

November 16, 2021

# OFM Budget Officers Forum

OFM - State Human Resources  
Update

OFM

OFFICE OF FINANCIAL MANAGEMENT

# State Human Resources

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State Human Resources serves as the state's central HR policy making body and provides leadership and support on enterprise HR strategic planning, collective bargaining and oversight of HR systems and structure, rules and policy.

The work of State HR provides the state with a governance model and infrastructure necessary to support effective, successful agency operations and service delivery and promotes the competencies to make the state an Employer of Choice.

## State HR Teams:

- Compensation and Classification Policy and Structure
- State Labor Relations
- HR Analytics
- Workforce Strategies
- Rules & Appeals



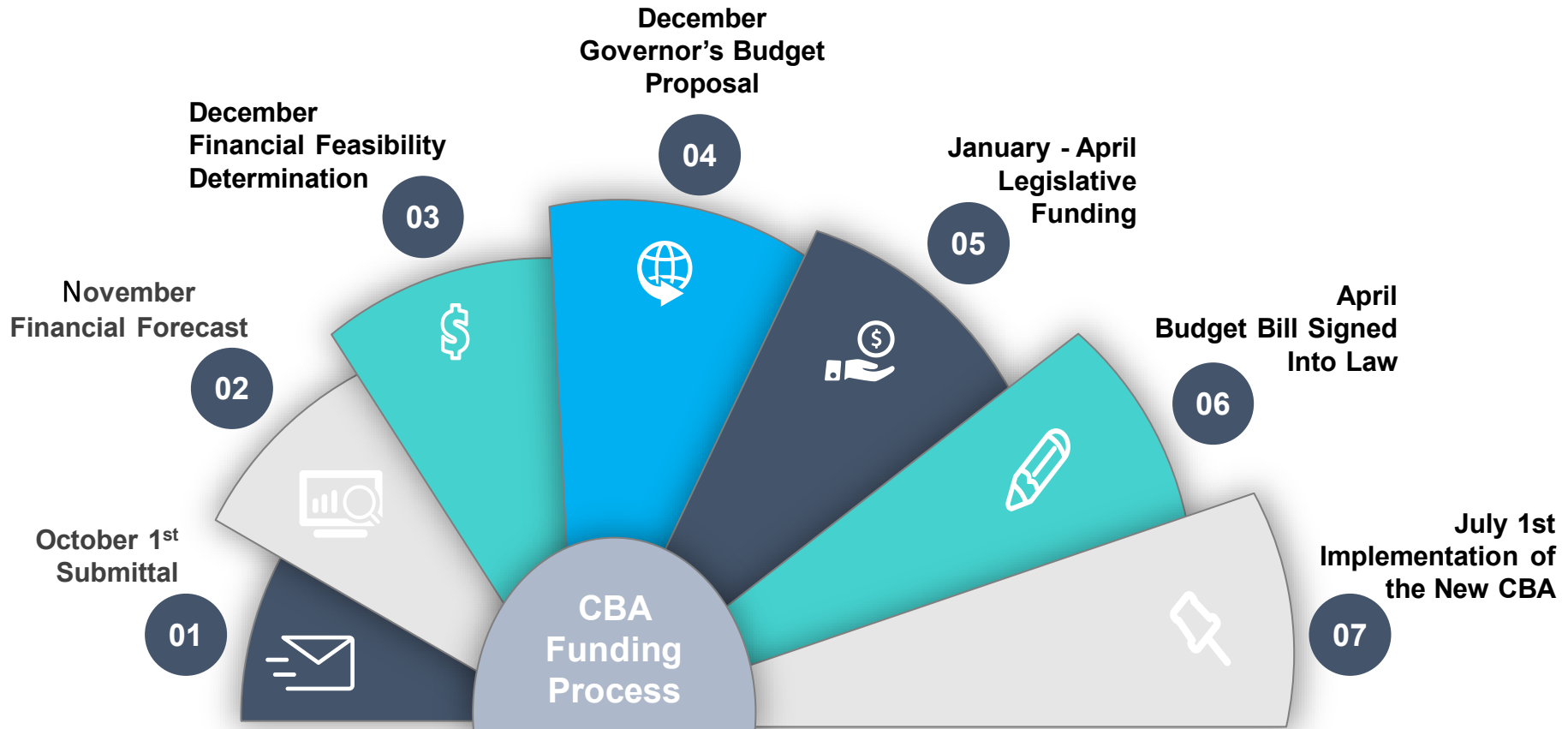
# **Update on Budgetary Impacts Related to Collective Bargaining**

# Background

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- OFM bargaining involves contracts covering 97,000 workers represented by 38 unions.
- 28 separate agreements (some unions bargain in coalition)
- 18 have access to interest arbitration

# Collective Bargaining Funding Process



# Process Leading to Tentative Agreements

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Generally, general wage increases are part of the collective bargaining process leading into the biennial budget.



Some agreements included reopener clauses, but agreements can be reopened at any time with mutual agreement of the employer and employee representative.



