

## Costs of 2025-27 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             |
| <b>Total</b>                       | <b>\$304,038,000</b> | <b>\$159,583,000</b> | <b>\$463,621,000</b> |

#### 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            |
| <b>Total</b>                  | <b>\$3,559,000</b> | <b>\$55,098,000</b> | <b>\$58,657,000</b> |

#### 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           |
| <b>Total</b>                  | <b>\$1,420,000</b> | <b>\$3,492,000</b> | <b>\$4,912,000</b> |

#### 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         |
| <b>Total</b>                  |       | <b>\$696,000</b> | <b>\$696,000</b> |

#### 5 WSF Inland Boatsman Union (IBU)

| 2025-27 | NGF-O | Other | Grand Total |
|---------|-------|-------|-------------|
|---------|-------|-------|-------------|

|                       |                     |                     |
|-----------------------|---------------------|---------------------|
| Callback Pay          | \$14,000            | \$14,000            |
| General Wage Increase | \$11,621,000        | \$11,621,000        |
| Other                 | \$421,000           | \$421,000           |
| <b>Total</b>          | <b>\$12,055,000</b> | <b>\$12,055,000</b> |

**6 WSF Marine Engineers Beneficial Assoc (MEBA) - Licensed**

| <b>2025-27</b>                | <b>NGF-O</b> | <b>Other</b>       | <b>Grand Total</b> |
|-------------------------------|--------------|--------------------|--------------------|
| 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           |
| <b>Total</b>                  |              | <b>\$3,788,000</b> | <b>\$3,788,000</b> |

**7 WSF Marine Engineers Beneficial Assoc (MEBA) - Unlicensed**

| <b>2025-27</b>                | <b>NGF-O</b> | <b>Other</b>       | <b>Grand Total</b> |
|-------------------------------|--------------|--------------------|--------------------|
| 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           |
| <b>Total</b>                  |              | <b>\$4,477,000</b> | <b>\$4,477,000</b> |

**8 WSF Metal Trades**

| <b>2025-27</b>                | <b>NGF-O</b> | <b>Other</b>       | <b>Grand Total</b> |
|-------------------------------|--------------|--------------------|--------------------|
| 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           |
| <b>Total</b>                  |              | <b>\$1,612,000</b> | <b>\$1,612,000</b> |

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

| <b>2025-27</b>        | <b>NGF-O</b> | <b>Other</b>       | <b>Grand Total</b> |
|-----------------------|--------------|--------------------|--------------------|
| General Wage Increase |              | \$2,657,000        | \$2,657,000        |
| Other                 |              | \$5,000            | \$5,000            |
| <b>Total</b>          |              | <b>\$2,662,000</b> | <b>\$2,662,000</b> |

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

| <b>2025-27</b>        | <b>NGF-O</b> | <b>Other</b> | <b>Grand Total</b> |
|-----------------------|--------------|--------------|--------------------|
| General Wage Increase |              | \$211,000    | \$211,000          |
| Premium Pay           |              | \$,000       | \$,000             |

|              |  |                  |                  |
|--------------|--|------------------|------------------|
| <b>Total</b> |  | <b>\$211,000</b> | <b>\$211,000</b> |
|--------------|--|------------------|------------------|

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

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

**12 WSF Service Employees International Union (SEIU) - 6**

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

**13 Professional and Technical Employees (PTE) - 17**

| <b>2025-27</b>           | <b>NGF-O</b>    | <b>Other</b>        | <b>Grand Total</b>  |
|--------------------------|-----------------|---------------------|---------------------|
| 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         |
| <b>Total</b>             | <b>\$14,000</b> | <b>\$10,695,000</b> | <b>\$10,709,000</b> |

**14 Teamsters 117**

| <b>2025-27</b>                     | <b>NGF-O</b>         | <b>Other</b>     | <b>Grand Total</b>   |
|------------------------------------|----------------------|------------------|----------------------|
| 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          |
| <b>Total</b>                       | <b>\$127,309,000</b> | <b>\$476,000</b> | <b>\$127,786,000</b> |

