11,330	13,059	24,389
Incorporate daily standby pay for overtime-exempt staff (\$25) ⁷		86,806	100,052			86,806	100,052	186,858
Incorporate hourly shift premium for hours worked (\$2.50) ⁷		65,924	75,984			65,924	75,984	141,908
Incorporate hourly standby rate for overtime-eligible staff (7%) ⁷		1,594	1,837			1,594	1,837	3,431
Incorporate King County premium pay (5%) ⁷		130,731	150,681			130,731	150,681	281,412
Incorporate relocation compensation upon discretion ^{5,7}		<i>Indeterminate</i>						
Incorporate specialty team premium (5%) ⁷		1,127	1,299			1,127	1,299	2,426
Provide community response unit premium pay (10%)		42,003	41,644			42,003	41,644	83,647
Provide critical incident pay for overtime exempt		184,470	182,890			184,470	182,890	367,360
Provide daily standby rate for Duty Officer (\$50)		87,285	86,538			87,285	86,538	173,823
Provide employee referral program (\$500)		5,766	5,717			5,766	5,717	11,483
Provide WMS supervisory differential (5%)		459,079	918,837			459,079	918,837	1,377,916
Washington Association of Fish and Wildlife Professionals	1,177	\$3,031,522	\$4,534,467	\$3,442,055	\$5,130,096	\$6,473,577	\$9,664,563	\$16,138,140
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)		1,445,503	2,437,606	1,584,943	2,668,572	3,030,447	5,106,178	8,136,625
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		947,314	1,458,072	1,124,325	1,730,521	2,071,639	3,188,593	5,260,232
Increase hourly wildfire suppression pay (\$3)		286	283	342	340	628	623	1,251
Provide hourly prescribed fire operations pay (\$2)		2,148	2,129	2,576	2,554	4,724	4,683	9,407
Provide overnight vessel pay (\$25)		1,665	1,650	1,997	1,980	3,661	3,630	7,291
Provide targeted job classification increases		634,606	634,727	727,872	726,129	1,362,478	1,360,856	2,723,334

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
Washington Federation of State Employees	38,489	\$144,289,948	\$201,346,847	\$95,643,223	\$142,841,848	\$239,933,171	\$344,188,695	\$584,121,864
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)		56,162,428	94,686,686	47,259,534	79,535,289	103,421,962	174,221,975	277,643,937
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		34,452,378	53,022,970	27,818,065	42,804,455	62,270,443	95,827,425	158,097,869
Allow salary adjustments at the discretion of the employer ⁶		<i>Indeterminate</i>						
Establish 3 additional steps on nurse salary schedule		1,121	3,536	5,509	17,377	6,630	20,913	27,542
Expand bereavement leave family member definition & qualifying events ⁵		<i>Indeterminate</i>						
Increase activation pay for disaster declarations (\$3)		4,697	4,657	35,216	34,913	39,914	39,570	79,484
Increase annual LNI Risk Class Code 7200 & 7201 payment (\$750)		961,814	953,570	23,916	23,712	985,730	977,282	1,963,012
Increase employer provided paid bereavement leave (5 days)		275,970	273,801	31,343	31,080	307,313	304,881	612,194
Modify wildfire rest and recuperation day eligibility		21,464	21,281	11,627	11,527	33,091	32,808	65,899
Provide \$18 hourly starting wage & address compression/inversion		88,617	88,282	156,776	157,212	245,393	245,494	490,887
Provide 24/7 facility premium pay (5%) (2025-27 Only)		27,389,359	27,348,153	769,085	768,289	28,158,444	28,116,442	56,274,886
Provide hourly prescribed fire operations pay (\$2)		386	382	842	835	1,228	1,217	2,445
Provide hourly supplemental basic shift premium at eligible locations (\$1)		1,356,283	1,344,756	35,335	35,057	1,391,617	1,379,813	2,771,430
Provide targeted job classification increases		23,575,431	23,598,772	19,495,974	19,422,102	43,071,405	43,020,874	86,092,279
Provide Vaccination Leave during pandemic ⁵		<i>Indeterminate</i>						
Provide Wildfire Disaster Leave during state of emergency (24 hours) ⁵		<i>Indeterminate</i>						
Washington Federation of State Employees (WFSE) - Admin Law Judge	116			\$1,893,451	\$2,429,489	\$1,893,451	\$2,429,489	\$4,322,939
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)				474,322	794,807	474,322	794,807	1,269,129
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				178,371	274,542	178,371	274,542	452,914
Establish Administrative Law Judge salary schedule				839,929	1,024,462	839,929	1,024,462	1,864,390
Provide biennial professional development funds (\$500)				63,000		63,000		63,000
Provide dual language premium pay (5%)				27,415	27,221	27,415	27,221	54,636
Provide payment for Pro Tem Administrative Law Judge judicial status bar dues				700	700	700	700	1,400
Provide targeted job classification increases				309,714	307,757	309,714	307,757	617,470

