

# Governor's 2015–17 Compensation Plan

(\$ in thousands)

	2015-17 Near General Fund- State	2015-17 Total Funds
<b>Local School Districts</b>		
K-12 I-732 Cost-of-Living Adjustment	\$235,485	\$235,485
K-12 Schools Salary Alignment	<u>150,084</u>	<u>150,084</u>
<i>Subtotal</i>	<i>\$385,569</i>	<i>\$385,569</i>
<b>Non-State Employee Unions</b>		
Home Care Workers – Individual Providers	\$88,861	\$200,793
Parity for Agency Home Care Providers	27,720	62,764
Child Care Providers	12,442	12,442
Language Access Providers	503	1,132
Adult Family Homes	<u>19,796</u>	<u>39,551</u>
<i>Subtotal</i>	<i>\$149,322</i>	<i>\$316,682</i>
<b>Collective Bargaining Agreements Negotiated by the Governor</b>		
Washington Federation of State Employees	\$79,529	\$196,017
Washington Public Employees Association	8,751	16,926
International Brotherhood of Teamsters	54,667	54,678
International Federation of Professional and Technical Engineers, Local 17	13	8,319
Washington Association of Fish and Wildlife Professionals	1,489	6,313
Service Employees International Union Healthcare, 1199NW	9,400	12,122
The Coalition of Unions	3,999	8,327
Washington Federation of State Employees – Community and Technical Colleges	5,947	12,093
Washington Public Employees Association – Community and Technical Colleges	4,659	9,176
Ferry Employees (Marine Unions)	0	14,213
Washington State Patrol Troopers Association	975	15,926
Washington State Patrol Lieutenants' Association	<u>171</u>	<u>1,153</u>
<i>Subtotal</i>	<i>\$169,600</i>	<i>\$355,263</i>
<b>Collective Bargaining Agreements Negotiated by Higher Education Institutions</b>		
Central Washington University	\$366	\$1,002
Eastern Washington University	1,465	5,057
University of Washington	2,649	14,956
Washington State University	317	872
The Evergreen State College	439	1,177
Western Washington University	1,902	7,573
Yakima Valley College	629	1,271
Highline Community College	<u>341</u>	<u>639</u>
<i>Subtotal</i>	<i>\$8,108</i>	<i>\$32,547</i>
<b>State Employees – Not Represented or Not Covered by Determination of Financial Feasibility</b>		
<i>General Government</i>		
General Wage Increase	\$39,340	\$94,131
Increases for Targeted Job Classifications	1,782	6,015
Health Benefits	<u>7,244</u>	<u>17,313</u>
<i>Subtotal</i>	<i>\$48,366</i>	<i>\$117,459</i>
<i>Higher Education</i>		
General Wage Increase	56,119	198,702
Increases for Targeted Job Classifications	42	360
Health Benefits	<u>7,648</u>	<u>41,726</u>
<i>Subtotal</i>	<i>\$63,809</i>	<i>\$240,788</i>
<b>Total</b>	<b>\$824,774</b>	<b>\$1,448,308</b>

