

**ORIGINAL**

**Agreement  
By and Between  
Clallam County**

**And**

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

**July 1, 2020 – June 30, 2021**

**Contract Extension Agreement**

**MANAGERIAL AND PROFESSIONAL**

**MEMORANDUM OF UNDERSTANDING**  
**Clallam County/AFSCME 1619-M&P**  
**Contract Extension Agreement**

Clallam County (“the County”) and AFSCME Local 1619-M&P (“the Union”) have, by mutual agreement, modified the collective bargaining agreement now in effect and expiring June 30, 2020, as follows:

**Article 1 – Term of Agreement.** Revise as follows:

This AGREEMENT shall be effective as of July 1, 2020 and shall continue in full force and effect through June 30, 2021.

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, 2020 or the first of the month following ratification and signature by the parties, whichever is later.

**Article 10.2 – Earned Leave,** add a Memorandum of Understanding:

Employees may carry over an additional five (5) days (forty (40) hours) of vacation from calendar year 2020 into calendar year 2021, for a total maximum earned leave carryover of up to sixty-five (65) days (five hundred twenty (520) hours). The additional five (5) days of carryover vacation must be used by June 30, 2021. The fifty (50) day cash out provision of Article 10.2 shall continue to apply. This Memorandum of Understanding will expire June 30, 2021, and any unused vacation carryover will expire on that date.

**Article 10.3 – Health and Welfare Coverage,** revise as follows:

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, 2020, the County shall pay up to one thousand fifty dollars (\$1050.00) 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 January 1, 2021, the County shall pay up to one thousand eighty-five dollars (\$1085.00) towards a new employer cap.

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:

**MEMORANDUM OF UNDERSTANDING**  
**Clallam County/AFSCME 1619-M&P**  
**Contract Extension Agreement**

Teamster Medical Plan Z

Teamster Dental Plan A

Teamster Vision Plan EXT

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.

*No changes to the rest of Article 10.*

**Article 11.1 – Wages**, revise as follows:

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 January 2020 wage scale shall be adjusted progressively as follows to reflect yearly COLA's:

- July 1, 2020, one percent (1%) Cost of Living Adjustment
- January 1, 2021, one percent (1%) Cost of Living Adjustment

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. (footnote remains in contract)

*No changes to the rest of Article 11.*

**MEMORANDUM OF UNDERSTANDING**  
**Clallam County/AFSCME 1619-M&P**  
**Contract Extension Agreement**

Date Signed  
by Union: July 8, 2020

Date signed  
by County: 7-14-20

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

CLALLAM COUNTY  
BOARD OF COMMISSIONERS

Mary Peterson  
Mary Peterson, 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



