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Agreement

By and Between

Clallam County

and

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

For the Period

July 1, 2018 – June 30, 2020

MANAGERIAL AND PROFESSIONAL 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 Washington State Council of County and City Employees, Local 1619-MP, hereinafter referred to as the "Union." The purpose of this Agreement is to establish salaries and benefits, hours of work, and other terms and conditions of employment and a context in which employment issues may be discussed in a bargaining and collaborative atmosphere by the parties.

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 Bargaining Unit Description.

The County recognizes the Union as the sole and exclusive bargaining representative for all employees listed in *Appendix A* of this Agreement who are employed as regular, full time, salaried executive, and administrative and/or professional FLSA exempt employees. Positions designated with an asterisk in *Appendix A* may be declared exempt under Chapter 10 of the Clallam County Charter within January of each year. Charter exempt positions will be governed by terms and conditions set forth in County policy and Ordinance 60 of 2002, and not by this labor agreement.

2.2 Unit Composition Questions.

Any question or dispute as to which employees are represented by the Union, or covered by this Agreement, shall be treated as an appeal and disposed of according to the appeal procedure provided within this Agreement or referred to the Public Employment Relations Commission.

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 handicap or 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. The County may condition light duty for a disabled employee on demonstrated ability to recover and become able to perform 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 appeal procedure, but not to appeal 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 Human Resource 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 transmit them to the designated representative of the Union.

4.2 Fair Share and Religious Objections.

It shall be a condition of employment that all employees in classifications identified listed in *Appendix A* and 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 unit; 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 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 are to be paid, the Washington State Public Employment 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.

Any employee failing to comply with *Article 4* will be terminated upon two weeks' notice to the County and the employee by the Union. This section shall supersede 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.

ARTICLE 5 - UNION REPRESENTATION ACTIVITY

5.1 Conducting Union Business.

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

5.2 Adjusting Appeals.

Upon prior notification to an appropriate Department Head or Elected Official by the Union, the County shall afford a recognized Union representative an opportunity to adjust appeals and attend interviews covered under this Agreement in *Article 8*. The presentation of appeals by a Union officer will be conducted without loss of pay if scheduled during working hours.

5.3 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, photocopiers, telephones, or on duty time.

5.4 Attendance at Negotiations.

If negotiations sessions are held during regularly scheduled work hours of designated members of the bargaining team, not more than three (3) Union members may attend negotiation meetings without loss of pay while on duty. Attendance shall be subject to call to duty.

5.5 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 Union officers so identified.

5.6 Copies of Labor Agreement.

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

5.7 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.

5.8 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.

ARTICLE 6 - MANAGEMENT RIGHTS

Subject to the terms of this Agreement, it is understood and agreed that the County possesses the sole right to operate its organization, whether heretofore or hereafter exercised and regardless of the frequency or infrequency of its exercise.

The parties recognize the County's right to properly determine that employees are employed in FLSA exempt positions and shall be paid on a "salary basis." The parties recognize that professional and management employees routinely must exercise independent judgment in matters of significance within such constraints, policies and direction as the County may determine.

Without limitation, but by way of illustration, the exclusive prerogatives, functions and rights of the County shall include the following:

1. To determine the services to be rendered to the citizens of the County.
2. To direct and supervise all operations, functions and policies of the County, and to determine the requirements of facilities and operations in which the employees in the bargaining unit are employed, and such other operations, functions and policies in the remainder of the County as may affect employees in the bargaining unit.
3. To manage and direct the work force, including, but not limited to, the right to determine the place to report for work; to evaluate performance; to determine methods, processes and manner of performing work; the right to hire, promote, train and retain employees and transfer them within the same pay range or demote to a lesser pay range should they not be qualified for retention in the present pay range, or should their work habits or productivity not justify retention in the present pay range; the right to lay off; the right to abolish positions or reorganize the departments; the right to determine schedules of work and regular hours of work when the office is open and employees are expected to be present; the right to purchase, dispose of and assign equipment or supplies; and the right to discipline an employee for sufficient cause in accordance with the Administrative Personnel Policies as determined by the County in the judgment and discretion of the Board of Commissioners, elected officials and department heads.
4. To determine the need for a reduction or an increase in the work force and to implement any decision with regard thereto.