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
General Government (41.80 RCW) – Interest Arbitration	8,240	\$68,760,924	\$127,326,597	\$194,361	\$368,804	\$68,955,284	\$127,695,402	\$196,650,685
Teamsters Local 117	6,372	\$50,675,646	\$96,689,861	\$178,044	\$334,195	\$50,853,689	\$97,024,058	\$147,877,747
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		9,769,233	15,036,457	30,979	47,682	9,800,212	15,084,139	24,884,351
Expand qualifying events for bereavement leave ⁵		Indeterminate						
Provide COFTP Training Program Premium (3%)		464,489	460,535	279	276	464,768	460,812	925,580
Provide reimbursement of renewal costs for certain licenses and certifications		147,076	145,823	77	76	147,152	145,899	293,052
Provide Wildfire Disaster Leave during state of emergency (24 hours) ⁵		Indeterminate						
<i>Interest Arbitration Award</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%)		25,825,138	53,505,572	98,397	202,907	25,923,535	53,708,478	79,632,013
Increase daily standby rate for overtime exempt health services employees (\$175)		624,181	618,814	10,010	9,924	634,191	628,738	1,262,928
Increase daily standby rate for overtime exempt employees (\$75)		5,470	5,423	3,019	2,993	8,489	8,416	16,905
Provide equivalent of general wage increase 7/1/25 (2%) & 7/1/26 (2%) in job classification increases or general wage increase		12,912,569	25,981,071	49,198	98,526	12,961,767	26,079,598	39,041,365
Provide targeted job classification increases		913,286	907,692	289	286	913,575	907,978	1,821,553
Washington Federation of State Employees - Department of Corrections	1,868	\$18,085,278	\$30,636,736	\$16,317	\$34,609	\$18,101,595	\$30,671,344	\$48,772,938
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		2,929,085	4,508,343	4,766	7,336	2,933,851	4,515,679	7,449,530
Expand bereavement leave family member definition & qualifying events ⁵		Indeterminate						
Increase annual LNI Risk Class Code 7200 & 7201 payment (\$750)		4,360	4,322			4,360	4,322	8,682
Increase employer provided paid bereavement leave (5 days)		13,866	13,748			13,866	13,748	27,614
Provide continuing education reimbursement		12,580	12,472			12,580	12,472	25,051
Provide COFTP training program premium (3%)		48,733	48,352			48,733	48,352	97,085
Provide employee referral program (\$500)		19,306	19,141	30	30	19,336	19,171	38,507
Provide Vaccination Leave during pandemic ⁵		Indeterminate						
Provide Wildfire Disaster Leave during state of emergency (24 hours) ⁵		Indeterminate						
Reduce timeline performing the duties of a higher classification pay (3 bus days) ⁵		Indeterminate						
<i>Interest Arbitration Award</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%)		7,053,040	14,548,449	7,678	15,833	7,060,718	14,564,281	21,624,999
Amend backfill in prisons premium pay to be paid hour for hour on work performed		(2,205,629)	(2,205,629)			(2,205,629)	(2,205,629)	(4,411,258)
Provide equivalent of general wage increase 7/1/25 (2%) & 7/1/26 (2%) in job classification increases or general wage increase		3,526,520	7,064,391	3,839	7,688	3,530,359	7,072,079	10,602,438
Provide targeted job classification increases		6,683,421	6,626,869			6,683,421	6,626,869	13,310,291