Range	Period	1	2	3	4	5	6	7	8	9
26	Hourly	12.154	12.457	12.768	13.087	13.415	13.749	14.094	14.446	14.808
	40 Hr Monthly	2,106.50	2,159.15	2,213.14	2,268.47	2,325.18	2,383.31	2,442.89	2,503.97	2,566.57
	Annual	25,277.99	25,909.84	26,557.71	27,221.60	27,902.18	28,599.72	29,314.65	30,047.62	30,798.78
27	Hourly	12.457	12.768	13.087	13.415	13.749	14.094	14.446	14.808	15.178
	40 Hr Monthly	2,159.15	2,213.14	2,268.47	2,325.18	2,383.31	2,442.89	2,503.97	2,566.57	2,630.73
	Annual	25,909.84	26,557.71	27,221.60	27,902.18	28,599.72	29,314.65	30,047.62	30,798.78	31,568.82
28	Hourly	12.768	13.087	13.415	13.749	14.094	14.446	14.808	15.178	15.556
	40 Hr Monthly	2,213.14	2,268.47	2,325.18	2,383.31	2,442.89	2,503.97	2,566.57	2,630.73	2,696.50
	Annual	26,557.71	27,221.60	27,902.18	28,599.72	29,314.65	30,047.62	30,798.78	31,568.82	32,357.99
29	Hourly	13.087	13.415	13.749	14.094	14.446	14.808	15.178	15.556	15.946
	40 Hr Monthly	2,268.47	2,325.18	2,383.31	2,442.89	2,503.97	2,566.57	2,630.73	2,696.50	2,763.90
	Annual	27,221.60	27,902.18	28,599.72	29,314.65	30,047.62	30,798.78	31,568.82	32,357.99	33,166.84
30	Hourly	13.415	13.749	14.094	14.446	14.808	15.178	15.556	15.946	16.345
	40 Hr Monthly	2,325.18	2,383.31	2,442.89	2,503.97	2,566.57	2,630.73	2,696.50	2,763.90	2,833.00
	Annual	27,902.18	28,599.72	29,314.65	30,047.62	30,798.78	31,568.82	32,357.99	33,166.84	33,996.05
31	Hourly	13.749	14.094	14.446	14.808	15.178	15.556	15.946	16.345	16.753
	40 Hr Monthly	2,383.31	2,442.89	2,503.97	2,566.57	2,630.73	2,696.50	2,763.90	2,833.00	2,903.82
	Annual	28,599.72	29,314.65	30,047.62	30,798.78	31,568.82	32,357.99	33,166.84	33,996.05	34,845.89
32	Hourly	14.094	14.446	14.808	15.178	15.556	15.946	16.345	16.753	17.172
	40 Hr Monthly	2,442.89	2,503.97	2,566.57	2,630.73	2,696.50	2,763.90	2,833.00	2,903.82	2,976.42
	Annual	29,314.65	30,047.62	30,798.78	31,568.82	32,357.99	33,166.84	33,996.05	34,845.89	35,717.05
33	Hourly	14.446	14.808	15.178	15.556	15.946	16.345	16.753	17.172	17.600
	40 Hr Monthly	2,503.97	2,566.57	2,630.73	2,696.50	2,763.90	2,833.00	2,903.82	2,976.42	3,050.83
	Annual	30,047.62	30,798.78	31,568.82	32,357.99	33,166.84	33,996.05	34,845.89	35,717.05	36,609.92
34	Hourly	14.808	15.178	15.556	15.946	16.345	16.753	17.172	17.600	18.042
	40 Hr Monthly	2,566.57	2,630.73	2,696.50	2,763.90	2,833.00	2,903.82	2,976.42	3,050.83	3,127.10
	Annual	30,798.78	31,568.82	32,357.99	33,166.84	33,996.05	34,845.89	35,717.05	36,609.92	37,525.19
35	Hourly	15.178	15.556	15.946	16.345	16.753	17.172	17.600	18.042	18.493
	40 Hr Monthly	2,630.73	2,696.50	2,763.90	2,833.00	2,903.82	2,976.42	3,050.83	3,127.10	3,205.26
	Annual	31,568.82	32,357.99	33,166.84	33,996.05	34,845.89	35,717.05	36,609.92	37,525.19	38,463.12
36	Hourly	15.556	15.946	16.345	16.753	17.172	17.600	18.042	18.493	18.954
	40 Hr Monthly	2,696.50	2,763.90	2,833.00	2,903.82	2,976.42	3,050.83	3,127.10	3,205.26	3,285.40
	Annual	32,357.99	33,166.84	33,996.05	34,845.89	35,717.05	36,609.92	37,525.19	38,463.12	39,424.81
37	Hourly	15.946	16.345	16.753	17.172	17.600	18.042	18.493	18.954	19.428
	40 Hr Monthly	2,763.90	2,833.00	2,903.82	2,976.42	3,050.83	3,127.10	3,205.26	3,285.40	3,367.52
	Annual	33,166.84	33,996.05	34,845.89	35,717.05	36,609.92	37,525.19	38,463.12	39,424.81	40,410.26
38	Hourly	16.345	16.753	17.172	17.600	18.042	18.493	18.954	19.428	19.915
	40 Hr Monthly	2,833.00	2,903.82	2,976.42	3,050.83	3,127.10	3,205.26	3,285.40	3,367.52	3,451.72
	Annual	33,996.05	34,845.89	35,717.05	36,609.92	37,525.19	38,463.12	39,424.81	40,410.26	41,420.68
39	Hourly	16.753	17.172	17.600	18.042	18.493	18.954	19.428	19.915	20.412
	40 Hr Monthly	2,903.82	2,976.42	3,050.83	3,127.10	3,205.26	3,285.40	3,367.52	3,451.72	3,538.01
	Annual	34,845.89	35,717.05	36,609.92	37,525.19	38,463.12	39,424.81	40,410.26	41,420.68	42,456.07
40	Hourly	17.172	17.600	18.042	18.493	18.954	19.428	19.915	20.412	20.921
	40 Hr Monthly	2,976.42	3,050.83	3,127.10	3,205.26	3,285.40	3,367.52	3,451.72	3,538.01	3,626.46
	Annual	35,717.05	36,609.92	37,525.19	38,463.12	39,424.81	40,410.26	41,420.68	42,456.07	43,517.53