## Detail of Summarized Items

	<u>GF-S</u>	<u>Total</u>
<b>Local School Districts</b>		
<b>Initiative 732 Cost of Living Increase</b> - The annual cost of living (COLAs) for all public school employees as specified in Initiative 732 is based on the Seattle consumer price index and provides an increase of 1.8 percent in the 2015–16 school year. An increase of 1.3 percent is provided in the 2016–17 school year.	\$235,485	\$235,485
<b>K-12 Schools Salary Alignment</b> - Funding is provided for teacher, administrator and classified staff salary increases to align with state employee general wage increases.	\$150,084	\$150,084
<b>Non-State Employee Union Agreements</b>		
<b>Service Employees International Union Local 775 (Home Care Individual Providers)</b> - The agreement includes phased-in changes to wage scale resulting in a starting wage of \$12 per hour and a top wage of \$15.40 per hour; an increase in the health care contribution by \$0.30 per paid hour in fiscal year 2016 and an additional \$0.36 per paid hour in fiscal year 2017; an increase in the training contribution by \$0.07 per paid hour in fiscal year 2016 and an additional \$0.01 per paid hour in fiscal year 2017; an increase in personal time off in fiscal year 2017; and a retirement benefit contribution of \$0.23 per paid hour.	\$87,093	\$196,796
<b>Home Care Individual Providers Overtime</b> - Under proposed legislation the monthly cap of authorized overtime hours for an individual provider (IP) would not exceed three hours per month. Authorized overtime would apply to approximately 7,200 IPs who provide care for approximately 10,300 clients.	\$1,768	\$3,997
<b>Wage Parity for Agency Home Care Providers</b> - Funding is provided for a wage and benefit increase to workers who provide personal care services and are employed by private agencies. The increase corresponds to the salary and wage component of the home worker contract for individual providers.	\$27,193	\$61,573
<b>Overtime for Agency Home Care Providers</b> - The monthly cap of authorized overtime hours for an IP would not exceed three hours per month.	\$527	\$1,191
<b>Washington Federation of State Employees (Language Access Providers)</b> - The agreement includes an increase in the hourly rate of \$1.19 per hour in the first fiscal year and \$0.90 an hour in the second fiscal year; an increase in the rate for a cancelled appointment with longer than one hour duration; and elimination of state payment for mileage or travel.	\$503	\$1,132
<b>State Employees - Not Represented or Not Subject to Determination of Financial Feasibility</b>		
<b>General Wage Increases</b>	\$95,459	\$292,833
General Government	\$39,340	\$94,131
Higher Education	\$56,119	\$198,702
For state employees, except those covered by a bargaining unit subject to determination of financial feasibility, a 3.0 percent increase is provided in the Governor's budget, effective July 1, 2015. Another increase of 1.0 percent is provided effective July 1, 2016. There is an additional increase of 0.8 percent for employees who earn \$2,500 a month or more, or an additional \$20 per month for employees who earn less than \$2,500 a month, effective July 1, 2016. These increases are inclusive of the annual cost-of-living adjustments required under Initiative 732.		

	<u>GF-S</u>	<u>Total</u>
<b>Targeted Classification Increases</b>	\$1,824	\$6,375
General Government	\$1,782	\$6,015
Higher Education	\$42	\$360

For state employees except those covered by a bargaining unit, increases for specific job classes are provided.

<b>Health Benefits</b>	\$14,892	\$59,039
General Government	\$7,244	\$17,313
Higher Education	\$7,648	\$41,726

The Governor's budget assumes a health benefit package with average employee contributions equal to 15 percent of the weighted average of the projected health care premium; continuation of an employer payment of the premium costs for basic life, basic long-term disability and dental coverage; and a wellness incentive of a value no less than \$125.

### ***Collective Bargaining Agreements***

Under the provisions of RCW 41.80.010(5), 41.56.473(4)(a), 74.39A.300(5), and 41.56.028(8), collective bargaining negotiations were conducted with representatives of state employees, either by the Governor or by higher education institutions. Only major economic proposals of the agreements are described below; the descriptions do not contain complete details of the agreements.

### ***Agreements Negotiated by the Governor***

**Super Coalition for Health Care Benefits -- Funding is included in each separate agreement** - Agreements negotiated as part of the Super Coalition include employer contributions to health insurance premiums at an amount equal to 85 percent of the total weighted average of the projected health care premium; continuation of an employer payment of the premium costs for basic life, basic long-term disability and dental coverage; and a wellness incentive of a value no less than \$125.