**15 WA Association of Fish and Wildlife Professionals**

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

|              |                    |                    |                     |
|--------------|--------------------|--------------------|---------------------|
| <b>Total</b> | <b>\$5,068,000</b> | <b>\$5,545,000</b> | <b>\$10,613,000</b> |
|--------------|--------------------|--------------------|---------------------|

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

| <b>2025-27</b>                     | <b>NGF-O</b>        | <b>Other</b>       | <b>Grand Total</b>  |
|------------------------------------|---------------------|--------------------|---------------------|
| 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            |
| <b>Total</b>                       | <b>\$44,836,000</b> | <b>\$2,994,000</b> | <b>\$47,830,000</b> |

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

| <b>2025-27</b>        | <b>NGF-O</b> | <b>Other</b>       | <b>Grand Total</b> |
|-----------------------|--------------|--------------------|--------------------|
| General Wage Increase |              | \$2,127,000        | \$2,127,000        |
| Other                 |              | \$3,000            | \$3,000            |
| <b>Total</b>          |              | <b>\$2,130,000</b> | <b>\$2,130,000</b> |

**18 WSF Carpenters**

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

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

| <b>2025-27</b>        | <b>NGF-O</b> | <b>Other</b>     | <b>Grand Total</b> |
|-----------------------|--------------|------------------|--------------------|
| General Wage Increase |              | \$155,000        | \$155,000          |
| <b>Total</b>          |              | <b>\$155,000</b> | <b>\$155,000</b>   |

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

| <b>2025-27</b>                     | <b>NGF-O</b>       | <b>Other</b>        | <b>Grand Total</b>  |
|------------------------------------|--------------------|---------------------|---------------------|
| 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           |
| <b>Total</b>                       | <b>\$2,412,000</b> | <b>\$12,505,000</b> | <b>\$14,917,000</b> |

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          |
| <b>Total</b>                       |       | <b>\$3,872,000</b> | <b>\$3,872,000</b> |

22 **Coalition**

| 2025-27                            | NGF-O               | Other               | Grand Total         |
|------------------------------------|---------------------|---------------------|---------------------|
| General Wage Increase              | \$5,998,000         | \$5,635,000         | \$11,634,000        |
| Leave                              | \$19,000            |                     | \$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            |
| <b>Total</b>                       | <b>\$14,702,000</b> | <b>\$22,283,000</b> | <b>\$36,984,000</b> |

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            |
| <b>Total</b>                  | <b>\$3,574,000</b> | <b>\$2,825,000</b> | <b>\$6,398,000</b> |

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            |
| <b>Total</b>             | <b>\$897,000</b> | <b>\$694,000</b> | <b>\$1,591,000</b> |

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            |
| <b>Total</b>                  | <b>\$11,526,000</b> | <b>\$5,020,000</b> | <b>\$16,545,000</b> |

|                                        | NGF-O | Other | Grand Total |
|----------------------------------------|-------|-------|-------------|
| <b>Non-state Employees (41.56 RCW)</b> |       |       |             |

#### 26 Adult Family Home Council

| 2025-27                                                                              | NGF-O                | Other                | Grand Total          |
|--------------------------------------------------------------------------------------|----------------------|----------------------|----------------------|
| Adjust Expanded Community Services Daily Rate; 7/1/25 (\$254.33) & 7/1/26 (\$256.25) | (\$81,000)           | (\$103,000)          | (\$184,000)          |
| Adjust HIV Rate; 7/1/25 (\$177) & 7/1/26 (\$178.75)                                  |                      |                      |                      |
| Increase Healthcare Contribution; 7/1/25 (\$3.45)                                    | \$484,000            | \$616,000            | \$1,101,000          |
| Increase Medical Escort Fee; 7/1/25 (\$23.68) & 7/1/26 (\$24.04)                     | \$2,836,000          |                      | \$2,836,000          |
| Increase Respite Rates 7/1/25 (\$23.68) & 7/1/26 (\$24.04)                           | \$127,000            |                      | \$127,000            |
| Increase Specialized Behavioral Supports Add-On Rate 7/1/26 (\$178)                  | \$2,723,000          | \$3,465,000          | \$6,188,000          |
| Maintain base daily rates at 95%; Rebase with 1.5% inflationary factor               | \$127,189,000        | \$161,877,000        | \$289,066,000        |
| <b>Total</b>                                                                         | <b>\$133,278,000</b> | <b>\$165,855,000</b> | <b>\$299,133,000</b> |