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

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

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

I-1-20+1.00%

7-1-20 Teamster, FLSA Exempt, 1619MP, 1619LC, DPA

Range	Period	1	2	3	4	5	6	7	8	9
41	Hourly	17.600	18.042	18.493	18.954	19.428	19.915	20.412	20.921	21.445
	40 Hr Monthly	3,050.83	3,127.10	3,205.26	3,285.40	3,367.52	3,451.72	3,538.01	3,626.46	3,717.13
	Annual	36,609.92	37,525.19	38,463.12	39,424.81	40,410.26	41,420.68	42,456.07	43,517.53	44,605.59
42	Hourly	18.042	18.493	18.954	19.428	19.915	20.412	20.921	21.445	21.981
	40 Hr Monthly	3,127.10	3,205.26	3,285.40	3,367.52	3,451.72	3,538.01	3,626.46	3,717.13	3,810.05
	Annual	37,525.19	38,463.12	39,424.81	40,410.26	41,420.68	42,456.07	43,517.53	44,605.59	45,720.66
43	Hourly	18.493	18.954	19.428	19.915	20.412	20.921	21.445	21.981	22.531
	40 Hr Monthly	3,205.26	3,285.40	3,367.52	3,451.72	3,538.01	3,626.46	3,717.13	3,810.05	3,905.31
	Annual	38,463.12	39,424.81	40,410.26	41,420.68	42,456.07	43,517.53	44,605.59	45,720.66	46,863.69
44	Hourly	18.954	19.428	19.915	20.412	20.921	21.445	21.981	22.531	23.094
	40 Hr Monthly	3,285.40	3,367.52	3,451.72	3,538.01	3,626.46	3,717.13	3,810.05	3,905.31	4,002.94
	Annual	39,424.81	40,410.26	41,420.68	42,456.07	43,517.53	44,605.59	45,720.66	46,863.69	48,035.24
45	Hourly	19.428	19.915	20.412	20.921	21.445	21.981	22.531	23.094	23.671
	40 Hr Monthly	3,367.52	3,451.72	3,538.01	3,626.46	3,717.13	3,810.05	3,905.31	4,002.94	4,103.02
	Annual	40,410.26	41,420.68	42,456.07	43,517.53	44,605.59	45,720.66	46,863.69	48,035.24	49,236.22
46	Hourly	19.915	20.412	20.921	21.445	21.981	22.531	23.094	23.671	24.263
	40 Hr Monthly	3,451.72	3,538.01	3,626.46	3,717.13	3,810.05	3,905.31	4,002.94	4,103.02	4,205.58
	Annual	41,420.68	42,456.07	43,517.53	44,605.59	45,720.66	46,863.69	48,035.24	49,236.22	50,466.94
47	Hourly	20.412	20.921	21.445	21.981	22.531	23.094	23.671	24.263	24.870
	40 Hr Monthly	3,538.01	3,626.46	3,717.13	3,810.05	3,905.31	4,002.94	4,103.02	4,205.58	4,310.72
	Annual	42,456.07	43,517.53	44,605.59	45,720.66	46,863.69	48,035.24	49,236.22	50,466.94	51,728.61
