



STATE OF WASHINGTON

**OFFICE OF FINANCIAL MANAGEMENT**

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October 1, 2021

*Sent via email only*

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

**FROM:** Franklin Plaistowe, Assistant Director  
State Human Resources

**SUBJECT: OFFICIAL 2021-23 FISCAL YEAR 2023 SUPPLEMENTAL COLLECTIVE BARGAINING SUBMITTAL**

This memorandum serves as the official collective bargaining status report and submittal for the 2021–23 contract period for fiscal year 2023, per chapters 41.56, 47.64 and 41.80 RCW. Below is summary-level detail about the priorities and outcomes of collective bargaining, including, negotiated memorandums of understandings, tentative agreements, and interest arbitration awards.

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

**Guiding Principles**

The agreements summarized in this submittal represent our continued partnership with labor to invest in our state workforce during a global pandemic. Our improved economic and revenue forecast allows us to address compensation needs and recognize the hard work and commitment our employees have shown throughout the pandemic. In light these circumstances, we agreed to re-open our 2021–23 contracts for the limited purpose of bargaining over compensation.

A summary of our workforce investments include:

- Providing a general wage increase for the last fiscal year of the biennium to recognize the growth in our economy and associated costs incurred by our employees.
- Recognizing our lower wage workers by providing a graduated lump sum payment based on annual income. Lower-wage workers will receive a larger lump sum payment amount while those who make more will receive less of a lump sum.

## **Negotiated memorandum of understandings, tentative agreements, and interest arbitration awards**

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

***General government, community college coalition agreements and Washington State Ferries*** Agreements have been reached with the following labor unions. Unless specified differently below, negotiated agreements with general government and community college coalition unions include a general wage increase of 3.25% for fiscal year 2023. Each agreement contains a structured lump sum payment.

- Washington Federation of State Employees - General Government
  - general government  
*Eligibility for the lump sum payment requires employees to be employed on or before July 1, 2021 and continuously employed through June 30, 2022.*
  - higher education community coalition  
*Lump sum payable to all employees hired on or before July 1, 2022.*
- Washington Public Employees Association
  - general government  
*Lump sum payable to all employees hired on or before July 1, 2022.*
  - higher education community coalition  
*Lump sum payable to all employees hired on or before July 1, 2022.*
- Service Employees International Union Healthcare 1199NW  
*Retention bonus payable in two equal installments.*
- Professional and Technical Employees Local 17  
*Eligibility for the lump sum payment requires employees to be employed on or before July 1, 2021 and continuously employed through June 30, 2022.*
- Washington Association of Fish and Wildlife Professionals  
*Lump sum payable to all employees hired on or before July 1, 2022.*
- The Coalition of Unions (with fewer than 500 employees in each union)  
*Lump sum payable to all employees hired on or before July 1, 2022.*

- Teamsters Local 117 (Department of Corrections)  
*The interest arbitration award includes a general wage increase, targeted job classifications increases and a lump sum payment. Other economic provisions were reached during negotiations including a McNeil Island premium similar to provisions within other negotiated agreements.*
- Association of Washington Assistant Attorney Generals – WFSE  
*Longevity lump sum*
- Washington Federation of State Employees – Administrative Law Judges  
*Lump sum payable to all employees hired on or before July 1, 2022.*
- Washington State Ferries Marine Coalition  
*Lump sum payable to all employees hired on or before July 1, 2022. This applies to:*
  - *Ferry Agents, Supervisors, and Project Administrators Association*
  - *Inlandboatmen’s Union of the Pacific*
  - *Marine Engineers’ Beneficial Association Licensed Engineer Officers*
  - *Marine Engineers’ Beneficial Association Unlicensed Engine Room Employees*
  - *Marine Engineers’ Beneficial Association Port Engineer Employees*
  - *International Organization of Masters, Mates & Pilots Masters*
  - *International Organization of Masters, Mates & Pilots Mates*
  - *International Organization of Masters, Mates & Pilots Watch Supervisors*
  - *Puget Sound Metal Trades Council*
  - *Office and Professional Employees International Union Local 8*
  - *Pacific Northwest Regional Council of Carpenters*
  - *Service Employees International Union Local 6*

### ***Washington State Patrol***

Agreements were reached with the Washington State Patrol commissioned officers associations. The 2021-23 agreement included an ability by either party to request to reopen the compensation article of the 2021-23 agreement for the purpose of bargaining the base rate of pay for fiscal year 2023. The agreements include a 10% general wage increase for fiscal year 2023.