5. To establish, revise and implement standards for hiring, classification, promotion, quality of work, safety, materials, equipment and appearance.
6. To implement new, and revise and discard, wholly or in part, old methods, procedures, materials, equipment, facilities and standards.
7. To contract or subcontract work as may be determined by the County without further bargaining, where the work to be transferred from or to the bargaining unit is performed by a County employee or official whether or not a bargaining unit member. Provided, however, that the County will bargain on demand concerning the impacts of a subcontracting decision which results in the loss of a job by an existing bargaining unit member.
8. To assign regular hours of work and work locations, and to flex such regular hours to meet public service needs.
9. To designate and assign work duties and modify them periodically.
10. To introduce new duties within the unit.
11. To determine the need for and the qualifications of new employees and promotions.
12. To maintain and revise periodically the Clallam County Administrative Personnel Policies without bargaining over any change except as provided for expressly in Article 15.

The County and the Union agree that the above statement of management rights is for illustrative purposes and is not to be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the Employer. Furthermore, the above statement of management rights is not intended to usurp or supersede any article of this contract.

Except as restricted by Articles 10.1, 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 and revise periodically. This Article does not preclude the Union from seeking review of the exercise of these rights in a particular case in discussion with the Director of Human Resources.

ARTICLE 7 – HOURS AND ACCOUNTABILITY PROCEDURES

7.1 Program and Service Accountability.

FLSA salaried exempt employees are responsible to perform their work functions without regard to a set number of hours in a workday or workweek. Work schedules are based on the responsibilities of each salaried employee and the demands of the position which may fluctuate based on staffing, project demands, supervisory demands and work flow, and County/program priorities. Therefore, a salaried employees work schedule is necessarily flexible taking into account, for example, meetings, field work, peaks and lows in work volume and responsibility,

and other duty requirements dictating work or permitting absences outside established office or courthouse hours including evenings, weekends and holidays as well as partial days off as opportunities permit.

7.2 Flex Time for Salaried Exempt.

Employees in the bargaining unit are FLSA salaried and exempt. Employees may flex time off with department head approval. Flex time procedures are in addition to the discretion of salaried employees with regard to work responsibilities and hours of work flexibility consistent with salary basis employment and recordkeeping requirements.

7.3 Job Performance and Misconduct.

As professional and management employees, the expectations and standards for job performance, loyalty and dedication to the County, and for discipline are qualitatively and quantitatively different than those for subordinate, rank and file county workers. Members of the bargaining unit serve in leadership positions of considerable responsibility and act with indirect supervision and authority on behalf of the County. By virtue of these factors, traditional concepts of discipline and good cause are less applicable than fairness and forewarning of expectations and consequences. In instances where performance issues arise, the County will express expectations and consequences which the County may tailor to insure effective public service when employees fail to meet expectations, in an appropriate fashion to provide direction and forewarning about performance issues. Where misconduct is involved, discipline will be imposed in accordance with the relative rights, duties and procedures described in the Administrative Personnel Policies.

7.4 Pre-disciplinary Meetings.

In any pre-disciplinary meeting between the employee and the employer about matters which may result in discipline of suspension, demotion and/or termination, the employee shall have the right to the presence of a Union representative; provided, however, that any Union representative selected must be capable of responding and attending within a reasonable period of time.

ARTICLE 8 - APPEALS

8.1 Policy.

It is the policy of the County to encourage open and frank communications between its employees, supervisors and managers regarding employment concerns, and to seek resolution of such concerns on a direct, person-to-person basis, without the need for involving other employees or outsiders. By approaching employment problems and concerns in a positive way rather than as adversaries, such matters should normally be readily resolved between the employee and the employee's supervisor. However, in the event an employee believes the County has violated a term of this Agreement and, after reviewing the matter with the employee's supervisor, is unable to informally resolve that issue, the following formalized procedure shall be available to the employee to allow an appeal to be progressively considered as fairly and rapidly as possible.

8.2 Appeal Procedure.

An appeal is a dispute regarding the application, meaning or interpretation of a particular clause of the Agreement or regarding an alleged violation of this Agreement.

At each step of the procedure set forth below, the appeal shall set forth, in writing, the nature of the appeal and the circumstances out of which it arose, the date of the occurrence of the alleged violation, the section or sections of the Agreement relied upon and/or claimed to have been violated and the remedy or correction sought.

Step 1: After having reviewed the matter verbally with the employee's Department Head, if the employee believes a formal appeal is necessary, then the employee shall file a written statement of the appeal with the employee's Department Head within twenty-one (21) calendar days from the occurrence or from when the employee reasonably should have had knowledge thereof. The Department Head shall respond to the appeal no later than five (5) work days after the appeal is received.