### ***General Government Union Agreements***

<b>Washington Federation of State Employees, General Government</b> - Provisions of this agreement include a general wage increase of 3 percent effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 a month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month effective July 1, 2016; salary adjustments for targeted classifications; hazard pay for designated night crews; and geographic pay for designated areas.	\$79,529	\$196,017
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<b>Washington Public Employees Association, General Government</b> - Provisions of this agreement include a general wage increase of 3 percent effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 a month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month effective July 1, 2016; salary adjustments for targeted classifications; \$25 a day for standby for overtime exempt employees; and an additional in-service day for the Washington State School for the Blind and Center for Childhood Deafness and Hearing Loss.	\$8,751	\$16,926
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<b>Washington Association of Fish and Wildlife Professionals</b> - This agreement includes a general wage increase of 3 percent effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 a month or more, effective July 1, 2016; and a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016.	\$1,489	\$6,313
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<b>International Federation of Professional and Technical Employees Local 17</b> - This agreement includes a general wage increase of 3 percent effective July 1, 2015; a general wage	\$13	\$8,319
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**GF-S**                      **Total**

increase of 1.8 percent for all employees who earn \$2,500 a month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; and targeted salary adjustments for Washington State Patrol commercial vehicle officer and enforcement series and communications officers.

**Service Employees International Union Local 1199** - This agreement includes a general wage increase of 3 percent effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 a month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; assignment pay for employees at designated areas; and increased funds for training reimbursement. \$9,400                      \$12,122

**The Coalition of Unions** - This agreement includes a general wage increase of 3 percent effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 a month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; annual payments for psychiatrists with board certifications; and salary adjustments for targeted classifications. \$3,999                      \$8,327

***Higher Education Union Agreements***

**Washington Federation of State Employees, Community and Technical Colleges** - Provisions of this agreement include a general wage increase of 3 percent effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 a month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; and salary adjustments for targeted classifications. \$5,947                      \$12,093

**Washington Public Employees Association, Community and Technical Colleges** - Provisions of this agreement include a general wage increase of 3 percent effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 a month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; and salary adjustments for targeted classifications. \$4,659                      \$9,176

***Marine Union Agreements***

**Service Employees International Union Local 6** - The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent, effective July 1, 2016; an increase in shift premium to \$0.50 per hour for the second shift and to \$0.65 per hour for the third shift; and an increase in foreman pay. \$0                      \$38

***Interest Arbitration Awards***

General Government Arbitration Awards

**International Brotherhood of Teamsters Local 117** - (This interest arbitration was conducted under a memorandum of understanding between the union and the state, and covers employees working in correctional institutions, correctional industries programs, the sex offender treatment program and regional business service center.) The award includes the following: a general wage increase of 5.5 percent, effective July 1, 2015; a general wage increase of 4.3 percent, effective July 1, 2016; seven targeted job classifications are assigned a higher salary range; supplemental shift premium for LPNs; payment for overtime exempt employees in specified classifications when on standby status; and elimination of geographic premium pay. \$54,667                      \$54,678

