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Agreement

By and Between

Clallam County

and

**The Washington State Council of
County and City Employees, Local 1619-LC**

For the Period

July 1, 2018 – June 30, 2020

LIMITED-COMMISSIONED SHERIFF'S EMPLOYEES

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PREAMBLE

This AGREEMENT is made and entered into by and between CLALLAM COUNTY, hereinafter referred to as "County," and the Union of Washington State Council of County and City Employees, Local 1619-LC, hereinafter referred to as "Union." The purpose of this Agreement is to assert courteous, efficient, and cost-effective service to the citizens of Clallam County; to promote harmonious relations between the County and employees; to establish an equitable format for resolving misunderstandings and disputes; and to establish salaries and benefits, hours of work and other terms and conditions of employment.

ARTICLE 1 – TERM OF AGREEMENT

This AGREEMENT shall be effective as of July 1, 2018 and shall continue in full force and effect through June 30, 2020.

This AGREEMENT shall supersede all previous agreements signed between the County and the Union relating to wages and conditions of employment. This agreement shall take effect on July 1, 2018 or the first of the month following ratification and signature by both parties, whichever is later.

ARTICLE 2 – RECOGNITION

2.1 Recognition.

The County recognizes the Sheriff's Employees' Union of Clallam County as the sole and exclusive bargaining representative for all regular employees in the classifications of Administrative Specialist, Fiscal Specialist, Property and Evidence Manager, Control Room Technician, Animal Control Deputy, Food Service Worker, and Community Policing Coordinator, hereinafter referred to as "Employees."

2.2 Newly-Created Positions.

In the event, through Clallam County Civil Service Board and/or County action, duties of the existing job classifications are substantially altered so as to eliminate or substantially add to the essential job functions of the position, negotiations between the County and the Union shall commence but not necessarily be concluded prior to the establishment of salaries or filling of any positions so created or altered.

2.3 Exempt Positions.

The parties recognize that the positions of Sheriff, Undersheriff, Chief Criminal Deputy, Administrative Assistant, Operations Sergeant and Administrative Secretary are not represented by the Union and are not covered by this Agreement. This Agreement shall have no application to volunteers who may be utilized by the Sheriff to supplement the existing workforce. Any question or dispute as to which employees are represented by the Union, or covered by this Agreement, shall be treated as a grievance and disposed of according to the grievance procedure provided within this Agreement or referred to the Public Employment Commission.

2.4 Excluded Positions.

Temporary, extra-help, contract, provisional, casual and seasonal employees shall be excluded from the bargaining unit and from coverage under the Teamster health and Welfare Trust. Work performed by persons in these positions shall not qualify them for health and welfare benefits under Article 12 of this Agreement until and unless the employee becomes a regular employee

under the Civil Service Rules applicable to the Sheriff's Office.

2.5 Benefits Pro Rata for Regular Part-Time Employees.

Covered employees who are regularly scheduled to work less than 80 hours per month shall not receive insurance, holiday, vacation or sick leave benefits provided for in this Agreement. Part-time employees who work 80 or more hours per month shall receive holiday, vacation and sick leave benefits pro rata based upon the average hours worked per week in that month, and shall receive fully paid insurance benefits; provided however, that when a job-share partner works to cover absences of the other partner such hours shall not qualify an employee for benefits under this Agreement and the job share partner's benefit entitlement shall be as described in County Administrative Personnel Policy 210.

ARTICLE 3 – NON-DISCRIMINATION

The parties agree that this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, marital status, race, color, sex, gender, gender identity, genetic information, sexual orientation, religion, mental or physical disability as defined and recognized under federal and Washington law (to the extent reasonable accommodation is possible in view of the duties and responsibilities of the position), national origin, union affiliation or political affiliation. Reasonable accommodation shall be accomplished to the extent possible to enable a disabled employee who is able to safely and properly perform modified duties of the employee's position; provided however that nothing in this contract shall require the County to create a light duty position as an accommodation which is of unlimited duration. (The County may condition light duty for a disabled employee on demonstrated ability to recover and become able to perform all the essential functions of the job within a time period established by the County in reliance on medical opinion/prognosis of the County's physician.) This article shall be subject to the grievance procedure, but not to grievance arbitration beyond Step 2.

ARTICLE 4 – UNION SECURITY

4.1 Dues Check-off.

The County will provide for payroll deduction of Union fees upon written authorization by the employee. Payroll deduction authorization cards must be received by the County Auditor's Office by the fifteenth (15th) day of the month to be recognized as effective for that month. The County shall deduct from the last paycheck of the month of such employee the amount of dues and initiation fees and transmit them to the designated representative of the Union.

4.2 Fair Share and Religious Objections.

A. It shall be a condition of employment that all employees of the Sheriff's Department designated under this Agreement as Union members shall continue to be members of the Union and remain members in good standing. Those who are not members on the effective date of this Agreement shall by the 31st day following the effective date of this Agreement become and remain members in good standing in the Union. It shall also be a condition of employment that all members of the Union hired on or after the effective date shall on the 31st day following the beginning of such employment become and remain members in good standing in the Bargaining Representative; PROVIDED THAT, if a public employee is a member of a church or religious body whose bona fide religious

tenets or teachings forbid said public employee to be a member of a labor union, such public employee shall pay an amount of money equivalent to the regular Union dues and initiation fees to a non-religious charity or to another charitable organization mutually agreed upon by the County and the Union. The County shall furnish written proof to the Union that such payment has been made. If the County and the Union do not reach an agreement on the choice of the non-religious charity to whom the employee's dues and initiation fees are to be paid, the Washington State Public Employees Relations Commission shall designate the charitable organization; PROVIDED FURTHER THAT, if an employee for any reason does not wish to be a member of the Union, that employee shall proportionately and fairly share in the cost of the collective bargaining process. Therefore the cost for such bargaining unit member shall be fixed proportionately at the amount of dues uniformly required of each member of the bargaining unit to defray the cost of services rendered in negotiating and administering this Agreement. Payment of a maintenance fee in this amount shall be in lieu of any other obligation under this Article.

- B. Any employee failing to comply with Article 4 will be terminated upon two (2) weeks' notice to the County and the employee by the Union. This section shall control over any conflicting Civil Service provision.

4.3 Indemnification.

The Union shall indemnify, defend, and hold the County harmless from all suits, actions, proceedings and claims against the County or persons acting on behalf of the County, whether for damages, compensation, reinstatement or any combination thereof arising from the sole application of this Article of this Agreement. In the event that any part of Article 4 shall be declared invalid or that all or any portion of the monthly service fee must be refunded to any non-member, the Union and its members shall be solely responsible for such reimbursement. The parties will cooperate in making appropriate adjustments called for in the event error is discovered.

4.4 Seniority.

As used in this Agreement, the term "seniority" as applied to benefit accruals shall mean time accumulated from the date of hire as a County employee. Seniority for bidding procedures shall mean the time accumulated from the date of hire as a classified employee in the classification series for which one is appointed. Seniority for part-time employees shall be pro-rated based on hours worked.

ARTICLE 5 – UNION REPRESENTATION ACTIVITY

5.1 Conducting Union Business.

No representative or agent shall conduct any Union business during working hours, except as provided herein.

5.2 Adjusting Grievances.

Upon prior notification to the Sheriff or designee by the Union, the County shall afford a recognized Union representative an opportunity to adjust grievances and attend interviews covered under this Agreement in Articles 7 and 8 and Sheriff's Policy and Procedures Chapter 10. The investigation and presentation of grievances by a Union officer will be conducted on off-duty time unless otherwise authorized by the Sheriff or Division Head.

5.3 Union Communications.

Union officers may transmit messages and information on County premises when off-duty, or on duty with permission when the message has been reduced to writing, or is of such a routine nature that it can be communicated without interference with County business or the employee's work.

5.4 Union Expenses.

Except as provided above or otherwise authorized by a supervisor, Union activities shall not result in cost to the County, as through the use of County vehicles photocopies, telephones or on duty time, provided that the County may designate a single photocopy machine to be used for all photocopies made by the Union or in its behalf by any member.

5.5 Attendance at Negotiations.

If negotiations sessions are held during regularly scheduled work hours of designated members of the bargaining team, not more than two (2) Union members may attend negotiation meetings without loss of pay while on duty. Attendance shall be subject to call to duty.

5.6 Notice of Union Officers.

The Union shall inform the County in writing of the identity of Union officers, periodically and as necessary to keep the County informed of their identity. The County shall recognize only the officers so identified.

5.7 Copies of Labor Agreement.

The Union shall provide each employee in the bargaining unit with a copy of this Agreement.

5.8 Employment List.

Every January, the County shall furnish the Union a list of each employee covered by this contract, stating the following: date of hire, adjusted date of hire and current salary.

5.9 Notice of Parties.

Whenever this Agreement requires notice to the Union the County shall mail notice by regular mail to the AFSCME Union staff representative and shall place a copy in the Local Union's intra-department mailbox. Notice to the County means written notice to the Director of Human Resources and to the Undersheriff for Administration.

ARTICLE 6 – MANAGEMENT RIGHTS

6.1 Management Prerogatives.

Subject to the terms of this Agreement, it is understood and agreed that the County possesses the sole right to operate the Department, whether heretofore or hereafter exercised and regardless of the frequency or infrequency of their exercise. It is expressly recognized that such rights include, but are not limited to the following:

- A. To determine the Department's mission, policies, and set forth all standards of service offered the public.
- B. To plan, direct, control and determine the operations or services to be conducted by the employees.

- C. To utilize personnel, methods, and means in the most appropriate and efficient manner possible.
- D. To manage and direct the employees of the Sheriff's Department.
- E. To hire, promote, transfer, train, evaluate performance and retain employees in positions of the Sheriff's Department.
- F. To establish work rules and rules of conduct.
- G. To suspend, demote, discharge or take other appropriate disciplinary action against employees.
- H. To determine the size and composition of the work force and to lay off employees in the event of lack of work funds.
- I. To regulate or change shifts, workdays, hours of work, workweek, work locations, and assign all work duties.

6.2 Effect of County Policy and Civil Service Rules.

It is recognized and understood by the County that the above management rights shall be exercised subject to the provisions of Chapter 41.14 RCW, "Civil Service for Sheriff's Office." This Agreement shall control in the event of a conflict between this Agreement and the Clallam County Civil Service Rules.

6.3 Changes.

All matters not specifically treated by the language of this Agreement may be administered for its duration by the County in accordance with such policy and procedures as the County may determine, but does not preclude the Union from seeking review of the exercise of these rights in a particular case in discussion with the Sheriff, or designee. Any action taken by either party to this Agreement which would modify, or alter the intent and purpose of this Agreement, and any provisions therein, shall be considered invalid. This clause shall not operate as a waiver of the Union's right to demand to bargain over a change in a mandatory subject of bargaining provided for herein.

ARTICLE 7 – DISCIPLINARY PROCEDURES

7.1 "Just Cause" and Relationship to Civil Service.

All discipline for employees covered under this Agreement shall be for just cause. Upon ratification of this Agreement all issues of discipline shall be governed by this Article exclusively, and Civil Service rules shall not apply. Any allegation of a violation of this Article shall be resolved under the Grievance Procedure provided for by this contract. Failure to satisfactorily complete probation is not discipline and is not appealable under the grievance procedure, Article 8.

7.2 Notice of Intent to Discipline.

In the event that discipline (excluding verbal and written reprimands) is contemplated, the employer will provide the employee with written notice of the allegations against the employee, the facts upon which the allegations are based, and the degree and discipline being considered,

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prior to the imposition of disciplinary action. Suspension from duty with pay pending the imposition of discipline shall not be deemed discipline.

7.3 Pre-Discipline Meeting.

Once a Union representative is requested, further questioning and/or discussion concerning contemplated discipline will not be initiated by the employer. Such meetings and questioning shall occur during normal County business hours or the employee's normal work shift, unless otherwise agreed. Such meetings and/or discussions shall occur in a reasonably private location and shall not be unreasonably long. The parties shall be entitled to take intermissions for the purpose, of attending to personal necessities, meals, telephone calls and rest periods.

7.4 Polygraphs Prohibited.

Employees shall not be required to submit to a polygraph examination as a condition of continued employment. This section shall not be construed as a prohibition barring an employee from volunteering to do so.

7.5 Retention of Records of Discipline.

Verbal or written reprimands are not appealable to the grievance procedure. However, if a written reprimand is placed in the employee's personnel file, the employee may submit a written reply for placement in the personnel file. A reprimand shall not be considered as an aggravating factor warranting more severe discipline as a result of a subsequent issue after thirty-six (36) months of subsequent service free of counseling or discipline related to job performance, conduct or attendance.

ARTICLE 8 – GRIEVANCE AND ARBITRATION

8.1 Purpose.

The County and Union recognize the importance of settling grievances promptly and fairly in the interest of continued good employee relations and morale and to this end the following procedure is outlined. To accomplish this goal, every effort will be made to settle grievances at the lowest possible level of supervision. Employees will be unimpeded and free from restraint, interference, coercion, discrimination or reprisal in seeking adjudication of their grievances in good faith. There shall be no suspension of work or impediment in the operation of the County during the grievance process.

The procedure set forth in this Article shall be the sole procedure to be utilized in processing a grievance. An employee may elect to disclaim the grievance process and proceed as an individual under appeal procedures set forth in the County's Administrative Personnel Policies. The procedure set forth in this Article is the exclusive method to resolve any dispute arising from the imposition of discipline.

8.2 Definitions.

A. Grievance. A grievance is an issue initially raised by an employee relating to the rights, responsibilities, benefits or conditions of employment specified by this Agreement, and which relates to the application, meaning or interpretation of this Agreement. In no event shall this contract be interpreted as conferring an arbitrable right related to:

1. Work assignments, unless the complaint arises out of an allegation that the employee was required to work in violation of applicable sections of this Agreement.
 2. Work performance evaluations.
 3. Impasses in collective bargaining.
 4. Grievances filed after twenty (20) workdays from date of occurrence, or after twenty (20) workdays from the date the employee had knowledge of an occurrence.
- B. Working Day. Exclusive of Saturday, Sunday and legal holidays.
- C. Employee. Any employee identified in Article 2.1 of the Agreement.
- D. Immediate Supervisor. The person who assigns, reviews, or directs the work of an employee.
- E. Representative. A person who appears on behalf of the Union.

8.3 Procedure.

- A. Informal Grievance Disposition. Within ten (10) working days from the occurrence of the incident on which a complaint is based, or within ten (10) working days from the employee's knowledge of the occurrence, the employee will promptly meet to discuss verbally the complaint with their immediate supervisor. In those circumstances where the nature of the complaint involves the immediate supervisor, the employee may verbally discuss the complaint with the next higher level of supervision, provided notification is given to the immediate supervisor by the employee. Such initial discussion shall precede the use of the formal grievance procedure. If the supervisor fails to reply to the employee within five (5) working days of the meeting, or if the employee is not satisfied with the decision, the employee may utilize the formal grievance procedure.
- B. Formal Grievance Procedure. The following steps shall be pursued in resolving any grievance:

Step 1. The grievance procedure shall be initiated by the employee, stating the nature of the grievance, the alleged violation of the contract by article and paragraph number, and the desired solution, in writing on the Union grievance form, together with any supporting documents attached to the grievance form.

The grievance form and supporting documents shall be delivered to the appropriate Division Head (Chief Civil/Corrections/Criminal Deputy) no later than thirty (30) working days from the date of the close of the informal meeting. The appropriate Division Head shall review the grievance documents to verify that the Union grievance states a proper grievance under this Agreement. As deemed necessary or appropriate, the grievance documents shall then be forwarded appropriately for a thorough investigation by a person designated by

the Division Head, or shall be investigated by the Division Head. The appropriate Division Head shall review the investigation. and shall hold a formal meeting with the employee and the union representative to review the facts, gather any additional supporting documents, and discuss the complaint and desired solution. The Division Head shall ensure that the grievance file contains all relevant documentation and shall issue a statement of the issues and a decision. If the Union is dissatisfied with the decision of the Division Head, the Union may forward the grievance file to the Undersheriff within fifteen (15) working days of receipt of the grievance decision from the Division Head. The Undersheriff shall review the grievance file and cause further investigation of the facts to occur if necessary. The Undersheriff will issue a written decision on the original grievance form within ten (10) working days of receipt of the grievance file from the Division Head.

Step 2. If the employee feels the Undersheriff has not resolved the grievance, the employee may appeal to the Sheriff within ten (10) days. At this time, all supporting documents and evidence relative to the grievance shall be included with the appeal. The Sheriff shall hold a formal meeting with the employee and their Union representative, if requested, within ten (10) days of the date of the appeal receipt and attempt to settle the grievance. The Sheriff shall issue a written decision on the appeal within ten (10) working days of the date of the formal meeting.

Step 3. Within ten (10) days of the Sheriff's decision, the Union may submit the matter to binding arbitration. After, the matter has been so submitted, the parties or representatives may agree upon an arbitrator, or may jointly request from the FMCS or PERC a list of names of eleven (11) Washington and Oregon arbitrators. The parties may select an arbitrator from the list by mutual agreement or shall alternatively strike names from the list until one name remains.

The arbitrator's decision shall be final and binding upon both parties, but the arbitrator shall have no power to alter, amend or change in any way the terms of this Agreement or to impose on either party a limitation or obligation which is inconsistent with this Agreement. The arbitrator shall be requested to issue the decision within thirty (30) days after conclusion of the proceedings.

Expenses for arbitrator's services in the proceedings shall be borne equally by the County and the Union. However, each party shall be responsible for any other expenses incurred. Neither party shall be required to pay the attorney fees or expenses of the other in connection with any arbitration.

8.4 Time Periods.

The time limits expressed herein are of the essence of this Agreement. The time period specified in this Article may be extended or modified by mutual consent. Any modification of time limits must be agreed to in writing. If the County fails to meet or answer any grievance within the time limits prescribed for such action by this Article, the grievance may be advanced to the next step by the Union. Failure by the Union to submit or advance a grievance in accordance with the time limits specified, without such a waiver, shall constitute abandonment of the grievance.

8.5 Determination of Merit.

The Union will proceed in each case in good faith and will not process any grievance that does not meet the standards of a valid contractual issue. This section is not intended to define substantive arbitrability. Neither party will communicate or disclose the existence or nature of any grievance, or comment, except within the Union and County government as necessary to resolve the dispute.

8.6 Probationary Employees.

Newly appointed employees serve at the pleasure of the employer throughout the probationary process and may not grieve any term or condition of their employment status during the probationary period. The probation period for part-time employees will be computed based on regularly scheduled hours of work (2080 hours equals one (1) year).

8.7 Rights and Restrictions.

- A. A party to the grievance shall have the right to record a formal grievance meeting at the expense of the requesting party.
- B. Nothing within this grievance procedure shall be construed as limiting the right of management to manage the affairs of the Sheriff's Office.
- C. Grievances of an identical nature, involving an alleged violation of the same Article, may be consolidated, provided the issue is the same.
- D. A communication between a member of the Union and the recognized Union representative designated to represent the employee regarding a potential or actual employee grievance will be confidential in the context of the discipline and grievance resolution process.
- E. The Union, as an organization, may file a grievance alleging that the County has violated specific rights afforded the organization in the Agreement. Such grievance shall be filed at Step 1 and shall be bound by the time limitations and procedures set forth in the grievance procedure.

ARTICLE 9 – STRIKES AND LOCKOUTS PROHIBITED

9.1 Prohibited Conduct.

Employees in the bargaining unit, while acting in the course of their employment, shall not honor any picket line established in the County by any labor organization when called upon to cross such picket line in the line of duty, or initiate, cause, permit, or participate or join in any strike, work stoppage or slowdown, picketing, or any other restriction of work at any location. Disciplinary action, including discharge, may be taken by the County against any employees engaged in a violation of this Article. Such disciplinary action may be undertaken at the option of the County and shall not preclude or restrict recourse to any other remedies, including an action for damages, which may be available to the County. Exercise of any such rights by an off-duty employee shall be in the employee's individual capacity and not in uniform.

9.2 Union Enforcement Duty.

In the event of a strike, work stoppage, slowdown, picketing, observance of a picket line or other restriction of work in any form, either on the basis of individual choice or collective employee conduct, in violation of this Article, the Union will, within one (1) hour of notification by the County, attempt to secure an orderly return to work within two (2) hours of such notification. The obligations set forth in paragraph A above shall not be affected or limited by the subject matter involved in the dispute giving rise to the stoppage or by whether such subject matter is or is not subject to the grievance and arbitration provisions of this Agreement.

9.3 Benefits and Wages.

It is understood that the employees shall not be entitled to any benefits or wages while the employees are engaged in a strike, work stoppage or other interruption of work.

9.4 Lockout.

The employer agrees not to lock out any individual during the term of this Agreement, for any reason except for purposes of discipline, which shall then be subject to Article 8, Grievance Procedure.

9.5 Violation, Interpretation or Application.

A violation of this Article or any disagreement as to the interpretation or application of this Article may immediately be subject to Step 2 of the grievance procedures as described in Article 8 of this collective Bargaining Agreement or may be pursued in an action before the Superior Court of the State of Washington.

ARTICLE 10 – PERSONNEL RECORDS

The County and Union recognize that effective management requires the maintenance of records regarding an employee's career development. These records shall accompany an employee through succeeding management administrations. To ensure that the doctrine of fairness is applied with respect to these records, the following procedure will be adhered to:

- A. Whenever any paper is entered into an employee's personnel file, a copy of same shall be provided to the employee.
- B. In the case of any paper which reflects unfavorably upon an employee, the employee shall be allowed an opportunity to respond to the content of the paper, in writing, and the employee response shall be included in the personnel file.
- C. Each employee shall be allowed access to their personnel file for review of its contents at reasonable times and upon reasonable notice.
- D. The Sheriff shall ensure that only persons with a legitimate reason for access, and the employee, have access to the employee's personnel file. The confidentiality of personnel records is acknowledged.

ARTICLE 11 – HOURS OF WORK, OVERTIME

11.1 Workweek.

It is intended that the normal workweek for fulltime employees shall be either five (5) consecutive days consisting of eight (8) consecutive hours per day with two (2) days off; or four (4) consecutive days consisting of ten (10) consecutive hours per day with three (3) days off; or five consecutive days consisting of four (4) eight (8) hour days and one (1) four (4) hour day; or the workweek proscribed by the Board of Commissioners legislatively in the budget and adopted and directed by the Sheriff. The workweek shall begin at the beginning of the employee's regularly scheduled shift after days off. Employees and the Sheriff or the Sheriff's designee may agree to alternative work shifts/work days to provide flexibility to meet employees' and operational needs provided that the employee works forty (40) hours or the number of hours proscribed by the Board of Commissioners legislatively in the budget and adopted and directed by the Sheriff in the workweek.

