

APPENDIX A

Effective the first of the month following ratification by all parties the wage scale shall be:

Step	Hourly	Monthly
Step 1	38.19	6,619.02
Step 2	40.10	6,950.04
Step 3	42.10	7,297.45
Step 4	44.21	7,662.41
Step 5	46.42	8,045.56
Step 6	47.11	8,166.24
Step 7	47.82	8,288.73
Step 8	48.54	8,413.07
Step 9	49.26	8,539.26

Effective January 1, 2026, the wage scale shall be:

Step	Hourly	Monthly
Step 1	38.76	6,718.31
Step 2	40.70	7,054.29
Step 3	42.73	7,406.92
Step 4	44.87	7,777.34
Step 5	47.11	8,166.24
Step 6	47.82	8,288.73
Step 7	48.54	8,413.06
Step 8	49.26	8,539.26
Step 9	50.00	8,667.34

Effective July 1, 2026, the wage scale shall be:

Step	Hourly	Monthly
Step 1	39.34	6,819.08
Step 2	41.31	7,160.10
Step 3	43.37	7,518.02
Step 4	45.54	7,894.00
Step 5	47.82	8,288.74
Step 6	48.54	8,413.06
Step 7	49.26	8,539.26
Step 8	50.00	8,667.34
Step 9	50.75	8,797.35

Effective January 1, 2027, the wage scale shall be:

Step	Hourly	Monthly
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Step 1	39.93	6,921.37
Step 2	41.93	7,267.50
Step 3	44.02	7,630.79
Step 4	46.23	8,012.41
Step 5	48.54	8,413.07
Step 6	49.26	8,539.26
Step 7	50.00	8,667.34
Step 8	50.75	8,797.35
Step 9	51.52	8,929.32

Effective July 1, 2027, the wage scale shall be:

Step	Hourly	Monthly
Step 1	40.53	7,025.19
Step 2	42.56	7,376.51
Step 3	44.68	7,745.25
Step 4	46.92	8,132.60
Step 5	49.26	8,539.26
Step 6	50.00	8,667.34
Step 7	50.75	8,797.35
Step 8	51.52	8,929.32
Step 9	52.29	9,063.25

Longevity pay occurs at the beginning of ten (10), fifteen (15) and twenty (20) years (based on time as Clallam County Patrol Deputy) as follows:

- At ten (10) years – Additional one- and one-half percent (1.5%) based on step nine (9)
- At fifteen (15) years – Additional three percent (3%) based on step nine (9)
- At twenty (20) years – Additional four- and one-half percent (4.5%) based on step nine (9)