#### 27 SEIU, Local 925 for Family Child Care Providers

| 2025-27                                                                                  | NGF-O                | Other | Grand Total          |
|------------------------------------------------------------------------------------------|----------------------|-------|----------------------|
| Increase FFN rate 7/1/25 (\$4.50)                                                        | \$11,126,000         |       | \$11,126,000         |
| Increase monthly Cost of Care Rate Enhancement for licensed providers (\$2,200)          | \$166,287,000        |       | \$166,287,000        |
| Increase monthly health care trust contribution; 7/1/25 (\$878,500) & 7/1/26 (\$925,000) | \$6,127,000          |       | \$6,127,000          |
| <b>Total</b>                                                                             | <b>\$183,540,000</b> |       | <b>\$183,540,000</b> |

#### 28 WFSE, AFSCME Council 28 – Language Access Providers

| 2025-27                                                                                                                                                 | NGF-O     | Other     | Grand Total |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-------------|
| <b><i>Department of Children, Youth, and Families</i></b>                                                                                               |           |           |             |
| Increase Block Appointments 7/1/25 (\$38.00/hr) & 7/1/26 (\$40.00/hr)                                                                                   | \$18,000  | \$16,000  | \$34,000    |
| Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 (\$50.60/hr)                                                                         | \$5,000   | \$4,000   | \$9,000     |
| Increase Over-the-Phone Interpreting (OPI) 7/1/25 (70 cents/min) & 7/1/26 (72 cents/min)                                                                | \$1,000   | \$1,000   | \$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) | \$22,000  | \$19,000  | \$41,000    |
| No-Shows and Cancellations                                                                                                                              | \$7,000   | \$7,000   | \$14,000    |
| <b><i>Department of Social and Health Services</i></b>                                                                                                  |           |           |             |
| Increase Block Appointments 7/1/25 (\$38.00/hr) & 7/1/26 (\$40.00/hr)                                                                                   | \$205,000 | \$121,000 | \$326,000   |
| Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 (\$50.60/hr)                                                                         | \$63,000  | \$37,000  | \$100,000   |
| Increase Over-the-Phone Interpreting (OPI) 7/1/25 (\$0.70/min) & 7/1/26 (\$0.72/min)                                                                    | \$588,000 | \$345,000 | \$933,000   |

|                                                                                                                                                         |                    |                    |                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|--------------------|
| 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) | \$10,000           | \$6,000            | \$16,000           |
| <b>Washington State Health Care Authority</b>                                                                                                           |                    |                    |                    |
| Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 ( \$50.60/hr)                                                                        | \$772,000          | \$943,000          | \$1,715,000        |
| Increase Over-the-Phone Interpreting (OPI) 7/1/25 (\$0.70/min) & 7/1/26 (\$0.72/min)                                                                    | \$8,000            | \$9,000            | \$17,000           |
| 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) | \$25,000           | \$31,000           | \$56,000           |
| Increase yearly early completion payment cap (\$150,000)                                                                                                | \$45,000           | \$55,000           | \$100,000          |
| No-Shows and Cancellations                                                                                                                              | \$163,000          | \$200,000          | \$363,000          |
| <b>Department of Labor and Industries</b>                                                                                                               |                    |                    |                    |
| Increase In-Person Interpreting (IPI) 7/1/25 (3.5%) & 7/1/26 (3%)                                                                                       | \$932,000          | \$3,000            | \$936,000          |
| Increase Over-the-Phone Interpreting (OPI) 7/1/25 (3.5%) & 7/1/26 (3%)                                                                                  | \$15,000           |                    | \$15,000           |
| Increase Video Remote Interpreting (VRI) 7/1/25 (3.5%) & 7/1/26 (3%)                                                                                    | \$31,000           |                    | \$31,000           |
| <b>Total</b>                                                                                                                                            | <b>\$2,910,000</b> | <b>\$1,797,000</b> | <b>\$4,707,000</b> |

