

Governor's 2025-27 Compensation Summary

Non-State Employee Compensation Funding

Dollars in Thousands

	NGF-O	Other Funds	Total
General Government			
Adult Family Home Council	133,278	165,855	299,133
SEIU, Local 925 for Family Child Care Providers	183,540	0	183,540
WFSE, AFSCME Council 28 – Language Access Providers	2,910	1,797	4,707
Total	\$319,728	\$167,652	\$487,380

Local School Districts Pension and Health Benefits

Dollars in Thousands

	NGF-O	Total
K-12		
DRS Rate Impact	-66,084	-66,084
Updated SEBB Rate	454,193	454,193
Total	\$388,109	\$388,109

State Agencies Compensation

Dollars in Thousands

	NGF-O	Other Funds	Total
General Government			
Collective Bargaining - General			
Administrative Law Judges WFSE		3,872	3,872
Coalition of Unions	14,702	22,284	36,986
Compensation Adjustments	19		19
DFW Teamsters 760 Enf Sgts	897	693	1,590
Fish & Wildlife Professionals	5,068	5,544	10,612
Fish and Wildlife Officers' Guild	3,574	2,824	6,398
PTE Local 17 General Government	14	10,696	10,710
SEIU 1199 General Government	44,836	2,992	47,828
Teamsters 117 DOC	127,309	477	127,786
WFSE Assistant AGs	2,412	12,504	14,916
WFSE General Government	304,022	159,449	463,471
WSP Lieutenants	1,420	3,492	4,912
WSP Troopers	3,559	55,098	58,657
Collective Bargaining - Marine			
WSF Carpenters		376	376
WSF Ferry Agents/Supvrs/Project Adm		696	696
WSF Inland Boatsmen's Union		12,055	12,055

WSF Licensed Marine Engineers		3,788	3,788
WSF Marine Engineers - Unlicensed		4,478	4,478
WSF Marine Engineers-Port Engineers		155	155
WSF Master Mates/Pilots-Masters		2,130	2,130
WSF Master Mates/Pilots-Mates		2,663	2,663
WSF Master Mates/Pilots-Watch Spvrs		211	211
WSF Metal Trades		1,612	1,612
WSF Office/Prof Intrn'l Local 8		858	858
WSF Service Employees Intrn'l 6		84	84
Non-Represented Employee Pay			
Non-Rep General Wage Increase	92,075	77,182	169,257
Non-Rep Leave	89	46	135
Non-Rep Minimum Starting Wage	12	6	18
Non-Rep Premium Pay	7,780	304	8,084
Non-Rep Salary Schedule Revision	77	16	93
Non-Rep Shift Premium	42		42
Non-Rep Targeted Pay Increases	6,019	7,170	13,189
Pension and Health Care			
Pension Adjustments, nonrate	10,600	8,574	19,174
Pension and DRS Rate Change	-101,559	-81,912	-183,471
Pension Benefit Amortization	-21,153	-15,191	-36,344
PERS & TRS Plan 1 Benefit Increase	5,838	4,158	9,996
Updated PEBB Rate	170,823	127,141	297,964
Higher Education			
Four-Year Independently Bargained Higher Education			
Compensation & Fund Split - PSE	277	119	396
Compensation & Fund Split - WFSE	1,425	610	2,035
Compensation & Fund Split - WFSE UP	232	100	332
Compensation: PSE Unit D	732	314	1,046
Compensation: PSE Unit PTE	1,222	524	1,746
Compensation: WFSE Unit A	503	215	718
Compensation: WFSE Unit B	567	243	810
Compensation: WFSE Unit E	99	43	142
CWU Teamsters Contract	114	48	162
PSE Collective Bargaining	231	262	493
SEIU 925	4,100	43,137	47,237
Teamsters 117 Police	288	320	608
WFSE 1488 & 3488	3,005	31,738	34,743
WFSE Classified	2,456	434	2,890
WFSE Classified Law Enforcement	156	28	184
WFSE Collective Bargaining	358	192	550
WFSE Police Management	146	97	243

WSU Collective Bargaining - IUOE	115	59	174
WSU Collective Bargaining - Police	158	82	240
WSU Collective Bargaining - WFSE	242	126	368
Two-Year Independently Bargained Higher Education			
Yakima Valley College CBA	1,049		1,049
Two-Year Collectively Bargained through OFM Labor Relations			
WFSE Community College Coalition	11,527	5,019	16,546
Non-Represented Employee Pay			
Initiative 732 COLA	-40,164	-37,104	-77,268
Non-Rep General Wage Increase	97,408	200,128	297,536
Non-Rep Minimum Starting Wage	1,751	2,482	4,233
Non-Rep Targeted Pay Increases	410	1,263	1,673
Pension and Health Care			
Pension and DRS Rate Change	-17,496	-48,742	-66,238
Pension Benefit Amortization	-3,874	-9,745	-13,619
PERS & TRS Plan 1 Benefit Increase	1,067	2,685	3,752
Updated PEBB Rate	98,848	141,429	240,277
Total	\$845,427	\$772,631	\$1,618,058