Employees working an alternative workweek may adjust their shifts within the seven (7) day workweek with supervisor approval, provided the hours of work do not obligate the payment of overtime. For employees working on an alternate workweek basis, each such employee shall have written authority to do so (in the form of a PAF filed with Human Resources) and shall be paid at the overtime rate only for those hours in excess of forty (40) in a workweek.

Provided however that before the County may implement a regular workweek reduced below 36 hours in accordance with this Article the parties will meet and confer concerning cost savings alternatives and engage in collaborative discussions concerning alternative solutions to the reduction in work hours.

11.2 Shift.

- A. Regular Shifts. A shift shall be that work scheduled during a workday, consisting of 4, 8 or 10 consecutive hours depending on the workweek as defined above, or otherwise for employees authorized to work an alternative workweek as defined in Article 11.1.

Food Service Workers shall work an eight (8) and ten (10) hour shift as scheduled by the Sheriff to meet operational needs and/or cover for Food Services time off.

- B. Meal and Rest Periods. Employees who are not required to remain in the facility, or available for call during a meal period, shall receive an unpaid 30-minute or 1-hour meal period at the supervisor's discretion as well as a 15-minute rest period during each one-half shift. The shift hours for employees required by the County to remain in the corrections facility or otherwise available for call during the meal period shall include a paid 30-minutes meal period and be provided a jail meal as well as a 15-minute rest period during each one-half shift.

Meals and rest periods will be taken in a non-public location away from the work station.

- C. Night Meetings and Special Events. The County may modify hours of work within the workweek in order to permit coverage of night meetings and special events without overtime expense. If the County does not provide the employee at least seventy-two (72)

hours' notice of the need to work a night meeting or special event, then the employee's work as assigned shall be compensated at the overtime rate or as compensatory time unless the work is undertaken as part of a flex time agreement under Article 11.8 between the supervisor and the employee.

11.3 Overtime.

All overtime must be authorized in advance by the Sheriff or designee, except in the cases of emergency. Payment for authorized overtime shall be at the rate of time and one-half the base hourly rate of pay.

Overtime shall be considered as time worked in excess of forty (40) hours in a workweek. Part-time employees whose hours are set at less than forty (40) per week shall not be eligible for overtime until the total work hours exceed forty (40) per week.

11.4 Overtime Opportunities for Control Room Technicians.

Overtime opportunities for Control Room Technicians will be covered in the following order of priority: first, by allowing regular employees to volunteer and/or by assigning part-time employees; second, by assignment of provisional employees, if any, and if available and suitable for the assignment as determined solely by the County; and third, by mandatory overtime. In addition, the Corrections Division shall have the right to fill absences due to the FMLA; injury or illness of greater than two (2) weeks; or, other leaves of absence with a provisional employee for their duration.

County shall continue to use provisional and temporary employees as defined in the Civil Service rules. These employees are used due to the absence of an employee for a prolonged basis, for vacant positions which the County intends to fill, or for temporary positions such as seasonal, grants, and special projects.

Regular part-time employees may be assigned and scheduled by the County without regard to hours of work or shift or schedule restrictions set forth in this Agreement. In the Sheriff's discretion, notwithstanding the foregoing, Corrections Deputies may be assigned to perform all or any portion of duties performed by Control Room Technicians without regard to bifurcation of corrections bargaining units, and the existence of multiple labor contracts and bargaining units, and without regard to the consequential transfer of work between the two AFSCME bargaining units.

11.5 Shift Bidding for Control Room Technicians.

Control Room Technicians shall bid shift assignments for periods of four (4) months duration or such other regular rotation as may be adopted for the Correction Division, using their classification seniority to determine placement. The County has the right to assign an employee to any other shift assignment based upon any legitimate operational or supervisory reason which is explained to the employee without that employee having access to their grievance procedures or other dispute resolution mechanism.

The employer shall post the following information when posting shift assignments for bidding: (a) hours per shift; (b) workdays; (c) days off; and (d) other criteria unique to the duty assignment.

Special assignments may be made in the Sheriff's discretion without regard to seniority. This schedule shall be posted prior to vacation bidding and not later than November 21st of each year.

11.6 Compensatory Time.

Employees may elect to accrue compensatory time in lieu of payment at the overtime rate of one and one-half hours for each overtime hour worked up to sixty (60) hours which accrual shall be at the overtime rate. Once an employee makes this election the time accrued may thereafter be taken as compensatory time off or the value shall be contributed to the employee's HRA as hereinafter specified and shall not be available for cash payment. The County shall contribute the value of the employee's compensatory time if any such accrual exists during December, 2018 and each year thereafter into the employee's HRA account. As provided by law, compensatory time value shall not be available to employees as a cash payment.

Use of compensatory time off shall be by mutual agreement with the Division Head and may be utilized in increments of one-half-hour (.5 hours). It shall be taken at times which do not cause disruption, hardship, or otherwise avoidable overtime expense. The scheduling of compensatory time off shall be made by the mutual agreement of the employee and their immediate supervisor and a denial shall not be grievable. In the event the Employee and the Division Head cannot reach mutual agreement on the use of compensatory time and the employee does not accept denial and invokes the FLSA claiming an entitlement to use of comp time on a particular day, the Sheriff may cash out accrued comp time at the current rate of pay by payment of the full cash value as a contribution into the employee's HRA account.

11.7 Flex-Time.

With the mutual agreement of an employee and their immediate supervisor, an employee who works overtime may adjust scheduled shift hours remaining within the workweek and not receive overtime payments for the hours worked beyond the regular shift. The adjustment of shifts due to flex time will not obligate the employer to additional compensation in any form.

11.8 Shift Trades.

Control Room Technicians and Food Service Workers may voluntarily exchange their regularly scheduled shift or workdays with prior authorization by the Employer. The employees involved must be qualified for the position and have successfully completed FTO training and/or who have been released as qualified to work independently without direct supervision in a solo status may trade shifts with written approval from the affected shift supervisor(s) prior to the trade using a Sheriff's Office shift trade form.

Shift trades are not an entitlement and may be denied in the supervisor's discretion. Both employees' records of hours of work shall be maintained as if each employee worked the regular hours assigned, and shall be paid accordingly; however, the date and hours traded shall be reflected in an explanatory note in the pay and time record which accurately reflects the fact of the trade including the date and hours worked or taken off as the case may be.

Trades are at the sole option of the employees who shall be solely responsible to reciprocate the trade. Any shift exchange or workday exchange generally must be completed within the same pay period.

11.9 Schedule Posting.

Schedules will be posted for periods of a minimum of one (1) calendar month. Schedules shall be posted a minimum of seven (7) days prior to the start of each posting period.

11.10 Changes to the Posted Schedule.

Except in emergencies as determined by the Sheriff or designee, an employee will be afforded the notice as stipulated in the previous section. An employee's shift may be altered by mutual agreement of an employee and the County to accommodate employee needs and/or the needs of the Sheriff's office.

11.11 Workweek Variance at Shift Rotation.

For Control Room Technicians and Food Service Workers scheduled on eight (8) or ten (10) hour shifts, the following shall apply at shift rotation. During the seven (7) days prior and subsequent to the shift rotation date, the restrictions of the workweek and work shift paragraphs of this Article shall not apply. Each employee shall receive four (4) days off during the shift rotation period. Overtime shall be paid for hours worked in excess of the consecutive hours of the work shift, or eighty (80) hours of the two-week period.

ARTICLE 12 – EMPLOYEE BENEFITS

12.1 Recognized Holidays.

All employees who are not required to regularly work calendar holidays shall be granted with pay those holidays assigned below:

<u>Event</u>	<u>Date Observed</u>
New Year's Day	January 1
Martin Luther King's Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday of May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Day following Thanksgiving Day	4th Friday in November
Christmas Day	December 25
Four (4) Floating Holidays	Employee's Option

When one of the holidays provided for in this Article 12.2 falls on a Saturday, the preceding Friday shall be observed by those non-rotational employees who work a regular Monday through Friday schedule; and when one of the holidays falls on a Sunday, those employees shall observe the holiday on the following Monday.

Except as noted above, an employee who is scheduled to take fixed holidays will be paid double time and a half for hours worked on that holiday.

In lieu of two (2) sick leave bonus days, it is understood that employees shall be credited with two (2) additional floating holidays for a total of four (4), which shall be represented for

accounting purposes as thirty two (32) hours floating holiday.

12.2 Control Room Technician (CRT), Food Service Workers (FSW), and Animal Control Deputy (ACD) Floating Holidays.

- A. A CRT/FSW/ACD who regularly works on holidays may elect to receive credit for one hundred thirty-six (136) hours of floating holidays. A CRT/FSW/ACD may receive forty (40) hours of floating holidays to be used or lost within the calendar year. Such CRT/FSW/ACD shall be paid for ninety-six (96) hours in the November payroll at the current rate of compensation.
- B. A CRT/FSW/ACD may elect to receive credit for ninety-six (96) hours of floating holidays in lieu of the amount paid under subparagraph (A) above, if as of January 1st the CRT/FSW/ACD current vacation balance plus the next year's vacation accrual totals less than four hundred (400) hours. This election must be made in writing on or before January 15 of the year; any employee who fails to elect shall be compensated as described above. If an election is made, floating holiday hours shall be scheduled and taken in accordance with Article 12.3, recognizing that floating holidays are approved based on operational need and are scheduled in coordination with vacation requests, sick leave and other absences. In the event a holiday balance remains as of December 31, then that employee's holiday balance shall be increased on January 1 of the subsequent year to a total of one hundred thirty-six (136) hours, and as a result, the next year's entitlement shall be reduced by the number of hours not used in the prior year. In the event an employee terminates employment during the year, prorated holiday shall be paid upon termination based on 8 holiday hours per month computed as of the last day of employment.
- C. The Sheriff may determine at their discretion to assign the work of an Animal Control Deputy to be performed on a regular workweek consisting of five (5) consecutive workdays with two (2) consecutive days off, or any work schedule adopted for the bargaining unit with the holidays recognized above taken off work.

12.3 Floating Holidays.

Floating holidays shall be selected at the option of the employee with at least one (1) week's prior notice and granted with the approval of the supervisor based on operational need. To be eligible to receive the floating holidays, a new employee must be on the payroll for one hundred eighty (180) calendar days; the floating holiday credit shall be pro-rated based on the date of hire. Floating holidays shall be taken in the same increments as vacation and must be used by December 31st of each year, or shall be lost. If floating holidays are taken off and the employee leaves County employment, the annual floating holiday entitlement shall be prorated and the appropriate value shall be deducted from the employee's final paycheck.

12.4 Vacation Accrual.

Vacation hours shall be allowed with pay to each employee as follows:

<u>Months of Service</u>	<u>Earned Working Hours per Month</u>
0 through 48	8
49 through 108	10
109 through 168	12
169 through 204	14
Over 204	16.66

- A. Priority Bids. Employees covered by this contract may bid use of floating holidays and vacation for one (1) period up to fifteen (15) consecutive workdays or three (3) periods of up to five (5) consecutive workdays for the priority bid. In no event may compensatory time be charged in lieu of a floating holiday or vacation for any portion of a bid vacation/holiday leave. Priority bidding will occur during the month of December of each year. Bids shall be awarded based on seniority by classification. The priority bids will be awarded and the priority vacation schedule will be established on or before December 21. Once the priority bid schedule is established, it is not subject to cancellation except due to emergency declared by the Sheriff, in writing.

The County can assume neither involvement in nor responsibility for individual or family travel plans and arrangements. However, the Sheriff will intervene in the event of emergency in an attempt to assist in obtaining refunds if necessary. Provided that the shift bid must be resolved before any vacation bid occurs.

- B. Non-Priority Reservations for Time Off. Employees may bid use of floating holidays and vacation for a second period up to the total number of floating holidays or vacation days that the employee will accrue that year, provided that no employee may take paid time off before it is earned and accrued. The second bid will occur prior to January 31st. Bids shall be awarded based on seniority by classification. Post first and secondary bid requests shall be approved on a timely basis, however shall be subject to operational needs. Time off bid after the first priority bid shall remain subject to approval and/or cancellation based on operational and staffing needs as these needs become apparent throughout the year. No non-priority reservation of vacation/holiday time off shall be deemed approved before the schedule is posted as described in Article 11.10 related to Schedule Posting. Employees may request additional time off on a first come first served basis.
- C. Vacation time shall be by mutual agreement between the employee and the Sheriff, or designee. Vacations may be taken at any time during the year, with operational requirements being the determining factor. Employees may split their vacation into as many parts as is mutually agreed to between the employee and Sheriff. In the event scheduled vacation is canceled during the last calendar quarter due to operational needs which causes the employee's balance to exceed the maximum on December 31, the employee shall have the opportunity to use the excess balance during the first calendar quarter of the subsequent year.

- D. Vacation leave may be accrued to a maximum of 400 hours and shall be administered in accordance with County policy and this Agreement.
- E. The vacation leave cap shall be four hundred (400) hours; provided, however, that in no event shall the County pay value for such hours except as stated in this collective bargaining agreement.

Upon separation from employment, an employee may elect to:

1. receive the full value of the employee's vacation balance as part of final month compensation up to and not in excess of four hundred (400) hours;
2. direct payment of such amount into one or more of the retirement plans as permitted by law and the retirement plan terms;
3. apply accrued vacation up to four hundred (400) hours as vacation leave with such paid leave ending on the employee's last day of employment;
4. and/or any combination of the foregoing which does not result in an increased County cost or employee benefit.

12.5 Sick Leave.

Sick leave benefits shall be accrued and taken in accordance with the County practice as set forth in the Administrative Personnel Policies and in Initiative 1433 (including applicable RCWs and WACs). Sick leave is intended for use when for permissible reasons an employee is unable to attend work. Misuse or abuse of the benefit may be deemed theft or misrepresentation and shall constitute cause sufficient for appropriate discipline. Sick leave is not a benefit which may be used by the employee as paid time off (that is, as a vacation benefit), paid as cash except as explicitly provided for in this Agreement, or regarded as a benefit that the employee is entitled to use for any purpose not described as a proper use of sick leave.

Employees are expected to attend work reliably and regularly, and the ability to do so is an essential job qualification and function.

County sick leave cash out policies shall apply to PERS 1 employees. County sick leave cash out policies shall not apply to PERS 2 and 3 employees. In lieu thereof, the following shall control in the case of PERS 2 and PERS 3 employees:

1. Upon line-of-duty death, the County will pay the value of the employee's sick leave bank, as appropriate, (a) to the employee's spouse, dependent or next-of-kin identified in an election form on file with the County Human Resources Department; or (b) to the employee's estate. Upon claim closure and award of a job related disability, or in the event an employee's off-duty injury or serious health condition which is medically determined to be a job disqualifying disability by the County based on proper medical opinion under FMLA certification standards, the County shall pay the value of the employee's sick leave bank (computed as hours accrued times (x) the employee's base wage rate) as a contribution to the employee's Section 457 Plan.

2. In the event an employee leaves employment with fifteen (15) or more years of service, the County will contribute to the employee's Section 401(a) or 457 retirement account established under Article 13.6 of this Agreement, an amount computed based on the employee's current base wage equal to fifteen percent (15%) of the value of the employee's sick leave balance.
3. In the event an employee leaves County employment with twenty (20) or more years of service, the County will contribute to the employee's Section 401(a) or 457 retirement account established under Article 13.6 of this Agreement, an amount computed based on the employee's current base wage equal to twenty percent (20%) of the value of the employee's sick leave balance.
4. In the event an employee retires with twenty-five (25) or more years of service, the County will contribute to the employee's Section 401(a) or 457 retirement account established under Article 13.6 of this Agreement, an amount computed based on the employee's current base wage equal to twenty-five percent (25%) of the value of the employee's sick leave balance.
5. Sick leave will not be paid and is not available for cash payment, except for the legitimate use of sick leave as a short term disability benefit, other than as specified in this collective bargaining agreement.

12.6 Emergency Leave.

Emergency leave with pay shall be allowed for an employee to attend a funeral for a death in the employee's immediate family. Immediate family shall mean persons related by blood, whether whole or half, marriage or adoption in the following relationship: Spouse, child, grandchild, grandparent, parent, sibling or relative living in the employee's household. No more than three (3) days' emergency leave shall be allowed per occasion. Emergency leave is not cumulative. Emergency leave shall be used in accordance with the policies and procedures set forth by the County.

12.7 FMLA Leave.

The county shall provide family leave in accordance with the County's policy which shall meet the requirements of law. FMLA leave shall run concurrently with workers' compensation time loss, family leave, sick leave, and paid time off taken in conjunction with FMLA eligibility.

12.8 FMLA Vacation Reserve.

Employees who have insufficient sick leave accrued for a period of illness or temporary disability shall be required to use all accrued comp time, holiday, and all but forty (40) hours of accrued vacation before being granted an unpaid leave of absence.

12.9 Uniform Allowance.

At the time of employment, full-time employee in uniformed positions will be issued, at County expense, the uniform/equipment items for the positions they occupy, as set forth in Sheriff's Policy and Procedure. Thereafter, the County will replace the uniform and equipment items, at County expense, as needed to maintain the uniform in serviceable condition. The brand, model, style, color, quantity and vendor of all uniform and equipment items shall be approved at the discretion of the Sheriff.

- A. Maintenance and Ownership. The employee agrees to maintain and keep in good condition and repair, all parts of the uniform, and will have available for inspection on due notice, their complete uniform. All purchases shall be through their office's established procedures. All uniform and equipment articles purchased by the County will be the property of the County and will be returned upon request.
- B. Use of Personal Equipment. An employee, while on duty, may utilize personally owned equipment items, including weapons, when approved by the Sheriff. Employees will be provided repair and/or reimbursement of those items when lost or damaged in the line of duty.
- C. Cleaning. Dry clean-only uniform items (trouser or shirts) may be dry cleaned at County expense as needed up to 100 item cleanings per year, per employee. Dry clean only coats or other uniform items may be dry cleaned at County expense twice (two (2) cleanings) per year.

12.10 Health and Welfare Coverage.

- A. During the life of this Agreement, the County will provide Health Care Insurance for employees and their dependents who meet hours of eligibility as specified in Article 2 and in the Teamster Trust. Lump sum payments made upon termination of employment are not payments which result in eligibility in the next month.

Effective July 1, 2018, the County shall pay up to \$1000 monthly toward the medical, dental, vision, life, AD&D, time loss, dependent life, and/or disability waiver premium costs for benefits elected by the bargaining unit. Premium costs above this amount shall be paid by the employee by way of payroll deduction.

Effective July 1, 2019, in lieu of an increase in the County's contribution towards the premium costs for the benefits identified above, the County shall contribute \$25 monthly to an HRA VEBA.

The bargaining unit may reopen this Article periodically to change the specified Teamster medical benefit plans provided to the group to different selection of plans, provided that the change occurs at a time and in a manner which is permissible under Teamster Trust guidelines and the County's participation agreement, provided that, if the cost of such selection exceeds County contribution identified above, 100% of such excess cost shall be paid by the employee. Both parties reserve the right to reopen this Article 12.10 concerning the cost of insurance benefits, plan design, and the employee and County share of the cost of insurance benefits. If reopened, the parties will schedule bargaining during the months of November and December. The parties shall exchange proposals and data in advance and shall not be required to meet for more than one (1) day of bargaining. The result of negotiations will be either an agreement reached by the parties in bargaining or the agreement reflected in this Article with respect to costs (unless a prior agreement of the parties is reached which is more advantageous to the employees in which case that agreement shall be continued in the following year.)

The bargaining unit may reopen this Article periodically to change the medical benefit plans. The change must be permissible with the Teamster Trust guidelines and the trust subscription agreement provided that, if the cost of such selection exceeds the County's contribution identified above, 100% of such excess cost shall be paid by the employee by payroll deduction.

If the bargaining unit elects a change in insurance plans, the change shall become effective prospectively and only in accordance with and as permitted by Teamster trust guidelines.

The bargaining unit has elected as of 2014:

Teamster Medical Plan C

Teamster Dental Plan A

Teamster Vision Plan EXT

The Union and the Employer agree that monthly contributions to the Teamsters Trust shall be distributed as follows: the Dental Plan, the Vision Plan, and then the Medical Plan.

- B. Wellness. The County will provide financial contribution of up to \$200 based on the wellness program toward employee programs and activities designed to promote wellness and health.
- C. Line-of-Duty Death Benefit. In the event of a line-of-duty death, the County shall pay the cost of three (3) months of continuation of health care benefits through the Washington Teamsters Welfare Trust for the employee's spouse and dependents; provided however, if such benefit plan continuation is not possible under the Trust rules, then the spouse shall be paid as a non-taxable reimbursement of health care premiums paid to a different plan/provider selected and arranged by the spouse up to the amount which the County otherwise would have paid.

12.11 Retirement.

The County shall provide the employees whatever employer retirement benefits that are required to be made by statute.

12.12 Education Program.

Under satisfactory completion of a job-related educational course when the employee who desires to take the course has prior written approval from the Sheriff, or designee, the County shall reimburse for tuition fees for the program, subject to the availability of budgeted funds. The County agrees to compensate reasonable expenses for textbooks required for such courses and will retain such textbooks in the Department Head's Department.

12.13 Jury Duty.

Employees called for jury duty in any municipal, county, state or federal court shall advise the County upon receipt of such call and, if taken from work for such jury duty, shall be paid their regular compensation minus any compensation received from jury duty. The employee must

provide documentation to the County of the amount of compensation received for jury duty.

12.14 Hold Harmless.

- A. Errors and Omissions. The County agrees to provide adequate liability coverage through the use of commercial insurance and/or self-insurance.
- B. Legal Representation. The employer shall provide legal representation of an employee who is sued where such litigation arose because such employee in good faith exercised any authority arising out of the scope and duty of their commission as a Clallam County Sheriff's Deputy and within the course and scope of employment. Private counsel may also be retained by the employee at the employee's expense, provided that the employee retains the duty to cooperate fully in the defense of any claim. In the event a verdict or judgment shall be in favor of the third party, the County shall indemnify and hold the employee harmless from such judgment if the judgment is based on acts done by the employee in good faith in the line-of-duty or in good faith compliance with any order of a superior officer, even though such order may be held invalid by a civil court.
- C. Meaning of Hold Harmless Article. This Article regarding "Hold Harmless" shall be construed in a fashion which is consistent with all of the terms of Clallam County Code Chapter 3.34, including exclusions set forth in Clallam County Code Chapter 3.34.030.