Step 2: If the appeal remains unresolved the appeal shall within seven (7) work days be submitted in writing to the Board of County Commissioners for consideration as an appeal of disciplinary action. Proceedings before the Board shall be conducted in accordance with the Administrative Personnel Policies. If the appeal concerns a non-disciplinary matter it shall be directed to the Director of Human Resources for decision.

Step 3: Arbitration. If the appeal remains unresolved ten (10) working days after the Board of County Commissioners issues its decision of a disciplinary appeal or of the Director of Human Resources in non-disciplinary appeals, the Union may submit the matter to an arbitrator within ten (10) calendar days thereafter in the following manner:

- A. A list of thirteen (13) Washington and Oregon arbitrators referred by the Public Employment Relations Commission shall be requested, and the parties shall alternately strike from the list until only one is left. The moving party shall strike the first name. The selection process shall be completed within five (5) calendar days from receipt of the list if possible.
- B. The arbitrator shall render a decision no later than thirty (30) calendar days after the conclusion of the final hearing. The decision of the arbitrator shall be final and binding on all parties. The arbitrator shall have no right to amend, modify, nullify, ignore or add to the provisions of the Agreement or the Clallam County Administrative Personnel Policies. The arbitrator shall be limited to consideration of whether the decision by the Board of County Commissioners or the Director of Human Resources was arbitrary and capricious, or incorrect under the terms of the Collective Bargaining Agreement or the County's Administrative Personnel Policies. An "arbitrary" or "capricious" action means willful and unreasoning action, without consideration of facts or circumstances. Where there is

room for two opinions, action is not arbitrary or capricious when exercised honestly and upon due consideration, even though it may be believed that an erroneous conclusion has been reached. An “incorrect decision” is one not supported by evidence in the record.

- C. The cost of the arbitrator shall be borne by the losing party. Each party shall be responsible for costs of presenting its own case to arbitration. Days as used in this Article shall mean Monday through Friday, normal business days. Any or all time limits specified in the appeal procedure may be waived by mutual consent of the parties. An appeal may be terminated at any time upon receipt of a signed statement from the Union that the matter has been resolved. An appeal will be considered to have been presented or forwarded within the time limits so long as the mailing of such action was within the time limits specified.

8.3 Time Limits.

If the County does not respond to an appeal within the specified time limit for the step, the appeal shall be deemed denied and may be appealed to the next step consistent with the applicable time limit. If an appeal is not presented or appealed to the next step within the specified time limit, it shall be considered waived. The time limit at any step may be extended by mutual agreement of the County and the employee or the Union.

8.4 Alternate Mediation.

By mutual agreement in writing and within seven (7) work days of receipt of the response at Step 2, the parties may attempt to resolve the appeal through the use of a mutually acceptable mediator. Such mutual agreement shall suspend the time lines until such time as mediation can be completed. At any time during this process, either party may, by written notification, terminate the mediation process. If mediation is terminated, the appealing party has seven (7) work days to submit the appeal to the Board of County Commissioners according to Step 3 of the appeal procedure.

8.5 Construction and Binding Effect.

“Department Head” shall be construed to include elected officials who, under the Clallam County Charter, are subject to the County’s Administrative Personnel Policies and the related County Ordinance.

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, participate, or join in any strike, work stoppage, or slowdown, picketing, or any other restriction of work at any location. The County may deem prohibited conduct described in this paragraph as a voluntary quit, and

separate the employee from employment by personnel action and without due process, subject only to an appeal under Clallam County's Administrative Personnel Policies. 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.

9.2 Lockout.

The employer agrees not to lockout any individual during the term of this Agreement for any reason except for purposes of discipline, which shall then be subject to *Article 8, Appeals*.

ARTICLE 10 - BENEFITS

10.1 Benefits.

Employees shall be afforded the non-salary benefit package as established and revised periodically by Clallam County as the standard benefit package for all of its non-represented employees, related to holidays, vacation, sick leave, medical leave, retirement, medical and health insurance, and other insurance and wellness plans. However, if a benefit described in this Article 10.1 is reduced below the level in effect on the date this Agreement is ratified, the County will bargain concerning the change as required by law.

10.2 Earned Leaves.

Vacation, sick leave and other leaves of absence provided for by law and County policy shall be granted in accordance therewith. Employees may carry over up to sixty (60) days of vacation from year to year; however, in no event may an employee receive more than fifty (50) vacation days in pay in the event the County is obligated to pay in cash for any portion of the earned leave balance.

10.3 Health and Welfare Coverage.

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. Hours worked in one month qualify an employee for insurance in the following month under the Teamster plan. 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 has elected:

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.

