

**ORIGINAL**

**Agreement  
By and Between  
Clallam County**

**And  
Teamsters Local 589  
For the Period**

**July 1, 2020 – June 30, 2021**

**Contract Extension Agreement**

**Teamsters Local 589**

**MEMORANDUM OF UNDERSTANDING**  
**Clallam County/Teamsters Local 589**  
**Contract Extension Agreement**

Clallam County (“the County”) and Teamsters Local 589 (“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 both parties, whichever is later.

**Article 21 – Compensation, Paragraph A – Wages,** revise as follows:

The Teamster Salary Schedule is attached and marked as Appendix A. Appendix A reflects a one percent (1%) general increase over the January 1, 2020 wage schedule, to be effective July 1, 2020. Bargaining unit wages shall remain as set forth in Addendum A through December 31, 2020. Thereafter, the wage scale shall be increased as follows:

- January 1, 2021, one percent (1%)

Appendix B contains Teamster wage rate schedules for employees covered by Addendum C who are participants in the WCTPT.

In addition to the above increases, the following positions will receive a hazard pay premium of one percent (1%) whenever a Declaration of Emergency has been issued by the County Administrator and/or the Clallam County Board of Commissioners for so long as the Declaration of Emergency remains in effect: Senior Juvenile Corrections Officer, Juvenile Corrections Officer and Juvenile Corrections Officer – On Call.

*No changes to the rest of Article 21.*

**Article 20 – Health Benefits, Paragraph A,** revise as follows:

During the life of this Agreement, the County will provide Health Care Insurance for eligible employees and their dependents. Employees shall be eligible for benefits under this Article 20 during the month following any month in which the sum of the employee’s hours worked, paid time off and authorized time off is eighty (80) hours or more. The County shall remit premium to the Trust by the fifteenth of the month following any month when hours establish eligibility. Coverage commences according to the terms of the Plan Document. Severance payments of vacation under Article 14(E) are

**MEMORANDUM OF UNDERSTANDING  
Clallam County/Teamsters Local 589  
Contract Extension Agreement**

not payments which result in eligibility in the next month.

Employees who are enrolled in the plans of the Washington Teamsters Welfare Trust as of December, 2006 and employees hired thereafter shall have the Teamsters Medical Benefit Plans as described in pertinent documents of the Washington Teamsters Trust as revised by the Trust periodically, and as revised or changed by the Trust:

**TEAMSTER MEDICAL BENEFIT PLANS AS OF July 1, 2020:**

The bargaining unit has elected:

Teamsters Dental Plan B  
Teamsters Vision Ext  
Teamsters Medical Plan B

Effective July 1, 2020, the County will pay up to \$1075 toward the cost of insurance and the employee shall pay the difference by payroll deduction. Effective January 1, 2021, the County will pay up to \$1110 toward the cost of insurance and the employee shall pay the difference by payroll deduction.

*No changes to the rest of Article 20.*

Date Signed: 7/9/2020

Date Signed: 7-14-20

TEAMSTERS LOCAL UNION NO. 589

CLALLAM COUNTY  
BOARD OF COMMISSIONERS

  
\_\_\_\_\_  
Mark Fuller, Secretary-Treasurer

  
\_\_\_\_\_  
Mark Ozias, Chair

  
\_\_\_\_\_  
Randy Johnson

  
\_\_\_\_\_  
Bill Peach

APPROVED AS TO FORM:

ATTEST:

  
\_\_\_\_\_  
Matthew Lynch, Employment Counsel

  
\_\_\_\_\_  
Loni Gores  
Clerk of the Board



APPENDIX A

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
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