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**

| <b>2025-27</b>                     | <b>NGF-O</b>         | <b>Other</b>         | <b>Grand Total</b>   |
|------------------------------------|----------------------|----------------------|----------------------|
| 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             |
| <b>Total</b>                       | <b>\$304,038,000</b> | <b>\$159,583,000</b> | <b>\$463,621,000</b> |

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            |
| <b>Total</b>                  | <b>\$3,559,000</b> | <b>\$55,098,000</b> | <b>\$58,657,000</b> |

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  |
|-----------------------|-------|--------------|--------------|
| 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           |
| <b>Total</b>                  |       | <b>\$4,477,000</b> | <b>\$4,477,000</b> |

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   |

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            |             |             |              |
| Targeted Class Increases | \$1,234,000 | \$1,428,000 | \$2,662,000  |
| Total                    | \$5,068,000 | \$5,545,000 | \$10,613,000 |

## 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            |
| <b>Total</b>                       | <b>\$44,836,000</b> | <b>\$2,994,000</b> | <b>\$47,830,000</b> |

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            |                     | \$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            |
| <b>Total</b>                       | <b>\$14,702,000</b> | <b>\$22,283,000</b> | <b>\$36,984,000</b> |

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            |
| <b>Total</b>                  | <b>\$3,574,000</b> | <b>\$2,825,000</b> | <b>\$6,398,000</b> |

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)****Adult Family Home Council**

|    |                                                                                      |                      |                      |                      |
|----|--------------------------------------------------------------------------------------|----------------------|----------------------|----------------------|
| 26 | <b>2025-27</b>                                                                       | <b>NGF-O</b>         | <b>Other</b>         | <b>Grand Total</b>   |
|    | Adjust Expanded Community Services Daily Rate; 7/1/25 (\$254.33) & 7/1/26 (\$256.25) | (\$81,000)           | (\$103,000)          | (\$184,000)          |
|    | Adjust HIV Rate; 7/1/25 (\$177) & 7/1/26 (\$178.75)                                  |                      |                      |                      |
|    | Increase Healthcare Contribution; 7/1/25 (\$3.45)                                    | \$484,000            | \$616,000            | \$1,101,000          |
|    | Increase Medical Escort Fee; 7/1/25 (\$23.68) & 7/1/26 (\$24.04)                     | \$2,836,000          |                      | \$2,836,000          |
|    | Increase Respite Rates 7/1/25 (\$23.68) & 7/1/26 (\$24.04)                           | \$127,000            |                      | \$127,000            |
|    | Increase Specialized Behavioral Supports Add-On Rate 7/1/26 (\$178)                  | \$2,723,000          | \$3,465,000          | \$6,188,000          |
|    | Maintain base daily rates at 95%; Rebase with 1.5% inflationary factor               | \$127,189,000        | \$161,877,000        | \$289,066,000        |
|    | <b>Total</b>                                                                         | <b>\$133,278,000</b> | <b>\$165,855,000</b> | <b>\$299,133,000</b> |

