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7/6/21

**Agreement**  
**By and Between**  
**Clallam County**  
**And**  
**Teamsters Local Union No. 589**  
**For the Period**

**July 1, 2021 – June 30, 2024**

**Contract Extension Agreement**

**Teamsters**

**Contract Extension Agreement**  
**Clallam County/Teamsters Local 589**  
**7/1/2021 – 6/30/2024**

Clallam County (“the County”) and Teamsters Local 589 (“the Union”) have, by mutual agreement, modified the collective bargaining agreement expiring June 30, 2021, as follows:

**ARTICLE 1 – TERM OF AGREEMENT.** Revise as follows:

This AGREEMENT shall be effective as of July 1, 2021 and shall continue in full force and effect through June 30, 2024.

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, 2021 or the first of the month following ratification and signature by both parties, whichever is later.

**ARTICLE 21 – COMPENSATION.** Revise as follows:

A. Wages

The Teamster Salary Schedule is attached and marked as Appendix A. Appendix A reflects a one percent (1%) Cost of Living Adjustment over the January 1, 2021 wage schedule, to be effective July 1, 2021. Bargaining unit wages shall remain as set forth in Addendum A through December 31, 2021. Thereafter, the wage scale shall be increased as follows:

- January 1, 2022, two percent (2%) Cost of Living Adjustment
- January 1, 2023, two percent (2%) Cost of Living Adjustment
- January 1, 2024, two percent (2%) Cost of Living Adjustment

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.*

**Contract Extension Agreement  
Clallam County/Teamsters Local 589  
7/1/2021 – 6/30/2024**

**ARTICLE 20 – HEALTH BENEFITS.** Revise as follows:

- A. 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 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, 2021:

The bargaining unit has elected:

Teamsters Dental Plan B

Teamsters Vision Ext

Teamsters Medical Plan B

Effective July 1, 2021, the County will pay up to one thousand one hundred sixty dollars (\$1160.00) toward the cost of insurance and the employee shall pay the difference by payroll deduction. Effective January 1, 2022, the County will pay up to one thousand two hundred ten dollars (\$1210.00) toward the cost of insurance and the employee shall pay the difference by payroll deduction. Effective January 1, 2023, the County will pay up to one thousand two hundred sixty dollars (\$1260.00) toward the cost of insurance and the employee shall pay the difference by payroll deduction. Effective January 1, 2024, the County will pay up to one thousand three hundred ten dollars (\$1310.00) toward the cost of insurance and the employee shall pay the difference by payroll deduction.

- B. To recognize continuous length of service with the County (defined as length of service with the County without a break in service of one hundred eighty (180) consecutive days or more), the County shall provide an additional monthly medical contribution on behalf of each eligible regular full-time employee (minimum thirty-seven and one-half (37.5) hours per week) based on length of service at the rate below. Any eligible employee receiving an evaluation having an overall rating less than satisfactory/meets standards/meets expectations shall have this benefit suspended until such time as an overall satisfactory/meets standards/meets expectations (or higher) evaluation is received.

**Contract Extension Agreement**  
**Clallam County/Teamsters Local 589**  
**7/1/2021 – 6/30/2024**

- Completion of ten (10) years (anniversary date beginning 11<sup>th</sup> year of service) – Sixty-five dollars (\$65.00)/month
- Completion of fifteen (15) years (anniversary date beginning 16<sup>th</sup> year of service) – One hundred dollars (\$100.00)/month
- Completion of 20+ years (anniversary date beginning 21<sup>st</sup> year of service) – One hundred thirty-five dollars (\$135.00)/month

*No changes to the rest of Article 20.*

**ADDENDUM D – COVID**

1. COVID Leave. Effective July 1, 2021, regular full-time employee (defined as thirty seven and one-half (37.5) hours/week) shall be eligible for up to an additional eighty (80) hours of paid sick leave during the 2021 calendar year for absences caused by COVID-related illness or mandatory quarantine because of COVID infection or exposure. This is a contingent benefit and shall have no cash-out value should the benefit not be utilized by an employee, nor shall there be carryover of unused COVID leave into the next calendar year. This benefit is retroactive to January 01, 2021 and requires that a physician or the Clallam County Health Officer provide verification to Human Resources.
2. COVID Vaccine Benefit. Each full-time employee (defined in paragraph 1, above) who presents proof of completed COVID vaccination treatment to the Human Resources Department (through presentation of a vaccine record from an accredited state agency or health care provider) shall receive sixteen (16) hours of floating holidays in the calendar year in which the employee completed vaccine treatment. This is a one-time benefit and shall have no cash-out value nor shall there be carryover of unused hours into the next calendar year.