12.15 Health Reimbursement Account.

The County shall establish an HRA account for the benefit of bargaining unit employees. The County HRA plan document and HRA plan administration agreements shall be established by the County so the HRA funds contributed shall be owned by the employee.

ARTICLE 13 – COMPENSATION

13.1 Wages.

Employees are paid at the following salary ranges:

	<u>9-Step Salary Range</u>
Administrative Specialist II	50
Administrative Specialist IV	58
Animal Control Deputy	44
Control Room Technician	42
Fiscal Specialist III	50
Fiscal Specialist IV	54
Food Service Worker	44

Effective from and after July 1, 2018 the wage scales set forth in Appendices (?) shall reflect the following Cost of Living Adjustments for current employees:

- January 1, 2019, one percent (1%)

- July 1, 2019, one percent (1%)
- January 1, 2020, one percent (1%)
- Effective July 1, 2018, newly hired employees covered under this agreement shall be brought in at a rate five percent (5%) below the above mentioned wage scales.

13.2 Step Placement.

The County shall implement the following step administration plan for those positions and salaries enumerated under the County's wage and classification plan.

- A. Step increases shall be based solely upon performance and shall not be granted unless supported by written satisfactory employee evaluations. Evaluations of employees shall be conducted at least annually and shall be used as a factor in justifying annual step increases.
- B. Eligibility for step increases for regular, benefited employees shall be at the first of the month following the anniversary date, or the first of the month if that date coincides with the anniversary date. Step advancements shall go to the next highest step within the salary range. In the event of a promotion, the employee shall be placed at the step of the appropriate salary range which shall be at least five percent (5%) more than the current rate of pay.

Temporary, Part-time non-benefited (including retirement only), or Extra Help Workers with no break in service shall be eligible for step increases after 2080 hours of work.

13.3 Call-back.

- A. Employees called back to work shall be credited with actual time worked.
- B. Such employees shall be compensated for a minimum of two (2) hours if the call-back is more than two (2) hours prior to the start of the next scheduled shift, or after the end of a scheduled shift on an assigned workday, or for court.
- C. Employees called out to perform duty on a non-workday except for court, or on an observed holiday which is a scheduled day off, shall be compensated for a minimum of three (3) hours.
- D. Employees called out to perform duty on a vacation day shall be compensated under Article 11.1 for a minimum of four (4) hours.

13.4 Out-of-Class Differential.

An employee who is assigned and designated by the Sheriff in writing to act out of class to perform all or substantially all of the duties of a higher classification shall be paid a differential of five percent (5%) for out of class assignments of three (3) days or more.

13.5 Longevity.

Employees who have five (5) or more years of experience in their current classification with Clallam County will receive a longevity premium, in addition to their salaries, under the below schedule. Employees will be paid for service in the Department regardless of classification. If an employee receives an “unsatisfactory” annual performance evaluation, that employee shall not be eligible to receive the “longevity premium” during the next six-month performance evaluation period. The employee may qualify for the “longevity premium” during the next evaluation period upon attaining a performance evaluation of a level above “unsatisfactory.”

<u>Years of Employment</u>	<u>Compensation</u>
Five (5)	\$15 per month
Ten (10)	\$30 per month
Fifteen (15)	\$45 per month
Twenty (20) or more	\$60 per month

The interpretation and application of this section is subject to grievance arbitration as defined in Article 8.

13.6 Section 401(a) Plan Match.

Effective July 1, 2018, the County shall match into a 401(a) plan elected by the employee two percent (2%) of base salary provided the employee contributed a like amount into an IRC 457 or 401(a) match and save plan.

ARTICLE 14 – DRUG & ALCOHOL POLICY

14.1 Policy.

The County considers its employees its most valuable asset; the Union and the County share concern for the safety, health and wellbeing of employees and, based on this concern, agree to a drug and alcohol policy, the terms of which are set forth in this Article and the Clallam County Drug and Alcohol Policy and Procedures, which have been bargained and which by this reference are incorporated as if fully set forth herein. Any subject under the policies which is a mandatory subject of bargaining shall not be changed unless the change is bargained.

14.2 Time Spent in Testing is Hours Worked.

The County may require the employee to submit to recognized drug or alcohol test procedures pursuant to the County’s drug and alcohol policy. The costs for time spent in testing and the costs of such testing shall be borne by the County. All employee cooperation with the policy shall be work time.

14.3 Time Spent After Refusal is Not Hours Worked.

Any employee refusing to submit to a drug or alcohol test shall be taken off the clock effective with the time of the County’s request. Refusal of any employee to fully cooperate with and submit to take a drug or alcohol test upon request in accordance with County policy shall be deemed as a basis for discipline up to and including discharge in the County’s discretion.

14.4 Leave Without Pay for Treatment.

If testing should reveal that an employee has used controlled substances or alcohol and the employer believes that appropriate discipline would include a program of treatment and that the health, safety or efficiency of the employee, other employees or the public might be at risk if the employee is permitted to continue to work at their position, in such case the employer may place the employee on leave until the employee has successfully, completed the terms and conditions of the Agreement to Participate in a Rehabilitation Treatment Program.

14.5 Selection of Testing Labs.

The County shall initially select reputable facilities for base testing and confirmatory testing at County expense. The facility for confirmatory testing must meet all standards set by the U.S. Department of Health and Services for laboratory performance and must employ certified medical technologists and technicians. The Union will be provided with the testing facilities names, addresses and credentials if requested. The Union retains the right to demand a change in test procedure or test facility based on reliable information which disproves the accuracy or quality of either. The Union also retains the right to request a change in test procedure or test facility if a reasonable and superior alternative to either becomes, available.

14.6 Searches for Drugs and Alcohol.

Employees have no expectation to be free from search of a County vehicle, locker, desk or contents of other similar Department controlled spaces. A search of areas used exclusively by an employee (when directed at or against an employee due to suspicion of a violation of this policy) shall be based on reasonable belief that the employee possesses any controlled substance. Such a search shall be approved by the department head or designee with advice from the Director of Human Resources, and, if possible, notice to the employee and an opportunity to be present shall be given.

ARTICLE 15 – FUTURE NEGOTIATIONS

- A. Negotiations on proposed amendments to this Agreement may be initiated at any time by mutual agreement of the County and the Union. Any renewed negotiations shall be restricted to the subjects agreed upon in advance in writing and shall not, therefore, open all subjects to negotiations.
- B. In the event Clallam County government experiences a financial crisis, the Union agrees to meet with the County, upon written notice, to discuss budgeting options for consideration of reopening this Agreement.

ARTICLE 16 – SHERIFF’S POLICY AND PROCEDURES

The Union and County shall refer to the Sheriff’s Department Policies and Procedures to resolve matters not covered by this Agreement.

ARTICLE 17 – SEVERABILITY AND SUPERIORITY

In the event that any portion of this Agreement is ruled invalid, the remainder of the Agreement or its application to any other party, person, or circumstances shall not be affected. If any portion is ruled invalid, the Union and County shall meet and expeditiously proceed to negotiate a replacement provision. Any provisions of this Agreement which contravene any federal, state or local law shall be invalid.

Date Signed
By Union: April 19 2018

Date Signed:
By County: 4/19/18

THE WASHINGTON STATE COUNCIL OF
COUNTY AND CITY EMPLOYEES,
LOCAL 1619-LC

CLALLAM COUNTY
BOARD OF COMMISSIONERS



Kaylene Zellar, President



Mark Ozias, Chair



Aaron Cole, AFSCME Representative



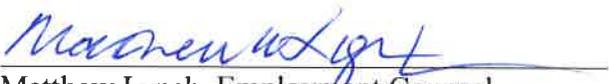
Bill Peach



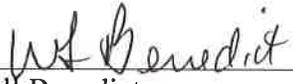
Randy Johnson

ATTEST:


Loni Gores
Clerk of the Board

APPROVED AS TO FORM:


Matthew Lynch, Employment Counsel

CLALLAM COUNTY SHERIFF


Bill Benedict
Date Signed: 7-12-2018

Range	Period	1	2	3	4	5	6	7	8	9
18	Hourly	9.585	9.825	10.071	10.322	10.580	10.845	11.115	11.394	11.680
	40 Hr Monthly	1,661.43	1,702.97	1,745.54	1,789.19	1,833.92	1,879.77	1,926.76	1,974.93	2,024.30
	Annual	19,937.19	20,435.60	20,946.53	21,470.24	22,007.00	22,557.20	23,121.09	23,699.20	24,291.65
19	Hourly	9.825	10.071	10.322	10.580	10.845	11.115	11.394	11.680	11.971
	40 Hr Monthly	1,702.97	1,745.54	1,789.19	1,833.92	1,879.77	1,926.76	1,974.93	2,024.30	2,074.90
	Annual	20,435.60	20,946.53	21,470.24	22,007.00	22,557.20	23,121.09	23,699.20	24,291.65	24,898.85
20	Hourly	10.071	10.322	10.580	10.845	11.115	11.394	11.680	11.971	12.270
	40 Hr Monthly	1,745.54	1,789.19	1,833.92	1,879.77	1,926.76	1,974.93	2,024.30	2,074.90	2,126.79
	Annual	20,946.53	21,470.24	22,007.00	22,557.20	23,121.09	23,699.20	24,291.65	24,898.85	25,521.44
21	Hourly	10.322	10.580	10.845	11.115	11.394	11.680	11.971	12.270	12.577
	40 Hr Monthly	1,789.19	1,833.92	1,879.77	1,926.76	1,974.93	2,024.30	2,074.90	2,126.79	2,179.95
	Annual	21,470.24	22,007.00	22,557.20	23,121.09	23,699.20	24,291.65	24,898.85	25,521.44	26,159.42
22	Hourly	10.580	10.845	11.115	11.394	11.680	11.971	12.270	12.577	12.892
	40 Hr Monthly	1,833.92	1,879.77	1,926.76	1,974.93	2,024.30	2,074.90	2,126.79	2,179.95	2,234.45
	Annual	22,007.00	22,557.20	23,121.09	23,699.20	24,291.65	24,898.85	25,521.44	26,159.42	26,813.44
23	Hourly	10.845	11.115	11.394	11.680	11.971	12.270	12.577	12.892	13.212
	40 Hr Monthly	1,879.77	1,926.76	1,974.93	2,024.30	2,074.90	2,126.79	2,179.95	2,234.45	2,290.31
	Annual	22,557.20	23,121.09	23,699.20	24,291.65	24,898.85	25,521.44	26,159.42	26,813.44	27,483.77
24	Hourly	11.115	11.394	11.680	11.971	12.270	12.577	12.892	13.212	13.544
	40 Hr Monthly	1,926.76	1,974.93	2,024.30	2,074.90	2,126.79	2,179.95	2,234.45	2,290.31	2,347.57
	Annual	23,121.09	23,699.20	24,291.65	24,898.85	25,521.44	26,159.42	26,813.44	27,483.77	28,170.80
25	Hourly	11.394	11.680	11.971	12.270	12.577	12.892	13.212	13.544	13.882
	40 Hr Monthly	1,974.93	2,024.30	2,074.90	2,126.79	2,179.95	2,234.45	2,290.31	2,347.57	2,406.26
	Annual	23,699.20	24,291.65	24,898.85	25,521.44	26,159.42	26,813.44	27,483.77	28,170.80	28,875.17
26	Hourly	11.680	11.971	12.270	12.577	12.892	13.212	13.544	13.882	14.230
	40 Hr Monthly	2,024.30	2,074.90	2,126.79	2,179.95	2,234.45	2,290.31	2,347.57	2,406.26	2,466.42
	Annual	24,291.65	24,898.85	25,521.44	26,159.42	26,813.44	27,483.77	28,170.80	28,875.17	29,597.03
27	Hourly	11.971	12.270	12.577	12.892	13.212	13.544	13.882	14.230	14.585
	40 Hr Monthly	2,074.90	2,126.79	2,179.95	2,234.45	2,290.31	2,347.57	2,406.26	2,466.42	2,528.08
	Annual	24,898.85	25,521.44	26,159.42	26,813.44	27,483.77	28,170.80	28,875.17	29,597.03	30,337.01
28	Hourly	12.270	12.577	12.892	13.212	13.544	13.882	14.230	14.585	14.949
	40 Hr Monthly	2,126.79	2,179.95	2,234.45	2,290.31	2,347.57	2,406.26	2,466.42	2,528.08	2,591.28
	Annual	25,521.44	26,159.42	26,813.44	27,483.77	28,170.80	28,875.17	29,597.03	30,337.01	31,095.39
29	Hourly	12.577	12.892	13.212	13.544	13.882	14.230	14.585	14.949	15.323
	40 Hr Monthly	2,179.95	2,234.45	2,290.31	2,347.57	2,406.26	2,466.42	2,528.08	2,591.28	2,656.06
	Annual	26,159.42	26,813.44	27,483.77	28,170.80	28,875.17	29,597.03	30,337.01	31,095.39	31,872.68
30	Hourly	12.892	13.212	13.544	13.882	14.230	14.585	14.949	15.323	15.707
	40 Hr Monthly	2,234.45	2,290.31	2,347.57	2,406.26	2,466.42	2,528.08	2,591.28	2,656.06	2,722.46
	Annual	26,813.44	27,483.77	28,170.80	28,875.17	29,597.03	30,337.01	31,095.39	31,872.68	32,669.53
31	Hourly	13.212	13.544	13.882	14.230	14.585	14.949	15.323	15.707	16.100
	40 Hr Monthly	2,290.31	2,347.57	2,406.26	2,466.42	2,528.08	2,591.28	2,656.06	2,722.46	2,790.52
	Annual	27,483.77	28,170.80	28,875.17	29,597.03	30,337.01	31,095.39	31,872.68	32,669.53	33,486.22
32	Hourly	13.544	13.882	14.230	14.585	14.949	15.323	15.707	16.100	16.502
	40 Hr Monthly	2,347.57	2,406.26	2,466.42	2,528.08	2,591.28	2,656.06	2,722.46	2,790.52	2,860.28
	Annual	28,170.80	28,875.17	29,597.03	30,337.01	31,095.39	31,872.68	32,669.53	33,486.22	34,323.38
33	Hourly	13.882	14.230	14.585	14.949	15.323	15.707	16.100	16.502	16.914
	40 Hr Monthly	2,406.26	2,466.42	2,528.08	2,591.28	2,656.06	2,722.46	2,790.52	2,860.28	2,931.78
	Annual	28,875.17	29,597.03	30,337.01	31,095.39	31,872.68	32,669.53	33,486.22	34,323.38	35,181.41
34	Hourly	14.230	14.585	14.949	15.323	15.707	16.100	16.502	16.914	17.338
	40 Hr Monthly	2,466.42	2,528.08	2,591.28	2,656.06	2,722.46	2,790.52	2,860.28	2,931.78	3,005.08
	Annual	29,597.03	30,337.01	31,095.39	31,872.68	32,669.53	33,486.22	34,323.38	35,181.41	36,060.97

Range	Period	1	2	3	4	5	6	7	8	9
35	Hourly	14.585	14.949	15.323	15.707	16.100	16.502	16.914	17.338	17.771
	40 Hr Monthly	2,528.08	2,591.28	2,656.06	2,722.46	2,790.52	2,860.28	2,931.78	3,005.08	3,080.19
	Annual	30,337.01	31,095.39	31,872.68	32,669.53	33,486.22	34,323.38	35,181.41	36,060.97	36,962.30
36	Hourly	14.949	15.323	15.707	16.100	16.502	16.914	17.338	17.771	18.215
	40 Hr Monthly	2,591.28	2,656.06	2,722.46	2,790.52	2,860.28	2,931.78	3,005.08	3,080.19	3,157.21
	Annual	31,095.39	31,872.68	32,669.53	33,486.22	34,323.38	35,181.41	36,060.97	36,962.30	37,886.47
37	Hourly	15.323	15.707	16.100	16.502	16.914	17.338	17.771	18.215	18.670
	40 Hr Monthly	2,656.06	2,722.46	2,790.52	2,860.28	2,931.78	3,005.08	3,080.19	3,157.21	3,236.12
	Annual	31,872.68	32,669.53	33,486.22	34,323.38	35,181.41	36,060.97	36,962.30	37,886.47	38,833.46
38	Hourly	15.707	16.100	16.502	16.914	17.338	17.771	18.215	18.670	19.138
	40 Hr Monthly	2,722.46	2,790.52	2,860.28	2,931.78	3,005.08	3,080.19	3,157.21	3,236.12	3,317.04
	Annual	32,669.53	33,486.22	34,323.38	35,181.41	36,060.97	36,962.30	37,886.47	38,833.46	39,804.45
39	Hourly	16.100	16.502	16.914	17.338	17.771	18.215	18.670	19.138	19.616
	40 Hr Monthly	2,790.52	2,860.28	2,931.78	3,005.08	3,080.19	3,157.21	3,236.12	3,317.04	3,399.95
	Annual	33,486.22	34,323.38	35,181.41	36,060.97	36,962.30	37,886.47	38,833.46	39,804.45	40,799.45
40	Hourly	16.502	16.914	17.338	17.771	18.215	18.670	19.138	19.616	20.105
	40 Hr Monthly	2,860.28	2,931.78	3,005.08	3,080.19	3,157.21	3,236.12	3,317.04	3,399.95	3,484.96
	Annual	34,323.38	35,181.41	36,060.97	36,962.30	37,886.47	38,833.46	39,804.45	40,799.45	41,819.49
41	Hourly	16.914	17.338	17.771	18.215	18.670	19.138	19.616	20.105	20.608
	40 Hr Monthly	2,931.78	3,005.08	3,080.19	3,157.21	3,236.12	3,317.04	3,399.95	3,484.96	3,572.09
	Annual	35,181.41	36,060.97	36,962.30	37,886.47	38,833.46	39,804.45	40,799.45	41,819.49	42,865.09
42	Hourly	17.338	17.771	18.215	18.670	19.138	19.616	20.105	20.608	21.124
	40 Hr Monthly	3,005.08	3,080.19	3,157.21	3,236.12	3,317.04	3,399.95	3,484.96	3,572.09	3,661.39
	Annual	36,060.97	36,962.30	37,886.47	38,833.46	39,804.45	40,799.45	41,819.49	42,865.09	43,936.65
43	Hourly	17.771	18.215	18.670	19.138	19.616	20.105	20.608	21.124	21.652
	40 Hr Monthly	3,080.19	3,157.21	3,236.12	3,317.04	3,399.95	3,484.96	3,572.09	3,661.39	3,752.92
	Annual	36,962.30	37,886.47	38,833.46	39,804.45	40,799.45	41,819.49	42,865.09	43,936.65	45,035.09
44	Hourly	18.215	18.670	19.138	19.616	20.105	20.608	21.124	21.652	22.193
	40 Hr Monthly	3,157.21	3,236.12	3,317.04	3,399.95	3,484.96	3,572.09	3,661.39	3,752.92	3,846.74
	Annual	37,886.47	38,833.46	39,804.45	40,799.45	41,819.49	42,865.09	43,936.65	45,035.09	46,160.91
45	Hourly	18.670	19.138	19.616	20.105	20.608	21.124	21.652	22.193	22.748
	40 Hr Monthly	3,236.12	3,317.04	3,399.95	3,484.96	3,572.09	3,661.39	3,752.92	3,846.74	3,942.92
	Annual	38,833.46	39,804.45	40,799.45	41,819.49	42,865.09	43,936.65	45,035.09	46,160.91	47,315.04
46	Hourly	19.138	19.616	20.105	20.608	21.124	21.652	22.193	22.748	23.316
	40 Hr Monthly	3,317.04	3,399.95	3,484.96	3,572.09	3,661.39	3,752.92	3,846.74	3,942.92	4,041.48
	Annual	39,804.45	40,799.45	41,819.49	42,865.09	43,936.65	45,035.09	46,160.91	47,315.04	48,497.74
47	Hourly	19.616	20.105	20.608	21.124	21.652	22.193	22.748	23.316	23.900
	40 Hr Monthly	3,399.95	3,484.96	3,572.09	3,661.39	3,752.92	3,846.74	3,942.92	4,041.48	4,142.51
	Annual	40,799.45	41,819.49	42,865.09	43,936.65	45,035.09	46,160.91	47,315.04	48,497.75	49,710.18
48	Hourly	20.105	20.608	21.124	21.652	22.193	22.748	23.316	23.900	24.497
	40 Hr Monthly	3,484.96	3,572.09	3,661.39	3,752.92	3,846.74	3,942.92	4,041.48	4,142.51	4,246.09
	Annual	41,819.49	42,865.09	43,936.65	45,035.09	46,160.91	47,315.04	48,497.74	49,710.18	50,953.14
49	Hourly	20.608	21.124	21.652	22.193	22.748	23.316	23.900	24.497	25.110
	40 Hr Monthly	3,572.09	3,661.39	3,752.92	3,846.74	3,942.92	4,041.48	4,142.51	4,246.09	4,352.24
	Annual	42,865.09	43,936.65	45,035.09	46,160.91	47,315.04	48,497.74	49,710.18	50,953.14	52,226.88
50	Hourly	21.124	21.652	22.193	22.748	23.316	23.900	24.497	25.110	25.737
	40 Hr Monthly	3,661.39	3,752.92	3,846.74	3,942.92	4,041.48	4,142.51	4,246.09	4,352.24	4,461.05
	Annual	43,936.65	45,035.09	46,160.91	47,315.04	48,497.74	49,710.18	50,953.14	52,226.88	53,532.58
51	Hourly	21.652	22.193	22.748	23.316	23.900	24.497	25.110	25.737	26.380
	40 Hr Monthly	3,752.92	3,846.74	3,942.92	4,041.48	4,142.51	4,246.09	4,352.24	4,461.05	4,572.56
	Annual	45,035.09	46,160.91	47,315.04	48,497.74	49,710.18	50,953.14	52,226.88	53,532.58	54,870.76