48	Hourly	20.921	21.445	21.981	22.531	23.094	23.671	24.263	24.870	25.491
	40 Hr Monthly	3,626.46	3,717.13	3,810.05	3,905.31	4,002.94	4,103.02	4,205.58	4,310.72	4,418.50
	Annual	43,517.53	44,605.59	45,720.66	46,863.69	48,035.24	49,236.22	50,466.94	51,728.61	53,022.04
49	Hourly	21.445	21.981	22.531	23.094	23.671	24.263	24.870	25.491	26.129
	40 Hr Monthly	3,717.13	3,810.05	3,905.31	4,002.94	4,103.02	4,205.58	4,310.72	4,418.50	4,528.96
	Annual	44,605.59	45,720.66	46,863.69	48,035.24	49,236.22	50,466.94	51,728.61	53,022.04	54,347.50
50	Hourly	21.981	22.531	23.094	23.671	24.263	24.870	25.491	26.129	26.782
	40 Hr Monthly	3,810.05	3,905.31	4,002.94	4,103.02	4,205.58	4,310.72	4,418.50	4,528.96	4,642.18
	Annual	45,720.66	46,863.69	48,035.24	49,236.22	50,466.94	51,728.61	53,022.04	54,347.50	55,706.22
51	Hourly	22.531	23.094	23.671	24.263	24.870	25.491	26.129	26.782	27.451
	40 Hr Monthly	3,905.31	4,002.94	4,103.02	4,205.58	4,310.72	4,418.50	4,528.96	4,642.18	4,758.23
	Annual	46,863.69	48,035.24	49,236.22	50,466.94	51,728.61	53,022.04	54,347.50	55,706.22	57,098.73
52	Hourly	23.094	23.671	24.263	24.870	25.491	26.129	26.782	27.451	28.138
	40 Hr Monthly	4,002.94	4,103.02	4,205.58	4,310.72	4,418.50	4,528.96	4,642.18	4,758.23	4,877.18
	Annual	48,035.24	49,236.22	50,466.94	51,728.61	53,022.04	54,347.50	55,706.22	57,098.73	58,526.13
53	Hourly	23.671	24.263	24.870	25.491	26.129	26.782	27.451	28.138	28.842
	40 Hr Monthly	4,103.02	4,205.58	4,310.72	4,418.50	4,528.96	4,642.18	4,758.23	4,877.18	4,999.11
	Annual	49,236.22	50,466.94	51,728.61	53,022.04	54,347.50	55,706.22	57,098.73	58,526.13	59,989.37
54	Hourly	24.263	24.870	25.491	26.129	26.782	27.451	28.138	28.842	29.561
	40 Hr Monthly	4,205.58	4,310.72	4,418.50	4,528.96	4,642.18	4,758.23	4,877.18	4,999.11	5,124.09
	Annual	50,466.94	51,728.61	53,022.04	54,347.50	55,706.22	57,098.73	58,526.13	59,989.37	61,489.12
55	Hourly	24.870	25.491	26.129	26.782	27.451	28.138	28.842	29.561	30.301
	40 Hr Monthly	4,310.72	4,418.50	4,528.96	4,642.18	4,758.23	4,877.18	4,999.11	5,124.09	5,252.18
	Annual	51,728.61	53,022.04	54,347.50	55,706.22	57,098.73	58,526.13	59,989.37	61,489.12	63,026.19