- Washington State Patrol Lieutenants and Captains Association
- Washington State Patrol Troopers Association

*Department of Fish and Wildlife*

Agreement was reached with the Department of Fish and Wildlife commissioned officers associations. The 2021-23 agreement included an ability by either party to request to reopen the 2021-23 agreements to discuss compensation. The agreements include the provisions to implement a redesigned classification and compensation structure of the Fish and Wildlife Enforcement classes. Additional economic provisions are summarized below and detailed below in the submittal.

- Fish and Wildlife Officers Guild
- Teamsters Local 760

*Provide an education incentive for employees who have obtained an Associate Degree (2% of base pay) or Bachelor's Degree (4% of base pay) similar to what was awarded in the 2020 arbitration award for the Fish and Wildlife Officers Guild.*

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

Attachment: Financial Submittal

2021-23 Cost of Interest Arbitration Awards and Tentative Agreements <sup>1, 2, 3</sup> (October 1, 2021)

OFM, State Human Resources Division

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2021-23
		FY 2022	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	Biennial \$
<b>General Government RCW 41.80</b>	<b>49,706</b>	<b>\$974,507</b>	<b>\$148,085,784</b>	<b>\$708,338</b>	<b>\$115,149,631</b>	<b>\$1,202,845</b>	<b>\$263,715,416</b>	<b>\$264,918,263</b>
<b>Association of Washington Assistant Attorneys General - WFSE</b>	<b>652</b>		<b>\$417,753</b>		<b>\$2,767,862</b>		<b>\$3,185,616</b>	<b>\$3,185,616</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			415,156		2,629,980		3,045,136	3,045,136
Longevity Lump Sum Payment; 15+ Year Employees			2,597		137,882		140,480	140,480
<b>Coalition of Unions</b>	<b>866</b>	<b>\$10,928</b>	<b>\$1,881,738</b>		<b>\$2,836,928</b>	<b>\$10,928</b>	<b>\$4,718,666</b>	<b>\$4,729,594</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			1,440,597		1,998,070		3,438,667	3,438,667
\$2,000 Recruitment/Retention Incentive			204,411				204,411	204,411
Graduated Lump Sum Payment; Based on Income - \$2,500 Max			225,792		838,858		1,064,650	1,064,650
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate		10,928	10,938			10,928	10,938	21,866
<b>ProTec 17</b>	<b>2,212</b>		<b>\$10,963</b>	<b>\$19,542</b>	<b>\$9,598,348</b>	<b>\$19,542</b>	<b>\$9,609,311</b>	<b>\$9,628,853</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			6,211		6,414,884		6,421,095	6,421,095
Graduated Lump Sum Payment; Based on Income & Hire - \$3,400 Max			4,752		3,163,878		3,168,630	3,168,630
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				19,542	19,586	19,542	19,586	39,128
<b>Service Employees International Union Local 1199NW</b>	<b>1,234</b>	<b>\$175,000</b>	<b>\$5,909,718</b>	<b>\$38,186</b>	<b>\$2,093,814</b>	<b>\$213,186</b>	<b>\$8,003,531</b>	<b>\$8,216,717</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			3,873,261		1,413,035		5,286,296	5,286,296
\$2,000 Recruitment/Retention Incentive			1,861,506		642,574		2,504,079	2,504,079
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate		175,000	174,951	38,186	38,205	213,186	213,156	426,342
<b>WA Federation of State Employees (WFSE) - ALJ</b>	<b>111</b>				<b>\$394,998</b>		<b>\$394,998</b>	<b>\$394,998</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					374,339		374,339	374,339
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					20,659		20,659	20,659
<b>Washington Association of Fish and Wildlife Professionals</b>	<b>944</b>		<b>\$1,391,222</b>		<b>\$2,813,012</b>		<b>\$4,204,234</b>	<b>\$4,204,234</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			807,289		1,478,543		2,285,832	2,285,832
Graduated Lump Sum Payment; Based on Income - \$2,500 Max			583,933		1,334,469		1,918,402	1,918,402