Range	Period	1	2	3	4	5	6	7	8	9
52	Hourly	22.193	22.748	23.316	23.900	24.497	25.110	25.737	26.380	27.040
	40 Hr Monthly	3,846.74	3,942.92	4,041.48	4,142.51	4,246.09	4,352.24	4,461.05	4,572.56	4,686.87
	Annual	46,160.91	47,315.04	48,497.74	49,710.18	50,953.14	52,226.88	53,532.58	54,870.76	56,242.46
53	Hourly	22.748	23.316	23.900	24.497	25.110	25.737	26.380	27.040	27.716
	40 Hr Monthly	3,942.92	4,041.48	4,142.51	4,246.09	4,352.24	4,461.05	4,572.56	4,686.87	4,804.05
	Annual	47,315.04	48,497.74	49,710.18	50,953.14	52,226.88	53,532.58	54,870.76	56,242.46	57,648.60
54	Hourly	23.316	23.900	24.497	25.110	25.737	26.380	27.040	27.716	28.408
	40 Hr Monthly	4,041.48	4,142.51	4,246.09	4,352.24	4,461.05	4,572.56	4,686.87	4,804.05	4,924.15
	Annual	48,497.74	49,710.18	50,953.14	52,226.88	53,532.58	54,870.76	56,242.46	57,648.60	59,089.83
55	Hourly	23.900	24.497	25.110	25.737	26.380	27.040	27.716	28.408	29.118
	40 Hr Monthly	4,142.51	4,246.09	4,352.24	4,461.05	4,572.56	4,686.87	4,804.05	4,924.15	5,047.24
	Annual	49,710.18	50,953.14	52,226.88	53,532.58	54,870.76	56,242.46	57,648.60	59,089.83	60,566.93
56	Hourly	24.497	25.110	25.737	26.380	27.040	27.716	28.408	29.118	29.847
	40 Hr Monthly	4,246.09	4,352.24	4,461.05	4,572.56	4,686.87	4,804.05	4,924.15	5,047.24	5,173.43
	Annual	50,953.14	52,226.88	53,532.58	54,870.76	56,242.46	57,648.60	59,089.83	60,566.93	62,081.21
57	Hourly	25.110	25.737	26.380	27.040	27.716	28.408	29.118	29.847	30.594
	40 Hr Monthly	4,352.24	4,461.05	4,572.56	4,686.87	4,804.05	4,924.15	5,047.24	5,173.43	5,302.78
	Annual	52,226.88	53,532.58	54,870.76	56,242.46	57,648.60	59,089.83	60,566.93	62,081.21	63,633.31
58	Hourly	25.737	26.380	27.040	27.716	28.408	29.118	29.847	30.594	31.358
	40 Hr Monthly	4,461.05	4,572.56	4,686.87	4,804.05	4,924.15	5,047.24	5,173.43	5,302.78	5,435.34
	Annual	53,532.58	54,870.76	56,242.46	57,648.60	59,089.83	60,566.93	62,081.21	63,633.31	65,224.02
59	Hourly	26.380	27.040	27.716	28.408	29.118	29.847	30.594	31.358	32.143
	40 Hr Monthly	4,572.56	4,686.87	4,804.05	4,924.15	5,047.24	5,173.43	5,302.78	5,435.34	5,571.23
	Annual	54,870.76	56,242.46	57,648.60	59,089.83	60,566.93	62,081.21	63,633.31	65,224.02	66,854.78
60	Hourly	27.040	27.716	28.408	29.118	29.847	30.594	31.358	32.143	32.946
	40 Hr Monthly	4,686.87	4,804.05	4,924.15	5,047.24	5,173.43	5,302.78	5,435.34	5,571.23	5,710.51
	Annual	56,242.46	57,648.60	59,089.83	60,566.93	62,081.21	63,633.31	65,224.02	66,854.78	68,526.10
61	Hourly	27.716	28.408	29.118	29.847	30.594	31.358	32.143	32.946	33.769
	40 Hr Monthly	4,804.05	4,924.15	5,047.24	5,173.43	5,302.78	5,435.34	5,571.23	5,710.51	5,853.27
	Annual	57,648.60	59,089.83	60,566.93	62,081.21	63,633.31	65,224.02	66,854.78	68,526.10	70,239.30
62	Hourly	28.408	29.118	29.847	30.594	31.358	32.143	32.946	33.769	34.613
	40 Hr Monthly	4,924.15	5,047.24	5,173.43	5,302.78	5,435.34	5,571.23	5,710.51	5,853.27	5,999.62
	Annual	59,089.83	60,566.93	62,081.21	63,633.31	65,224.02	66,854.78	68,526.10	70,239.30	71,995.41
63	Hourly	29.118	29.847	30.594	31.358	32.143	32.946	33.769	34.613	35.479
	40 Hr Monthly	5,047.24	5,173.43	5,302.78	5,435.34	5,571.23	5,710.51	5,853.27	5,999.62	6,149.60
	Annual	60,566.93	62,081.21	63,633.31	65,224.02	66,854.78	68,526.10	70,239.30	71,995.41	73,795.21
64	Hourly	29.847	30.594	31.358	32.143	32.946	33.769	34.613	35.479	36.365
	40 Hr Monthly	5,173.43	5,302.78	5,435.34	5,571.23	5,710.51	5,853.27	5,999.62	6,149.60	6,303.35
	Annual	62,081.21	63,633.31	65,224.02	66,854.78	68,526.10	70,239.30	71,995.41	73,795.21	75,640.15
65	Hourly	30.594	31.358	32.143	32.946	33.769	34.613	35.479	36.365	37.274
	40 Hr Monthly	5,302.78	5,435.34	5,571.23	5,710.51	5,853.27	5,999.62	6,149.60	6,303.35	6,460.93
	Annual	63,633.31	65,224.02	66,854.78	68,526.10	70,239.30	71,995.41	73,795.21	75,640.15	77,531.14
66	Hourly	31.358	32.143	32.946	33.769	34.613	35.479	36.365	37.274	38.207
	40 Hr Monthly	5,435.34	5,571.23	5,710.51	5,853.27	5,999.62	6,149.60	6,303.35	6,460.93	6,622.44
	Annual	65,224.02	66,854.78	68,526.10	70,239.30	71,995.41	73,795.21	75,640.15	77,531.14	79,469.34
67	Hourly	32.143	32.946	33.769	34.613	35.479	36.365	37.274	38.207	39.161
	40 Hr Monthly	5,571.23	5,710.51	5,853.27	5,999.62	6,149.60	6,303.35	6,460.93	6,622.44	6,788.01
	Annual	66,854.78	68,526.10	70,239.30	71,995.41	73,795.21	75,640.15	77,531.14	79,469.34	81,456.07
68	Hourly	32.946	33.769	34.613	35.479	36.365	37.274	38.207	39.161	40.141
	40 Hr Monthly	5,710.51	5,853.27	5,999.62	6,149.60	6,303.35	6,460.93	6,622.44	6,788.01	6,957.70
	Annual	68,526.10	70,239.30	71,995.41	73,795.21	75,640.15	77,531.14	79,469.34	81,456.07	83,492.36

Range	Period	1	2	3	4	5	6	7	8	9
69	Hourly	33.769	34.613	35.479	36.365	37.274	38.207	39.161	40.141	41.145
	40 Hr Monthly	5,853.27	5,999.62	6,149.60	6,303.35	6,460.93	6,622.44	6,788.01	6,957.70	7,131.65
	Annual	70,239.30	71,995.41	73,795.21	75,640.15	77,531.14	79,469.34	81,456.07	83,492.36	85,579.79
70	Hourly	34.613	35.479	36.365	37.274	38.207	39.161	40.141	41.145	42.173
	40 Hr Monthly	5,999.62	6,149.60	6,303.35	6,460.93	6,622.44	6,788.01	6,957.70	7,131.65	7,309.94
	Annual	71,995.41	73,795.21	75,640.15	77,531.14	79,469.34	81,456.07	83,492.36	85,579.79	87,719.26
71	Hourly	35.479	36.365	37.274	38.207	39.161	40.141	41.145	42.173	43.227
	40 Hr Monthly	6,149.60	6,303.35	6,460.93	6,622.44	6,788.01	6,957.70	7,131.65	7,309.94	7,492.67
	Annual	73,795.21	75,640.15	77,531.14	79,469.34	81,456.07	83,492.36	85,579.79	87,719.26	89,912.08
72	Hourly	36.365	37.274	38.207	39.161	40.141	41.145	42.173	43.227	44.308
	40 Hr Monthly	6,303.35	6,460.93	6,622.44	6,788.01	6,957.70	7,131.65	7,309.94	7,492.67	7,680.00
	Annual	75,640.15	77,531.14	79,469.34	81,456.07	83,492.36	85,579.79	87,719.26	89,912.08	92,159.95
73	Hourly	37.274	38.207	39.161	40.141	41.145	42.173	43.227	44.308	45.415
	40 Hr Monthly	6,460.93	6,622.44	6,788.01	6,957.70	7,131.65	7,309.94	7,492.67	7,680.00	7,871.98
	Annual	77,531.14	79,469.34	81,456.07	83,492.36	85,579.79	87,719.26	89,912.08	92,159.95	94,463.77
74	Hourly	38.207	39.161	40.141	41.145	42.173	43.227	44.308	45.415	46.551
	40 Hr Monthly	6,622.44	6,788.01	6,957.70	7,131.65	7,309.94	7,492.67	7,680.00	7,871.98	8,068.78
	Annual	79,469.34	81,456.07	83,492.36	85,579.79	87,719.26	89,912.08	92,159.95	94,463.77	96,825.38
75	Hourly	39.161	40.141	41.145	42.173	43.227	44.308	45.415	46.551	47.714
	40 Hr Monthly	6,788.01	6,957.70	7,131.65	7,309.94	7,492.67	7,680.00	7,871.98	8,068.78	8,270.51
	Annual	81,456.07	83,492.36	85,579.79	87,719.26	89,912.08	92,159.95	94,463.77	96,825.38	99,246.08
76	Hourly	40.141	41.145	42.173	43.227	44.308	45.415	46.551	47.714	48.907
	40 Hr Monthly	6,957.70	7,131.65	7,309.94	7,492.67	7,680.00	7,871.98	8,068.78	8,270.51	8,477.28
	Annual	83,492.36	85,579.79	87,719.26	89,912.08	92,159.95	94,463.77	96,825.38	99,246.08	101,727.31
77	Hourly	41.145	42.173	43.227	44.308	45.415	46.551	47.714	48.907	50.130
	40 Hr Monthly	7,131.65	7,309.94	7,492.67	7,680.00	7,871.98	8,068.78	8,270.51	8,477.28	8,689.21
	Annual	85,579.79	87,719.26	89,912.08	92,159.95	94,463.77	96,825.38	99,246.08	101,727.31	104,270.49
78	Hourly	42.173	43.227	44.308	45.415	46.551	47.714	48.907	50.130	51.382
	40 Hr Monthly	7,309.94	7,492.67	7,680.00	7,871.98	8,068.78	8,270.51	8,477.28	8,689.21	8,906.43
	Annual	87,719.26	89,912.08	92,159.95	94,463.77	96,825.38	99,246.08	101,727.31	104,270.49	106,877.20
79	Hourly	43.227	44.308	45.415	46.551	47.714	48.907	50.130	51.382	52.668
	40 Hr Monthly	7,492.67	7,680.00	7,871.98	8,068.78	8,270.51	8,477.28	8,689.21	8,906.43	9,129.10
	Annual	89,912.08	92,159.95	94,463.77	96,825.38	99,246.08	101,727.31	104,270.49	106,877.20	109,549.25
80	Hourly	44.308	45.415	46.551	47.714	48.907	50.130	51.382	52.668	53.985
	40 Hr Monthly	7,680.00	7,871.98	8,068.78	8,270.51	8,477.28	8,689.21	8,906.43	9,129.10	9,357.32
	Annual	92,159.95	94,463.77	96,825.38	99,246.08	101,727.31	104,270.49	106,877.20	109,549.25	112,287.83
81	Hourly	45.415	46.551	47.714	48.907	50.130	51.382	52.668	53.985	55.336
	40 Hr Monthly	7,871.98	8,068.78	8,270.51	8,477.28	8,689.21	8,906.43	9,129.10	9,357.32	9,591.26
	Annual	94,463.77	96,825.38	99,246.08	101,727.31	104,270.49	106,877.20	109,549.25	112,287.83	115,095.16
82	Hourly	46.551	47.714	48.907	50.130	51.382	52.668	53.985	55.336	56.718
	40 Hr Monthly	8,068.78	8,270.51	8,477.28	8,689.21	8,906.43	9,129.10	9,357.32	9,591.26	9,831.05
	Annual	96,825.38	99,246.08	101,727.31	104,270.49	106,877.20	109,549.25	112,287.83	115,095.16	117,972.66
83	Hourly	47.714	48.907	50.130	51.382	52.668	53.985	55.336	56.718	58.136
	40 Hr Monthly	8,270.51	8,477.28	8,689.21	8,906.43	9,129.10	9,357.32	9,591.26	9,831.05	10,076.84
	Annual	99,246.08	101,727.31	104,270.49	106,877.20	109,549.25	112,287.83	115,095.16	117,972.66	120,922.03
84	Hourly	48.907	50.130	51.382	52.668	53.985	55.336	56.718	58.136	59.589
	40 Hr Monthly	8,477.28	8,689.21	8,906.43	9,129.10	9,357.32	9,591.26	9,831.05	10,076.84	10,328.75
	Annual	101,727.31	104,270.49	106,877.20	109,549.25	112,287.83	115,095.16	117,972.66	120,922.03	123,944.97
85	Hourly	50.130	51.382	52.668	53.985	55.336	56.718	58.136	59.589	61.079
	40 Hr Monthly	8,689.21	8,906.43	9,129.10	9,357.32	9,591.26	9,831.05	10,076.84	10,328.75	10,586.97
	Annual	104,270.49	106,877.20	109,549.25	112,287.83	115,095.16	117,972.66	120,922.03	123,944.97	127,043.69

Range	Period	1	2	3	4	5	6	7	8	9
86	Hourly	51.382	52.668	53.985	55.336	56.718	58.136	59.589	61.079	62.605
	40 Hr Monthly	8,906.43	9,129.10	9,357.32	9,591.26	9,831.05	10,076.84	10,328.75	10,586.97	10,851.65
	Annual	106,877.20	109,549.25	112,287.83	115,095.16	117,972.66	120,922.03	123,944.97	127,043.69	130,219.77
87	Hourly	52.668	53.985	55.336	56.718	58.136	59.589	61.079	62.605	64.171
	40 Hr Monthly	9,129.10	9,357.32	9,591.26	9,831.05	10,076.84	10,328.75	10,586.97	10,851.65	11,122.94
	Annual	109,549.25	112,287.83	115,095.16	117,972.66	120,922.03	123,944.97	127,043.69	130,219.77	133,475.28
88	Hourly	53.985	55.336	56.718	58.136	59.589	61.079	62.605	64.171	65.775
	40 Hr Monthly	9,357.32	9,591.26	9,831.05	10,076.84	10,328.75	10,586.97	10,851.65	11,122.94	11,401.02
	Annual	112,287.83	115,095.16	117,972.66	120,922.03	123,944.97	127,043.69	130,219.77	133,475.28	136,812.19
89	Hourly	55.336	56.718	58.136	59.589	61.079	62.605	64.171	65.775	67.419
	40 Hr Monthly	9,591.26	9,831.05	10,076.84	10,328.75	10,586.97	10,851.65	11,122.94	11,401.02	11,686.04
	Annual	115,095.16	117,972.66	120,922.03	123,944.97	127,043.69	130,219.77	133,475.28	136,812.19	140,232.45
90	Hourly	56.718	58.136	59.589	61.079	62.605	64.171	65.775	67.419	69.105
	40 Hr Monthly	9,831.05	10,076.84	10,328.75	10,586.97	10,851.65	11,122.94	11,401.02	11,686.04	11,978.18
	Annual	117,972.66	120,922.03	123,944.97	127,043.69	130,219.77	133,475.28	136,812.19	140,232.45	143,738.15
91	Hourly	58.136	59.589	61.079	62.605	64.171	65.775	67.419	69.105	70.832
	40 Hr Monthly	10,076.84	10,328.75	10,586.97	10,851.65	11,122.94	11,401.02	11,686.04	11,978.18	12,277.64
	Annual	120,922.03	123,944.97	127,043.69	130,219.77	133,475.28	136,812.19	140,232.45	143,738.15	147,331.63
92	Hourly	59.589	61.079	62.605	64.171	65.775	67.419	69.105	70.832	72.604
	40 Hr Monthly	10,328.75	10,586.97	10,851.65	11,122.94	11,401.02	11,686.04	11,978.18	12,277.64	12,584.58
	Annual	123,944.97	127,043.69	130,219.77	133,475.28	136,812.19	140,232.45	143,738.15	147,331.63	151,014.99
93	Hourly	61.079	62.605	64.171	65.775	67.419	69.105	70.832	72.604	74.418
	40 Hr Monthly	10,586.97	10,851.65	11,122.94	11,401.02	11,686.04	11,978.18	12,277.64	12,584.58	12,899.19
	Annual	127,043.69	130,219.77	133,475.28	136,812.19	140,232.45	143,738.15	147,331.63	151,014.99	154,790.30
94	Hourly	62.605	64.171	65.775	67.419	69.105	70.832	72.604	74.418	76.279
	40 Hr Monthly	10,851.65	11,122.94	11,401.02	11,686.04	11,978.18	12,277.64	12,584.58	12,899.19	13,221.67
	Annual	130,219.77	133,475.28	136,812.19	140,232.45	143,738.15	147,331.63	151,014.99	154,790.30	158,660.06
95	Hourly	64.171	65.775	67.419	69.105	70.832	72.604	74.418	76.279	78.187
	40 Hr Monthly	11,122.94	11,401.02	11,686.04	11,978.18	12,277.64	12,584.58	12,899.19	13,221.67	13,552.22
	Annual	133,475.28	136,812.19	140,232.45	143,738.15	147,331.63	151,014.99	154,790.30	158,660.06	162,626.60
96	Hourly	65.775	67.419	69.105	70.832	72.604	74.418	76.279	78.187	80.141
	40 Hr Monthly	11,401.02	11,686.04	11,978.18	12,277.64	12,584.58	12,899.19	13,221.67	13,552.22	13,891.03
	Annual	136,812.19	140,232.45	143,738.15	147,331.63	151,014.99	154,790.30	158,660.06	162,626.60	166,692.40
97	Hourly	67.419	69.105	70.832	72.604	74.418	76.279	78.187	80.141	82.144
	40 Hr Monthly	11,686.04	11,978.18	12,277.64	12,584.58	12,899.19	13,221.67	13,552.22	13,891.03	14,238.30
	Annual	140,232.45	143,738.15	147,331.63	151,014.99	154,790.30	158,660.06	162,626.60	166,692.40	170,859.56
98	Hourly	69.105	70.832	72.604	74.418	76.279	78.187	80.141	82.144	84.198
	40 Hr Monthly	11,978.18	12,277.64	12,584.58	12,899.19	13,221.67	13,552.22	13,891.03	14,238.30	14,594.27
	Annual	143,738.15	147,331.63	151,014.99	154,790.30	158,660.06	162,626.60	166,692.40	170,859.56	175,131.20
99	Hourly	70.832	72.604	74.418	76.279	78.187	80.141	82.144	84.198	86.302
	40 Hr Monthly	12,277.64	12,584.58	12,899.19	13,221.67	13,552.22	13,891.03	14,238.30	14,594.27	14,959.13
	Annual	147,331.63	151,014.99	154,790.30	158,660.06	162,626.60	166,692.40	170,859.56	175,131.20	179,509.54
100	Hourly	72.604	74.418	76.279	78.187	80.141	82.144	84.198	86.302	88.460
	40 Hr Monthly	12,584.58	12,899.19	13,221.67	13,552.22	13,891.03	14,238.30	14,594.27	14,959.13	15,333.10
	Annual	151,014.99	154,790.30	158,660.06	162,626.60	166,692.40	170,859.56	175,131.20	179,509.54	183,997.19

2017+1.00%

I-1-19 Teamster, FLSA Exempt, 1619MP, 1619LC

Range	Period	1	2	3	4	5	6	7	8	9
26	Hourly	11.797	12.091	12.393	12.702	13.021	13.345	13.679	14.021	14.372
	40 Hr Monthly	2,044.55	2,095.65	2,148.05	2,201.75	2,256.80	2,313.22	2,371.04	2,430.33	2,491.08
	Annual	24,534.57	25,147.84	25,776.65	26,421.01	27,081.58	27,758.61	28,452.51	29,163.93	29,893.00
27	Hourly	12.091	12.393	12.702	13.021	13.345	13.679	14.021	14.372	14.731
	40 Hr Monthly	2,095.65	2,148.05	2,201.75	2,256.80	2,313.22	2,371.04	2,430.33	2,491.08	2,553.37
	Annual	25,147.84	25,776.65	26,421.01	27,081.58	27,758.61	28,452.51	29,163.93	29,893.00	30,640.38
28	Hourly	12.393	12.702	13.021	13.345	13.679	14.021	14.372	14.731	15.099
	40 Hr Monthly	2,148.05	2,201.75	2,256.80	2,313.22	2,371.04	2,430.33	2,491.08	2,553.37	2,617.20
	Annual	25,776.65	26,421.01	27,081.58	27,758.61	28,452.51	29,163.93	29,893.00	30,640.38	31,406.34
29	Hourly	12.702	13.021	13.345	13.679	14.021	14.372	14.731	15.099	15.477
	40 Hr Monthly	2,201.75	2,256.80	2,313.22	2,371.04	2,430.33	2,491.08	2,553.37	2,617.20	2,682.62
	Annual	26,421.01	27,081.58	27,758.61	28,452.51	29,163.93	29,893.00	30,640.38	31,406.34	32,191.40
30	Hourly	13.021	13.345	13.679	14.021	14.372	14.731	15.099	15.477	15.864
	40 Hr Monthly	2,256.80	2,313.22	2,371.04	2,430.33	2,491.08	2,553.37	2,617.20	2,682.62	2,749.69
	Annual	27,081.58	27,758.61	28,452.51	29,163.93	29,893.00	30,640.38	31,406.34	32,191.40	32,996.23
31	Hourly	13.345	13.679	14.021	14.372	14.731	15.099	15.477	15.864	16.261
	40 Hr Monthly	2,313.22	2,371.04	2,430.33	2,491.08	2,553.37	2,617.20	2,682.62	2,749.69	2,818.42
	Annual	27,758.61	28,452.51	29,163.93	29,893.00	30,640.38	31,406.34	32,191.40	32,996.23	33,821.08
32	Hourly	13.679	14.021	14.372	14.731	15.099	15.477	15.864	16.261	16.667
	40 Hr Monthly	2,371.04	2,430.33	2,491.08	2,553.37	2,617.20	2,682.62	2,749.69	2,818.42	2,888.88
	Annual	28,452.51	29,163.93	29,893.00	30,640.38	31,406.34	32,191.40	32,996.23	33,821.08	34,666.61
33	Hourly	14.021	14.372	14.731	15.099	15.477	15.864	16.261	16.667	17.083
	40 Hr Monthly	2,430.33	2,491.08	2,553.37	2,617.20	2,682.62	2,749.69	2,818.42	2,888.88	2,961.10
	Annual	29,163.93	29,893.00	30,640.38	31,406.34	32,191.40	32,996.23	33,821.08	34,666.61	35,533.23
34	Hourly	14.372	14.731	15.099	15.477	15.864	16.261	16.667	17.083	17.511
	40 Hr Monthly	2,491.08	2,553.37	2,617.20	2,682.62	2,749.69	2,818.42	2,888.88	2,961.10	3,035.13
	Annual	29,893.00	30,640.38	31,406.34	32,191.40	32,996.23	33,821.08	34,666.61	35,533.23	36,421.58
35	Hourly	14.731	15.099	15.477	15.864	16.261	16.667	17.083	17.511	17.949
	40 Hr Monthly	2,553.37	2,617.20	2,682.62	2,749.69	2,818.42	2,888.88	2,961.10	3,035.13	3,110.99
	Annual	30,640.38	31,406.34	32,191.40	32,996.23	33,821.08	34,666.61	35,533.23	36,421.58	37,331.93
36	Hourly	15.099	15.477	15.864	16.261	16.667	17.083	17.511	17.949	18.397
	40 Hr Monthly	2,617.20	2,682.62	2,749.69	2,818.42	2,888.88	2,961.10	3,035.13	3,110.99	3,188.78
	Annual	31,406.34	32,191.40	32,996.23	33,821.08	34,666.61	35,533.23	36,421.58	37,331.93	38,265.33
37	Hourly	15.477	15.864	16.261	16.667	17.083	17.511	17.949	18.397	18.857
	40 Hr Monthly	2,682.62	2,749.69	2,818.42	2,888.88	2,961.10	3,035.13	3,110.99	3,188.78	3,268.48
	Annual	32,191.40	32,996.23	33,821.08	34,666.61	35,533.23	36,421.58	37,331.93	38,265.33	39,221.80
38	Hourly	15.864	16.261	16.667	17.083	17.511	17.949	18.397	18.857	19.329
	40 Hr Monthly	2,749.69	2,818.42	2,888.88	2,961.10	3,035.13	3,110.99	3,188.78	3,268.48	3,350.21
	Annual	32,996.23	33,821.08	34,666.61	35,533.23	36,421.58	37,331.93	38,265.33	39,221.80	40,202.50
39	Hourly	16.261	16.667	17.083	17.511	17.949	18.397	18.857	19.329	19.812
	40 Hr Monthly	2,818.42	2,888.88	2,961.10	3,035.13	3,110.99	3,188.78	3,268.48	3,350.21	3,433.95
	Annual	33,821.08	34,666.61	35,533.23	36,421.58	37,331.93	38,265.33	39,221.80	40,202.50	41,207.44
40	Hourly	16.667	17.083	17.511	17.949	18.397	18.857	19.329	19.812	20.306
	40 Hr Monthly	2,888.88	2,961.10	3,035.13	3,110.99	3,188.78	3,268.48	3,350.21	3,433.95	3,519.81
	Annual	34,666.61	35,533.23	36,421.58	37,331.93	38,265.33	39,221.80	40,202.50	41,207.44	42,237.68