**Contract Extension Agreement  
Clallam County/Teamsters Local 589  
7/1/2021 – 6/30/2024**

Date Signed: 7/1/2021

TEAMSTERS LOCAL UNION NO. 589

*Mark Fuller*  
Mark Fuller, Secretary-Treasurer

Date Signed: 7/6/21

CLALLAM COUNTY  
BOARD OF COMMISSIONERS

*Mark Ozias*  
Mark Ozias, Chair

*Randy Johnson*  
Randy Johnson

*Bill Peach*  
Bill Peach

ATTEST:

*Loni Gores*  
Loni Gores  
Clerk of the Board

APPROVED AS TO FORM:

*Matthew Lynch*  
Matthew Lynch, Employment Counsel



APPENDIX A

1-1-21+1.00%

7-1-21 Teamster, FLSA Exempt, 1619MP, 1619LC, DPA

Range	Period	1	2	3	4	5	6	7	8	9
26	Hourly	12.398	12.708	13.025	13.350	13.685	14.025	14.377	14.736	15.105
	40 Hr Monthly	2,148.84	2,202.55	2,257.63	2,314.06	2,371.92	2,431.21	2,491.99	2,554.30	2,618.15
	Annual	25,786.08	26,430.63	27,091.52	27,768.75	28,463.01	29,174.58	29,903.87	30,651.58	31,417.84
27	Hourly	12.708	13.025	13.350	13.685	14.025	14.377	14.736	15.105	15.483
	40 Hr Monthly	2,202.55	2,257.63	2,314.06	2,371.92	2,431.21	2,491.99	2,554.30	2,618.15	2,683.61
	Annual	26,430.63	27,091.52	27,768.75	28,463.01	29,174.58	29,903.87	30,651.58	31,417.84	32,203.35
28	Hourly	13.025	13.350	13.685	14.025	14.377	14.736	15.105	15.483	15.869
	40 Hr Monthly	2,257.63	2,314.06	2,371.92	2,431.21	2,491.99	2,554.30	2,618.15	2,683.61	2,750.70
	Annual	27,091.52	27,768.75	28,463.01	29,174.58	29,903.87	30,651.58	31,417.84	32,203.35	33,008.38
29	Hourly	13.350	13.685	14.025	14.377	14.736	15.105	15.483	15.869	16.266
	40 Hr Monthly	2,314.06	2,371.92	2,431.21	2,491.99	2,554.30	2,618.15	2,683.61	2,750.70	2,819.46
	Annual	27,768.75	28,463.01	29,174.58	29,903.87	30,651.58	31,417.84	32,203.35	33,008.38	33,833.49
30	Hourly	13.685	14.025	14.377	14.736	15.105	15.483	15.869	16.266	16.673
	40 Hr Monthly	2,371.92	2,431.21	2,491.99	2,554.30	2,618.15	2,683.61	2,750.70	2,819.46	2,889.95
	Annual	28,463.01	29,174.58	29,903.87	30,651.58	31,417.84	32,203.35	33,008.38	33,833.49	34,679.37
31	Hourly	14.025	14.377	14.736	15.105	15.483	15.869	16.266	16.673	17.090
	40 Hr Monthly	2,431.21	2,491.99	2,554.30	2,618.15	2,683.61	2,750.70	2,819.46	2,889.95	2,962.19
	Annual	29,174.58	29,903.87	30,651.58	31,417.84	32,203.35	33,008.38	33,833.49	34,679.37	35,546.29
32	Hourly	14.377	14.736	15.105	15.483	15.869	16.266	16.673	17.090	17.517