Range	Period	1	2	3	4	5	6	7	8	9
41	Hourly	16.600	17.042	17.493	17.954	18.428	18.915	19.412	19.921	20.445
	40 Hr Monthly	2,877.28	2,953.89	3,032.06	3,111.97	3,194.13	3,278.54	3,364.68	3,452.91	3,543.73
	Annual	34,527.34	35,446.68	36,384.74	37,343.60	38,329.50	39,342.44	40,376.18	41,434.88	42,524.78
42	Hourly	17.042	17.493	17.954	18.428	18.915	19.412	19.921	20.445	20.981
	40 Hr Monthly	2,953.89	3,032.06	3,111.97	3,194.13	3,278.54	3,364.68	3,452.91	3,543.73	3,636.64
	Annual	35,446.68	36,384.74	37,343.60	38,329.50	39,342.44	40,376.18	41,434.88	42,524.78	43,639.64
43	Hourly	17.493	17.954	18.428	18.915	19.412	19.921	20.445	20.981	21.531
	40 Hr Monthly	3,032.06	3,111.97	3,194.13	3,278.54	3,364.68	3,452.91	3,543.73	3,636.64	3,731.97
	Annual	36,384.74	37,343.60	38,329.50	39,342.44	40,376.18	41,434.88	42,524.78	43,639.64	44,783.62
44	Hourly	17.954	18.428	18.915	19.412	19.921	20.445	20.981	21.531	22.094
	40 Hr Monthly	3,111.97	3,194.13	3,278.54	3,364.68	3,452.91	3,543.73	3,636.64	3,731.97	3,829.55
	Annual	37,343.60	38,329.50	39,342.44	40,376.18	41,434.88	42,524.78	43,639.64	44,783.62	45,954.64
45	Hourly	18.428	18.915	19.412	19.921	20.445	20.981	21.531	22.094	22.671
	40 Hr Monthly	3,194.13	3,278.54	3,364.68	3,452.91	3,543.73	3,636.64	3,731.97	3,829.55	3,929.56
	Annual	38,329.50	39,342.44	40,376.18	41,434.88	42,524.78	43,639.64	44,783.62	45,954.64	47,154.77
46	Hourly	18.915	19.412	19.921	20.445	20.981	21.531	22.094	22.671	23.263
	40 Hr Monthly	3,278.54	3,364.68	3,452.91	3,543.73	3,636.64	3,731.97	3,829.55	3,929.56	4,032.18
	Annual	39,342.44	40,376.18	41,434.88	42,524.78	43,639.64	44,783.62	45,954.64	47,154.77	48,386.11
47	Hourly	19.412	19.921	20.445	20.981	21.531	22.094	22.671	23.263	23.870
	40 Hr Monthly	3,364.68	3,452.91	3,543.73	3,636.64	3,731.97	3,829.55	3,929.56	4,032.18	4,137.39
	Annual	40,376.18	41,434.88	42,524.78	43,639.64	44,783.62	45,954.64	47,154.77	48,386.11	49,648.65
48	Hourly	19.921	20.445	20.981	21.531	22.094	22.671	23.263	23.870	24.491
	40 Hr Monthly	3,452.91	3,543.73	3,636.64	3,731.97	3,829.55	3,929.56	4,032.18	4,137.39	4,245.03
	Annual	41,434.88	42,524.78	43,639.64	44,783.62	45,954.64	47,154.77	48,386.11	49,648.65	50,940.30
49	Hourly	20.445	20.981	21.531	22.094	22.671	23.263	23.870	24.491	25.129
	40 Hr Monthly	3,543.73	3,636.64	3,731.97	3,829.55	3,929.56	4,032.18	4,137.39	4,245.03	4,355.61
	Annual	42,524.78	43,639.64	44,783.62	45,954.64	47,154.77	48,386.11	49,648.65	50,940.30	52,267.31
50	Hourly	20.981	21.531	22.094	22.671	23.263	23.870	24.491	25.129	25.782
	40 Hr Monthly	3,636.64	3,731.97	3,829.55	3,929.56	4,032.18	4,137.39	4,245.03	4,355.61	4,468.79
	Annual	43,639.64	44,783.62	45,954.64	47,154.77	48,386.11	49,648.65	50,940.30	52,267.31	53,625.53
51	Hourly	21.531	22.094	22.671	23.263	23.870	24.491	25.129	25.782	26.451
	40 Hr Monthly	3,731.97	3,829.55	3,929.56	4,032.18	4,137.39	4,245.03	4,355.61	4,468.79	4,584.75