Both parties reserve the right to reopen this Article 10.3 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 or in a timely manner. Bargaining will occur between the County and AFSCME M&P. The parties shall exchange proposals and data in advance and shall not be required to meet for more than one 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.

10.4 Retirement.

The County shall provide the employees whatever employee retirement benefits are required to be made by statute. The disposition of any future reductions in the employer's contribution to the PERS Retirement System will be subject to negotiations prior to the effective date of said reduction.

10.5 Education Program.

Upon satisfactory completion of a job-related educational course when the employee who desires to take the course has prior written approval from the Department Head or Elected Official, the County shall reimburse for tuition fees for the program, subject to the availability of budgeted funds. The County may agree to compensate reasonable expenses incurred, including but not necessarily limited to textbooks required for such courses.

The County shall pay for a professional certification or license that is required by law, regulation, or a new job requirement, which license or certification is identified in the employee's current job classification.

10.6 Holidays.

Employees shall receive the fixed and floating holidays provided for in the County's Administrative Personnel Policies.

ARTICLE 11 - COMPENSATION

11.1 Wages.

As of January 1, 2014, employees shall be paid at the appropriate range and step of the Salary Plan attached as Appendix B, which represents the wage established for FLSA salaried and exempt County employees not represented through collective bargaining for 2014. The

Appendix B schedule has been computed as 95% of the 2013 forty (40) hour salary schedule after restoration of concessions, which then was increased by one percent (1%). The 2018 wage scale shall be adjusted progressively as follows to reflect yearly COLA's:

- A. January 1, 2019, one percent (1%)
- B. July 1, 2019, one percent (1%)
- C. January 1, 2020, one percent (1%)

The base salary provided for in this Article shall not be reduced during the term of this Agreement, provided however that if grant funding is reduced, the salary of bargaining unit employees whose position(s) are funded by the grant may be reduced as a partial layoff as necessary to maintain the grant funded program within revenues provided by the grantor. The hours of an employee so affected shall be reduced accordingly.¹

11.2 Step Placement.

The County shall implement the following step administration plan for those positions and salaries enumerated in the schedule attached. Department heads and elected officials may hold employees accountable for meeting written performance expectations set forth in job descriptions, evaluation and goal setting process and planning meetings or documents, and other clearly communicated written statements of expectation.

1. Step increases shall be based solely upon performance and shall not be granted unless supported by satisfactory employee evaluations. Evaluations of employees shall be conducted at least annually and shall be used as a factor in justifying annual step increases.
2. An employee shall be eligible for a step increase to be effective on the first day of the month following the twelve (12) month anniversary except when the anniversary falls on the first day of the month in which case the step increase shall be effective on that day.

11.3 Section 401(a) Plan Match.

The County shall match into a 401(a) plan elected by the employee an amount up to two percent (2%) of base salary provided the employee contributes a like amount into an IRC 457 or participates in the 401(a) match and save plan.

¹ If a partial layoff occurs, the reduction in hours shall not alter the employment status of the affected employee(s) who shall for purposes of recognition and scope of this bargaining unit be treated as regular full time employees. The absence of other references to part time employees in this collective bargaining agreement relates to the inherently full time essential job functions and is not the result of an AFSCME waiver of bargaining or PERC determination as to an actual part time classification were it to exist and be appropriate for inclusion in the bargaining unit.

11.4 Out of Class Assignments.

The County will follow the County's Administrative Personnel Policies with respect to terms and conditions of employment not addressed in this Agreement.

11.5 Payroll Recordkeeping.

Employees will make entries and report activity using the County intra-net Employee Time Sheet (Activity Log) or other department specific system of records in accordance with County established policies. (Refer to County Administrative Manual section 220.50.1). [As an illustration, REGULAR means hours actually worked; VACATION, SICK, HOLIDAY, FLOATING HOLIDAY, and FLEX means hours not worked and taken as the noted form of paid time off; whenever a number of hours fewer than eight (8) is reflected as REGULAR, there shall be no reduction in pay nor reduction in the employee's earned leave balance for any day on which any regular hours are worked or for those days where hours are flexed off with department head approval as described in Article 7.2 of this Agreement.]

ARTICLE 12 - LAYOFF/RECALL AND SEVERANCE

Written notice of a pending layoff shall be given to any regular full time or part time bargaining unit employee at least thirty (30) calendar days in advance of the effective date. Probationary employees may be laid off without prior notice.