With significant changes in the labor market, the prospect of two consecutive fiscal years without wage adjustments would increase the risk of workforce instability.

# Highlights of July 1, 2022 Tentative Agreements

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## General Government, Higher Education and Washington State Ferries

- 3.25% General Wage Increase effective 7/1/2022
- Graduated lump sum payments with higher amount for lower wage workers in many instances.
- \$2,000 recruitment/retention incentive for SEIU 1199 nursing staff.

# Estimated Costs of Tentative Agreements and Award

## 2021-23 State Employee Interest Arbitration Awards and Tentative Agreements (Dollars in thousands)

Type of Agreement	Headcount	2021-23 NGFO	2021-23 Total State Funds
General Government Chapter 41.80 RCW	49,735	\$149,060	\$265,046
DOT/Washington State Ferries Chapter 47.64 RCW	1,729	0	\$8,145
Higher Education (OFM negotiated) Chapter 41.80 RCW	7,486	\$12,670	\$24,541
Fish and Wildlife and State Patrol Officers Chapter 41.56 RCW	1,333	\$1,579	\$16,743
<b>Total</b>	<b>60,283</b>	<b>\$163,309</b>	<b>\$314,475</b>



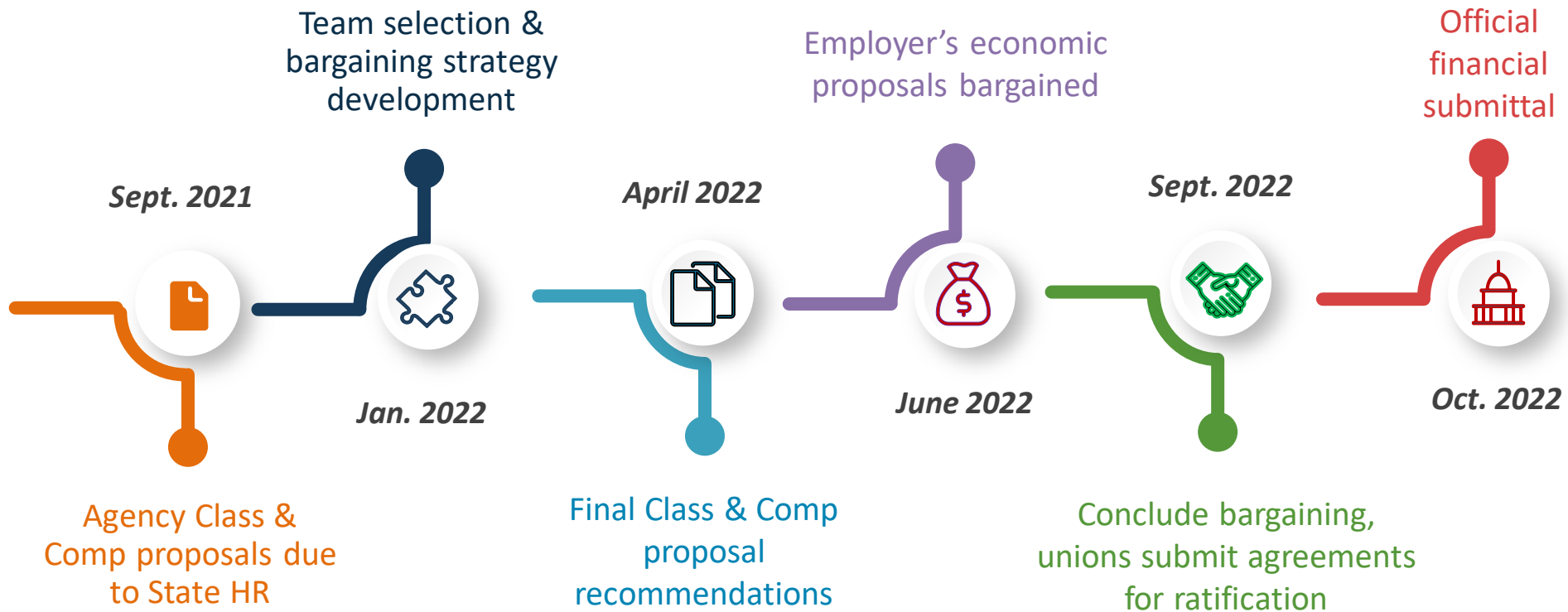
# Estimated Costs of Tentative Agreements and Award (continued)

## 2021-23 Non-State Employee Tentative Agreements (Dollars in thousands)

Type of Agreement	Headcount	2021-23 NGFO	2021-23 Total State Funds
Adult Family Homes	2,495	\$10,311	\$19,801
Home Care Providers	38,184	\$34,532	\$78,481
Family Childcare Providers	6,870	\$48,508	\$48,508
Language Access Providers	1,821	\$236	\$843
<b>Total</b>	<b>49,367</b>	<b>\$93,587</b>	<b>\$147,329</b>

# Upcoming Bargaining Cycle Timeline

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# Questions?