	40 Hr Monthly	2,491.99	2,554.30	2,618.15	2,683.61	2,750.70	2,819.46	2,889.95	2,962.19	3,036.25
	Annual	29,903.87	30,651.58	31,417.84	32,203.35	33,008.38	33,833.49	34,679.37	35,546.29	36,434.96
33	Hourly	14.736	15.105	15.483	15.869	16.266	16.673	17.090	17.517	17.954
	40 Hr Monthly	2,554.30	2,618.15	2,683.61	2,750.70	2,819.46	2,889.95	2,962.19	3,036.25	3,112.15
	Annual	30,651.58	31,417.84	32,203.35	33,008.38	33,833.49	34,679.37	35,546.29	36,434.96	37,345.78
34	Hourly	15.105	15.483	15.869	16.266	16.673	17.090	17.517	17.954	18.404
	40 Hr Monthly	2,618.15	2,683.61	2,750.70	2,819.46	2,889.95	2,962.19	3,036.25	3,112.15	3,189.95
	Annual	31,417.84	32,203.35	33,008.38	33,833.49	34,679.37	35,546.29	36,434.96	37,345.78	38,279.44
35	Hourly	15.483	15.869	16.266	16.673	17.090	17.517	17.954	18.404	18.865
	40 Hr Monthly	2,683.61	2,750.70	2,819.46	2,889.95	2,962.19	3,036.25	3,112.15	3,189.95	3,269.69
	Annual	32,203.35	33,008.38	33,833.49	34,679.37	35,546.29	36,434.96	37,345.78	38,279.44	39,236.23
36	Hourly	15.869	16.266	16.673	17.090	17.517	17.954	18.404	18.865	19.335
	40 Hr Monthly	2,750.70	2,819.46	2,889.95	2,962.19	3,036.25	3,112.15	3,189.95	3,269.69	3,351.44
	Annual	33,008.38	33,833.49	34,679.37	35,546.29	36,434.96	37,345.78	38,279.44	39,236.23	40,217.25
37	Hourly	16.266	16.673	17.090	17.517	17.954	18.404	18.865	19.335	19.819
	40 Hr Monthly	2,819.46	2,889.95	2,962.19	3,036.25	3,112.15	3,189.95	3,269.69	3,351.44	3,435.21
	Annual	33,833.49	34,679.37	35,546.29	36,434.96	37,345.78	38,279.44	39,236.23	40,217.25	41,222.50
38	Hourly	16.673	17.090	17.517	17.954	18.404	18.865	19.335	19.819	20.315
	40 Hr Monthly	2,889.95	2,962.19	3,036.25	3,112.15	3,189.95	3,269.69	3,351.44	3,435.21	3,521.10
	Annual	34,679.37	35,546.29	36,434.96	37,345.78	38,279.44	39,236.23	40,217.25	41,222.50	42,253.23
39	Hourly	17.090	17.517	17.954	18.404	18.865	19.335	19.819	20.315	20.823
	40 Hr Monthly	2,962.19	3,036.25	3,112.15	3,189.95	3,269.69	3,351.44	3,435.21	3,521.10	3,609.12
	Annual	35,546.29	36,434.96	37,345.78	38,279.44	39,236.23	40,217.25	41,222.50	42,253.23	43,309.44
40	Hourly	17.517	17.954	18.404	18.865	19.335	19.819	20.315	20.823	21.342
	40 Hr Monthly	3,036.25	3,112.15	3,189.95	3,269.69	3,351.44	3,435.21	3,521.10	3,609.12	3,699.35
	Annual	36,434.96	37,345.78	38,279.44	39,236.23	40,217.25	41,222.50	42,253.23	43,309.44	44,392.23