\*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

1-1-20+1.00%

7-1-20 Teamster, FLSA Exempt, 1619MP, 1619LC, DPA

Range	Period	1	2	3	4	5	6	7	8	9
56	Hourly	25.491	26.129	26.782	27.451	28.138	28.842	29.561	30.301	31.059
	40 Hr Monthly	4,418.50	4,528.96	4,642.18	4,758.23	4,877.18	4,999.11	5,124.09	5,252.18	5,383.50
	Annual	53,022.04	54,347.50	55,706.22	57,098.73	58,526.13	59,989.37	61,489.12	63,026.19	64,601.95
57	Hourly	26.129	26.782	27.451	28.138	28.842	29.561	30.301	31.059	31.836
	40 Hr Monthly	4,528.96	4,642.18	4,758.23	4,877.18	4,999.11	5,124.09	5,252.18	5,383.50	5,518.09
	Annual	54,347.50	55,706.22	57,098.73	58,526.13	59,989.37	61,489.12	63,026.19	64,601.95	66,217.08
58	Hourly	26.782	27.451	28.138	28.842	29.561	30.301	31.059	31.836	32.631
	40 Hr Monthly	4,642.18	4,758.23	4,877.18	4,999.11	5,124.09	5,252.18	5,383.50	5,518.09	5,656.03
	Annual	55,706.22	57,098.73	58,526.13	59,989.37	61,489.12	63,026.19	64,601.95	66,217.08	67,872.38
59	Hourly	27.451	28.138	28.842	29.561	30.301	31.059	31.836	32.631	33.448
	40 Hr Monthly	4,758.23	4,877.18	4,999.11	5,124.09	5,252.18	5,383.50	5,518.09	5,656.03	5,797.45
	Annual	57,098.73	58,526.13	59,989.37	61,489.12	63,026.19	64,601.95	66,217.08	67,872.38	69,569.35
60	Hourly	28.138	28.842	29.561	30.301	31.059	31.836	32.631	33.448	34.284
	40 Hr Monthly	4,877.18	4,999.11	5,124.09	5,252.18	5,383.50	5,518.09	5,656.03	5,797.45	5,942.38
	Annual	58,526.13	59,989.37	61,489.12	63,026.19	64,601.95	66,217.08	67,872.38	69,569.35	71,308.54
61	Hourly	28.842	29.561	30.301	31.059	31.836	32.631	33.448	34.284	35.140
	40 Hr Monthly	4,999.11	5,124.09	5,252.18	5,383.50	5,518.09	5,656.03	5,797.45	5,942.38	6,090.94
	Annual	59,989.37	61,489.12	63,026.19	64,601.95	66,217.08	67,872.38	69,569.35	71,308.54	73,091.29
62	Hourly	29.561	30.301	31.059	31.836	32.631	33.448	34.284	35.140	36.019
	40 Hr Monthly	5,124.09	5,252.18	5,383.50	5,518.09	5,656.03	5,797.45	5,942.38	6,090.94	6,243.23
	Annual	61,489.12	63,026.19	64,601.95	66,217.08	67,872.38	69,569.35	71,308.54	73,091.29	74,918.71
63	Hourly	30.301	31.059	31.836	32.631	33.448	34.284	35.140	36.019	36.919