**Non-state Employees (41.56 RCW)****SEIU, Local 925 for Family Child Care Providers**

|    |                                                                                          |                      |              |                      |
|----|------------------------------------------------------------------------------------------|----------------------|--------------|----------------------|
| 27 | <b>2025-27</b>                                                                           | <b>NGF-O</b>         | <b>Other</b> | <b>Grand Total</b>   |
|    | Increase FFN rate 7/1/25 (\$4.50)                                                        | \$11,126,000         |              | \$11,126,000         |
|    | Increase monthly Cost of Care Rate Enhancement for licensed providers (\$2,200)          | \$166,287,000        |              | \$166,287,000        |
|    | Increase monthly health care trust contribution; 7/1/25 (\$878,500) & 7/1/26 (\$925,000) | \$6,127,000          |              | \$6,127,000          |
|    | <b>Total</b>                                                                             | <b>\$183,540,000</b> |              | <b>\$183,540,000</b> |

**Non-state Employees (41.56 RCW)****WFSE, AFSCME Council 28 – Language Access Providers**

| <b>2025-27</b> |                                                                                                                                                         | <b>NGF-O</b>       | <b>Other</b>       | <b>Grand Total</b> |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|--------------------|
| 28             | <b><i>Department of Children, Youth, and Families</i></b>                                                                                               |                    |                    |                    |
|                | Increase Block Appointments 7/1/25 (\$38.00/hr) & 7/1/26 (\$40.00/hr)                                                                                   | \$18,000           | \$16,000           | \$34,000           |
|                | Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 ( \$50.60/hr)                                                                        | \$5,000            | \$4,000            | \$9,000            |
|                | Increase Over-the-Phone Interpreting (OPI) 7/1/25 (70 cents/min) & 7/1/26 (72 cents/min)                                                                | \$1,000            | \$1,000            | \$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) | \$22,000           | \$19,000           | \$41,000           |
|                | No-Shows and Cancellations                                                                                                                              | \$7,000            | \$7,000            | \$14,000           |
|                | <b><i>Department of Social and Health Services</i></b>                                                                                                  |                    |                    |                    |
|                | Increase Block Appointments 7/1/25 (\$38.00/hr) & 7/1/26 (\$40.00/hr)                                                                                   | \$205,000          | \$121,000          | \$326,000          |
|                | Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 ( \$50.60/hr)                                                                        | \$63,000           | \$37,000           | \$100,000          |
|                | Increase Over-the-Phone Interpreting (OPI) 7/1/25 (\$0.70/min) & 7/1/26 (\$0.72/min)                                                                    | \$588,000          | \$345,000          | \$933,000          |
|                | 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) | \$10,000           | \$6,000            | \$16,000           |
|                | <b><i>Washington State Health Care Authority</i></b>                                                                                                    |                    |                    |                    |
|                | Increase In-Person Interpreting (IPI) 7/1/25 (\$49.20/hr) & 7/1/26 ( \$50.60/hr)                                                                        | \$772,000          | \$943,000          | \$1,715,000        |
|                | Increase Over-the-Phone Interpreting (OPI) 7/1/25 (\$0.70/min) & 7/1/26 (\$0.72/min)                                                                    | \$8,000            | \$9,000            | \$17,000           |
|                | 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) | \$25,000           | \$31,000           | \$56,000           |
|                | Increase yearly early completion payment cap (\$150,000)                                                                                                | \$45,000           | \$55,000           | \$100,000          |
|                | No-Shows and Cancellations                                                                                                                              | \$163,000          | \$200,000          | \$363,000          |
|                | <b><i>Department of Labor and Industries</i></b>                                                                                                        |                    |                    |                    |
|                | Increase In-Person Interpreting (IPI) 7/1/25 (3.5%) & 7/1/26 (3%)                                                                                       | \$932,000          | \$3,000            | \$936,000          |
|                | Increase Over-the-Phone Interpreting (OPI) 7/1/25 (3.5%) & 7/1/26 (3%)                                                                                  | \$15,000           |                    | \$15,000           |
|                | Increase Video Remote Interpreting (VRI) 7/1/25 (3.5%) & 7/1/26 (3%)                                                                                    | \$31,000           |                    | \$31,000           |
|                | <b>Total</b>                                                                                                                                            | <b>\$2,910,000</b> | <b>\$1,797,000</b> | <b>\$4,707,000</b> |