\*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

1-1-21+1.00%

7-1-21 Teamster, FLSA Exempt, 1619MP, 1619LC, DPA

Range	Period	1	2	3	4	5	6	7	8	9
41	Hourly	17.954	18.404	18.865	19.335	19.819	20.315	20.823	21.342	21.876
	40 Hr Monthly	3,112.15	3,189.95	3,269.69	3,351.44	3,435.21	3,521.10	3,609.12	3,699.35	3,791.85
	Annual	37,345.78	38,279.44	39,236.23	40,217.25	41,222.50	42,253.23	43,309.44	44,392.23	45,502.16
42	Hourly	18.404	18.865	19.335	19.819	20.315	20.823	21.342	21.876	22.423
	40 Hr Monthly	3,189.95	3,269.69	3,351.44	3,435.21	3,521.10	3,609.12	3,699.35	3,791.85	3,886.64
	Annual	38,279.44	39,236.23	40,217.25	41,222.50	42,253.23	43,309.44	44,392.23	45,502.16	46,639.64
43	Hourly	18.865	19.335	19.819	20.315	20.823	21.342	21.876	22.423	22.984
	40 Hr Monthly	3,269.69	3,351.44	3,435.21	3,521.10	3,609.12	3,699.35	3,791.85	3,886.64	3,983.80
	Annual	39,236.23	40,217.25	41,222.50	42,253.23	43,309.44	44,392.23	45,502.16	46,639.64	47,805.65
44	Hourly	19.335	19.819	20.315	20.823	21.342	21.876	22.423	22.984	23.559
	40 Hr Monthly	3,351.44	3,435.21	3,521.10	3,609.12	3,699.35	3,791.85	3,886.64	3,983.80	4,083.40
	Annual	40,217.25	41,222.50	42,253.23	43,309.44	44,392.23	45,502.16	46,639.64	47,805.65	49,000.75
45	Hourly	19.819	20.315	20.823	21.342	21.876	22.423	22.984	23.559	24.147
	40 Hr Monthly	3,435.21	3,521.10	3,609.12	3,699.35	3,791.85	3,886.64	3,983.80	4,083.40	4,185.49
	Annual	41,222.50	42,253.23	43,309.44	44,392.23	45,502.16	46,639.64	47,805.65	49,000.75	50,225.87
46	Hourly	20.315	20.823	21.342	21.876	22.423	22.984	23.559	24.147	24.751
	40 Hr Monthly	3,521.10	3,609.12	3,699.35	3,791.85	3,886.64	3,983.80	4,083.40	4,185.49	4,290.11
	Annual	42,253.23	43,309.44	44,392.23	45,502.16	46,639.64	47,805.65	49,000.75	50,225.87	51,481.33
47	Hourly	20.823	21.342	21.876	22.423	22.984	23.559	24.147	24.751	25.370
	40 Hr Monthly	3,609.12	3,699.35	3,791.85	3,886.64	3,983.80	4,083.40	4,185.49	4,290.11	4,397.36
	Annual	43,309.44	44,392.23	45,502.16	46,639.64	47,805.65	49,000.75	50,225.87	51,481.33	52,768.35
48	Hourly	21.342	21.876	22.423	22.984	23.559	24.147	24.751	25.370	26.004
