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Agreement

By and Between

Clallam County

and

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

For the Period

January 1, 2014 – December 31, 2017

MANAGERIAL AND PROFESSIONAL EMPLOYEES

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PREAMBLE

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

ARTICLE 1 – TERM OF AGREEMENT

This Agreement shall be effective upon ratification by both parties and shall apply during its term, ending December 31, 2017.

ARTICLE 2 – RECOGNITION

2.1 Bargaining Unit Description.

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

2.2 Unit Composition Questions.

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

ARTICLE 3 - NON-DISCRIMINATION

The parties agree that this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, marital status, race, color, sex, religion, mental or physical handicap or disability as defined and recognized under federal and Washington law (to the extent reasonable accommodation is possible in view of the duties and responsibilities of the position), national origin, union affiliation, or political affiliation. Reasonable accommodation shall be accomplished to the extent possible to enable a disabled employee who is able to safely and properly perform modified duties of the employee's position. The County may condition light duty for a disabled employee on demonstrated ability to recover and become able to perform the essential functions of the job within a time period established by the County in reliance on medical opinion/prognosis of the County's physician. This Article shall be subject to the appeal procedure, but not to appeal arbitration beyond Step 2.

ARTICLE 4 - UNION SECURITY

4.1 Dues Check Off. The County will provide for payroll deduction of Union fees upon written authorization by the employee. Payroll deduction authorization cards must be received by the County Human Resource Office by the fifteenth (15^{th}) day of the month to be recognized as effective for that month. The County shall deduct from the last paycheck of the month of such employee the amount of dues and transmit them to the designated representative of the Union.

4.2 Fair Share and Religious Objections.

It shall be a condition of employment that all employees in classifications identified listed in *Appendix A* and designated under this Agreement as Union members shall continue to be members of the Union and remain members in good standing. Those who are not members on the effective date of this Agreement shall by the 31^{st} day following the effective date of this Agreement become and remain members in good standing in the Union. It shall also be a condition of employment that all members of the Union hired on or after the effective date shall on the 31^{st} day following the beginning of such employment become and remain members in good standing in the bargaining unit; PROVIDED THAT, if a public employee is a member of a church or religious body whose bona fide religious tenets or teachings forbid said public employee to be a member of a labor union, such public employee shall pay an amount of money equivalent to the regular Union dues to a non-religious charity or to another charitable organization mutually agreed upon by the County and the Union. The County shall furnish written proof to the Union that such payment has been made. If the County and the Union do not reach an agreement on the choice of the non-religious charity to whom the employee's dues are to be paid, the Washington State Public Employment Relations Commission shall designate the charitable organization; PROVIDED FURTHER THAT, if an employee for any reason does not wish to be a member of the Union, that employee shall proportionately and fairly share in the cost of the collective bargaining process. Therefore, the cost for such bargaining unit member shall be fixed proportionately at the amount of dues uniformly required of each member of the bargaining unit to defray the cost of services rendered in negotiating and administering this Agreement. Payment of a maintenance fee in this amount shall be in lieu of any other obligation under this Article.

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

4.3 Indemnification.

The Union shall indemnify, defend, and hold the County harmless from all suits, actions, proceedings, and claims against the County or persons acting on behalf of the County, whether for damages, compensation, reinstatement, or any combination thereof arising from the sole application of this Article of this Agreement. In the event that any part of *Article 4* shall be

declared invalid or that all or any portion of the monthly service fee must be refunded to any non-member, the Union and its members shall be solely responsible for such reimbursement. The parties will cooperate in making appropriate adjustments called for in the event error is discovered.

ARTICLE 5 - UNION REPRESENTATION ACTIVITY

5.1 Conducting Union Business.

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

5.2 Adjusting Appeals.

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

5.3 Union Expenses.

Except as provided above or otherwise authorized by a supervisor, Union activities shall not result in cost to the County, as through the use of County vehicles, photocopiers, telephones, or on duty time.

5.4 Attendance at Negotiations.

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

5.5 Notice of Union Officers.

The Union shall inform the County in writing of the identity of Union officers, periodically and as necessary to keep the County informed of their identity. The County shall recognize only the Union officers so identified.

5.6 Copies of Labor Agreement.

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

5.7 Employment List.

Every January, the County shall furnish the Union a list of each employee covered by this contract, stating the following: date of hire, adjusted date of hire, and current salary.

5.8 Notice of Parties.

Whenever this Agreement requires notice to the Union, the County shall mail notice by regular mail to the AFSCME Union staff representative and shall place a copy in the Local Union's intra-department mailbox. Notice to the County means written notice to the Director of Human Resources.

ARTICLE 6 - MANAGEMENT RIGHTS

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

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

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

1. To determine the services to be rendered to the citizens of the County.

2. To direct and supervise all operations, functions and policies of the County, and to determine the requirements of facilities and operations in which the employees in the bargaining unit are employed, and such other operations, functions and policies in the remainder of the County as may affect employees in the bargaining unit.

3. To manage and direct the work force, including, but not limited to, the right to determine the place to report for work; to evaluate performance; to determine methods, processes and manner of performing work; the right to hire, promote, train and retain employees and transfer them within the same pay range or demote to a lesser pay range should they not be qualified for retention in the present pay range, or should their work habits or productivity not justify retention in the present pay range; the right to lay off; the right to abolish positions or reorganize the departments; the right to determine schedules of work and regular hours of work when the office is open and employees are expected to be present; the right to purchase, dispose of and assign equipment or supplies; and the right to discipline an employee for sufficient cause in accordance with the Administrative Personnel Policies as determined by the County in the judgment and discretion of the Board of Commissioners, elected officials and department heads.