	40 Hr Monthly	5,252.18	5,383.50	5,518.09	5,656.03	5,797.45	5,942.38	6,090.94	6,243.23	6,399.30
	Annual	63,026.19	64,601.95	66,217.08	67,872.38	69,569.35	71,308.54	73,091.29	74,918.71	76,791.59
64	Hourly	31.059	31.836	32.631	33.448	34.284	35.140	36.019	36.919	37.842
	40 Hr Monthly	5,383.50	5,518.09	5,656.03	5,797.45	5,942.38	6,090.94	6,243.23	6,399.30	6,559.29
	Annual	64,601.95	66,217.08	67,872.38	69,569.35	71,308.54	73,091.29	74,918.71	76,791.59	78,711.44
65	Hourly	31.836	32.631	33.448	34.284	35.140	36.019	36.919	37.842	38.788
	40 Hr Monthly	5,518.09	5,656.03	5,797.45	5,942.38	6,090.94	6,243.23	6,399.30	6,559.29	6,723.27
	Annual	66,217.08	67,872.38	69,569.35	71,308.54	73,091.29	74,918.71	76,791.59	78,711.44	80,679.21
66	Hourly	32.631	33.448	34.284	35.140	36.019	36.919	37.842	38.788	39.758
	40 Hr Monthly	5,656.03	5,797.45	5,942.38	6,090.94	6,243.23	6,399.30	6,559.29	6,723.27	6,891.34
	Annual	67,872.38	69,569.35	71,308.54	73,091.29	74,918.71	76,791.59	78,711.44	80,679.21	82,696.11
67	Hourly	33.448	34.284	35.140	36.019	36.919	37.842	38.788	39.758	40.751
	40 Hr Monthly	5,797.45	5,942.38	6,090.94	6,243.23	6,399.30	6,559.29	6,723.27	6,891.34	7,063.63
	Annual	69,569.35	71,308.54	73,091.29	74,918.71	76,791.59	78,711.44	80,679.21	82,696.11	84,763.51
68	Hourly	34.284	35.140	36.019	36.919	37.842	38.788	39.758	40.751	41.771
	40 Hr Monthly	5,942.38	6,090.94	6,243.23	6,399.30	6,559.29	6,723.27	6,891.34	7,063.63	7,240.21
	Annual	71,308.54	73,091.29	74,918.71	76,791.59	78,711.44	80,679.21	82,696.11	84,763.51	86,882.48
69	Hourly	35.140	36.019	36.919	37.842	38.788	39.758	40.751	41.771	42.816
	40 Hr Monthly	6,090.94	6,243.23	6,399.30	6,559.29	6,723.27	6,891.34	7,063.63	7,240.21	7,421.22
	Annual	73,091.29	74,918.71	76,791.59	78,711.44	80,679.21	82,696.11	84,763.51	86,882.48	89,054.67
70	Hourly	36.019	36.919	37.842	38.788	39.758	40.751	41.771	42.816	43.886
	40 Hr Monthly	6,243.23	6,399.30	6,559.29	6,723.27	6,891.34	7,063.63	7,240.21	7,421.22	7,606.75
	Annual	74,918.71	76,791.59	78,711.44	80,679.21	82,696.11	84,763.51	86,882.48	89,054.67	91,281.01