	40 Hr Monthly	3,699.35	3,791.85	3,886.64	3,983.80	4,083.40	4,185.49	4,290.11	4,397.36	4,507.31
	Annual	44,392.23	45,502.16	46,639.64	47,805.65	49,000.75	50,225.87	51,481.33	52,768.35	54,087.78
49	Hourly	21.876	22.423	22.984	23.559	24.147	24.751	25.370	26.004	26.654
	40 Hr Monthly	3,791.85	3,886.64	3,983.80	4,083.40	4,185.49	4,290.11	4,397.36	4,507.31	4,619.99
	Annual	45,502.16	46,639.64	47,805.65	49,000.75	50,225.87	51,481.33	52,768.35	54,087.78	55,439.88
50	Hourly	22.423	22.984	23.559	24.147	24.751	25.370	26.004	26.654	27.320
	40 Hr Monthly	3,886.64	3,983.80	4,083.40	4,185.49	4,290.11	4,397.36	4,507.31	4,619.99	4,735.49
	Annual	46,639.64	47,805.65	49,000.75	50,225.87	51,481.33	52,768.35	54,087.78	55,439.88	56,825.91
51	Hourly	22.984	23.559	24.147	24.751	25.370	26.004	26.654	27.320	28.003
	40 Hr Monthly	3,983.80	4,083.40	4,185.49	4,290.11	4,397.36	4,507.31	4,619.99	4,735.49	4,853.87
	Annual	47,805.65	49,000.75	50,225.87	51,481.33	52,768.35	54,087.78	55,439.88	56,825.91	58,246.42
52	Hourly	23.559	24.147	24.751	25.370	26.004	26.654	27.320	28.003	28.704
	40 Hr Monthly	4,083.40	4,185.49	4,290.11	4,397.36	4,507.31	4,619.99	4,735.49	4,853.87	4,975.21
	Annual	49,000.75	50,225.87	51,481.33	52,768.35	54,087.78	55,439.88	56,825.91	58,246.42	59,702.51
53	Hourly	24.147	24.751	25.370	26.004	26.654	27.320	28.003	28.704	29.421
	40 Hr Monthly	4,185.49	4,290.11	4,397.36	4,507.31	4,619.99	4,735.49	4,853.87	4,975.21	5,099.60
	Annual	50,225.87	51,481.33	52,768.35	54,087.78	55,439.88	56,825.91	58,246.42	59,702.51	61,195.16
54	Hourly	24.751	25.370	26.004	26.654	27.320	28.003	28.704	29.421	30.155
	40 Hr Monthly	4,290.11	4,397.36	4,507.31	4,619.99	4,735.49	4,853.87	4,975.21	5,099.60	5,227.09
	Annual	51,481.33	52,768.35	54,087.78	55,439.88	56,825.91	58,246.42	59,702.51	61,195.16	62,725.05
55	Hourly	25.370	26.004	26.654	27.320	28.003	28.704	29.421	30.155	30.910
	40 Hr Monthly	4,397.36	4,507.31	4,619.99	4,735.49	4,853.87	4,975.21	5,099.60	5,227.09	5,357.75
	Annual	52,768.35	54,087.78	55,439.88	56,825.91	58,246.42	59,702.51	61,195.16	62,725.05	64,293.02

