

ORIGINAL

**Agreement
By and Between
Clallam County**

And

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

July 1, 2020 – June 30, 2021

Contract Extension Agreement

LIMITED COMMISSION

MEMORANDUM OF UNDERSTANDING
Clallam County/AFSCME 1619-LC
Contract Extension Agreement

Clallam County (“the County”) and AFSCME Local 1619-LC (“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 11.6 – Compensatory Time.

Employees may elect to accrue compensatory time in lieu of payment at the overtime rate of one and one-half hours for each overtime hour worked up to eighty (80) hours which accrual shall be at the overtime rate. Once an employee makes this election the time accrued may thereafter be taken as compensatory time off or the value shall be contributed to the employee's HRA as hereinafter specified and shall not be available for cash payment. The County shall contribute the value of the employee's compensatory time if any such accrual exists during December, 2018 and each year thereafter into the employee's HRA account. As provided by law, compensatory time value shall not be available to employees as a cash payment.

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

Article 12.7 - FMLA Leave.

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

B. The County shall provide paid family and medical leave benefits in accordance with Title 50A RCW.

MEMORANDUM OF UNDERSTANDING
Clallam County/AFSCME 1619-LC
Contract Extension Agreement

Article 12.10 – Health and Welfare Coverage, revise as follows:

- A. During the life of this Agreement, the County will provide Health Care Insurance for employees and their dependents who meet hours of eligibility as specified in Article 2 and in the Teamster Trust. Lump sum payments made upon termination of employment are not payments which result in eligibility in the next month.
- B. Effective July 1, 2020, the County shall pay up to one thousand seventy-five dollars (\$1075.00) 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. Twenty-five dollars (\$25.00) of the Employer increased monthly premium above is in lieu of the twenty-five dollars (\$25.00) previous employee HRA VEBA contribution.

Effective January 1, 2021, the County's contribution toward the premium costs for benefits will increase by thirty-five dollars (\$35), making the new employer cap one thousand one hundred ten dollars (\$1110.00).

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

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

MEMORANDUM OF UNDERSTANDING
Clallam County/AFSCME 1619-LC
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If the bargaining unit elects a change in insurance plans, the change shall become effective prospectively and only in accordance with and as permitted by Teamster trust guidelines.

The bargaining unit has elected as of July 2020:

Teamster Medical Plan Z

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.

Article 13.1 – Wages, revise as follows:

Employees are paid at the following salary ranges:

	<u>9-Step</u> <u>Salary Range</u>
Accountant	60
Administrative Manager	64
Administrative Specialist II (Records Specialist)	50
Administrative Specialist IV (Civil Deputy)	58
Animal Control Deputy	45
Assistant Radio Maintenance Technician	58
Control Room Technician	42
Food Service Laundry Worker	44
Property & Evidence Manager	50
Radio Maintenance Technician	63

The January 2020 wage scale shall be adjusted progressively to reflect yearly Cost of Living Adjustments:

- July 1, 2020, one percent (1%) Cost of Living Adjustment
- January 1, 2021, one percent (1%) Cost of Living Adjustment
- Effective July 1, 2018, newly hired employees covered under this agreement shall be brought in at a rate five percent (5%) below the above-mentioned wage scales.

**MEMORANDUM OF UNDERSTANDING
Clallam County/AFSCME 1619-LC
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-LC

CLALLAM COUNTY
BOARD OF COMMISSIONERS

Jackie Koon
Jackie Koon, President

Mark Ozias
Mark Ozias, Chair

Aaron Cole
Aaron Cole, AFSCME Representative

Bill Peach
Bill Peach
Randy Johnson
Randy Johnson

APPROVED AS TO FORM:

Matthew Lynch
Matthew Lynch, Employment Counsel

ATTEST:

Loni Gores
Loni Gores
Clerk of the Board



CLALLAM COUNTY SHERIFF

Bill Benedict
Bill Benedict
Date Signed: 7-9-2020

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

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
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

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

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	116,847.17
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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*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

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