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2021-23
		FY 2022	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	Biennial \$
<b>Washington Federation of State Employees</b>	<b>34,958</b>	<b>\$510,039</b>	<b>\$71,084,081</b>	<b>\$638,254</b>	<b>\$87,739,917</b>	<b>\$668,293</b>	<b>\$159,303,998</b>	<b>\$159,972,291</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			39,040,336		51,380,352		90,420,688	90,420,688
Graduated Lump Sum Payment; Based on Income & Hire - \$3,400 Max			31,533,118		36,201,050		67,734,168	67,734,168
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate		510,039	510,627	158,254	158,515	668,293	669,142	1,337,435
DVA Nurse Shift Premium Increase				480,000			480,000	480,000
<b>Washington Public Employees Association</b>	<b>2,330</b>	<b>\$11,705</b>	<b>\$5,469,522</b>	<b>\$3,101</b>	<b>\$4,538,925</b>	<b>\$14,806</b>	<b>\$10,008,447</b>	<b>\$10,023,253</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			3,364,954		2,568,003		5,932,957	5,932,957
Graduated Lump Sum Payment; Based on Income - \$2,500 Max			2,092,908		1,967,830		4,060,738	4,060,738
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate		11,705	11,660	3,101	3,092	14,806	14,752	29,558

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2021-23
		FY 2022	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	Biennial \$
<b>General Government RCW 41.80 – Interest Arbitration</b>								
<b>Teamsters Local 117</b>	<b>6,399</b>	<b>\$266,835</b>	<b>\$61,920,787</b>	<b>\$9,255</b>	<b>\$2,365,827</b>	<b>\$276,090</b>	<b>\$64,286,615</b>	<b>\$64,562,707</b>
<i>Labor Relations Negotiations</i>								
McNeil Island Premium		135,716	135,716	2,402	2,402	138,118	138,118	276,237
Overtime Exempt Employees - Straight Time		131,119	131,119	6,853	6,853	137,972	137,972	275,945
Security Screening	<i>Indeterminate</i>							
<i>Interest Arbitration Award</i>								
Targeted Job Classification Changes			29,994,071		955,449		30,949,521	30,949,521
\$1,500 Lump Sum Payment - All Employees			11,353,815		517,867		11,871,682	11,871,682
4% General Wage Increase - July 1, 2022			20,306,066		883,256		21,189,322	21,189,322

1 Pension Assumptions Source: Office of the State Actuary, 2021-23 Expected Employer Contribution Rates, Adopted August 2020

PERS Plans 1, 2, & 3: 10.25%

PSERS: 10.39%

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

The employer contribution in 2020 is 6.2% for Social Security and 1.45% for Medicare. We assume no change to these percentages in the 2021-23 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2020 is 0.15%. We assume no change to this percentage in the 2021-23 biennium.

**2021-23 Cost of Interest Arbitration Awards and Tentative Agreements** <sup>1, 2, 3</sup> (October 1, 2021)

OFM, State Human Resources Division

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2021-23
		FY 2022	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	Biennial \$
<b>Higher Education RCW 41.80</b>	<b>7,486</b>		<b>\$12,669,930</b>		<b>\$11,871,466</b>		<b>\$24,541,394</b>	<b>\$24,541,394</b>
<b>Washington Federation of State Employees – Community College Coalition</b>	<b>3,320</b>		<b>\$4,468,768</b>		<b>\$6,803,053</b>		<b>\$11,271,820</b>	<b>\$11,271,820</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			2,086,754		3,064,520		5,151,273	5,151,273
Single Lump Sum Payment; Based on Income - \$2,000			2,382,014		3,738,533		6,120,547	6,120,547
<b>Washington Public Employees Association – Community College Coalition <sup>4</sup></b>	<b>4,166</b>		<b>\$8,201,162</b>		<b>\$5,068,413</b>		<b>\$13,269,574</b>	<b>\$13,269,574</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022			5,187,634		3,142,505		8,330,139	8,330,139
Single Lump Sum Payment; Based on Income - \$2,000			3,013,528		1,925,908		4,939,435	4,939,435

1 Pension Assumptions Source: Office of the State Actuary, 2021-23 Expected Employer Contribution Rates, Adopted August 2020  
PERS Plans 1, 2, & 3: 10.25%

2 Social Security and Medicare Source: IRS Publication 15 (2018), Circular E, Employer's Tax Guide  
The employer contribution in 2020 is 6.2% for Social Security and 1.45% for Medicare. We assume no change to these percentages in the 2021-23 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2020 is 0.15%. We assume no change to this percentage in the 2021-23 biennium.