\*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

1-1-21+1.00%

7-1-21 Teamster, FLSA Exempt, 1619MP, 1619LC, DPA

Range	Period	1	2	3	4	5	6	7	8	9
56	Hourly	26.004	26.654	27.320	28.003	28.704	29.421	30.155	30.910	31.683
	40 Hr Monthly	4,507.31	4,619.99	4,735.49	4,853.87	4,975.21	5,099.60	5,227.09	5,357.75	5,491.70
	Annual	54,087.78	55,439.88	56,825.91	58,246.42	59,702.51	61,195.16	62,725.05	64,293.02	65,900.45
57	Hourly	26.654	27.320	28.003	28.704	29.421	30.155	30.910	31.683	32.476
	40 Hr Monthly	4,619.99	4,735.49	4,853.87	4,975.21	5,099.60	5,227.09	5,357.75	5,491.70	5,629.00
	Annual	55,439.88	56,825.91	58,246.42	59,702.51	61,195.16	62,725.05	64,293.02	65,900.45	67,548.04
58	Hourly	27.320	28.003	28.704	29.421	30.155	30.910	31.683	32.476	33.287
	40 Hr Monthly	4,735.49	4,853.87	4,975.21	5,099.60	5,227.09	5,357.75	5,491.70	5,629.00	5,769.72
	Annual	56,825.91	58,246.42	59,702.51	61,195.16	62,725.05	64,293.02	65,900.45	67,548.04	69,236.61
59	Hourly	28.003	28.704	29.421	30.155	30.910	31.683	32.476	33.287	34.120
	40 Hr Monthly	4,853.87	4,975.21	5,099.60	5,227.09	5,357.75	5,491.70	5,629.00	5,769.72	5,913.97
	Annual	58,246.42	59,702.51	61,195.16	62,725.05	64,293.02	65,900.45	67,548.04	69,236.61	70,967.69
60	Hourly	28.704	29.421	30.155	30.910	31.683	32.476	33.287	34.120	34.973
	40 Hr Monthly	4,975.21	5,099.60	5,227.09	5,357.75	5,491.70	5,629.00	5,769.72	5,913.97	6,061.82
	Annual	59,702.51	61,195.16	62,725.05	64,293.02	65,900.45	67,548.04	69,236.61	70,967.69	72,741.84
61	Hourly	29.421	30.155	30.910	31.683	32.476	33.287	34.120	34.973	35.846
	40 Hr Monthly	5,099.60	5,227.09	5,357.75	5,491.70	5,629.00	5,769.72	5,913.97	6,061.82	6,213.37
	Annual	61,195.16	62,725.05	64,293.02	65,900.45	67,548.04	69,236.61	70,967.69	72,741.84	74,560.43
62	Hourly	30.155	30.910	31.683	32.476	33.287	34.120	34.973	35.846	36.743
	40 Hr Monthly	5,227.09	5,357.75	5,491.70	5,629.00	5,769.72	5,913.97	6,061.82	6,213.37	6,368.71
	Annual	62,725.05	64,293.02	65,900.45	67,548.04	69,236.61	70,967.69	72,741.84	74,560.43	76,424.57
63	Hourly	30.910	31.683	32.476	33.287	34.120	34.973	35.846	36.743	37.661
	40 Hr Monthly	5,357.75	5,491.70	5,629.00	5,769.72	5,913.97	6,061.82	6,213.37	6,368.71	6,527.93
	Annual	64,293.02	65,900.45	67,548.04	69,236.61	70,967.69	72,741.84	74,560.43	76,424.57	78,335.10
64	Hourly	31.683	32.476	33.287	34.120	34.973	35.846	36.743	37.661	38.603
	40 Hr Monthly	5,491.70	5,629.00	5,769.72	5,913.97	6,061.82	6,213.37	6,368.71	6,527.93	6,691.13
	Annual	65,900.45	67,548.04	69,236.61	70,967.69	72,741.84	74,560.43	76,424.57	78,335.10	80,293.54
65	Hourly	32.476	33.287	34.120	34.973	35.846	36.743	37.661	38.603	39.567
	40 Hr Monthly	5,629.00	5,769.72	5,913.97	6,061.82	6,213.37	6,368.71	6,527.93	6,691.13	6,858.41
	Annual	67,548.04	69,236.61	70,967.69	72,741.84	74,560.43	76,424.57	78,335.10	80,293.54	82,300.86
66	Hourly	33.287	34.120	34.973	35.846	36.743	37.661	38.603	39.567	40.557
	40 Hr Monthly	5,769.72	5,913.97	6,061.82	6,213.37	6,368.71	6,527.93	6,691.13	6,858.41	7,029.86
	Annual	69,236.61	70,967.69	72,741.84	74,560.43	76,424.57	78,335.10	80,293.54	82,300.86	84,358.30
67	Hourly	34.120	34.973	35.846	36.743	37.661	38.603	39.567	40.557	41.570
	40 Hr Monthly	5,913.97	6,061.82	6,213.37	6,368.71	6,527.93	6,691.13	6,858.41	7,029.86	7,205.60
	Annual	70,967.69	72,741.84	74,560.43	76,424.57	78,335.10	80,293.54	82,300.86	84,358.30	86,467.26
68	Hourly	34.973	35.846	36.743	37.661	38.603	39.567	40.557	41.570	42.610
	40 Hr Monthly	6,061.82	6,213.37	6,368.71	6,527.93	6,691.13	6,858.41	7,029.86	7,205.60	7,385.74
	Annual	72,741.84	74,560.43	76,424.57	78,335.10	80,293.54	82,300.86	84,358.30	86,467.26	88,628.82
69	Hourly	35.846	36.743	37.661	38.603	39.567	40.557	41.570	42.610	43.676
	40 Hr Monthly	6,213.37	6,368.71	6,527.93	6,691.13	6,858.41	7,029.86	7,205.60	7,385.74	7,570.39
	Annual	74,560.43	76,424.57	78,335.10	80,293.54	82,300.86	84,358.30	86,467.26	88,628.82	90,844.67
70	Hourly	36.743	37.661	38.603	39.567	40.557	41.570	42.610	43.676	44.768
	40 Hr Monthly	6,368.71	6,527.93	6,691.13	6,858.41	7,029.86	7,205.60	7,385.74	7,570.39	7,759.65
	Annual	76,424.57	78,335.10	80,293.54	82,300.86	84,358.30	86,467.26	88,628.82	90,844.67	93,115.76