1 Pension Assumptions Source: Office of the State Actuary, 2025-27 Expected Employer Contribution Rates, adopted July 2024.

PERS Plans 1, 2, & 3: 8.4% (July 2025) 7.4% (July 2026)

PSERS: 9.32% (July 2025) 8.32% (July 2026)

2 Social Security & Medicare Source: IRS Publication 15 (2024), Circular E, Employer's Tax Guide. The employer's contribution in 2024 is 6.2% for Social Security & 1.45% for Medicare. Assume no change to percentages in 2025-27 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2024 is a combined 0.21%. Assume no change to percentage in 2025-27 biennium.

4 Health care assumptions based on HCA PFFM 3.1 model. FY 2025 funding rate is \$1,170 per employee, per month. Following funding rates are required to meet 85% employer / 15% employee cost share & increased FSA benefit based on tentative agreement:

FY 2026: \$1,302.39 per employee, per month

FY 2027: \$1,373.77 per employee, per month

5 Fiscal impacts are indeterminate due to unknown number of occurrences.

6 Salary increases are allowed within existing resources; no additional funding is needed.

7 Funding for provision is not required. Provision is current practice and being incorporated into 2025-27 collective bargaining agreement.

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
Higher Education (41.80 RCW) – Bargained by OFM	2,745	\$4,495,228	\$7,162,061	\$6,569,097	\$10,061,341	\$11,064,327	\$17,223,401	\$28,287,729
Washington Federation of State Employees – Community College Coalition	2,745	\$4,495,228	\$7,162,061	\$6,569,097	\$10,061,341	\$11,064,327	\$17,223,401	\$28,287,729
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (2%)		2,441,411	4,142,834	3,168,873	5,396,115	5,610,284	9,538,948	15,149,233
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)		1,830,798	2,816,677	2,420,154	3,725,015	4,250,952	6,541,692	10,792,643
Allow salary adjustments at the discretion of the employer ⁵		<i>Indeterminate</i>						
Increase biennial uniform, tools & equipment allowance (\$225)		19,182		47,303		66,486		66,486
Provide \$18 hourly starting wage & address compression/inversion		28,134	26,812	9,248	7,149	37,382	33,961	71,344
Provide targeted job classification increases		175,703	175,738	923,520	933,062	1,099,223	1,108,800	2,208,023

1 Pension Assumptions Source: Office of the State Actuary, 2025-27 Expected Employer Contribution Rates, adopted July 2024.

PERS Plans 1, 2, & 3: 8.4% (July 2025) 7.4% (July 2026)

PSERS: 9.32% (July 2025) 8.32% (July 2026)

2 Social Security & Medicare Source: IRS Publication 15 (2024), Circular E, Employer's Tax Guide. The employer's contribution in 2024 is 6.2% for Social Security & 1.45% for Medicare. Assume no change to percentages in 2025-27 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2024 is a combined 0.21%. Assume no change to percentage in 2025-27 biennium.

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5 Salary increases are allowed within existing resources; no additional funding is needed.