4 Includes financial submittal for non-exempt WPEA represented positions at Highline Community College.

**2021-23 Cost of Interest Arbitration Awards and Tentative Agreements** <sup>1, 2, 3</sup> (October 1, 2021)

OFM, State Human Resources Division

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2021-23
		FY 2022	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	Biennial \$
<b>Dept. of Fish and Wildlife and WA State Patrol RCW 41.56</b>	<b>1,333</b>		<b>\$1,578,968</b>		<b>\$15,164,022</b>		<b>\$16,742,990</b>	<b>\$16,742,990</b>
<b>Washington State Patrol Lieutenants and Captains Association</b>	<b>61</b>		<b>\$331,310</b>		<b>\$788,558</b>		<b>\$1,119,868</b>	<b>\$1,119,868</b>
<i>Labor Relations Negotiations</i>								
10% General Wage Increase - July 1, 2022			331,310		788,558		1,119,868	1,119,868
<b>Washington State Patrol Troopers Association</b>	<b>1,134</b>		<b>\$619,052</b>		<b>\$13,175,500</b>		<b>\$13,794,552</b>	<b>\$13,794,552</b>
<i>Labor Relations Negotiations</i>								
10% General Wage Increase - July 1, 2022			619,052		13,175,500		13,794,552	13,794,552
<b>Fish and Wildlife Officers' Guild</b>	<b>114</b>		<b>\$504,323</b>		<b>\$899,953</b>		<b>\$1,404,277</b>	<b>\$1,404,277</b>
<i>Labor Relations Negotiations</i>								
Job Classification Restructure and Alignment			504,323		899,953		1,404,277	1,404,277
<b>Teamsters 760 (DFW Sergeants)</b>	<b>24</b>		<b>\$124,283</b>		<b>\$300,011</b>		<b>\$424,293</b>	<b>\$424,293</b>
<i>Labor Relations Negotiations</i>								
Job Classification Restructure and Alignment			124,283		300,011		424,293	424,293

1 Pension Assumptions Source: Office of the State Actuary, 2021-23 Expected Employer Contribution Rates, Adopted August 2020

LEOFF2: 5.30%

WSPRS Plans 1 & 2: 17.84%

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

The employer contribution in 2020 is 6.2% for Social Security and 1.45% for Medicare. We assume no change to these percentages in the 2021-23 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2020 is 0.15%. We assume no change to this percentage in the 2021-23 biennium.



2021-23 Cost of Interest Arbitration Awards and Tentative Agreements <sup>1,2,3</sup> (October 1, 2021)