\*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

1-1-21+1.00%

7-1-21 Teamster, FLSA Exempt, 1619MP, 1619LC, DPA

Range	Period	1	2	3	4	5	6	7	8	9
71	Hourly	37.661	38.603	39.567	40.557	41.570	42.610	43.676	44.768	45.886
	40 Hr Monthly	6,527.93	6,691.13	6,858.41	7,029.86	7,205.60	7,385.74	7,570.39	7,759.65	7,953.62
	Annual	78,335.10	80,293.54	82,300.86	84,358.30	86,467.26	88,628.82	90,844.67	93,115.76	95,443.48
72	Hourly	38.603	39.567	40.557	41.570	42.610	43.676	44.768	45.886	47.034
	40 Hr Monthly	6,691.13	6,858.41	7,029.86	7,205.60	7,385.74	7,570.39	7,759.65	7,953.62	8,152.47
	Annual	80,293.54	82,300.86	84,358.30	86,467.26	88,628.82	90,844.67	93,115.76	95,443.48	97,829.64
73	Hourly	39.567	40.557	41.570	42.610	43.676	44.768	45.886	47.034	48.209
	40 Hr Monthly	6,858.41	7,029.86	7,205.60	7,385.74	7,570.39	7,759.65	7,953.62	8,152.47	8,356.27
	Annual	82,300.86	84,358.30	86,467.26	88,628.82	90,844.67	93,115.76	95,443.48	97,829.64	100,275.20
74	Hourly	40.557	41.570	42.610	43.676	44.768	45.886	47.034	48.209	49.414
	40 Hr Monthly	7,029.86	7,205.60	7,385.74	7,570.39	7,759.65	7,953.62	8,152.47	8,356.27	8,565.17
	Annual	84,358.30	86,467.26	88,628.82	90,844.67	93,115.76	95,443.48	97,829.64	100,275.20	102,782.10
75	Hourly	41.570	42.610	43.676	44.768	45.886	47.034	48.209	49.414	50.649
	40 Hr Monthly	7,205.60	7,385.74	7,570.39	7,759.65	7,953.62	8,152.47	8,356.27	8,565.17	8,779.31
	Annual	86,467.26	88,628.82	90,844.67	93,115.76	95,443.48	97,829.64	100,275.20	102,782.10	105,351.72
76	Hourly	42.610	43.676	44.768	45.886	47.034	48.209	49.414	50.649	51.916
	40 Hr Monthly	7,385.74	7,570.39	7,759.65	7,953.62	8,152.47	8,356.27	8,565.17	8,779.31	8,998.80
	Annual	88,628.82	90,844.67	93,115.76	95,443.48	97,829.64	100,275.20	102,782.10	105,351.72	107,985.59
77	Hourly	43.676	44.768	45.886	47.034	48.209	49.414	50.649	51.916	53.214
	40 Hr Monthly	7,570.39	7,759.65	7,953.62	8,152.47	8,356.27	8,565.17	8,779.31	8,998.80	9,223.77
	Annual	90,844.67	93,115.76	95,443.48	97,829.64	100,275.20	102,782.10	105,351.72	107,985.59	110,685.23
78	Hourly	44.768	45.886	47.034	48.209	49.414	50.649	51.916	53.214	54.543
	40 Hr Monthly	7,759.65	7,953.62	8,152.47	8,356.27	8,565.17	8,779.31	8,998.80	9,223.77	9,454.36
	Annual	93,115.76	95,443.48	97,829.64	100,275.20	102,782.10	105,351.72	107,985.59	110,685.23	113,452.30
79	Hourly	45.886	47.034	48.209	49.414	50.649	51.916	53.214	54.543	55.908
	40 Hr Monthly	7,953.62	8,152.47	8,356.27	8,565.17	8,779.31	8,998.80	9,223.77	9,454.36	9,690.73
	Annual	95,443.48	97,829.64	100,275.20	102,782.10	105,351.72	107,985.59	110,685.23	113,452.30	116,288.74
80	Hourly	47.034	48.209	49.414	50.649	51.916	53.214	54.543	55.908	57.306
	40 Hr Monthly	8,152.47	8,356.27	8,565.17	8,779.31	8,998.80	9,223.77	9,454.36	9,690.73	9,932.98
	Annual	97,829.64	100,275.20	102,782.10	105,351.72	107,985.59	110,685.23	113,452.30	116,288.74	119,195.80
81	Hourly	48.209	49.414	50.649	51.916	53.214	54.543	55.908	57.306	58.740
	40 Hr Monthly	8,356.27	8,565.17	8,779.31	8,998.80	9,223.77	9,454.36	9,690.73	9,932.98	10,181.32
	Annual	100,275.20	102,782.10	105,351.72	107,985.59	110,685.23	113,452.30	116,288.74	119,195.80	122,175.83
82	Hourly	49.414	50.649	51.916	53.214	54.543	55.908	57.306	58.740	60.208
	40 Hr Monthly	8,565.17	8,779.31	8,998.80	9,223.77	9,454.36	9,690.73	9,932.98	10,181.32	10,435.86
	Annual	102,782.10	105,351.72	107,985.59	110,685.23	113,452.30	116,288.74	119,195.80	122,175.83	125,230.35
83	Hourly	50.649	51.916	53.214	54.543	55.908	57.306	58.740	60.208	61.712
	40 Hr Monthly	8,779.31	8,998.80	9,223.77	9,454.36	9,690.73	9,932.98	10,181.32	10,435.86	10,696.76
	Annual	105,351.72	107,985.59	110,685.23	113,452.30	116,288.74	119,195.80	122,175.83	125,230.35	128,361.17
84	Hourly	51.916	53.214	54.543	55.908	57.306	58.740	60.208	61.712	63.255
	40 Hr Monthly	8,998.80	9,223.77	9,454.36	9,690.73	9,932.98	10,181.32	10,435.86	10,696.76	10,964.17
	Annual	107,985.59	110,685.23	113,452.30	116,288.74	119,195.80	122,175.83	125,230.35	128,361.17	131,570.08
85	Hourly	53.214	54.543	55.908	57.306	58.740	60.208	61.712	63.255	64.837
	40 Hr Monthly	9,223.77	9,454.36	9,690.73	9,932.98	10,181.32	10,435.86	10,696.76	10,964.17	11,238.29
	Annual	110,685.23	113,452.30	116,288.74	119,195.80	122,175.83	125,230.35	128,361.17	131,570.08	134,859.44