*Ranges 1-25 are excluded due to WA State Minimum Wage Law
 2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

2017+1.00%

I-1-19 Teamster, FLSA Exempt, 1619MP, 1619LC

Range	Period	1	2	3	4	5	6	7	8	9
41	Hourly	17.083	17.511	17.949	18.397	18.857	19.329	19.812	20.306	20.814
	40 Hr Monthly	2,961.10	3,035.13	3,110.99	3,188.78	3,268.48	3,350.21	3,433.95	3,519.81	3,607.81
	Annual	35,533.23	36,421.58	37,331.93	38,265.33	39,221.80	40,202.50	41,207.44	42,237.68	43,293.74
42	Hourly	17.511	17.949	18.397	18.857	19.329	19.812	20.306	20.814	21.335
	40 Hr Monthly	3,035.13	3,110.99	3,188.78	3,268.48	3,350.21	3,433.95	3,519.81	3,607.81	3,698.00
	Annual	36,421.58	37,331.93	38,265.33	39,221.80	40,202.50	41,207.44	42,237.68	43,293.74	44,376.02
43	Hourly	17.949	18.397	18.857	19.329	19.812	20.306	20.814	21.335	21.868
	40 Hr Monthly	3,110.99	3,188.78	3,268.48	3,350.21	3,433.95	3,519.81	3,607.81	3,698.00	3,790.45
	Annual	37,331.93	38,265.33	39,221.80	40,202.50	41,207.44	42,237.68	43,293.74	44,376.02	45,485.44
44	Hourly	18.397	18.857	19.329	19.812	20.306	20.814	21.335	21.868	22.415
	40 Hr Monthly	3,188.78	3,268.48	3,350.21	3,433.95	3,519.81	3,607.81	3,698.00	3,790.45	3,885.21
	Annual	38,265.33	39,221.80	40,202.50	41,207.44	42,237.68	43,293.74	44,376.02	45,485.44	46,622.52
45	Hourly	18.857	19.329	19.812	20.306	20.814	21.335	21.868	22.415	22.975
	40 Hr Monthly	3,268.48	3,350.21	3,433.95	3,519.81	3,607.81	3,698.00	3,790.45	3,885.21	3,982.35
	Annual	39,221.80	40,202.50	41,207.44	42,237.68	43,293.74	44,376.02	45,485.44	46,622.52	47,788.19
46	Hourly	19.329	19.812	20.306	20.814	21.335	21.868	22.415	22.975	23.549
	40 Hr Monthly	3,350.21	3,433.95	3,519.81	3,607.81	3,698.00	3,790.45	3,885.21	3,982.35	4,081.89
	Annual	40,202.50	41,207.44	42,237.68	43,293.74	44,376.02	45,485.44	46,622.52	47,788.19	48,982.72
47	Hourly	19.812	20.306	20.814	21.335	21.868	22.415	22.975	23.549	24.139
	40 Hr Monthly	3,433.95	3,519.81	3,607.81	3,698.00	3,790.45	3,885.21	3,982.35	4,081.89	4,183.94
	Annual	41,207.44	42,237.68	43,293.74	44,376.02	45,485.44	46,622.52	47,788.19	48,982.72	50,207.28
48	Hourly	20.306	20.814	21.335	21.868	22.415	22.975	23.549	24.139	24.742
	40 Hr Monthly	3,519.81	3,607.81	3,698.00	3,790.45	3,885.21	3,982.35	4,081.89	4,183.94	4,288.56
	Annual	42,237.68	43,293.74	44,376.02	45,485.44	46,622.52	47,788.19	48,982.72	50,207.28	51,462.67
49	Hourly	20.814	21.335	21.868	22.415	22.975	23.549	24.139	24.742	25.361
	40 Hr Monthly	3,607.81	3,698.00	3,790.45	3,885.21	3,982.35	4,081.89	4,183.94	4,288.56	4,395.76
	Annual	43,293.74	44,376.02	45,485.44	46,622.52	47,788.19	48,982.72	50,207.28	51,462.67	52,749.15
50	Hourly	21.335	21.868	22.415	22.975	23.549	24.139	24.742	25.361	25.994
	40 Hr Monthly	3,698.00	3,790.45	3,885.21	3,982.35	4,081.89	4,183.94	4,288.56	4,395.76	4,505.66
	Annual	44,376.02	45,485.44	46,622.52	47,788.19	48,982.72	50,207.28	51,462.67	52,749.15	54,067.91
51	Hourly	21.868	22.415	22.975	23.549	24.139	24.742	25.361	25.994	26.644
	40 Hr Monthly	3,790.45	3,885.21	3,982.35	4,081.89	4,183.94	4,288.56	4,395.76	4,505.66	4,618.29
	Annual	45,485.44	46,622.52	47,788.19	48,982.72	50,207.28	51,462.67	52,749.15	54,067.91	55,419.47
52	Hourly	22.415	22.975	23.549	24.139	24.742	25.361	25.994	26.644	27.311
	40 Hr Monthly	3,885.21	3,982.35	4,081.89	4,183.94	4,288.56	4,395.76	4,505.66	4,618.29	4,733.74
	Annual	46,622.52	47,788.19	48,982.72	50,207.28	51,462.67	52,749.15	54,067.91	55,419.47	56,804.89
53	Hourly	22.975	23.549	24.139	24.742	25.361	25.994	26.644	27.311	27.993
	40 Hr Monthly	3,982.35	4,081.89	4,183.94	4,288.56	4,395.76	4,505.66	4,618.29	4,733.74	4,852.09
	Annual	47,788.19	48,982.72	50,207.28	51,462.67	52,749.15	54,067.91	55,419.47	56,804.89	58,225.09
54	Hourly	23.549	24.139	24.742	25.361	25.994	26.644	27.311	27.993	28.692
	40 Hr Monthly	4,081.89	4,183.94	4,288.56	4,395.76	4,505.66	4,618.29	4,733.74	4,852.09	4,973.39
	Annual	48,982.72	50,207.28	51,462.67	52,749.15	54,067.91	55,419.47	56,804.89	58,225.09	59,680.73
55	Hourly	24.139	24.742	25.361	25.994	26.644	27.311	27.993	28.692	29.410
	40 Hr Monthly	4,183.94	4,288.56	4,395.76	4,505.66	4,618.29	4,733.74	4,852.09	4,973.39	5,097.72
	Annual	50,207.28	51,462.67	52,749.15	54,067.91	55,419.47	56,804.89	58,225.09	59,680.73	61,172.60

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2017+1.00%

I-1-19 Teamster, FLSA Exempt, I619MP, I619LC

Range	Period	1	2	3	4	5	6	7	8	9
56	Hourly	24.742	25.361	25.994	26.644	27.311	27.993	28.692	29.410	30.145
	40 Hr Monthly	4,288.56	4,395.76	4,505.66	4,618.29	4,733.74	4,852.09	4,973.39	5,097.72	5,225.17
	Annual	51,462.67	52,749.15	54,067.91	55,419.47	56,804.89	58,225.09	59,680.73	61,172.60	62,702.02
57	Hourly	25.361	25.994	26.644	27.311	27.993	28.692	29.410	30.145	30.899
	40 Hr Monthly	4,395.76	4,505.66	4,618.29	4,733.74	4,852.09	4,973.39	5,097.72	5,225.17	5,355.80
	Annual	52,749.15	54,067.91	55,419.47	56,804.89	58,225.09	59,680.73	61,172.60	62,702.02	64,269.64
58	Hourly	25.994	26.644	27.311	27.993	28.692	29.410	30.145	30.899	31.671
	40 Hr Monthly	4,505.66	4,618.29	4,733.74	4,852.09	4,973.39	5,097.72	5,225.17	5,355.80	5,489.69
	Annual	54,067.91	55,419.47	56,804.89	58,225.09	59,680.73	61,172.60	62,702.02	64,269.64	65,876.26
59	Hourly	26.644	27.311	27.993	28.692	29.410	30.145	30.899	31.671	32.464
	40 Hr Monthly	4,618.29	4,733.74	4,852.09	4,973.39	5,097.72	5,225.17	5,355.80	5,489.69	5,626.94
	Annual	55,419.47	56,804.89	58,225.09	59,680.73	61,172.60	62,702.02	64,269.64	65,876.26	67,523.32
60	Hourly	27.311	27.993	28.692	29.410	30.145	30.899	31.671	32.464	33.275
	40 Hr Monthly	4,733.74	4,852.09	4,973.39	5,097.72	5,225.17	5,355.80	5,489.69	5,626.94	5,767.61
	Annual	56,804.89	58,225.09	59,680.73	61,172.60	62,702.02	64,269.64	65,876.26	67,523.32	69,211.36
61	Hourly	27.993	28.692	29.410	30.145	30.899	31.671	32.464	33.275	34.106
	40 Hr Monthly	4,852.09	4,973.39	5,097.72	5,225.17	5,355.80	5,489.69	5,626.94	5,767.61	5,911.81
	Annual	58,225.09	59,680.73	61,172.60	62,702.02	64,269.64	65,876.26	67,523.32	69,211.36	70,941.69
62	Hourly	28.692	29.410	30.145	30.899	31.671	32.464	33.275	34.106	34.959
	40 Hr Monthly	4,973.39	5,097.72	5,225.17	5,355.80	5,489.69	5,626.94	5,767.61	5,911.81	6,059.61
	Annual	59,680.73	61,172.60	62,702.02	64,269.64	65,876.26	67,523.32	69,211.36	70,941.69	72,715.36
63	Hourly	29.410	30.145	30.899	31.671	32.464	33.275	34.106	34.959	35.833
	40 Hr Monthly	5,097.72	5,225.17	5,355.80	5,489.69	5,626.94	5,767.61	5,911.81	6,059.61	6,211.10
	Annual	61,172.60	62,702.02	64,269.64	65,876.26	67,523.32	69,211.36	70,941.69	72,715.36	74,533.16
64	Hourly	30.145	30.899	31.671	32.464	33.275	34.106	34.959	35.833	36.729
	40 Hr Monthly	5,225.17	5,355.80	5,489.69	5,626.94	5,767.61	5,911.81	6,059.61	6,211.10	6,366.38
	Annual	62,702.02	64,269.64	65,876.26	67,523.32	69,211.36	70,941.69	72,715.36	74,533.16	76,396.55
65	Hourly	30.899	31.671	32.464	33.275	34.106	34.959	35.833	36.729	37.647
	40 Hr Monthly	5,355.80	5,489.69	5,626.94	5,767.61	5,911.81	6,059.61	6,211.10	6,366.38	6,525.54
	Annual	64,269.64	65,876.26	67,523.32	69,211.36	70,941.69	72,715.36	74,533.16	76,396.55	78,306.45
66	Hourly	31.671	32.464	33.275	34.106	34.959	35.833	36.729	37.647	38.589
	40 Hr Monthly	5,489.69	5,626.94	5,767.61	5,911.81	6,059.61	6,211.10	6,366.38	6,525.54	6,688.67
	Annual	65,876.26	67,523.32	69,211.36	70,941.69	72,715.36	74,533.16	76,396.55	78,306.45	80,264.03
67	Hourly	32.464	33.275	34.106	34.959	35.833	36.729	37.647	38.589	39.553
	40 Hr Monthly	5,626.94	5,767.61	5,911.81	6,059.61	6,211.10	6,366.38	6,525.54	6,688.67	6,855.89
	Annual	67,523.32	69,211.36	70,941.69	72,715.36	74,533.16	76,396.55	78,306.45	80,264.03	82,270.63
68	Hourly	33.275	34.106	34.959	35.833	36.729	37.647	38.589	39.553	40.542
	40 Hr Monthly	5,767.61	5,911.81	6,059.61	6,211.10	6,366.38	6,525.54	6,688.67	6,855.89	7,027.27
	Annual	69,211.36	70,941.69	72,715.36	74,533.16	76,396.55	78,306.45	80,264.03	82,270.63	84,327.28
69	Hourly	34.106	34.959	35.833	36.729	37.647	38.589	39.553	40.542	41.556
	40 Hr Monthly	5,911.81	6,059.61	6,211.10	6,366.38	6,525.54	6,688.67	6,855.89	7,027.27	7,202.97
	Annual	70,941.69	72,715.36	74,533.16	76,396.55	78,306.45	80,264.03	82,270.63	84,327.28	86,435.58
70	Hourly	34.959	35.833	36.729	37.647	38.589	39.553	40.542	41.556	42.595
	40 Hr Monthly	6,059.61	6,211.10	6,366.38	6,525.54	6,688.67	6,855.89	7,027.27	7,202.97	7,383.04
	Annual	72,715.36	74,533.16	76,396.55	78,306.45	80,264.03	82,270.63	84,327.28	86,435.58	88,596.45

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2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

2017+1.00%

I-I-19 Teamster, FLSA Exempt, I619MP, I619LC

Range	Period	1	2	3	4	5	6	7	8	9
71	Hourly	35.833	36.729	37.647	38.589	39.553	40.542	41.556	42.595	43.659
	40 Hr Monthly	6,211.10	6,366.38	6,525.54	6,688.67	6,855.89	7,027.27	7,202.97	7,383.04	7,567.60
	Annual	74,533.16	76,396.55	78,306.45	80,264.03	82,270.63	84,327.28	86,435.58	88,596.45	90,811.20
72	Hourly	36.729	37.647	38.589	39.553	40.542	41.556	42.595	43.659	44.751
	40 Hr Monthly	6,366.38	6,525.54	6,688.67	6,855.89	7,027.27	7,202.97	7,383.04	7,567.60	7,756.80
	Annual	76,396.55	78,306.45	80,264.03	82,270.63	84,327.28	86,435.58	88,596.45	90,811.20	93,081.55
73	Hourly	37.647	38.589	39.553	40.542	41.556	42.595	43.659	44.751	45.869
	40 Hr Monthly	6,525.54	6,688.67	6,855.89	7,027.27	7,202.97	7,383.04	7,567.60	7,756.80	7,950.70
	Annual	78,306.45	80,264.03	82,270.63	84,327.28	86,435.58	88,596.45	90,811.20	93,081.55	95,408.41
74	Hourly	38.589	39.553	40.542	41.556	42.595	43.659	44.751	45.869	47.016
	40 Hr Monthly	6,688.67	6,855.89	7,027.27	7,202.97	7,383.04	7,567.60	7,756.80	7,950.70	8,149.47
	Annual	80,264.03	82,270.63	84,327.28	86,435.58	88,596.45	90,811.20	93,081.55	95,408.41	97,793.64
75	Hourly	39.553	40.542	41.556	42.595	43.659	44.751	45.869	47.016	48.191
	40 Hr Monthly	6,855.89	7,027.27	7,202.97	7,383.04	7,567.60	7,756.80	7,950.70	8,149.47	8,353.21
	Annual	82,270.63	84,327.28	86,435.58	88,596.45	90,811.20	93,081.55	95,408.41	97,793.64	100,238.54
76	Hourly	40.542	41.556	42.595	43.659	44.751	45.869	47.016	48.191	49.396
	40 Hr Monthly	7,027.27	7,202.97	7,383.04	7,567.60	7,756.80	7,950.70	8,149.47	8,353.21	8,562.05
	Annual	84,327.28	86,435.58	88,596.45	90,811.20	93,081.55	95,408.41	97,793.64	100,238.54	102,744.58
77	Hourly	41.556	42.595	43.659	44.751	45.869	47.016	48.191	49.396	50.631
	40 Hr Monthly	7,202.97	7,383.04	7,567.60	7,756.80	7,950.70	8,149.47	8,353.21	8,562.05	8,776.10
	Annual	86,435.58	88,596.45	90,811.20	93,081.55	95,408.41	97,793.64	100,238.54	102,744.58	105,313.19
78	Hourly	42.595	43.659	44.751	45.869	47.016	48.191	49.396	50.631	51.896
	40 Hr Monthly	7,383.04	7,567.60	7,756.80	7,950.70	8,149.47	8,353.21	8,562.05	8,776.10	8,995.50
	Annual	88,596.45	90,811.20	93,081.55	95,408.41	97,793.64	100,238.54	102,744.58	105,313.19	107,945.97
79	Hourly	43.659	44.751	45.869	47.016	48.191	49.396	50.631	51.896	53.195
	40 Hr Monthly	7,567.60	7,756.80	7,950.70	8,149.47	8,353.21	8,562.05	8,776.10	8,995.50	9,220.40
	Annual	90,811.20	93,081.55	95,408.41	97,793.64	100,238.54	102,744.58	105,313.19	107,945.97	110,644.75
80	Hourly	44.751	45.869	47.016	48.191	49.396	50.631	51.896	53.195	54.524
	40 Hr Monthly	7,756.80	7,950.70	8,149.47	8,353.21	8,562.05	8,776.10	8,995.50	9,220.40	9,450.89
	Annual	93,081.55	95,408.41	97,793.64	100,238.54	102,744.58	105,313.19	107,945.97	110,644.75	113,410.71
81	Hourly	45.869	47.016	48.191	49.396	50.631	51.896	53.195	54.524	55.889
	40 Hr Monthly	7,950.70	8,149.47	8,353.21	8,562.05	8,776.10	8,995.50	9,220.40	9,450.89	9,687.18
	Annual	95,408.41	97,793.64	100,238.54	102,744.58	105,313.19	107,945.97	110,644.75	113,410.71	116,246.11
82	Hourly	47.016	48.191	49.396	50.631	51.896	53.195	54.524	55.889	57.286
	40 Hr Monthly	8,149.47	8,353.21	8,562.05	8,776.10	8,995.50	9,220.40	9,450.89	9,687.18	9,929.37
	Annual	97,793.64	100,238.54	102,744.58	105,313.19	107,945.97	110,644.75	113,410.71	116,246.11	119,152.38
83	Hourly	48.191	49.396	50.631	51.896	53.195	54.524	55.889	57.286	58.717
	40 Hr Monthly	8,353.21	8,562.05	8,776.10	8,995.50	9,220.40	9,450.89	9,687.18	9,929.37	10,177.60
	Annual	100,238.54	102,744.58	105,313.19	107,945.97	110,644.75	113,410.71	116,246.11	119,152.38	122,131.25
84	Hourly	49.396	50.631	51.896	53.195	54.524	55.889	57.286	58.717	60.185
	40 Hr Monthly	8,562.05	8,776.10	8,995.50	9,220.40	9,450.89	9,687.18	9,929.37	10,177.60	10,432.03
	Annual	102,744.58	105,313.19	107,945.97	110,644.75	113,410.71	116,246.11	119,152.38	122,131.25	125,184.42
85	Hourly	50.631	51.896	53.195	54.524	55.889	57.286	58.717	60.185	61.690
	40 Hr Monthly	8,776.10	8,995.50	9,220.40	9,450.89	9,687.18	9,929.37	10,177.60	10,432.03	10,692.84
	Annual	105,313.19	107,945.97	110,644.75	113,410.71	116,246.11	119,152.38	122,131.25	125,184.42	128,314.13