OFM, State Human Resources Division

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2021-23
		FY 2022	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	Biennial \$
<b>DOT/Washington State Ferries RCW 47.64</b>	<b>1,729</b>			<b>\$203,341</b>	<b>\$7,941,370</b>	<b>\$203,341</b>	<b>\$7,941,370</b>	<b>\$8,144,710</b>
<b>Ferry Agents, Supervisors, Project Administrators Associations</b>	<b>42</b>			<b>\$2,273</b>	<b>\$186,786</b>	<b>\$2,273</b>	<b>\$186,786</b>	<b>\$189,059</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					160,174		160,174	160,174
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					24,348		24,348	24,348
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				2,273	2,264	2,273	2,264	4,537
<b>Inlandboatmen's Union of the Pacific</b>	<b>909</b>			<b>\$73,262</b>	<b>\$4,084,631</b>	<b>\$73,262</b>	<b>\$4,084,631</b>	<b>\$4,157,893</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					2,242,828		2,242,828	2,242,828
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					1,768,820		1,768,820	1,768,820
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				73,262	72,983	73,262	72,983	146,245
<b>Intl Organization of Masters, Mates and Pilots – Masters</b>	<b>72</b>			<b>\$21,721</b>	<b>\$393,178</b>	<b>\$21,721</b>	<b>\$393,178</b>	<b>\$414,899</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					371,540		371,540	371,540
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				21,721	21,638	21,721	21,638	43,359
<b>Intl Organization of Masters, Mates and Pilots – Mates</b>	<b>106</b>			<b>\$23,652</b>	<b>\$491,585</b>	<b>\$23,652</b>	<b>\$491,585</b>	<b>\$515,237</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					404,571		404,571	404,571
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					63,452		63,452	63,452
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				23,652	23,562	23,652	23,562	47,214
<b>Marine Engineers' Beneficial Association Licensed Engineer Officers</b>	<b>208</b>			<b>\$49,741</b>	<b>\$992,011</b>	<b>\$49,741</b>	<b>\$992,011</b>	<b>\$1,041,752</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					876,714		876,714	876,714
3.25% Watch Turnover Increase - July 1, 2022					58,550		58,550	58,550
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					7,195		7,195	7,195
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				49,741	49,552	49,741	49,552	99,293
<b>Marine Engineers' Beneficial Association Port Engineers</b>	<b>6</b>			<b>\$1,725</b>	<b>\$31,969</b>	<b>\$1,725</b>	<b>\$31,969</b>	<b>\$33,694</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					29,512		29,512	29,512
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					738		738	738
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				1,725	1,719	1,725	1,719	3,444

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2021-23
		FY 2022	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	Biennial \$
<b>Marine Engineers' Beneficial Association Unlicensed Engineer Employees</b>	<b>211</b>			<b>\$27,879</b>	<b>\$1,001,600</b>	<b>\$27,879</b>	<b>\$1,001,600</b>	<b>\$1,029,479</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					511,406		511,406	511,406
3.25% Watch Turnover Increase - July 1, 2022					458,182		458,182	458,182
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					4,238		4,238	4,238
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				27,879	27,774	27,879	27,774	55,653
<b>Pacific NW Regional Council of Carpenters</b>	<b>20</b>				<b>\$84,722</b>		<b>\$84,722</b>	<b>\$84,722</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					55,209		55,209	55,209
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					29,513		29,513	29,513
<b>Puget Sound Metal Trades Council</b>	<b>82</b>				<b>\$343,939</b>		<b>\$343,939</b>	<b>\$343,939</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					222,938		222,938	222,938
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					121,001		121,001	121,001
<b>Service Employees International Union Local 6</b>	<b>5</b>				<b>\$23,281</b>		<b>\$23,281</b>	<b>\$23,281</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					8,525		8,525	8,525
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					14,756		14,756	14,756
<b>Intl Organization of Masters, Mates and Pilots – Watch Center Supervisors</b>	<b>14</b>			<b>\$3,088</b>	<b>\$66,219</b>	<b>\$3,088</b>	<b>\$66,219</b>	<b>\$69,306</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					52,814		52,814	52,814
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					10,329		10,329	10,329
<i>Memorandum of Understanding</i>								
Additional Personal Leave Day - Vaccine Mandate				3,088	3,076	3,088	3,076	6,163
<b>Office of Professional Employees International Union Local 8</b>	<b>54</b>				<b>\$241,449</b>		<b>\$241,449</b>	<b>\$241,449</b>
<i>Labor Relations Negotiations</i>								
3.25% General Wage Increase - July 1, 2022					152,911		152,911	152,911
Graduated Lump Sum Payment; Based on Income - \$2,500 Max					88,538		88,538	88,538

1 Pension Assumptions Source: Office of the State Actuary, 2021-23 Expected Employer Contribution Rates, Adopted August 2020  
PERS Plans 1, 2, & 3: 10.25%

2 Social Security and Medicare Source: IRS Publication 15 (2018), Circular E, Employer's Tax Guide  
The employer contribution in 2020 is 6.2% for Social Security and 1.45% for Medicare. We assume no change to these percentages in the 2021-23 biennium.

3 The employer contribution for Washington Family Medical Leave Program in 2020 is 0.15%. We assume no change to this percentage in the 2021-23 biennium.