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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

1-1-21+1.00%

7-1-21 Teamster, FLSA Exempt, 1619MP, 1619LC, DPA

Range	Period	1	2	3	4	5	6	7	8	9
86	Hourly	54.543	55.908	57.306	58.740	60.208	61.712	63.255	64.837	66.456
	40 Hr Monthly	9,454.36	9,690.73	9,932.98	10,181.32	10,435.86	10,696.76	10,964.17	11,238.29	11,519.24
	Annual	113,452.30	116,288.74	119,195.80	122,175.83	125,230.35	128,361.17	131,570.08	134,859.44	138,230.91
87	Hourly	55.908	57.306	58.740	60.208	61.712	63.255	64.837	66.456	68.119
	40 Hr Monthly	9,690.73	9,932.98	10,181.32	10,435.86	10,696.76	10,964.17	11,238.29	11,519.24	11,807.23
	Annual	116,288.74	119,195.80	122,175.83	125,230.35	128,361.17	131,570.08	134,859.44	138,230.91	141,686.70
88	Hourly	57.306	58.740	60.208	61.712	63.255	64.837	66.456	68.119	69.822
	40 Hr Monthly	9,932.98	10,181.32	10,435.86	10,696.76	10,964.17	11,238.29	11,519.24	11,807.23	12,102.41
	Annual	119,195.80	122,175.83	125,230.35	128,361.17	131,570.08	134,859.44	138,230.91	141,686.70	145,228.90
89	Hourly	58.740	60.208	61.712	63.255	64.837	66.456	68.119	69.822	71.566
	40 Hr Monthly	10,181.32	10,435.86	10,696.76	10,964.17	11,238.29	11,519.24	11,807.23	12,102.41	12,404.96
	Annual	122,175.83	125,230.35	128,361.17	131,570.08	134,859.44	138,230.91	141,686.70	145,228.90	148,859.57
90	Hourly	60.208	61.712	63.255	64.837	66.456	68.119	69.822	71.566	73.356
	40 Hr Monthly	10,435.86	10,696.76	10,964.17	11,238.29	11,519.24	11,807.23	12,102.41	12,404.96	12,715.08
	Annual	125,230.35	128,361.17	131,570.08	134,859.44	138,230.91	141,686.70	145,228.90	148,859.57	152,580.94
91	Hourly	61.712	63.255	64.837	66.456	68.119	69.822	71.566	73.356	75.190
	40 Hr Monthly	10,696.76	10,964.17	11,238.29	11,519.24	11,807.23	12,102.41	12,404.96	12,715.08	13,032.96
	Annual	128,361.17	131,570.08	134,859.44	138,230.91	141,686.70	145,228.90	148,859.57	152,580.94	156,395.50
92	Hourly	63.255	64.837	66.456	68.119	69.822	71.566	73.356	75.190	77.070
	40 Hr Monthly	10,964.17	11,238.29	11,519.24	11,807.23	12,102.41	12,404.96	12,715.08	13,032.96	13,358.79
	Annual	131,570.08	134,859.44	138,230.91	141,686.70	145,228.90	148,859.57	152,580.94	156,395.50	160,305.45
93	Hourly	64.837	66.456	68.119	69.822	71.566	73.356	75.190	77.070	78.996
	40 Hr Monthly	11,238.29	11,519.24	11,807.23	12,102.41	12,404.96	12,715.08	13,032.96	13,358.79	13,692.75
	Annual	134,859.44	138,230.91	141,686.70	145,228.90	148,859.57	152,580.94	156,395.50	160,305.45	164,313.03
94	Hourly	66.456	68.119	69.822	71.566	73.356	75.190	77.070	78.996	80.972
	40 Hr Monthly	11,519.24	11,807.23	12,102.41	12,404.96	12,715.08	13,032.96	13,358.79	13,692.75	14,035.07
	Annual	138,230.91	141,686.70	145,228.90	148,859.57	152,580.94	156,395.50	160,305.45	164,313.03	168,420.85
95	Hourly	68.119	69.822	71.566	73.356	75.190	77.070	78.996	80.972	82.997
	40 Hr Monthly	11,807.23	12,102.41	12,404.96	12,715.08	13,032.96	13,358.79	13,692.75	14,035.07	14,385.95
	Annual	141,686.70	145,228.90	148,859.57	152,580.94	156,395.50	160,305.45	164,313.03	168,420.85	172,631.41
96	Hourly	69.822	71.566	73.356	75.190	77.070	78.996	80.972	82.997	85.071
	40 Hr Monthly	12,102.41	12,404.96	12,715.08	13,032.96	13,358.79	13,692.75	14,035.07	14,385.95	14,745.61
	Annual	145,228.90	148,859.57	152,580.94	156,395.50	160,305.45	164,313.03	168,420.85	172,631.41	176,947.35
97	Hourly	71.566	73.356	75.190	77.070	78.996	80.972	82.997	85.071	87.198
	40 Hr Monthly	12,404.96	12,715.08	13,032.96	13,358.79	13,692.75	14,035.07	14,385.95	14,745.61	15,114.24
	Annual	148,859.57	152,580.94	156,395.50	160,305.45	164,313.03	168,420.85	172,631.41	176,947.35	181,370.87
98	Hourly	73.356	75.190	77.070	78.996	80.972	82.997	85.071	87.198	89.378
	40 Hr Monthly	12,715.08	13,032.96	13,358.79	13,692.75	14,035.07	14,385.95	14,745.61	15,114.24	15,492.11
	Annual	152,580.94	156,395.50	160,305.45	164,313.03	168,420.85	172,631.41	176,947.35	181,370.87	185,905.30
99	Hourly	75.190	77.070	78.996	80.972	82.997	85.071	87.198	89.378	91.611
	40 Hr Monthly	13,032.96	13,358.79	13,692.75	14,035.07	14,385.95	14,745.61	15,114.24	15,492.11	15,879.42
	Annual	156,395.50	160,305.45	164,313.03	168,420.85	172,631.41	176,947.35	181,370.87	185,905.30	190,552.99
100	Hourly	77.070	78.996	80.972	82.997	85.071	87.198	89.378	91.611	93.902
	40 Hr Monthly	13,358.79	13,692.75	14,035.07	14,385.95	14,745.61	15,114.24	15,492.11	15,879.42	16,276.39
	Annual	160,305.45	164,313.03	168,420.85	172,631.41	176,947.35	181,370.87	185,905.30	190,552.99	195,316.72

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