

Governor's Proposed 2024 Supplemental Omnibus Operating Budget

OFM Document 2024-4 Fiscal Year 2024 Supplemental Collective Bargaining Agreements dated Dec. 13, 2023

The following represent the results of the 2024 supplemental collective bargaining process conducted under the provisions of chapters 41.80, 41.56, and 74.39A RCW. Provisions of the collective bargaining agreements are described in general terms. Only major economic terms are included in the descriptions. These descriptions do not contain the complete contents of the agreements. The collective bargaining agreements described in this document may also be funded by expenditures from nonappropriated accounts. If positions are funded with lidded grants or dedicated fund sources with insufficient revenue, additional funding from other sources is not provided.

OFM Negotiated Collective Bargaining Agreements

Department of Fish and Wildlife (DFW) Unions Negotiated Agreements

The following negotiated agreements with the two DFW commissioned officer associations were pursuant to a limited reopener in their 2023-2025 agreements. The limited reopener was to address the Body Worn Camera program. The negotiation with each association resulted in memorandums of understanding that provide a lump sum payment of \$2,000 per officer in consideration and recognition for the employee efforts upon implementation and use of body worn cameras through June 30, 2025.

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

Non-State Employee Union Negotiated Agreement

A Memorandum of Understanding (MOU) was reached with the Adult Family Home (AFH) Council to provide Community Behavioral Health Support Services (CBHS) benefit that includes supportive supervision and oversight (SSO) services, with AFH providers contracting directly with the Managed Care Organizations (MCO) for managed care Medicaid enrollees. The MOU with the AFH Council includes a six-tiered rate structure that will be utilized to pay AFH providers servicing Medicaid enrollees through a contract on a tiered rate structure for supportive supervision and oversight.

Higher Education Institution Negotiated Agreement

Central Washington University – Campus Police Officers & Sergeants. This is an out-of-cycle agreement as the police have been unrepresented since separating from the Washington Federation of State Employees in 2021. This agreement was finalized in April 2023 and went into effect July 1, 2023. The agreement includes a general wage increase of 4.5% effective July 1, 2023, and 4.5% effective July 1, 2024. The agreement also includes a special pay salary range for two police officer job

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classifications. The compensation increases resulting from the Salary Schedule will only take effect if the funding request is found financially feasible and the increases are fully funded by the Legislature in the 2024 legislative session. Finally, there are additional compensation increases for specified jobs.