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
Dept. of Fish and Wildlife and WA State Patrol (41.56 RCW)	1,362	\$4,415,244	\$5,030,275	\$28,917,571	\$33,164,997	\$33,332,814	\$38,195,273	\$71,528,086
Fish and Wildlife Officers' Guild	135	\$1,669,449	\$1,902,755	\$1,318,909	\$1,504,486	\$2,988,357	\$3,407,241	\$6,395,599
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (17%) & 7/1/26 (2%)		1,660,692	1,893,998	1,312,616	1,498,193	2,973,308	3,392,192	6,365,500
Increase annual detective uniform allowance (\$1,000)		2,590	2,590	1,768	1,768	4,357	4,357	8,715
Provide targeted job classification increases		6,167	6,167	4,525	4,525	10,692	10,692	21,384
Teamsters 760	26	\$419,856	\$476,686	\$324,868	\$368,917	\$744,724	\$845,603	\$1,590,327
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (17%) & 7/1/26 (2%)		412,866	469,696	320,014	364,063	732,880	833,759	1,566,639
Establish Forks geographic premium pay (7%)		6,615	6,615	4,597	4,597	11,212	11,212	22,425
Provide targeted job classification increases		375	375	257	257	632	632	1,263
Washington State Patrol Lieutenants and Captains Association	62	\$664,319	\$754,971	\$1,631,313	\$1,859,335	\$2,295,632	\$2,614,307	\$4,909,937
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (17%) & 7/1/26 (2%)		656,559	747,211	1,603,621	1,831,643	2,260,179	2,578,854	4,839,033
Establish hourly premium pay while assigned to SWAT mission, Lt only (5%)				777	777	777	777	1,554
Provide annual clothing allowance (\$500)		7,383	7,383	21,911	21,911	29,295	29,295	58,589
Provide annual clothing allowance for HSD & HRD (\$1,500)		377	377	5,004	5,004	5,381	5,381	10,761
Provide rest period up to six hours ⁵		<i>Indeterminate</i>						
Washington State Patrol Troopers Association	1,139	\$1,661,620	\$1,895,863	\$25,642,481	\$29,432,259	\$27,304,101	\$31,328,122	\$58,632,223
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (17%) & 7/1/26 (2%)		1,660,264	1,894,507	25,613,920	29,403,698	27,274,184	31,298,205	58,572,390
Establish hourly premium pay while assigned to SWAT mission (5%)		1,356	1,356	22,582	22,582	23,938	23,938	47,876
Provide annual clothing allowance for Polygraphers (\$1,000)				5,979	5,979	5,979	5,979	11,957
Provide rest period up to six hours ⁵		<i>Indeterminate</i>						

1 Pension Assumptions Source: Office of the State Actuary, 2025-27 Expected Employer Contribution Rates, adopted July 2024.

LEOFF Plan 2: 5.31%

WSPRS Plans 1 & 2: 17.91%

2 Social Security & Medicare Source: IRS Publication 15 (2024), Circular E, Employer's Tax Guide. The employer's contribution in 2024 is 6.2% for Social Security & 1.45% for Medicare. Assume no change to percentages in 2025-27 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2024 is a combined 0.21%. Assume no change to percentage in 2025-27 biennium.

4 Health care assumptions based on HCA PFFM 3.1 model. FY 2025 funding rate is \$1,170 per employee, per month. Following funding rates are required to meet 85% employer / 15% employee cost share & increased FSA benefit based on tentative agreement:

FY 2026: \$1,302.39 per employee, per month

FY 2027: \$1,373.77 per employee, per month

5 Fiscal impacts are indeterminate due to unknown number of occurrences.

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
WSDOT/Washington State Ferries (47.64 RCW)	1,769	\$0	\$0	\$13,437,458	\$22,979,419	\$13,437,458	\$22,979,419	\$36,416,881
Ferry Agents, Supervisors, Project Administrators Associations	39			\$312,974	\$543,767	\$312,974	\$543,767	\$856,741
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%)				192,692	389,710	192,692	389,710	582,402
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				63,547	97,810	63,547	97,810	161,357
Increase annual uniform stipend (\$1,000)				23,252	23,052	23,252	23,052	46,304
Increase drug & alcohol sampling certification stipend (\$2,700)				33,483	33,195	33,483	33,195	66,678
Inlandboatmen's Union of the Pacific	896			\$5,482,301	\$10,105,583	\$5,482,301	\$10,105,583	\$15,587,883
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				1,547,297	2,381,545	1,547,297	2,381,545	3,928,843
Establish 5% pay differential between highest paid IBU position and lowest paid MM&P position ⁵			<i>Indeterminate</i>					
Increase daily maintenance and cure rate (\$40); increase daily wage supplement (\$35)				85,134	85,134	85,134	85,134	170,268
Increase Friday Harbor stipend (5 hours of pay)				119,275	118,249	119,275	118,249	237,523
Increase premium when training other employees (\$1.50)				6,686	6,628	6,686	6,628	13,314
Increase compensatory time accrual cap (500 hours) ⁵			<i>Indeterminate</i>					
Provide additional pay at straight time rate for deck employees involuntarily held over after shift (2 to 4 hours) ⁵			<i>Indeterminate</i>					
Provide additional pay at overtime rate for employees called out prior to start of shift (4 hours or more)				6,789	6,731	6,789	6,731	13,520
<i>Interest Arbitration Award</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%); \$1 per hour market adjustment to AB job classes and OS with AB credential on 7/1/25				3,913,565	7,702,051	3,913,565	7,702,051	11,615,616
Intl Organization of Masters, Mates, and Pilots – Masters	70			\$910,328	\$1,513,367	\$910,328	\$1,513,367	\$2,423,694
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%); Increase job class differential				792,854	1,333,364	792,854	1,333,364	2,126,218
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				115,974	178,503	115,974	178,503	294,476
Provide license reimbursement (\$325)				1,500	1,500	1,500	1,500	3,000
Intl Organization of Masters, Mates, and Pilots – Mates	125			\$1,201,376	\$1,988,360	\$1,201,376	\$1,988,360	\$3,189,737
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%); Increase job class differential				990,639	1,665,414	990,639	1,665,414	2,656,053
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				208,117	320,326	208,117	320,326	528,444
Provide license reimbursement (\$325)				2,620	2,620	2,620	2,620	5,240
Intl Organization of Masters, Mates, and Pilots – Watch Center Supervisors	14			\$92,013	\$175,298	\$92,013	\$175,298	\$267,311
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%)				69,569	140,865	69,569	140,865	210,434
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				22,242	34,233	22,242	34,233	56,475
Increase annual FSA contribution for employees making <\$68,004 (\$300)				66	129	66	129	195
Increase Relief Watch Center Supervisor premium (5%)				202	200	202	200	402