In the event the County lays off a bargaining unit employee in accordance with the Administrative Personnel Policies such employee laid off shall be provided notice as required by this Article, and shall be afforded the option to elect either (1) recall rights to the former position for twenty-four (24) months, or in the alternative, (2) a severance payment as a reimbursement of healthcare premiums paid by the laid off employee under COBRA or otherwise in an amount equal to the full cost of the medical plan only for six (6) months (that is, no payment shall be made for dental, vision, or any other insurance premium by the County) which shall be paid as a documented reimbursement (and therefore not subject to income taxes and withholdings) or paid up-front as part of the final pay check in lump sum which shall be subject to appropriate withholdings, and in addition to any compensation associated with the thirty (30) day layoff notice period and medical payments provided for in this Article, the laid off employee shall receive three (3) months base salary in a lump sum payment.

ARTICLE 13 - FUTURE NEGOTIATIONS

Negotiations on proposed amendments to this Agreement may be initiated at any time concerning such subjects as are mutually agreed by the County and the Union.

ARTICLE 14 - COUNTY'S POLICIES AND PROCEDURES

14.1 Application of County Policies Regarding Employment Issues.

The parties shall apply the County's Administrative Personnel Policies to resolve any matter not covered by this Agreement. Any change in these policies and procedures will be provided to the bargaining representative, in writing, prior to implementation.

14.2 Reclassifications.

The parties recognize that Washington law requires bargaining concerning wages where material and substantial changes are made which increase the duties and responsibilities of a position and alter the character of the job, and agree to cooperate and coordinate the bargaining and reclassification process as appropriate.

14.3 Bargaining Over Changes in County Administrative Personnel Policies.

In the event the County proposes a change in the Administrative Personnel Policies which changes a mandatory subject of bargaining, the County shall notify the bargaining unit and provide notice of the proposed change. If the Union demands to bargain over a change which constitutes a mandatory subject of bargaining within fifteen (15) days of notice from the County, the parties shall bargain, which duty to bargain shall not extend beyond impasse.

ARTICLE 15 - 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 the County shall meet and expeditiously proceed to negotiate a replacement provision.

ARTICLE 16 - ENTIRE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement constitutes the sole and entire Agreement between the parties. Except as specifically modified by or treated in this Agreement, all policies, matters, questions and terms affecting unit employees in their employment relationship with the County shall be governed by Article 6 (Management Rights). The County and the Union for the life of this Agreement each unqualifiedly waives the right, and agrees that the other shall not be obliged to bargain collectively with respect to any subject or matter that may not have been within the knowledge or contemplation of either party or both parties at the time that they negotiated and signed this Agreement, except as otherwise specified in this Agreement.

29
6/19

Date Signed
by Union: April 19, 2018

Date signed
by County: 6/19/19

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

CLALLAM COUNTY
BOARD OF COMMISSIONERS

Richard W. James
Richard W. James, Local President

Mark Ozias
Mark Ozias, Chair

Aaron Cole
Aaron Cole, AFSCME Representative

Bill Peach
Bill Peach

Randy Johnson
Randy Johnson

APPROVED AS TO FORM:

ATTEST:

Matt Lynch
Matt Lynch, Employment Counsel

Loni Gores
Loni Gores
Clerk of the Board

APPENDIX A - BARGAINING UNIT POSITIONS

FLSA EXEMPT UPDATE

<u>CLASSIFICATION</u>	<u>RANGE</u>
Accountant	60
Administrative Coordinator	60
Administrative Operations Manager	60
Administrative Specialist 4	58
Assistant County Engineer	70
Behavioral Health Manager	68
Building Official/Fire Marshall	66
Elections Supervisor	53
Environmental Health Director	66
Equipment Rental & Revolving Division Manager	68
Facilities Maintenance Supervisor	60
Fair Manager	56
Food Service/Laundry Supervisor	50
Health & Human Services Planner	64
Hydrogeologist	65
Juvenile Corrections Manager	68
Maintenance Supervisor	64
Noxious Weed Coordinator	60
Nursing Supervisor	63
Parks and Fair Supervisor	60
Park Manager	56
Project Coordinator – Sheriff	62
Principal Planner	63
Senior Accountant	64
Transportation Program Manager	67
WIC Supervisor/Registered Dietician	61

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

I-1-18 Teamster, FLSA Exempt, I619MP

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, I619MP, I619LC

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

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

*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

APPENDIX B

PLACEHOLDER FOR NEW WAGE SCALE 2018-2020

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

*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	17.254	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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*1619LC hired prior to 7/1/2018 will be paid an additional 5% in their respective range/step

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

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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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
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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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
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

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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
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

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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

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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	36.554	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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