	<u>GF-S</u>	<u>Total</u>
Washington State Patrol Union Arbitration Awards		
<b>Washington State Patrol Troopers Association</b> - The award includes a general wage increase of 7 percent, effective July 1, 2015; a general wage increase of 3 percent, effective July 1, 2016; and an additional 3 percent specialty pay for Breath Alcohol Concentration Technicians.	\$908	\$14,656
<b>Insurance for Washington State Patrol Troopers Association</b>	\$67	\$1,270
<b>Washington State Patrol Lieutenants' Association</b> - The award includes a general wage increase of 5 percent in each fiscal year of the agreement; a \$100 increase in the annual clothing allowance for specified classifications; and an increase in accumulated holiday credits from 80 hours to a maximum of 120 hours.	\$159	\$1,080
<b>Insurance for Washington State Patrol Lieutenants' Association</b>	\$12	\$73
Marine Union Arbitration Awards		
<b>Ferry Agents, Supervisors and Project Administrators Association</b> - The award includes a general wage increase of 3 percent in each fiscal year of the agreement and an enhanced vacation accrual schedule for employees hired prior to June 30, 2011.	\$0	\$523
<b>Office and Professional Employees International Union Local 8</b> - The award includes a general wage increase of 3 percent in the first fiscal year; 2.5 percent in the second fiscal year; and movement of the Relief Dispatcher classification to the next higher classification's pay level. In addition, the parties agreed to increase call back pay from three hours to four hours.	\$0	\$325
<b>Pacific Northwest Regional Council of Carpenters</b> - The award includes a general wage increase of 3 percent in each fiscal year of the agreement.	\$0	\$166
<b>International Organization of Masters, Mates and Pilots</b>	\$0	\$2,589
<b>Mates</b> - The award includes a general wage increase of 3 percent in each fiscal year of the agreement; and effective July 1, 2016, removal of the two-tiered vacation accrual schedule and an increase in the accrual rates for vacation. In addition, the parties agreed to increase call back pay from three to four hours and increase the Friday Harbor stipend.		
<b>Masters</b> - The award includes a general wage increase of 3 percent, effective July 1, 2015, and an enhanced vacation accrual schedule for employees hired prior to June 30, 2011. In addition, the parties agreed to increase call back pay from three to four hours, increase the Friday Harbor stipend and increase assignment pay by 2.5 percent.		
<b>Operations Watch Supervisors</b> - The award includes a general wage increase of 5 percent in each fiscal year of the agreement and an increase in the basic shift premium of \$1.00 per hour, effective July 1, 2015.		
<b>Puget Sound Metal Trades Council</b> - The award includes a general wage increase of 3 percent in the first fiscal year and a general wage increase of 4 percent in the second fiscal year.	\$0	\$634
<b>Marine Engineers Beneficial Association</b>	\$0	\$4,783
<b>Licensed</b> - The award includes a general wage increase of 4 percent in the first fiscal year; a general wage increase of 2.75 percent in the second fiscal year; an increase in holiday pay from 8 hours to 12 hours, including all classes of ferries for penalty pay; and reimbursement for the cost of obtaining the Transportation Workers Identification Card and the U. S. Coast Guard License and Merchant Mariner credentials. In addition, the parties agreed to increase the contribution to temporary relief engineers' health care by \$23 per employee per day worked, increase maintenance and cure payments to injured employees by \$20 per day and increase the contribution to training school by \$1 per day per employee.		

GF-S                      Total

**Unlicensed** - The award includes a general wage increase of 4 percent in the first fiscal year; a general wage increase of 2.75 percent in the second fiscal year; an increase in holiday pay from 8 hours to 12 hours, including all classes of ferries for penalty pay; and reimbursement for the cost of obtaining the Transportation Workers Identification Card and the U. S. Coast Guard License and Merchant Mariner credentials. In addition, the parties agreed to increase maintenance and cure payments to injured employees by \$20 per day and increase the contribution to training school by \$1.50 per day per employee.

<b>Inlandboatmen's Union of the Pacific</b>	\$0	\$5,155
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***Non-State Employee Arbitration Awards***

<p><b>Washington State Residential Care Council (Adult Family Home Providers)</b> - The award includes an increase in the daily rate of 5 percent in each fiscal year and an increase in the expanded community service daily rate of 5 percent in each fiscal year of the agreement.</p>	\$19,796	\$39,551
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<p><b>Service Employees International Union Local 925 (Child Care Providers)</b> - The award includes an increase of 2 percent in the base rate, effective July 1, 2016; an increase of 2 percent in the base hourly rate for unlicensed providers known as family, friends and neighbors (FFN), effective July 1, 2016; and an enhanced hourly rate of 2 percent over base for all FFN providers who meet specified training requirements, effective July 1, 2015.</p>	\$12,442	\$12,442
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***Higher Education Institution Union Agreements Subject to Financial Feasibility Determination***

**Super Coalition for Health Care Benefits - funding is included in each separate agreement** - Agreements negotiated as part of the Super Coalition include employer contributions to health insurance premiums at an amount equal to 85 percent of the total weighted average of the projected health care premium; continuation of an employer payment of the premium costs for basic life, basic long-term disability and dental coverage; and a wellness incentive of a value no less than \$125.