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
Marine Engineers' Beneficial Association Licensed Engineer Officers	204			\$1,627,179	\$2,940,417	\$1,627,179	\$2,940,417	\$4,567,597
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				298,190	458,964	298,190	458,964	757,154
Increase weekly roundtrip inter-island allowance (5 hours)				11,283	11,186	11,283	11,186	22,469
Provide annual prescription safety glasses reimbursement (\$200)				27,000	27,000	27,000	27,000	54,000
Provide holiday pay for temporary engineer officers								
Provide Reliefs Friday Harbor stipend (5 hours of pay)				153,464	152,265	153,464	152,265	305,729
<i>Interest Arbitration Award</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%)				1,126,602	2,280,031	1,126,602	2,280,031	3,406,633
Increase Watch Turnover rates 7/1/25 (4%) & 7/1/26 (4%)				10,640	10,972	10,640	10,972	21,612
Marine Engineers' Beneficial Association Port Engineers	8			\$64,104	\$123,506	\$64,104	\$123,506	\$187,610
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				12,709	19,562	12,709	19,562	32,271
<i>Interest Arbitration Award</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%)				51,395	103,944	51,395	103,944	155,339
Marine Engineers' Beneficial Association Unlicensed Engineer Employees	225			\$2,269,490	\$3,218,195	\$2,269,490	\$3,218,195	\$5,487,687
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				398,759	613,755	398,759	613,755	1,012,514
Increase weekly roundtrip inter-island allowance (5 hours)				5,994	5,943	5,994	5,943	11,937
Provide annual prescription safety glasses reimbursement (\$200)				30,120	30,120	30,120	30,120	60,240
Provide Reliefs Friday Harbor stipend (5 hours of pay)				170,446	168,980	170,446	168,980	339,427
<i>Interest Arbitration Award</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%)				733,671	1,483,858	733,671	1,483,858	2,217,530
Increase Watch Turnover rates 7/1/25 (4%) & 7/1/26 (4%)				13,411	6,312	13,411	6,312	19,723
Provide Oiler series targeted increase; 7/1/25 (5%)				917,089	909,227	917,089	909,227	1,826,316
Office of Professional Employees International Union Local 8	57			\$490,704	\$775,396	\$490,704	\$775,396	\$1,266,099
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (3%) & 7/1/26 (3%)				174,540	352,186	174,540	352,186	526,726
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				95,321	146,714	95,321	146,714	242,035
Establish additional step on salary schedule				215,966	271,661	215,966	271,661	487,627
Expand bereavement leave family member definition & qualifying events ⁵								
Provide Maintenance Material Coordinator 1-range increase; 7/1/25				4,877	4,835	4,877	4,835	9,711
Pacific NW Regional Council of Carpenters	23			\$180,644	\$287,903	\$180,644	\$287,903	\$468,548
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)								
Provide double time after 8 hours of work on Saturday & all day Sunday				4,156	4,121	4,156	4,121	8,277
Provide double time after cumulative of 12 hours in one day ⁵								
<i>Interest Arbitration Award</i>								
General wage increase 7/1/25 (4%) & 7/1/26 (4%)				86,122	174,178	86,122	174,178	260,301
Provide market increase 7/1/25 (2.5%)				53,826	53,363	53,826	53,363	107,190

	Total FTEs	General Fund-State \$		Other Funds \$		Total \$		2025-27
		FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	Biennial \$
Puget Sound Metal Trades Council	102			\$772,077	\$1,250,565	\$772,077	\$1,250,565	\$2,022,644
<i>Labor Relations Negotiations</i>								
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				36,540	56,241	36,540	56,241	92,780
Provide double time after cumulative of 12 hours in one day ⁵			<i>Indeterminate</i>					
Increase annual industrial clothing allowance (\$230)				10,200	10,200	10,200	10,200	20,400
Increase biennial footwear allowance (\$200 soft, \$300 steel)				10,200		10,200		10,200
Include carbon arcing to eligible dirty work at double time				2,253	2,234	2,253	2,234	4,487
Increase WSF contribution for journey person compensable hours (\$0.20)				8,713	8,713	8,713	8,713	17,427
<i>Interest Arbitration Award</i>								
General wage increase 7/1/25 (6%) & 7/1/26 (4%)				577,915	979,260	577,915	979,260	1,557,175
Increase hourly premium for driving boom/knuckle boom truck (10%, 4 hr min)				751	744	751	744	1,495
Service Employees International Union Local 6	6			\$34,268	\$57,062	\$34,268	\$57,062	\$91,330
<i>Labor Relations Negotiations</i>								
General wage increase 7/1/25 (2%) & 7/1/26 (5%)				7,067	24,874	7,067	24,874	31,941
Health care 85% employer / 15% employee; Increase annual FSA contribution (\$300)				9,532	14,671	9,532	14,671	24,204
Provide Janitors & Foreperson 2-range increase 7/1/25				17,669	17,517	17,669	17,517	35,185

1 Pension Assumptions Source: Office of the State Actuary, 2025-27 Expected Employer Contribution Rates, adopted July 2024.
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