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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	36.919	37.842	38.788	39.758	40.751	41.771	42.816	43.886	44.982
	40 Hr Monthly	6,399.30	6,559.29	6,723.27	6,891.34	7,063.63	7,240.21	7,421.22	7,606.75	7,796.91
	Annual	76,791.59	78,711.44	80,679.21	82,696.11	84,763.51	86,882.48	89,054.67	91,281.01	93,562.87
72	Hourly	37.842	38.788	39.758	40.751	41.771	42.816	43.886	44.982	46.107
	40 Hr Monthly	6,559.29	6,723.27	6,891.34	7,063.63	7,240.21	7,421.22	7,606.75	7,796.91	7,991.83
	Annual	78,711.44	80,679.21	82,696.11	84,763.51	86,882.48	89,054.67	91,281.01	93,562.87	95,902.01
73	Hourly	38.788	39.758	40.751	41.771	42.816	43.886	44.982	46.107	47.259
	40 Hr Monthly	6,723.27	6,891.34	7,063.63	7,240.21	7,421.22	7,606.75	7,796.91	7,991.83	8,191.62
	Annual	80,679.21	82,696.11	84,763.51	86,882.48	89,054.67	91,281.01	93,562.87	95,902.01	98,299.38
74	Hourly	39.758	40.751	41.771	42.816	43.886	44.982	46.107	47.259	48.441
	40 Hr Monthly	6,891.34	7,063.63	7,240.21	7,421.22	7,606.75	7,796.91	7,991.83	8,191.62	8,396.41
	Annual	82,696.11	84,763.51	86,882.48	89,054.67	91,281.01	93,562.87	95,902.01	98,299.38	100,756.88
75	Hourly	40.751	41.771	42.816	43.886	44.982	46.107	47.259	48.441	49.651
	40 Hr Monthly	7,063.63	7,240.21	7,421.22	7,606.75	7,796.91	7,991.83	8,191.62	8,396.41	8,606.32
	Annual	84,763.51	86,882.48	89,054.67	91,281.01	93,562.87	95,902.01	98,299.38	100,756.88	103,275.87
76	Hourly	41.771	42.816	43.886	44.982	46.107	47.259	48.441	49.651	50.893
	40 Hr Monthly	7,240.21	7,421.22	7,606.75	7,796.91	7,991.83	8,191.62	8,396.41	8,606.32	8,821.49
	Annual	86,882.48	89,054.67	91,281.01	93,562.87	95,902.01	98,299.38	100,756.88	103,275.87	105,857.84
77	Hourly	42.816	43.886	44.982	46.107	47.259	48.441	49.651	50.893	52.166
	40 Hr Monthly	7,421.22	7,606.75	7,796.91	7,991.83	8,191.62	8,396.41	8,606.32	8,821.49	9,042.02
	Annual	89,054.67	91,281.01	93,562.87	95,902.01	98,299.38	100,756.88	103,275.87	105,857.84	108,504.29
78	Hourly	43.886	44.982	46.107	47.259	48.441	49.651	50.893	52.166	53.469
	40 Hr Monthly	7,606.75	7,796.91	7,991.83	8,191.62	8,396.41	8,606.32	8,821.49	9,042.02	9,268.07
	Annual	91,281.01	93,562.87	95,902.01	98,299.38	100,756.88	103,275.87	105,857.84	108,504.29	111,216.84
79	Hourly	44.982	46.107	47.259	48.441	49.651	50.893	52.166	53.469	54.807
	40 Hr Monthly	7,796.91	7,991.83	8,191.62	8,396.41	8,606.32	8,821.49	9,042.02	9,268.07	9,499.78
	Annual	93,562.87	95,902.01	98,299.38	100,756.88	103,275.87	105,857.84	108,504.29	111,216.84	113,997.39
80	Hourly	46.107	47.259	48.441	49.651	50.893	52.166	53.469	54.807	56.177
	40 Hr Monthly	7,991.83	8,191.62	8,396.41	8,606.32	8,821.49	9,042.02	9,268.07	9,499.78	9,737.26
	Annual	95,902.01	98,299.38	100,756.88	103,275.87	105,857.84	108,504.29	111,216.84	113,997.39	116,847.17
81	Hourly	47.259	48.441	49.651	50.893	52.166	53.469	54.807	56.177	57.583
	40 Hr Monthly	8,191.62	8,396.41	8,606.32	8,821.49	9,042.02	9,268.07	9,499.78	9,737.26	9,980.71
	Annual	98,299.38	100,756.88	103,275.87	105,857.84	108,504.29	111,216.84	113,997.39	116,847.17	119,768.48
82	Hourly	48.441	49.651	50.893	52.166	53.469	54.807	56.177	57.583	59.021
	40 Hr Monthly	8,396.41	8,606.32	8,821.49	9,042.02	9,268.07	9,499.78	9,737.26	9,980.71	10,230.24
	Annual	100,756.88	103,275.87	105,857.84	108,504.29	111,216.84	113,997.39	116,847.17	119,768.48	122,762.82
83	Hourly	49.651	50.893	52.166	53.469	54.807	56.177	57.583	59.021	60.496
	40 Hr Monthly	8,606.32	8,821.49	9,042.02	9,268.07	9,499.78	9,737.26	9,980.71	10,230.24	10,486.00
	Annual	103,275.87	105,857.84	108,504.29	111,216.84	113,997.39	116,847.17	119,768.48	122,762.82	125,831.95
84	Hourly	50.893	52.166	53.469	54.807	56.177	57.583	59.021	60.496	62.009
	40 Hr Monthly	8,821.49	9,042.02	9,268.07	9,499.78	9,737.26	9,980.71	10,230.24	10,486.00	10,748.14
	Annual	105,857.84	108,504.29	111,216.84	113,997.39	116,847.17	119,768.48	122,762.82	125,831.95	128,977.63
85	Hourly	52.166	53.469	54.807	56.177	57.583	59.021	60.496	62.009	63.560
	40 Hr Monthly	9,042.02	9,268.07	9,499.78	9,737.26	9,980.71	10,230.24	10,486.00	10,748.14	11,016.85
	Annual	108,504.29	111,216.84	113,997.39	116,847.17	119,768.48	122,762.82	125,831.95	128,977.63	132,202.18