Central Washington University

<p><b>Washington Federation of State Employees</b> - The agreement includes a 2 percent increase in base wages, effective July 1, 2015; a 1.8 percent increase in base wages, effective July 1, 2016; a 2.5 percent salary adjustment for targeted classifications; an extension of call back pay to law enforcement officers; an increase of \$175 over the term of the agreement for law enforcement officers footwear reimbursement; and a \$0.25 per hour increase in shift premium.</p>	\$189	\$519
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<p><b>Public School Employees</b> - The agreement includes a 2 percent increase in base wages, effective July 1, 2015; a 1.8 percent increase in base wages, effective July 1, 2016; a 2.5 percent salary adjustment for targeted classifications; and change in standby pay rate.</p>	\$177	\$483
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Eastern Washington University

<p><b>Washington Federation of State Employees</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of the greater of 1.8 percent or 1 percent plus \$0.11, effective July 1, 2016; a wage increase for employees making less than \$15 per hour; a \$150 signing bonus; and an increase in the ranges for selected classifications.</p>	\$1,465	\$5,057
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University of Washington

<p><b>Washington Federation of State Employees</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 2 percent, effective July 1, 2016; a market adjustment for targeted classifications; an adjustment to the minimum pay step; and targeted incentive and longevity pay for police management staff.</p>	\$881	\$5,094
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	<u>GF-S</u>	<u>Total</u>
<b>Service Employees International Union 925</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 2 percent, effective July 1, 2016; and a salary adjustment for targeted classifications.	\$1,768	\$9,802
<b>Inlandboatmen's Union of the Pacific</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015, and a general wage increase of 2 percent, effective July 1, 2016.	\$0	\$60
Washington State University		
<b>Public School Employees of Washington</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015, and a general wage increase of 1 percent and an additional general wage increase of 0.8 percent or \$20 per month, whichever is greater, both effective July 1, 2016.	\$9	\$24
<b>Washington Federation of State Employees</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015; and a general wage increase of 1.8 percent, effective July 1, 2016.	\$267	\$738
<b>Washington State University Police Guild</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015, and a general wage increase of 1.8 percent, effective July 1, 2016.	\$41	\$110
The Evergreen State College		
<b>Washington Federation of State Employees</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1 percent and an additional 0.8 percent or \$20 per month, whichever is greater, effective July 1, 2016; a 2.5 percent salary adjustment for targeted classifications; and change in standby pay rate.	\$439	\$1,177
Western Washington University		
<b>Washington Federation of State Employees</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent, effective July 1, 2016; implementation of the salary survey to 25 percent of prevailing wage; a shift premium increase of \$0.35 an hour; and a \$250 signing bonus.	\$882	\$3,643
<b>Public School Employees</b> - The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent, effective July 1, 2016; and implementation of the salary survey to 25 percent of prevailing wage.	\$1,020	\$3,930
Yakima Valley Community College		
<b>Washington Public Employees Association</b> - The agreement includes a general wage increase of 3 percent in the first fiscal year; a general wage increase of 1 percent in the second year with an additional 0.8 percent increase; a wage increase of 2.5 percent for targeted classifications; an increase of \$0.15 per hour for shift differential, effective July 1, 2015; and a settlement incentive of 2.5 percent of salary.	\$629	\$1,271
Highline Community College		
<b>Washington Public Employees Association</b> - The agreement includes a general wage increase of 1.25 percent, effective July 1, 2016; a general wage increase of 1.5 percent, effective July 1, 2017; a "Me Too" clause with the community college WPEA Coalition; two additional personal leave days per year; a shift differential increase of \$0.10 per hour; and a signing bonus of \$400 per person.	\$341	\$639