*Ranges 1-25 are excluded due to WA State Minimum Wage Law

2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

2017+1.00%

I-1-19 Teamster, FLSA Exempt, I619MP, I619LC

Range	Period	1	2	3	4	5	6	7	8	9
86	Hourly	51.896	53.195	54.524	55.889	57.286	58.717	60.185	61.690	63.231
	40 Hr Monthly	8,995.50	9,220.40	9,450.89	9,687.18	9,929.37	10,177.60	10,432.03	10,692.84	10,960.16
	Annual	107,945.97	110,644.75	113,410.71	116,246.11	119,152.38	122,131.25	125,184.42	128,314.13	131,521.97
87	Hourly	53.195	54.524	55.889	57.286	58.717	60.185	61.690	63.231	64.813
	40 Hr Monthly	9,220.40	9,450.89	9,687.18	9,929.37	10,177.60	10,432.03	10,692.84	10,960.16	11,234.17
	Annual	110,644.75	113,410.71	116,246.11	119,152.38	122,131.25	125,184.42	128,314.13	131,521.97	134,810.04
88	Hourly	54.524	55.889	57.286	58.717	60.185	61.690	63.231	64.813	66.433
	40 Hr Monthly	9,450.89	9,687.18	9,929.37	10,177.60	10,432.03	10,692.84	10,960.16	11,234.17	11,515.03
	Annual	113,410.71	116,246.11	119,152.38	122,131.25	125,184.42	128,314.13	131,521.97	134,810.04	138,180.31
89	Hourly	55.889	57.286	58.717	60.185	61.690	63.231	64.813	66.433	68.093
	40 Hr Monthly	9,687.18	9,929.37	10,177.60	10,432.03	10,692.84	10,960.16	11,234.17	11,515.03	11,802.90
	Annual	116,246.11	119,152.38	122,131.25	125,184.42	128,314.13	131,521.97	134,810.04	138,180.31	141,634.78
90	Hourly	57.286	58.717	60.185	61.690	63.231	64.813	66.433	68.093	69.796
	40 Hr Monthly	9,929.37	10,177.60	10,432.03	10,692.84	10,960.16	11,234.17	11,515.03	11,802.90	12,097.96
	Annual	119,152.38	122,131.25	125,184.42	128,314.13	131,521.97	134,810.04	138,180.31	141,634.78	145,175.53
91	Hourly	58.717	60.185	61.690	63.231	64.813	66.433	68.093	69.796	71.540
	40 Hr Monthly	10,177.60	10,432.03	10,692.84	10,960.16	11,234.17	11,515.03	11,802.90	12,097.96	12,400.41
	Annual	122,131.25	125,184.42	128,314.13	131,521.97	134,810.04	138,180.31	141,634.78	145,175.53	148,804.95
92	Hourly	60.185	61.690	63.231	64.813	66.433	68.093	69.796	71.540	73.330
	40 Hr Monthly	10,432.03	10,692.84	10,960.16	11,234.17	11,515.03	11,802.90	12,097.96	12,400.41	12,710.43
	Annual	125,184.42	128,314.13	131,521.97	134,810.04	138,180.31	141,634.78	145,175.53	148,804.95	152,525.14
93	Hourly	61.690	63.231	64.813	66.433	68.093	69.796	71.540	73.330	75.162
	40 Hr Monthly	10,692.84	10,960.16	11,234.17	11,515.03	11,802.90	12,097.96	12,400.41	12,710.43	13,028.18
	Annual	128,314.13	131,521.97	134,810.04	138,180.31	141,634.78	145,175.53	148,804.95	152,525.14	156,338.21
94	Hourly	63.231	64.813	66.433	68.093	69.796	71.540	73.330	75.162	77.042
	40 Hr Monthly	10,960.16	11,234.17	11,515.03	11,802.90	12,097.96	12,400.41	12,710.43	13,028.18	13,353.89
	Annual	131,521.97	134,810.04	138,180.31	141,634.78	145,175.53	148,804.95	152,525.14	156,338.21	160,246.66
95	Hourly	64.813	66.433	68.093	69.796	71.540	73.330	75.162	77.042	78.969
	40 Hr Monthly	11,234.17	11,515.03	11,802.90	12,097.96	12,400.41	12,710.43	13,028.18	13,353.89	13,687.74
	Annual	134,810.04	138,180.31	141,634.78	145,175.53	148,804.95	152,525.14	156,338.21	160,246.66	164,252.87
96	Hourly	66.433	68.093	69.796	71.540	73.330	75.162	77.042	78.969	80.942
	40 Hr Monthly	11,515.03	11,802.90	12,097.96	12,400.41	12,710.43	13,028.18	13,353.89	13,687.74	14,029.94
	Annual	138,180.31	141,634.78	145,175.53	148,804.95	152,525.14	156,338.21	160,246.66	164,252.87	168,359.33
97	Hourly	68.093	69.796	71.540	73.330	75.162	77.042	78.969	80.942	82.966
	40 Hr Monthly	11,802.90	12,097.96	12,400.41	12,710.43	13,028.18	13,353.89	13,687.74	14,029.94	14,380.68
	Annual	141,634.78	145,175.53	148,804.95	152,525.14	156,338.21	160,246.66	164,252.87	168,359.33	172,568.16
98	Hourly	69.796	71.540	73.330	75.162	77.042	78.969	80.942	82.966	85.040
	40 Hr Monthly	12,097.96	12,400.41	12,710.43	13,028.18	13,353.89	13,687.74	14,029.94	14,380.68	14,740.21
	Annual	145,175.53	148,804.95	152,525.14	156,338.21	160,246.66	164,252.87	168,359.33	172,568.16	176,882.51
99	Hourly	71.540	73.330	75.162	77.042	78.969	80.942	82.966	85.040	87.165
	40 Hr Monthly	12,400.41	12,710.43	13,028.18	13,353.89	13,687.74	14,029.94	14,380.68	14,740.21	15,108.72
	Annual	148,804.95	152,525.14	156,338.21	160,246.66	164,252.87	168,359.33	172,568.16	176,882.51	181,304.63
100	Hourly	73.330	75.162	77.042	78.969	80.942	82.966	85.040	87.165	89.344
	40 Hr Monthly	12,710.43	13,028.18	13,353.89	13,687.74	14,029.94	14,380.68	14,740.21	15,108.72	15,486.43
	Annual	152,525.14	156,338.21	160,246.66	164,252.87	168,359.33	172,568.16	176,882.51	181,304.63	185,837.16

*Ranges 1-25 are excluded due to WA State Minimum Wage Law

2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

Range	Period	1	2	3	4	5	6	7	8	9
26	Hourly	11.915	12.212	12.517	12.829	13.151	13.478	13.816	14.161	14.516
	40 Hr Monthly	2,064.99	2,116.61	2,169.53	2,223.77	2,279.37	2,336.35	2,394.75	2,454.63	2,515.99
	Annual	24,779.92	25,399.32	26,034.42	26,685.22	27,352.39	28,036.20	28,737.03	29,455.56	30,191.93
27	Hourly	12.212	12.517	12.829	13.151	13.478	13.816	14.161	14.516	14.878
	40 Hr Monthly	2,116.61	2,169.53	2,223.77	2,279.37	2,336.35	2,394.75	2,454.63	2,515.99	2,578.90
	Annual	25,399.32	26,034.42	26,685.22	27,352.39	28,036.20	28,737.03	29,455.56	30,191.93	30,946.79
28	Hourly	12.517	12.829	13.151	13.478	13.816	14.161	14.516	14.878	15.250
	40 Hr Monthly	2,169.53	2,223.77	2,279.37	2,336.35	2,394.75	2,454.63	2,515.99	2,578.90	2,643.37
	Annual	26,034.42	26,685.22	27,352.39	28,036.20	28,737.03	29,455.56	30,191.93	30,946.79	31,720.41
29	Hourly	12.829	13.151	13.478	13.816	14.161	14.516	14.878	15.250	15.631
	40 Hr Monthly	2,223.77	2,279.37	2,336.35	2,394.75	2,454.63	2,515.99	2,578.90	2,643.37	2,709.44
	Annual	26,685.22	27,352.39	28,036.20	28,737.03	29,455.56	30,191.93	30,946.79	31,720.41	32,513.32
30	Hourly	13.151	13.478	13.816	14.161	14.516	14.878	15.250	15.631	16.023
	40 Hr Monthly	2,279.37	2,336.35	2,394.75	2,454.63	2,515.99	2,578.90	2,643.37	2,709.44	2,777.18
	Annual	27,352.39	28,036.20	28,737.03	29,455.56	30,191.93	30,946.79	31,720.41	32,513.32	33,326.19
31	Hourly	13.478	13.816	14.161	14.516	14.878	15.250	15.631	16.023	16.423
	40 Hr Monthly	2,336.35	2,394.75	2,454.63	2,515.99	2,578.90	2,643.37	2,709.44	2,777.18	2,846.61
	Annual	28,036.20	28,737.03	29,455.56	30,191.93	30,946.79	31,720.41	32,513.32	33,326.19	34,159.29
32	Hourly	13.816	14.161	14.516	14.878	15.250	15.631	16.023	16.423	16.833
	40 Hr Monthly	2,394.75	2,454.63	2,515.99	2,578.90	2,643.37	2,709.44	2,777.18	2,846.61	2,917.77
	Annual	28,737.03	29,455.56	30,191.93	30,946.79	31,720.41	32,513.32	33,326.19	34,159.29	35,013.28
33	Hourly	14.161	14.516	14.878	15.250	15.631	16.023	16.423	16.833	17.254
	40 Hr Monthly	2,454.63	2,515.99	2,578.90	2,643.37	2,709.44	2,777.18	2,846.61	2,917.77	2,990.71
	Annual	29,455.56	30,191.93	30,946.79	31,720.41	32,513.32	33,326.19	34,159.29	35,013.28	35,888.56
34	Hourly	14.516	14.878	15.250	15.631	16.023	16.423	16.833	17.254	17.686
	40 Hr Monthly	2,515.99	2,578.90	2,643.37	2,709.44	2,777.18	2,846.61	2,917.77	2,990.71	3,065.48
	Annual	30,191.93	30,946.79	31,720.41	32,513.32	33,326.19	34,159.29	35,013.28	35,888.56	36,785.79
35	Hourly	14.878	15.250	15.631	16.023	16.423	16.833	17.254	17.686	18.129
	40 Hr Monthly	2,578.90	2,643.37	2,709.44	2,777.18	2,846.61	2,917.77	2,990.71	3,065.48	3,142.10
	Annual	30,946.79	31,720.41	32,513.32	33,326.19	34,159.29	35,013.28	35,888.56	36,785.79	37,705.25
36	Hourly	15.250	15.631	16.023	16.423	16.833	17.254	17.686	18.129	18.581
	40 Hr Monthly	2,643.37	2,709.44	2,777.18	2,846.61	2,917.77	2,990.71	3,065.48	3,142.10	3,220.67
	Annual	31,720.41	32,513.32	33,326.19	34,159.29	35,013.28	35,888.56	36,785.79	37,705.25	38,647.99
37	Hourly	15.631	16.023	16.423	16.833	17.254	17.686	18.129	18.581	19.046
	40 Hr Monthly	2,709.44	2,777.18	2,846.61	2,917.77	2,990.71	3,065.48	3,142.10	3,220.67	3,301.17
	Annual	32,513.32	33,326.19	34,159.29	35,013.28	35,888.56	36,785.79	37,705.25	38,647.99	39,614.01
38	Hourly	16.023	16.423	16.833	17.254	17.686	18.129	18.581	19.046	19.522
	40 Hr Monthly	2,777.18	2,846.61	2,917.77	2,990.71	3,065.48	3,142.10	3,220.67	3,301.17	3,383.71
	Annual	33,326.19	34,159.29	35,013.28	35,888.56	36,785.79	37,705.25	38,647.99	39,614.01	40,604.52
39	Hourly	16.423	16.833	17.254	17.686	18.129	18.581	19.046	19.522	20.010
	40 Hr Monthly	2,846.61	2,917.77	2,990.71	3,065.48	3,142.10	3,220.67	3,301.17	3,383.71	3,468.29
	Annual	34,159.29	35,013.28	35,888.56	36,785.79	37,705.25	38,647.99	39,614.01	40,604.52	41,619.52
40	Hourly	16.833	17.254	17.686	18.129	18.581	19.046	19.522	20.010	20.509
	40 Hr Monthly	2,917.77	2,990.71	3,065.48	3,142.10	3,220.67	3,301.17	3,383.71	3,468.29	3,555.00
	Annual	35,013.28	35,888.56	36,785.79	37,705.25	38,647.99	39,614.01	40,604.52	41,619.52	42,660.06

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 2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

I-1-19+1.00%

7-1-19 Teamster, FLSA Exempt, I619MP, I619LC

Range	Period	1	2	3	4	5	6	7	8	9
41	Hourly	17.254	17.686	18.129	18.581	19.046	19.522	20.010	20.509	21.023
	40 Hr Monthly	2,990.71	3,065.48	3,142.10	3,220.67	3,301.17	3,383.71	3,468.29	3,555.00	3,643.89
	Annual	35,888.56	36,785.79	37,705.25	38,647.99	39,614.01	40,604.52	41,619.52	42,660.06	43,726.68
42	Hourly	17.686	18.129	18.581	19.046	19.522	20.010	20.509	21.023	21.548
	40 Hr Monthly	3,065.48	3,142.10	3,220.67	3,301.17	3,383.71	3,468.29	3,555.00	3,643.89	3,734.98
	Annual	36,785.79	37,705.25	38,647.99	39,614.01	40,604.52	41,619.52	42,660.06	43,726.68	44,819.78
43	Hourly	18.129	18.581	19.046	19.522	20.010	20.509	21.023	21.548	22.087
	40 Hr Monthly	3,142.10	3,220.67	3,301.17	3,383.71	3,468.29	3,555.00	3,643.89	3,734.98	3,828.36
	Annual	37,705.25	38,647.99	39,614.01	40,604.52	41,619.52	42,660.06	43,726.68	44,819.78	45,940.29
44	Hourly	18.581	19.046	19.522	20.010	20.509	21.023	21.548	22.087	22.639
	40 Hr Monthly	3,220.67	3,301.17	3,383.71	3,468.29	3,555.00	3,643.89	3,734.98	3,828.36	3,924.06
	Annual	38,647.99	39,614.01	40,604.52	41,619.52	42,660.06	43,726.68	44,819.78	45,940.29	47,088.75
45	Hourly	19.046	19.522	20.010	20.509	21.023	21.548	22.087	22.639	23.205
	40 Hr Monthly	3,301.17	3,383.71	3,468.29	3,555.00	3,643.89	3,734.98	3,828.36	3,924.06	4,022.17
	Annual	39,614.01	40,604.52	41,619.52	42,660.06	43,726.68	44,819.78	45,940.29	47,088.75	48,266.07
46	Hourly	19.522	20.010	20.509	21.023	21.548	22.087	22.639	23.205	23.785
	40 Hr Monthly	3,383.71	3,468.29	3,555.00	3,643.89	3,734.98	3,828.36	3,924.06	4,022.17	4,122.71
	Annual	40,604.52	41,619.52	42,660.06	43,726.68	44,819.78	45,940.29	47,088.75	48,266.07	49,472.54
47	Hourly	20.010	20.509	21.023	21.548	22.087	22.639	23.205	23.785	24.380
	40 Hr Monthly	3,468.29	3,555.00	3,643.89	3,734.98	3,828.36	3,924.06	4,022.17	4,122.71	4,225.78
	Annual	41,619.52	42,660.06	43,726.68	44,819.78	45,940.29	47,088.75	48,266.07	49,472.54	50,709.35
48	Hourly	20.509	21.023	21.548	22.087	22.639	23.205	23.785	24.380	24.989
	40 Hr Monthly	3,555.00	3,643.89	3,734.98	3,828.36	3,924.06	4,022.17	4,122.71	4,225.78	4,331.44
	Annual	42,660.06	43,726.68	44,819.78	45,940.29	47,088.75	48,266.07	49,472.54	50,709.35	51,977.29
49	Hourly	21.023	21.548	22.087	22.639	23.205	23.785	24.380	24.989	25.614
	40 Hr Monthly	3,643.89	3,734.98	3,828.36	3,924.06	4,022.17	4,122.71	4,225.78	4,331.44	4,439.72
	Annual	43,726.68	44,819.78	45,940.29	47,088.75	48,266.07	49,472.54	50,709.35	51,977.29	53,276.64
50	Hourly	21.548	22.087	22.639	23.205	23.785	24.380	24.989	25.614	26.254
	40 Hr Monthly	3,734.98	3,828.36	3,924.06	4,022.17	4,122.71	4,225.78	4,331.44	4,439.72	4,550.72
	Annual	44,819.78	45,940.29	47,088.75	48,266.07	49,472.54	50,709.35	51,977.29	53,276.64	54,608.58
51	Hourly	22.087	22.639	23.205	23.785	24.380	24.989	25.614	26.254	26.911
	40 Hr Monthly	3,828.36	3,924.06	4,022.17	4,122.71	4,225.78	4,331.44	4,439.72	4,550.72	4,664.47
	Annual	45,940.29	47,088.75	48,266.07	49,472.54	50,709.35	51,977.29	53,276.64	54,608.58	55,973.66
52	Hourly	22.639	23.205	23.785	24.380	24.989	25.614	26.254	26.911	27.584
	40 Hr Monthly	3,924.06	4,022.17	4,122.71	4,225.78	4,331.44	4,439.72	4,550.72	4,664.47	4,781.08
	Annual	47,088.75	48,266.07	49,472.54	50,709.35	51,977.29	53,276.64	54,608.58	55,973.66	57,372.94
53	Hourly	23.205	23.785	24.380	24.989	25.614	26.254	26.911	27.584	28.273
	40 Hr Monthly	4,022.17	4,122.71	4,225.78	4,331.44	4,439.72	4,550.72	4,664.47	4,781.08	4,900.61
	Annual	48,266.07	49,472.54	50,709.35	51,977.29	53,276.64	54,608.58	55,973.66	57,372.94	58,807.34
54	Hourly	23.785	24.380	24.989	25.614	26.254	26.911	27.584	28.273	28.979
	40 Hr Monthly	4,122.71	4,225.78	4,331.44	4,439.72	4,550.72	4,664.47	4,781.08	4,900.61	5,023.13
	Annual	49,472.54	50,709.35	51,977.29	53,276.64	54,608.58	55,973.66	57,372.94	58,807.34	60,277.54
55	Hourly	24.380	24.989	25.614	26.254	26.911	27.584	28.273	28.979	29.704
	40 Hr Monthly	4,225.78	4,331.44	4,439.72	4,550.71	4,664.47	4,781.08	4,900.61	5,023.13	5,148.69
	Annual	50,709.35	51,977.29	53,276.64	54,608.58	55,973.66	57,372.94	58,807.34	60,277.54	61,784.33

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2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

Range	Period	1	2	3	4	5	6	7	8	9
56	Hourly	24.989	25.614	26.254	26.911	27.584	28.273	28.979	29.704	30.447
	40 Hr Monthly	4,331.44	4,439.72	4,550.72	4,664.47	4,781.08	4,900.61	5,023.13	5,148.69	5,277.42
	Annual	51,977.29	53,276.64	54,608.58	55,973.66	57,372.94	58,807.34	60,277.54	61,784.33	63,329.04
57	Hourly	25.614	26.254	26.911	27.584	28.273	28.979	29.704	30.447	31.208
	40 Hr Monthly	4,439.72	4,550.72	4,664.47	4,781.08	4,900.61	5,023.13	5,148.69	5,277.42	5,409.36
	Annual	53,276.64	54,608.58	55,973.66	57,372.94	58,807.34	60,277.54	61,784.33	63,329.04	64,912.34
58	Hourly	26.254	26.911	27.584	28.273	28.979	29.704	30.447	31.208	31.988
	40 Hr Monthly	4,550.72	4,664.47	4,781.08	4,900.61	5,023.13	5,148.69	5,277.42	5,409.36	5,544.59
	Annual	54,608.58	55,973.66	57,372.94	58,807.34	60,277.54	61,784.33	63,329.04	64,912.34	66,535.02
59	Hourly	26.911	27.584	28.273	28.979	29.704	30.447	31.208	31.988	32.789
	40 Hr Monthly	4,664.47	4,781.08	4,900.61	5,023.13	5,148.69	5,277.42	5,409.36	5,544.59	5,683.21
	Annual	55,973.66	57,372.94	58,807.34	60,277.54	61,784.33	63,329.04	64,912.34	66,535.02	68,198.56
60	Hourly	27.584	28.273	28.979	29.704	30.447	31.208	31.988	32.789	33.608
	40 Hr Monthly	4,781.08	4,900.61	5,023.13	5,148.69	5,277.42	5,409.36	5,544.59	5,683.21	5,825.29
	Annual	57,372.94	58,807.34	60,277.54	61,784.33	63,329.04	64,912.34	66,535.02	68,198.56	69,903.48
61	Hourly	28.273	28.979	29.704	30.447	31.208	31.988	32.789	33.608	34.447
	40 Hr Monthly	4,900.61	5,023.13	5,148.69	5,277.42	5,409.36	5,544.59	5,683.21	5,825.29	5,970.93
	Annual	58,807.34	60,277.54	61,784.33	63,329.04	64,912.34	66,535.02	68,198.56	69,903.48	71,651.11
62	Hourly	28.979	29.704	30.447	31.208	31.988	32.789	33.608	34.447	35.309
	40 Hr Monthly	5,023.13	5,148.69	5,277.42	5,409.36	5,544.59	5,683.21	5,825.29	5,970.93	6,120.21
	Annual	60,277.54	61,784.33	63,329.04	64,912.34	66,535.02	68,198.56	69,903.48	71,651.11	73,442.51
63	Hourly	29.704	30.447	31.208	31.988	32.789	33.608	34.447	35.309	36.192
	40 Hr Monthly	5,148.69	5,277.42	5,409.36	5,544.59	5,683.21	5,825.29	5,970.93	6,120.21	6,273.21
	Annual	61,784.33	63,329.04	64,912.34	66,535.02	68,198.56	69,903.48	71,651.11	73,442.51	75,278.50
64	Hourly	30.447	31.208	31.988	32.789	33.608	34.447	35.309	36.192	37.096
	40 Hr Monthly	5,277.42	5,409.36	5,544.59	5,683.21	5,825.29	5,970.93	6,120.21	6,273.21	6,430.04
	Annual	63,329.04	64,912.34	66,535.02	68,198.56	69,903.48	71,651.11	73,442.51	75,278.50	77,160.52
65	Hourly	31.208	31.988	32.789	33.608	34.447	35.309	36.192	37.096	38.023
	40 Hr Monthly	5,409.36	5,544.59	5,683.21	5,825.29	5,970.93	6,120.21	6,273.21	6,430.04	6,590.79
	Annual	64,912.34	66,535.02	68,198.56	69,903.48	71,651.11	73,442.51	75,278.50	77,160.52	79,089.51
66	Hourly	31.988	32.789	33.608	34.447	35.309	36.192	37.096	38.023	38.975
	40 Hr Monthly	5,544.59	5,683.21	5,825.29	5,970.93	6,120.21	6,273.21	6,430.04	6,590.79	6,755.56
	Annual	66,535.02	68,198.56	69,903.48	71,651.11	73,442.51	75,278.50	77,160.52	79,089.51	81,066.67
67	Hourly	32.789	33.608	34.447	35.309	36.192	37.096	38.023	38.975	39.948
	40 Hr Monthly	5,683.21	5,825.29	5,970.93	6,120.21	6,273.21	6,430.04	6,590.79	6,755.56	6,924.44
	Annual	68,198.56	69,903.48	71,651.11	73,442.51	75,278.50	77,160.52	79,089.51	81,066.67	83,093.33
68	Hourly	33.608	34.447	35.309	36.192	37.096	38.023	38.975	39.948	40.947
	40 Hr Monthly	5,825.29	5,970.93	6,120.21	6,273.21	6,430.04	6,590.79	6,755.56	6,924.44	7,097.55
	Annual	69,903.48	71,651.11	73,442.51	75,278.50	77,160.52	79,089.51	81,066.67	83,093.33	85,170.56
69	Hourly	34.447	35.309	36.192	37.096	38.023	38.975	39.948	40.947	41.972
	40 Hr Monthly	5,970.93	6,120.21	6,273.21	6,430.04	6,590.79	6,755.56	6,924.44	7,097.55	7,274.99
	Annual	71,651.11	73,442.51	75,278.50	77,160.52	79,089.51	81,066.67	83,093.33	85,170.56	87,299.94
70	Hourly	35.309	36.192	37.096	38.023	38.975	39.948	40.947	41.972	43.021
	40 Hr Monthly	6,120.21	6,273.21	6,430.04	6,590.79	6,755.56	6,924.44	7,097.55	7,274.99	7,456.87
	Annual	73,442.51	75,278.50	77,160.52	79,089.51	81,066.67	83,093.33	85,170.56	87,299.94	89,482.42