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Range	Period	1	2	3	4	5	6	7	8	9
86	Hourly	53.469	54.807	56.177	57.583	59.021	60.496	62.009	63.560	65.147
	40 Hr Monthly	9,268.07	9,499.78	9,737.26	9,980.71	10,230.24	10,486.00	10,748.14	11,016.85	11,292.27
	Annual	111,216.84	113,997.39	116,847.17	119,768.48	122,762.82	125,831.95	128,977.63	132,202.18	135,507.22
87	Hourly	54.807	56.177	57.583	59.021	60.496	62.009	63.560	65.147	66.776
	40 Hr Monthly	9,499.78	9,737.26	9,980.71	10,230.24	10,486.00	10,748.14	11,016.85	11,292.27	11,574.58
	Annual	113,997.39	116,847.17	119,768.48	122,762.82	125,831.95	128,977.63	132,202.18	135,507.22	138,894.92
88	Hourly	56.177	57.583	59.021	60.496	62.009	63.560	65.147	66.776	68.446
	40 Hr Monthly	9,737.26	9,980.71	10,230.24	10,486.00	10,748.14	11,016.85	11,292.27	11,574.58	11,863.94
	Annual	116,847.17	119,768.48	122,762.82	125,831.95	128,977.63	132,202.18	135,507.22	138,894.92	142,367.32
89	Hourly	57.583	59.021	60.496	62.009	63.560	65.147	66.776	68.446	70.156
	40 Hr Monthly	9,980.71	10,230.24	10,486.00	10,748.14	11,016.85	11,292.27	11,574.58	11,863.94	12,160.54
	Annual	119,768.48	122,762.82	125,831.95	128,977.63	132,202.18	135,507.22	138,894.92	142,367.32	145,926.45
90	Hourly	59.021	60.496	62.009	63.560	65.147	66.776	68.446	70.156	71.911
	40 Hr Monthly	10,230.24	10,486.00	10,748.14	11,016.85	11,292.27	11,574.58	11,863.94	12,160.54	12,464.54
	Annual	122,762.82	125,831.95	128,977.63	132,202.18	135,507.22	138,894.92	142,367.32	145,926.45	149,574.49
91	Hourly	60.496	62.009	63.560	65.147	66.776	68.446	70.156	71.911	73.708
	40 Hr Monthly	10,486.00	10,748.14	11,016.85	11,292.27	11,574.58	11,863.94	12,160.54	12,464.54	12,776.16
	Annual	125,831.95	128,977.63	132,202.18	135,507.22	138,894.92	142,367.32	145,926.45	149,574.49	153,313.89
92	Hourly	62.009	63.560	65.147	66.776	68.446	70.156	71.911	73.708	75.552
	40 Hr Monthly	10,748.14	11,016.85	11,292.27	11,574.58	11,863.94	12,160.54	12,464.54	12,776.16	13,095.57
	Annual	128,977.63	132,202.18	135,507.22	138,894.92	142,367.32	145,926.45	149,574.49	153,313.89	157,146.80
93	Hourly	63.560	65.147	66.776	68.446	70.156	71.911	73.708	75.552	77.440
	40 Hr Monthly	11,016.85	11,292.27	11,574.58	11,863.94	12,160.54	12,464.54	12,776.16	13,095.57	13,422.95
	Annual	132,202.18	135,507.22	138,894.92	142,367.32	145,926.45	149,574.49	153,313.89	157,146.80	161,075.41
94	Hourly	65.147	66.776	68.446	70.156	71.911	73.708	75.552	77.440	79.376
	40 Hr Monthly	11,292.27	11,574.58	11,863.94	12,160.54	12,464.54	12,776.16	13,095.57	13,422.95	13,758.52
	Annual	135,507.22	138,894.92	142,367.32	145,926.45	149,574.49	153,313.89	157,146.80	161,075.41	165,102.29
95	Hourly	66.776	68.446	70.156	71.911	73.708	75.552	77.440	79.376	81.361
	40 Hr Monthly	11,574.58	11,863.94	12,160.54	12,464.54	12,776.16	13,095.57	13,422.95	13,758.52	14,102.49
	Annual	138,894.92	142,367.32	145,926.45	149,574.49	153,313.89	157,146.80	161,075.41	165,102.29	169,229.89
96	Hourly	68.446	70.156	71.911	73.708	75.552	77.440	79.376	81.361	83.395
	40 Hr Monthly	11,863.94	12,160.54	12,464.54	12,776.16	13,095.57	13,422.95	13,758.52	14,102.49	14,455.07
	Annual	142,367.32	145,926.45	149,574.49	153,313.89	157,146.80	161,075.41	165,102.29	169,229.89	173,460.78
97	Hourly	70.156	71.911	73.708	75.552	77.440	79.376	81.361	83.395	85.480
	40 Hr Monthly	12,160.54	12,464.54	12,776.16	13,095.57	13,422.95	13,758.52	14,102.49	14,455.07	14,816.43
	Annual	145,926.45	149,574.49	153,313.89	157,146.80	161,075.41	165,102.29	169,229.89	173,460.78	177,797.14
98	Hourly	71.911	73.708	75.552	77.440	79.376	81.361	83.395	85.480	87.616
	40 Hr Monthly	12,464.54	12,776.16	13,095.57	13,422.95	13,758.52	14,102.49	14,455.07	14,816.43	15,186.85
	Annual	149,574.49	153,313.89	157,146.80	161,075.41	165,102.29	169,229.89	173,460.78	177,797.14	182,242.23
99	Hourly	73.708	75.552	77.440	79.376	81.361	83.395	85.480	87.616	89.806
	40 Hr Monthly	12,776.16	13,095.57	13,422.95	13,758.52	14,102.49	14,455.07	14,816.43	15,186.85	15,566.53
	Annual	153,313.89	157,146.80	161,075.41	165,102.29	169,229.89	173,460.78	177,797.14	182,242.23	186,798.35
100	Hourly	75.552	77.440	79.376	81.361	83.395	85.480	87.616	89.806	92.052
	40 Hr Monthly	13,095.57	13,422.95	13,758.52	14,102.49	14,455.07	14,816.43	15,186.85	15,566.53	15,955.68
	Annual	157,146.80	161,075.41	165,102.29	169,229.89	173,460.78	177,797.14	182,242.23	186,798.35	191,468.21

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