	Annual	44,783.62	45,954.64	47,154.77	48,386.11	49,648.65	50,940.30	52,267.31	53,625.53	55,017.02
52	Hourly	22.094	22.671	23.263	23.870	24.491	25.129	25.782	26.451	27.138
	40 Hr Monthly	3,829.55	3,929.56	4,032.18	4,137.39	4,245.03	4,355.61	4,468.79	4,584.75	4,703.83
	Annual	45,954.64	47,154.77	48,386.11	49,648.65	50,940.30	52,267.31	53,625.53	55,017.02	56,445.95
53	Hourly	22.671	23.263	23.870	24.491	25.129	25.782	26.451	27.138	27.842
	40 Hr Monthly	3,929.56	4,032.18	4,137.39	4,245.03	4,355.61	4,468.79	4,584.75	4,703.83	4,825.85
	Annual	47,154.77	48,386.11	49,648.65	50,940.30	52,267.31	53,625.53	55,017.02	56,445.95	57,910.25
54	Hourly	23.263	23.870	24.491	25.129	25.782	26.451	27.138	27.842	28.561
	40 Hr Monthly	4,032.18	4,137.39	4,245.03	4,355.61	4,468.79	4,584.75	4,703.83	4,825.85	4,950.48
	Annual	48,386.11	49,648.65	50,940.30	52,267.31	53,625.53	55,017.02	56,445.95	57,910.25	59,405.74
55	Hourly	23.870	24.491	25.129	25.782	26.451	27.138	27.842	28.561	29.301
	40 Hr Monthly	4,137.39	4,245.03	4,355.61	4,468.79	4,584.75	4,703.83	4,825.85	4,950.48	5,078.74
	Annual	49,648.65	50,940.30	52,267.31	53,625.53	55,017.02	56,445.95	57,910.25	59,405.74	60,944.91
56	Hourly	24.491	25.129	25.782	26.451	27.138	27.842	28.561	29.301	30.059
	40 Hr Monthly	4,245.03	4,355.61	4,468.79	4,584.75	4,703.83	4,825.85	4,950.48	5,078.74	5,210.13
	Annual	50,940.30	52,267.31	53,625.53	55,017.02	56,445.95	57,910.25	59,405.74	60,944.91	62,521.52
57	Hourly	25.129	25.782	26.451	27.138	27.842	28.561	29.301	30.059	30.836
	40 Hr Monthly	4,355.61	4,468.79	4,584.75	4,703.83	4,825.85	4,950.48	5,078.74	5,210.13	5,344.80
	Annual	52,267.31	53,625.53	55,017.02	56,445.95	57,910.25	59,405.74	60,944.91	62,521.52	64,137.65

## 7-1-20 Teamster Pension Trust Employees

Range	Period	1	2	3	4	5	6	7	8	9
58	Hourly	25.782	26.451	27.138	27.842	28.561	29.301	30.059	30.836	31.631
	40 Hr Monthly	4,468.79	4,584.75	4,703.83	4,825.85	4,950.48	5,078.74	5,210.13	5,344.80	5,482.60
	Annual	53,625.53	55,017.02	56,445.95	57,910.25	59,405.74	60,944.91	62,521.52	64,137.65	65,791.21
59	Hourly	26.451	27.138	27.842	28.561	29.301	30.059	30.836	31.631	32.448
	40 Hr Monthly	4,584.75	4,703.83	4,825.85	4,950.48	5,078.74	5,210.13	5,344.80	5,482.60	5,624.21
	Annual	55,017.02	56,445.95	57,910.25	59,405.74	60,944.91	62,521.52	64,137.65	65,791.21	67,490.54

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

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
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	80,579.21
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	82,596.11
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

\*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
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	116,347.17
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

\*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
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

\*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