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*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

Range	Period	1	2	3	4	5	6	7	8	9
71	Hourly	36.192	37.096	38.023	38.975	39.948	40.947	41.972	43.021	44.095
	40 Hr Monthly	6,273.21	6,430.04	6,590.79	6,755.56	6,924.44	7,097.55	7,274.99	7,456.87	7,643.28
	Annual	75,278.50	77,160.52	79,089.51	81,066.67	83,093.33	85,170.56	87,299.94	89,482.42	91,719.31
72	Hourly	37.096	38.023	38.975	39.948	40.947	41.972	43.021	44.095	45.199
	40 Hr Monthly	6,430.04	6,590.79	6,755.56	6,924.44	7,097.55	7,274.99	7,456.87	7,643.28	7,834.36
	Annual	77,160.52	79,089.51	81,066.67	83,093.33	85,170.56	87,299.94	89,482.42	91,719.31	94,012.36
73	Hourly	38.023	38.975	39.948	40.947	41.972	43.021	44.095	45.199	46.328
	40 Hr Monthly	6,590.79	6,755.56	6,924.44	7,097.55	7,274.99	7,456.87	7,643.28	7,834.36	8,030.21
	Annual	79,089.51	81,066.67	83,093.33	85,170.56	87,299.94	89,482.42	91,719.31	94,012.36	96,362.49
74	Hourly	38.975	39.948	40.947	41.972	43.021	44.095	45.199	46.328	47.486
	40 Hr Monthly	6,755.56	6,924.44	7,097.55	7,274.99	7,456.87	7,643.28	7,834.36	8,030.21	8,230.96
	Annual	81,066.67	83,093.33	85,170.56	87,299.94	89,482.42	91,719.31	94,012.36	96,362.49	98,771.57
75	Hourly	39.948	40.947	41.972	43.021	44.095	45.199	46.328	47.486	48.673
	40 Hr Monthly	6,924.44	7,097.55	7,274.99	7,456.87	7,643.28	7,834.36	8,030.21	8,230.96	8,436.74
	Annual	83,093.33	85,170.56	87,299.94	89,482.42	91,719.31	94,012.36	96,362.49	98,771.57	101,240.93
76	Hourly	40.947	41.972	43.021	44.095	45.199	46.328	47.486	48.673	49.890
	40 Hr Monthly	7,097.55	7,274.99	7,456.87	7,643.28	7,834.36	8,030.21	8,230.96	8,436.74	8,647.67
	Annual	85,170.56	87,299.94	89,482.42	91,719.31	94,012.36	96,362.49	98,771.57	101,240.93	103,772.03
77	Hourly	41.972	43.021	44.095	45.199	46.328	47.486	48.673	49.890	51.138
	40 Hr Monthly	7,274.99	7,456.87	7,643.28	7,834.36	8,030.21	8,230.96	8,436.74	8,647.67	8,863.86
	Annual	87,299.94	89,482.42	91,719.31	94,012.36	96,362.49	98,771.57	101,240.93	103,772.03	106,366.33
78	Hourly	43.021	44.095	45.199	46.328	47.486	48.673	49.890	51.138	52.415
	40 Hr Monthly	7,456.87	7,643.28	7,834.36	8,030.21	8,230.96	8,436.74	8,647.67	8,863.86	9,085.45
	Annual	89,482.42	91,719.31	94,012.36	96,362.49	98,771.57	101,240.93	103,772.03	106,366.33	109,025.43
79	Hourly	44.095	45.199	46.328	47.486	48.673	49.890	51.138	52.415	53.727
	40 Hr Monthly	7,643.28	7,834.36	8,030.21	8,230.96	8,436.74	8,647.67	8,863.86	9,085.45	9,312.60
	Annual	91,719.31	94,012.36	96,362.49	98,771.57	101,240.93	103,772.03	106,366.33	109,025.43	111,751.19
80	Hourly	45.199	46.328	47.486	48.673	49.890	51.138	52.415	53.727	55.070
	40 Hr Monthly	7,834.36	8,030.21	8,230.96	8,436.74	8,647.67	8,863.86	9,085.45	9,312.60	9,545.40
	Annual	94,012.36	96,362.49	98,771.57	101,240.93	103,772.03	106,366.33	109,025.43	111,751.19	114,544.82
81	Hourly	46.328	47.486	48.673	49.890	51.138	52.415	53.727	55.070	56.448
	40 Hr Monthly	8,030.21	8,230.96	8,436.74	8,647.67	8,863.86	9,085.45	9,312.60	9,545.40	9,784.05
	Annual	96,362.49	98,771.57	101,240.93	103,772.03	106,366.33	109,025.43	111,751.19	114,544.82	117,408.57
82	Hourly	47.486	48.673	49.890	51.138	52.415	53.727	55.070	56.448	57.858
	40 Hr Monthly	8,230.96	8,436.74	8,647.67	8,863.86	9,085.45	9,312.60	9,545.40	9,784.05	10,028.66
	Annual	98,771.57	101,240.93	103,772.03	106,366.33	109,025.43	111,751.19	114,544.82	117,408.57	120,343.91
83	Hourly	48.673	49.890	51.138	52.415	53.727	55.070	56.448	57.858	59.304
	40 Hr Monthly	8,436.74	8,647.67	8,863.86	9,085.45	9,312.60	9,545.40	9,784.05	10,028.66	10,279.38
	Annual	101,240.93	103,772.03	106,366.33	109,025.43	111,751.19	114,544.82	117,408.57	120,343.91	123,352.56
84	Hourly	49.890	51.138	52.415	53.727	55.070	56.448	57.858	59.304	60.787
	40 Hr Monthly	8,647.67	8,863.86	9,085.45	9,312.60	9,545.40	9,784.05	10,028.66	10,279.38	10,536.36
	Annual	103,772.03	106,366.33	109,025.43	111,751.19	114,544.82	117,408.57	120,343.91	123,352.56	126,436.26
85	Hourly	51.138	52.415	53.727	55.070	56.448	57.858	59.304	60.787	62.307
	40 Hr Monthly	8,863.86	9,085.45	9,312.60	9,545.40	9,784.05	10,028.66	10,279.38	10,536.36	10,799.77
	Annual	106,366.33	109,025.43	111,751.19	114,544.82	117,408.57	120,343.91	123,352.56	126,436.26	129,597.27

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1-1-19+1.00%

7-1-19 Teamster, FLSA Exempt, 1619MP, 1619LC

Range	Period	1	2	3	4	5	6	7	8	9
86	Hourly	52.415	53.727	55.070	56.448	57.858	59.304	60.787	62.307	63.863
	40 Hr Monthly	9,085.45	9,312.60	9,545.40	9,784.05	10,028.66	10,279.38	10,536.36	10,799.77	11,069.77
	Annual	109,025.43	111,751.19	114,544.82	117,408.57	120,343.91	123,352.56	126,436.26	129,597.27	132,837.19
87	Hourly	53.727	55.070	56.448	57.858	59.304	60.787	62.307	63.863	65.461
	40 Hr Monthly	9,312.60	9,545.40	9,784.05	10,028.66	10,279.38	10,536.36	10,799.77	11,069.77	11,346.51
	Annual	111,751.19	114,544.82	117,408.57	120,343.91	123,352.56	126,436.26	129,597.27	132,837.19	136,158.14
88	Hourly	55.070	56.448	57.858	59.304	60.787	62.307	63.863	65.461	67.097
	40 Hr Monthly	9,545.40	9,784.05	10,028.66	10,279.38	10,536.36	10,799.77	11,069.77	11,346.51	11,630.18
	Annual	114,544.82	117,408.57	120,343.91	123,352.56	126,436.26	129,597.27	132,837.19	136,158.14	139,562.12
89	Hourly	56.448	57.858	59.304	60.787	62.307	63.863	65.461	67.097	68.774
	40 Hr Monthly	9,784.05	10,028.66	10,279.38	10,536.36	10,799.77	11,069.77	11,346.51	11,630.18	11,920.93
	Annual	117,408.57	120,343.91	123,352.56	126,436.26	129,597.27	132,837.19	136,158.14	139,562.12	143,051.12
90	Hourly	57.858	59.304	60.787	62.307	63.863	65.461	67.097	68.774	70.494
	40 Hr Monthly	10,028.66	10,279.38	10,536.36	10,799.77	11,069.77	11,346.51	11,630.18	11,920.93	12,218.94
	Annual	120,343.91	123,352.56	126,436.26	129,597.27	132,837.19	136,158.14	139,562.12	143,051.12	146,627.29
91	Hourly	59.304	60.787	62.307	63.863	65.461	67.097	68.774	70.494	72.256
	40 Hr Monthly	10,279.38	10,536.36	10,799.77	11,069.77	11,346.51	11,630.18	11,920.93	12,218.94	12,524.42
	Annual	123,352.56	126,436.26	129,597.27	132,837.19	136,158.14	139,562.12	143,051.12	146,627.29	150,293.00
92	Hourly	60.787	62.307	63.863	65.461	67.097	68.774	70.494	72.256	74.063
	40 Hr Monthly	10,536.36	10,799.77	11,069.77	11,346.51	11,630.18	11,920.93	12,218.94	12,524.42	12,837.53
	Annual	126,436.26	129,597.27	132,837.19	136,158.14	139,562.12	143,051.12	146,627.29	150,293.00	154,050.39
93	Hourly	62.307	63.863	65.461	67.097	68.774	70.494	72.256	74.063	75.914
	40 Hr Monthly	10,799.77	11,069.77	11,346.51	11,630.18	11,920.93	12,218.94	12,524.42	12,837.53	13,158.47
	Annual	129,597.27	132,837.19	136,158.14	139,562.12	143,051.12	146,627.29	150,293.00	154,050.39	157,901.59
94	Hourly	63.863	65.461	67.097	68.774	70.494	72.256	74.063	75.914	77.812
	40 Hr Monthly	11,069.77	11,346.51	11,630.18	11,920.93	12,218.94	12,524.42	12,837.53	13,158.47	13,487.43
	Annual	132,837.19	136,158.14	139,562.12	143,051.12	146,627.29	150,293.00	154,050.39	157,901.59	161,849.13
95	Hourly	65.461	67.097	68.774	70.494	72.256	74.063	75.914	77.812	79.758
	40 Hr Monthly	11,346.51	11,630.18	11,920.93	12,218.94	12,524.42	12,837.53	13,158.47	13,487.43	13,824.62
	Annual	136,158.14	139,562.12	143,051.12	146,627.29	150,293.00	154,050.39	157,901.59	161,849.13	165,895.39
96	Hourly	67.097	68.774	70.494	72.256	74.063	75.914	77.812	79.758	81.752
	40 Hr Monthly	11,630.18	11,920.93	12,218.94	12,524.42	12,837.53	13,158.47	13,487.43	13,824.62	14,170.24
	Annual	139,562.12	143,051.12	146,627.29	150,293.00	154,050.39	157,901.59	161,849.13	165,895.39	170,042.92
97	Hourly	68.774	70.494	72.256	74.063	75.914	77.812	79.758	81.752	83.795
	40 Hr Monthly	11,920.93	12,218.94	12,524.42	12,837.53	13,158.47	13,487.43	13,824.62	14,170.24	14,524.49
	Annual	143,051.12	146,627.29	150,293.00	154,050.39	157,901.59	161,849.13	165,895.39	170,042.92	174,293.84
98	Hourly	70.494	72.256	74.063	75.914	77.812	79.758	81.752	83.795	85.890
	40 Hr Monthly	12,218.94	12,524.42	12,837.53	13,158.47	13,487.43	13,824.62	14,170.24	14,524.49	14,887.61
	Annual	146,627.29	150,293.00	154,050.39	157,901.59	161,849.13	165,895.39	170,042.92	174,293.84	178,651.34
99	Hourly	72.256	74.063	75.914	77.812	79.758	81.752	83.795	85.890	88.037
	40 Hr Monthly	12,524.42	12,837.53	13,158.47	13,487.43	13,824.62	14,170.24	14,524.49	14,887.61	15,259.81
	Annual	150,293.00	154,050.39	157,901.59	161,849.13	165,895.39	170,042.92	174,293.84	178,651.34	183,117.68
100	Hourly	74.063	75.914	77.812	79.758	81.752	83.795	85.890	88.037	90.238
	40 Hr Monthly	12,837.53	13,158.47	13,487.43	13,824.62	14,170.24	14,524.49	14,887.61	15,259.81	15,641.29
	Annual	154,050.39	157,901.59	161,849.13	165,895.39	170,042.92	174,293.84	178,651.34	183,117.68	187,695.53

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Range	Period	1	2	3	4	5	6	7	8	9
26	Hourly	12.034	12.334	12.642	12.958	13.282	13.613	13.954	14.303	14.661
	40 Hr Monthly	2,085.64	2,137.78	2,191.23	2,246.01	2,302.16	2,359.71	2,418.70	2,479.18	2,541.15
	Annual	25,027.71	25,653.31	26,294.76	26,952.08	27,625.92	28,316.56	29,024.40	29,750.12	30,493.85
27	Hourly	12.334	12.642	12.958	13.282	13.613	13.954	14.303	14.661	15.027
	40 Hr Monthly	2,137.78	2,191.23	2,246.01	2,302.16	2,359.71	2,418.70	2,479.18	2,541.15	2,604.69
	Annual	25,653.31	26,294.76	26,952.08	27,625.92	28,316.56	29,024.40	29,750.12	30,493.85	31,256.25
28	Hourly	12.642	12.958	13.282	13.613	13.954	14.303	14.661	15.027	15.402
	40 Hr Monthly	2,191.23	2,246.01	2,302.16	2,359.71	2,418.70	2,479.18	2,541.15	2,604.69	2,669.80
	Annual	26,294.76	26,952.08	27,625.92	28,316.56	29,024.40	29,750.12	30,493.85	31,256.25	32,037.61
29	Hourly	12.958	13.282	13.613	13.954	14.303	14.661	15.027	15.402	15.788
	40 Hr Monthly	2,246.01	2,302.16	2,359.71	2,418.70	2,479.18	2,541.15	2,604.69	2,669.80	2,736.54
	Annual	26,952.08	27,625.92	28,316.56	29,024.40	29,750.12	30,493.85	31,256.25	32,037.61	32,838.45
30	Hourly	13.282	13.613	13.954	14.303	14.661	15.027	15.402	15.788	16.183
	40 Hr Monthly	2,302.16	2,359.71	2,418.70	2,479.18	2,541.15	2,604.69	2,669.80	2,736.54	2,804.95
	Annual	27,625.92	28,316.56	29,024.40	29,750.12	30,493.85	31,256.25	32,037.61	32,838.45	33,659.45
31	Hourly	13.613	13.954	14.303	14.661	15.027	15.402	15.788	16.183	16.587
	40 Hr Monthly	2,359.71	2,418.70	2,479.18	2,541.15	2,604.69	2,669.80	2,736.54	2,804.95	2,875.07
	Annual	28,316.56	29,024.40	29,750.12	30,493.85	31,256.25	32,037.61	32,838.45	33,659.45	34,500.88
32	Hourly	13.954	14.303	14.661	15.027	15.402	15.788	16.183	16.587	17.002
	40 Hr Monthly	2,418.70	2,479.18	2,541.15	2,604.69	2,669.80	2,736.54	2,804.95	2,875.07	2,946.95
	Annual	29,024.40	29,750.12	30,493.85	31,256.25	32,037.61	32,838.45	33,659.45	34,500.88	35,363.41
33	Hourly	14.303	14.661	15.027	15.402	15.788	16.183	16.587	17.002	17.426
	40 Hr Monthly	2,479.18	2,541.15	2,604.69	2,669.80	2,736.54	2,804.95	2,875.07	2,946.95	3,020.62
	Annual	29,750.12	30,493.85	31,256.25	32,037.61	32,838.45	33,659.45	34,500.88	35,363.41	36,247.44
34	Hourly	14.661	15.027	15.402	15.788	16.183	16.587	17.002	17.426	17.863
	40 Hr Monthly	2,541.15	2,604.69	2,669.80	2,736.54	2,804.95	2,875.07	2,946.95	3,020.62	3,096.14
	Annual	30,493.85	31,256.25	32,037.61	32,838.45	33,659.45	34,500.88	35,363.41	36,247.44	37,153.65
35	Hourly	15.027	15.402	15.788	16.183	16.587	17.002	17.426	17.863	18.310
	40 Hr Monthly	2,604.69	2,669.80	2,736.54	2,804.95	2,875.07	2,946.95	3,020.62	3,096.14	3,173.52
	Annual	31,256.25	32,037.61	32,838.45	33,659.45	34,500.88	35,363.41	36,247.44	37,153.65	38,082.30
36	Hourly	15.402	15.788	16.183	16.587	17.002	17.426	17.863	18.310	18.767
	40 Hr Monthly	2,669.80	2,736.54	2,804.95	2,875.07	2,946.95	3,020.62	3,096.14	3,173.52	3,252.87
	Annual	32,037.61	32,838.45	33,659.45	34,500.88	35,363.41	36,247.44	37,153.65	38,082.30	39,034.47
37	Hourly	15.788	16.183	16.587	17.002	17.426	17.863	18.310	18.767	19.236
	40 Hr Monthly	2,736.54	2,804.95	2,875.07	2,946.95	3,020.62	3,096.14	3,173.52	3,252.87	3,334.18
	Annual	32,838.45	33,659.45	34,500.88	35,363.41	36,247.44	37,153.65	38,082.30	39,034.47	40,010.15
38	Hourly	16.183	16.587	17.002	17.426	17.863	18.310	18.767	19.236	19.718
	40 Hr Monthly	2,804.95	2,875.07	2,946.95	3,020.62	3,096.14	3,173.52	3,252.87	3,334.18	3,417.55
	Annual	33,659.46	34,500.88	35,363.41	36,247.44	37,153.65	38,082.30	39,034.47	40,010.15	41,010.57
39	Hourly	16.587	17.002	17.426	17.863	18.310	18.767	19.236	19.718	20.210
	40 Hr Monthly	2,875.07	2,946.95	3,020.62	3,096.14	3,173.52	3,252.87	3,334.18	3,417.55	3,502.98
	Annual	34,500.88	35,363.41	36,247.44	37,153.65	38,082.30	39,034.47	40,010.15	41,010.57	42,035.71
40	Hourly	17.002	17.426	17.863	18.310	18.767	19.236	19.718	20.210	20.714
	40 Hr Monthly	2,946.95	3,020.62	3,096.14	3,173.52	3,252.87	3,334.18	3,417.55	3,502.98	3,590.55
	Annual	35,363.41	36,247.44	37,153.65	38,082.30	39,034.47	40,010.15	41,010.57	42,035.71	43,086.66

*Ranges 1-25 are excluded due to WA State Minimum Wage Law

2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

Range	Period	1	2	3	4	5	6	7	8	9
41	Hourly	17.426	17.863	18.310	18.767	19.236	19.718	20.210	20.714	21.233
	40 Hr Monthly	3,020.62	3,096.14	3,173.52	3,252.87	3,334.18	3,417.55	3,502.98	3,590.55	3,680.33
	Annual	36,247.44	37,153.65	38,082.30	39,034.47	40,010.15	41,010.57	42,035.71	43,086.66	44,163.95
42	Hourly	17.863	18.310	18.767	19.236	19.718	20.210	20.714	21.233	21.764
	40 Hr Monthly	3,096.14	3,173.52	3,252.87	3,334.18	3,417.55	3,502.98	3,590.55	3,680.33	3,772.33
	Annual	37,153.65	38,082.30	39,034.47	40,010.15	41,010.57	42,035.71	43,086.66	44,163.95	45,267.98
43	Hourly	18.310	18.767	19.236	19.718	20.210	20.714	21.233	21.764	22.308
	40 Hr Monthly	3,173.52	3,252.87	3,334.18	3,417.55	3,502.98	3,590.55	3,680.33	3,772.33	3,866.64
	Annual	38,082.30	39,034.47	40,010.15	41,010.57	42,035.71	43,086.66	44,163.95	45,267.98	46,399.69
44	Hourly	18.767	19.236	19.718	20.210	20.714	21.233	21.764	22.308	22.866
	40 Hr Monthly	3,252.87	3,334.18	3,417.55	3,502.98	3,590.55	3,680.33	3,772.33	3,866.64	3,963.30
	Annual	39,034.47	40,010.15	41,010.57	42,035.71	43,086.66	44,163.95	45,267.98	46,399.69	47,559.64
45	Hourly	19.236	19.718	20.210	20.714	21.233	21.764	22.308	22.866	23.437
	40 Hr Monthly	3,334.18	3,417.55	3,502.98	3,590.55	3,680.33	3,772.33	3,866.64	3,963.30	4,062.39
	Annual	40,010.15	41,010.57	42,035.71	43,086.66	44,163.95	45,267.98	46,399.69	47,559.64	48,748.73
46	Hourly	19.718	20.210	20.714	21.233	21.764	22.308	22.866	23.437	24.023
	40 Hr Monthly	3,417.55	3,502.98	3,590.55	3,680.33	3,772.33	3,866.64	3,963.30	4,062.39	4,163.94
	Annual	41,010.57	42,035.71	43,086.66	44,163.95	45,267.98	46,399.69	47,559.64	48,748.73	49,967.27
47	Hourly	20.210	20.714	21.233	21.764	22.308	22.866	23.437	24.023	24.624
	40 Hr Monthly	3,502.98	3,590.55	3,680.33	3,772.33	3,866.64	3,963.30	4,062.39	4,163.94	4,268.04
	Annual	42,035.71	43,086.66	44,163.95	45,267.98	46,399.69	47,559.64	48,748.73	49,967.27	51,216.44
48	Hourly	20.714	21.233	21.764	22.308	22.866	23.437	24.023	24.624	25.239
	40 Hr Monthly	3,590.55	3,680.33	3,772.33	3,866.64	3,963.30	4,062.39	4,163.94	4,268.04	4,374.76
	Annual	43,086.66	44,163.95	45,267.98	46,399.69	47,559.64	48,748.73	49,967.27	51,216.44	52,497.07
49	Hourly	21.233	21.764	22.308	22.866	23.437	24.023	24.624	25.239	25.870
	40 Hr Monthly	3,680.33	3,772.33	3,866.64	3,963.30	4,062.39	4,163.94	4,268.04	4,374.76	4,484.12
	Annual	44,163.95	45,267.98	46,399.69	47,559.64	48,748.73	49,967.27	51,216.44	52,497.07	53,809.41
50	Hourly	21.764	22.308	22.866	23.437	24.023	24.624	25.239	25.870	26.517
	40 Hr Monthly	3,772.33	3,866.64	3,963.30	4,062.39	4,163.94	4,268.04	4,374.76	4,484.12	4,596.22
	Annual	45,267.98	46,399.69	47,559.64	48,748.73	49,967.27	51,216.44	52,497.07	53,809.41	55,154.67
51	Hourly	22.308	22.866	23.437	24.023	24.624	25.239	25.870	26.517	27.180
	40 Hr Monthly	3,866.64	3,963.30	4,062.39	4,163.94	4,268.04	4,374.76	4,484.12	4,596.22	4,711.12
	Annual	46,399.69	47,559.64	48,748.73	49,967.27	51,216.44	52,497.07	53,809.41	55,154.67	56,533.40
52	Hourly	22.866	23.437	24.023	24.624	25.239	25.870	26.517	27.180	27.859
	40 Hr Monthly	3,963.30	4,062.39	4,163.94	4,268.04	4,374.76	4,484.12	4,596.22	4,711.12	4,828.89
	Annual	47,559.64	48,748.73	49,967.27	51,216.44	52,497.07	53,809.41	55,154.67	56,533.40	57,946.67
53	Hourly	23.437	24.023	24.624	25.239	25.870	26.517	27.180	27.859	28.556
	40 Hr Monthly	4,062.39	4,163.94	4,268.04	4,374.76	4,484.12	4,596.22	4,711.12	4,828.89	4,949.62
	Annual	48,748.73	49,967.27	51,216.44	52,497.07	53,809.41	55,154.67	56,533.40	57,946.67	59,395.41
54	Hourly	24.023	24.624	25.239	25.870	26.517	27.180	27.859	28.556	29.268
	40 Hr Monthly	4,163.94	4,268.04	4,374.76	4,484.12	4,596.22	4,711.12	4,828.89	4,949.62	5,073.36
	Annual	49,967.27	51,216.44	52,497.07	53,809.41	55,154.67	56,533.40	57,946.67	59,395.41	60,880.31
55	Hourly	24.624	25.239	25.870	26.517	27.180	27.859	28.556	29.268	30.001
	40 Hr Monthly	4,268.04	4,374.76	4,484.12	4,596.22	4,711.12	4,828.89	4,949.62	5,073.36	5,200.18
	Annual	51,216.44	52,497.07	53,809.41	55,154.67	56,533.40	57,946.67	59,395.41	60,880.31	62,402.17

*Ranges 1-25 are excluded due to WA State Minimum Wage Law

2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

7-1-19+1.00%

I-1-20 Teamster, FLSA Exempt, 1619MP, 1619LC

Range	Period	1	2	3	4	5	6	7	8	9
56	Hourly	25.239	25.870	26.517	27.180	27.859	28.556	29.268	30.001	30.751
	40 Hr Monthly	4,374.76	4,484.12	4,596.22	4,711.12	4,828.89	4,949.62	5,073.36	5,200.18	5,330.19
	Annual	52,497.07	53,809.41	55,154.67	56,533.40	57,946.67	59,395.41	60,880.31	62,402.17	63,962.33
57	Hourly	25.870	26.517	27.180	27.859	28.556	29.268	30.001	30.751	31.521
	40 Hr Monthly	4,484.12	4,596.22	4,711.12	4,828.89	4,949.62	5,073.36	5,200.18	5,330.19	5,463.46
	Annual	53,809.41	55,154.67	56,533.40	57,946.67	59,395.41	60,880.31	62,402.17	63,962.33	65,561.46
58	Hourly	26.517	27.180	27.859	28.556	29.268	30.001	30.751	31.521	32.308
	40 Hr Monthly	4,596.22	4,711.12	4,828.89	4,949.62	5,073.36	5,200.18	5,330.19	5,463.46	5,600.03
	Annual	55,154.67	56,533.40	57,946.67	59,395.41	60,880.31	62,402.17	63,962.33	65,561.46	67,200.37
59	Hourly	27.180	27.859	28.556	29.268	30.001	30.751	31.521	32.308	33.116
	40 Hr Monthly	4,711.12	4,828.89	4,949.62	5,073.36	5,200.18	5,330.19	5,463.46	5,600.03	5,740.05
	Annual	56,533.40	57,946.67	59,395.41	60,880.31	62,402.17	63,962.33	65,561.46	67,200.37	68,880.54
60	Hourly	27.859	28.556	29.268	30.001	30.751	31.521	32.308	33.116	33.944
	40 Hr Monthly	4,828.89	4,949.62	5,073.36	5,200.18	5,330.19	5,463.46	5,600.03	5,740.05	5,883.54
	Annual	57,946.67	59,395.41	60,880.31	62,402.17	63,962.33	65,561.46	67,200.37	68,880.54	70,602.51
61	Hourly	28.556	29.268	30.001	30.751	31.521	32.308	33.116	33.944	34.792
	40 Hr Monthly	4,949.62	5,073.36	5,200.18	5,330.19	5,463.46	5,600.03	5,740.05	5,883.54	6,030.63
	Annual	59,395.41	60,880.31	62,402.17	63,962.33	65,561.46	67,200.37	68,880.54	70,602.51	72,367.62
62	Hourly	29.268	30.001	30.751	31.521	32.308	33.116	33.944	34.792	35.662
	40 Hr Monthly	5,073.36	5,200.18	5,330.19	5,463.46	5,600.03	5,740.05	5,883.54	6,030.63	6,181.41
	Annual	60,880.31	62,402.17	63,962.33	65,561.46	67,200.37	68,880.54	70,602.51	72,367.62	74,176.94
63	Hourly	30.001	30.751	31.521	32.308	33.116	33.944	34.792	35.662	36.554
	40 Hr Monthly	5,200.18	5,330.19	5,463.46	5,600.03	5,740.05	5,883.54	6,030.63	6,181.41	6,335.94
	Annual	62,402.17	63,962.33	65,561.46	67,200.37	68,880.54	70,602.51	72,367.62	74,176.94	76,031.28
64	Hourly	30.751	31.521	32.308	33.116	33.944	34.792	35.662	36.554	37.467
	40 Hr Monthly	5,330.19	5,463.46	5,600.03	5,740.05	5,883.54	6,030.63	6,181.41	6,335.94	6,494.34
	Annual	63,962.33	65,561.46	67,200.37	68,880.54	70,602.51	72,367.62	74,176.94	76,031.28	77,932.12
65	Hourly	31.521	32.308	33.116	33.944	34.792	35.662	36.554	37.467	38.404
	40 Hr Monthly	5,463.46	5,600.03	5,740.05	5,883.54	6,030.63	6,181.41	6,335.94	6,494.34	6,656.70
	Annual	65,561.46	67,200.37	68,880.54	70,602.51	72,367.62	74,176.94	76,031.28	77,932.12	79,880.41
66	Hourly	32.308	33.116	33.944	34.792	35.662	36.554	37.467	38.404	39.365
	40 Hr Monthly	5,600.03	5,740.05	5,883.54	6,030.63	6,181.41	6,335.94	6,494.34	6,656.70	6,823.11
	Annual	67,200.37	68,880.54	70,602.51	72,367.62	74,176.94	76,031.28	77,932.12	79,880.41	81,877.34
67	Hourly	33.116	33.944	34.792	35.662	36.554	37.467	38.404	39.365	40.348
	40 Hr Monthly	5,740.05	5,883.54	6,030.63	6,181.41	6,335.94	6,494.34	6,656.70	6,823.11	6,993.69
	Annual	68,880.54	70,602.51	72,367.62	74,176.94	76,031.28	77,932.12	79,880.41	81,877.34	83,924.27
68	Hourly	33.944	34.792	35.662	36.554	37.467	38.404	39.365	40.348	41.357
	40 Hr Monthly	5,883.54	6,030.63	6,181.41	6,335.94	6,494.34	6,656.70	6,823.11	6,993.69	7,168.52
	Annual	70,602.51	72,367.62	74,176.94	76,031.28	77,932.12	79,880.41	81,877.34	83,924.27	86,022.26
69	Hourly	34.792	35.662	36.554	37.467	38.404	39.365	40.348	41.357	42.392
	40 Hr Monthly	6,030.63	6,181.41	6,335.94	6,494.34	6,656.70	6,823.11	6,993.69	7,168.52	7,347.74
	Annual	72,367.62	74,176.94	76,031.28	77,932.12	79,880.41	81,877.34	83,924.27	86,022.26	88,172.94
70	Hourly	35.662	36.554	37.467	38.404	39.365	40.348	41.357	42.392	43.451
	40 Hr Monthly	6,181.41	6,335.94	6,494.34	6,656.70	6,823.11	6,993.69	7,168.52	7,347.74	7,531.44
	Annual	74,176.94	76,031.28	77,932.12	79,880.41	81,877.34	83,924.27	86,022.26	88,172.94	90,377.24

*Ranges 1-25 are excluded due to WA State Minimum Wage Law

2018=\$11.50/hour 2019=\$12.00/hour 2020=\$13.50

*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

I-1-20 Teamster, FLSA Exempt, 1619MP, 1619LC

Range	Period	1	2	3	4	5	6	7	8	9
71	Hourly	36.554	37.467	38.404	39.365	40.348	41.357	42.392	43.451	44.536
	40 Hr Monthly	6,335.94	6,494.34	6,656.70	6,823.11	6,993.69	7,168.52	7,347.74	7,531.44	7,719.71
	Annual	76,031.28	77,932.12	79,880.41	81,877.34	83,924.27	86,022.26	88,172.94	90,377.24	92,636.51
72	Hourly	37.467	38.404	39.365	40.348	41.357	42.392	43.451	44.536	45.651
	40 Hr Monthly	6,494.34	6,656.70	6,823.11	6,993.69	7,168.52	7,347.74	7,531.44	7,719.71	7,912.71
	Annual	77,932.12	79,880.41	81,877.34	83,924.27	86,022.26	88,172.94	90,377.24	92,636.51	94,952.49
73	Hourly	38.404	39.365	40.348	41.357	42.392	43.451	44.536	45.651	46.791
	40 Hr Monthly	6,656.70	6,823.11	6,993.69	7,168.52	7,347.74	7,531.44	7,719.71	7,912.71	8,110.51
	Annual	79,880.41	81,877.34	83,924.27	86,022.26	88,172.94	90,377.24	92,636.51	94,952.49	97,326.12
74	Hourly	39.365	40.348	41.357	42.392	43.451	44.536	45.651	46.791	47.961
	40 Hr Monthly	6,823.11	6,993.69	7,168.52	7,347.74	7,531.44	7,719.71	7,912.71	8,110.51	8,313.27
	Annual	81,877.34	83,924.27	86,022.26	88,172.94	90,377.24	92,636.51	94,952.49	97,326.12	99,759.29
75	Hourly	40.348	41.357	42.392	43.451	44.536	45.651	46.791	47.961	49.160
	40 Hr Monthly	6,993.69	7,168.52	7,347.74	7,531.44	7,719.71	7,912.71	8,110.51	8,313.27	8,521.11
	Annual	83,924.27	86,022.26	88,172.94	90,377.24	92,636.51	94,952.49	97,326.12	99,759.29	102,253.34
76	Hourly	41.357	42.392	43.451	44.536	45.651	46.791	47.961	49.160	50.389
	40 Hr Monthly	7,168.52	7,347.74	7,531.44	7,719.71	7,912.71	8,110.51	8,313.27	8,521.11	8,734.15
	Annual	86,022.26	88,172.94	90,377.24	92,636.51	94,952.49	97,326.12	99,759.29	102,253.34	104,809.75
77	Hourly	42.392	43.451	44.536	45.651	46.791	47.961	49.160	50.389	51.649
	40 Hr Monthly	7,347.74	7,531.44	7,719.71	7,912.71	8,110.51	8,313.27	8,521.11	8,734.15	8,952.50
	Annual	88,172.94	90,377.24	92,636.51	94,952.49	97,326.12	99,759.29	102,253.34	104,809.75	107,429.99
78	Hourly	43.451	44.536	45.651	46.791	47.961	49.160	50.389	51.649	52.939
	40 Hr Monthly	7,531.44	7,719.71	7,912.71	8,110.51	8,313.27	8,521.11	8,734.15	8,952.50	9,176.31
	Annual	90,377.24	92,636.51	94,952.49	97,326.12	99,759.29	102,253.34	104,809.75	107,429.99	110,115.68
79	Hourly	44.536	45.651	46.791	47.961	49.160	50.389	51.649	52.939	54.264
	40 Hr Monthly	7,719.71	7,912.71	8,110.51	8,313.27	8,521.11	8,734.15	8,952.50	9,176.31	9,405.73
	Annual	92,636.51	94,952.49	97,326.12	99,759.29	102,253.34	104,809.75	107,429.99	110,115.68	112,868.71
80	Hourly	45.651	46.791	47.961	49.160	50.389	51.649	52.939	54.264	55.620
	40 Hr Monthly	7,912.71	8,110.51	8,313.27	8,521.11	8,734.15	8,952.50	9,176.31	9,405.73	9,640.86
	Annual	94,952.49	97,326.12	99,759.29	102,253.34	104,809.75	107,429.99	110,115.68	112,868.71	115,690.27
81	Hourly	46.791	47.961	49.160	50.389	51.649	52.939	54.264	55.620	57.013
	40 Hr Monthly	8,110.51	8,313.27	8,521.11	8,734.15	8,952.50	9,176.31	9,405.73	9,640.86	9,881.89
	Annual	97,326.12	99,759.29	102,253.34	104,809.75	107,429.99	110,115.68	112,868.71	115,690.27	118,582.66
82	Hourly	47.961	49.160	50.389	51.649	52.939	54.264	55.620	57.013	58.437
	40 Hr Monthly	8,313.27	8,521.11	8,734.15	8,952.50	9,176.31	9,405.73	9,640.86	9,881.89	10,128.95
	Annual	99,759.29	102,253.34	104,809.75	107,429.99	110,115.68	112,868.71	115,690.27	118,582.66	121,547.35
83	Hourly	49.160	50.389	51.649	52.939	54.264	55.620	57.013	58.437	59.897
	40 Hr Monthly	8,521.11	8,734.15	8,952.50	9,176.31	9,405.73	9,640.86	9,881.89	10,128.95	10,382.17
	Annual	102,253.34	104,809.75	107,429.99	110,115.68	112,868.71	115,690.27	118,582.66	121,547.35	124,586.09
84	Hourly	50.389	51.649	52.939	54.264	55.620	57.013	58.437	59.897	61.395
	40 Hr Monthly	8,734.15	8,952.50	9,176.31	9,405.73	9,640.86	9,881.89	10,128.95	10,382.17	10,641.72
	Annual	104,809.75	107,429.99	110,115.68	112,868.71	115,690.27	118,582.66	121,547.35	124,586.09	127,700.63
85	Hourly	51.649	52.939	54.264	55.620	57.013	58.437	59.897	61.395	62.930
	40 Hr Monthly	8,952.50	9,176.31	9,405.73	9,640.86	9,881.89	10,128.95	10,382.17	10,641.72	10,907.77
	Annual	107,429.99	110,115.68	112,868.71	115,690.27	118,582.66	121,547.35	124,586.09	127,700.63	130,893.25

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*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

Range	Period	1	2	3	4	5	6	7	8	9
86	Hourly	52.939	54.264	55.620	57.013	58.437	59.897	61.395	62.930	64.502
	40 Hr Monthly	9,176.31	9,405.73	9,640.86	9,881.89	10,128.95	10,382.17	10,641.72	10,907.77	11,180.46
	Annual	110,115.68	112,868.71	115,690.27	118,582.66	121,547.35	124,586.09	127,700.63	130,893.25	134,165.56
87	Hourly	54.264	55.620	57.013	58.437	59.897	61.395	62.930	64.502	66.115
	40 Hr Monthly	9,405.73	9,640.86	9,881.89	10,128.95	10,382.17	10,641.72	10,907.77	11,180.46	11,459.98
	Annual	112,868.71	115,690.27	118,582.66	121,547.35	124,586.09	127,700.63	130,893.25	134,165.56	137,519.72
88	Hourly	55.620	57.013	58.437	59.897	61.395	62.930	64.502	66.115	67.768
	40 Hr Monthly	9,640.86	9,881.89	10,128.95	10,382.17	10,641.72	10,907.77	11,180.46	11,459.98	11,746.48
	Annual	115,690.27	118,582.66	121,547.35	124,586.09	127,700.63	130,893.25	134,165.56	137,519.72	140,957.74
89	Hourly	57.013	58.437	59.897	61.395	62.930	64.502	66.115	67.768	69.462
	40 Hr Monthly	9,881.89	10,128.95	10,382.17	10,641.72	10,907.77	11,180.46	11,459.98	11,746.48	12,040.14
	Annual	118,582.66	121,547.35	124,586.09	127,700.63	130,893.25	134,165.56	137,519.72	140,957.74	144,481.64
90	Hourly	58.437	59.897	61.395	62.930	64.502	66.115	67.768	69.462	71.199
	40 Hr Monthly	10,128.95	10,382.17	10,641.72	10,907.77	11,180.46	11,459.98	11,746.48	12,040.14	12,341.13
	Annual	121,547.35	124,586.09	127,700.63	130,893.25	134,165.56	137,519.72	140,957.74	144,481.64	148,093.56
91	Hourly	59.897	61.395	62.930	64.502	66.115	67.768	69.462	71.199	72.978
	40 Hr Monthly	10,382.17	10,641.72	10,907.77	11,180.46	11,459.98	11,746.48	12,040.14	12,341.13	12,649.66
	Annual	124,586.09	127,700.63	130,893.25	134,165.56	137,519.72	140,957.74	144,481.64	148,093.56	151,795.93
92	Hourly	61.395	62.930	64.502	66.115	67.768	69.462	71.199	72.978	74.804
	40 Hr Monthly	10,641.72	10,907.77	11,180.46	11,459.98	11,746.48	12,040.14	12,341.13	12,649.66	12,965.91
	Annual	127,700.63	130,893.25	134,165.56	137,519.72	140,957.74	144,481.64	148,093.56	151,795.93	155,590.89
93	Hourly	62.930	64.502	66.115	67.768	69.462	71.199	72.978	74.804	76.673
	40 Hr Monthly	10,907.77	11,180.46	11,459.98	11,746.48	12,040.14	12,341.13	12,649.66	12,965.91	13,290.05
	Annual	130,893.25	134,165.56	137,519.72	140,957.74	144,481.64	148,093.56	151,795.93	155,590.89	159,480.61
94	Hourly	64.502	66.115	67.768	69.462	71.199	72.978	74.804	76.673	78.590
	40 Hr Monthly	11,180.46	11,459.98	11,746.48	12,040.14	12,341.13	12,649.66	12,965.91	13,290.05	13,622.30
	Annual	134,165.56	137,519.72	140,957.74	144,481.64	148,093.56	151,795.93	155,590.89	159,480.61	163,467.62
95	Hourly	66.115	67.768	69.462	71.199	72.978	74.804	76.673	78.590	80.556
	40 Hr Monthly	11,459.98	11,746.48	12,040.14	12,341.13	12,649.66	12,965.91	13,290.05	13,622.30	13,962.86
	Annual	137,519.72	140,957.74	144,481.64	148,093.56	151,795.93	155,590.89	159,480.61	163,467.62	167,554.35
96	Hourly	67.768	69.462	71.199	72.978	74.804	76.673	78.590	80.556	82.569
	40 Hr Monthly	11,746.48	12,040.14	12,341.13	12,649.66	12,965.91	13,290.05	13,622.30	13,962.86	14,311.95
	Annual	140,957.74	144,481.64	148,093.56	151,795.93	155,590.89	159,480.61	163,467.62	167,554.35	171,743.35
97	Hourly	69.462	71.199	72.978	74.804	76.673	78.590	80.556	82.569	84.633
	40 Hr Monthly	12,040.14	12,341.13	12,649.66	12,965.91	13,290.05	13,622.30	13,962.86	14,311.95	14,669.73
	Annual	144,481.64	148,093.56	151,795.93	155,590.89	159,480.61	163,467.62	167,554.35	171,743.35	176,036.78
98	Hourly	71.199	72.978	74.804	76.673	78.590	80.556	82.569	84.633	86.749
	40 Hr Monthly	12,341.13	12,649.66	12,965.91	13,290.05	13,622.30	13,962.86	14,311.95	14,669.73	15,036.49
	Annual	148,093.56	151,795.93	155,590.89	159,480.61	163,467.62	167,554.35	171,743.35	176,036.78	180,437.85
99	Hourly	72.978	74.804	76.673	78.590	80.556	82.569	84.633	86.749	88.917
	40 Hr Monthly	12,649.66	12,965.91	13,290.05	13,622.30	13,962.86	14,311.95	14,669.73	15,036.49	15,412.40
	Annual	151,795.93	155,590.89	159,480.61	163,467.62	167,554.35	171,743.35	176,036.78	180,437.85	184,948.86
100	Hourly	74.804	76.673	78.590	80.556	82.569	84.633	86.749	88.917	91.140
	40 Hr Monthly	12,965.91	13,290.05	13,622.30	13,962.86	14,311.95	14,669.73	15,036.49	15,412.40	15,797.71
	Annual	155,590.89	159,480.61	163,467.62	167,554.35	171,743.35	176,036.78	180,437.85	184,948.86	189,572.48

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