4. To determine the need for a reduction or an increase in the work force and to implement any decision with regard thereto.

5. To establish, revise and implement standards for hiring, classification, promotion, quality of work, safety, materials, equipment and appearance.

6. To implement new, and revise and discard, wholly or in part, old methods, procedures, materials, equipment, facilities and standards.

7. To contract or subcontract work as may be determined by the County without further bargaining, where the work to be transferred from or to the bargaining unit is performed by a County employee or official whether or not a bargaining unit member. Provided, however, that the County will bargain on demand concerning the impacts of a subcontracting decision which results in the loss of a job by an existing bargaining unit member.

8. To assign regular hours of work and work locations, and to flex such regular hours to meet public service needs.

9. To designate and assign work duties and modify them periodically.

10. To introduce new duties within the unit.

11. To determine the need for and the qualifications of new employees and promotions.

12. To maintain and revise periodically the Clallam County Administrative Personnel Policies without bargaining over any change except as provided for expressly in Article 15.

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

Except as restricted by Articles 10.1, all matters not specifically treated by the language of this Agreement may be administered for its duration by the County in accordance with such policy and procedures as the County may determine and revise periodically. This Article does not preclude the Union from seeking review of the exercise of these rights in a particular case in discussion with the Director of Human Resources.

ARTICLE 7 – HOURS AND ACCOUNTABILITY PROCEDURES

7.1 Program and Service Accountability.

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

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

7.2 Flex Time for Salaried Exempt.

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

7.3 Job Performance and Misconduct.

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

7.4 Pre-disciplinary Meetings.

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

ARTICLE 8 - APPEALS

8.1 Policy.

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

8.2 Appeal Procedure.

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

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

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

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

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

A. A list of thirteen (13) arbitrators referred by the Public Employment Relations Commission shall be requested, and the parties shall alternately strike from the list until only one is left. The moving party shall strike the first name. The selection process shall be completed within five (5) calendar days from receipt of the list if possible.

B. The arbitrator shall render a decision no later than thirty (30) calendar days after the conclusion of the final hearing. The decision of the arbitrator shall be final and binding on all parties. The arbitrator shall have no right to amend, modify, nullify, ignore or add to the provisions of the Agreement or the Clallam County Administrative Personnel Policies. The arbitrator shall be limited to consideration of whether the decision by the Board of County Commissioners or the Director of Human Resources was arbitrary and capricious, or incorrect under the terms of the Collective Bargaining Agreement or the County's Administrative Personnel Policies. An "arbitrary" or "capricious" action means willful and unreasoning action, without consideration of facts or circumstances. Where there is

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

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

8.3 Time Limits.

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

8.4 Alternate Mediation.

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

8.5 Construction and Binding Effect.

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

ARTICLE 9 - STRIKES AND LOCKOUTS PROHIBITED

9.1 Prohibited Conduct.

Employees in the bargaining unit, while acting in the course of their employment, shall not honor any picket line established in the County by any labor organization when called upon to cross such picket line in the line of duty, or initiate, cause, permit, participate, or join in any strike, work stoppage, or slowdown, picketing, or any other restriction of work at any location. The County may deem prohibited conduct described in this paragraph as a voluntary quit, and

separate the employee from employment by personnel action and without due process, subject only to an appeal under Clallam County's Administrative Personnel Policies. Such disciplinary action may be undertaken at the option of the County and shall not preclude or restrict recourse to any other remedies, including an action for damages, which may be available to the County. Exercise of any such rights by an off-duty employee shall be in the employee's individual capacity.

9.2 Lockout.

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

ARTICLE 10 - BENEFITS

10.1 Benefits.

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

10.2 Earned Leaves.

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

10.3 Health and Welfare Coverage.

During the life of this Agreement, the County will provide Health Care Insurance for employees and their dependents who meet hours of eligibility as specified in Article 2 and in the Teamster Trust. Hours worked in one month qualify an employee for insurance in the following month under the Teamster plan. Lump sum payments made upon termination of employment are not payments which result in eligibility in the next month.

During the life of this Agreement, the County shall pay up to $720.00 during 2014, $730.00 during 2015, $740.00 during 2016, and $750.00 during 2017, 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. 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 the cost of the plans identified above, 100% of such excess cost shall be paid by the employee. In 2018 the *status quo* shall be $750.00 or such amount as agreed upon by the parties prior to December 31, 2017 if different.

The bargaining unit has elected:

Teamster Medical Plan C	$785.01
Teamster Dental Plan A	$130.50
Teamster Vision Plan EXT	$ 14.90
2014 Total Premium	$930.41
2014 Employee Paid Premium	$210.41

The Union and the Employer agree that monthly contributions to the Teamsters Trust shall be distributed as follows: the Dental Plan, the Vision Plan, and then the Medical Plan.

Both parties reserve the right to reopen this Article 10.3 concerning the cost of insurance benefits, plan design, and the employee and County share of the cost of insurance benefits. If reopened, the parties will schedule bargaining during the months of November and December or in a timely manner. Bargaining will occur between the County and AFSCME M&P. The parties shall exchange proposals and data in advance and shall not be required to meet for more than one day of bargaining. The result of negotiations will be either an agreement reached by the parties in bargaining or the Agreement reflected in this Article with respect to costs.

10.4 Retirement.

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

10.5 Education Program.

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

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

10.6 Holidays.

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

ARTICLE 11 - COMPENSATION

11.1 Wages.

As of January 1, 2014, employees shall be paid at the appropriate range and step of the Salary Plan attached as Appendix B, which represents the wage established for FLSA salaried and exempt County employees not represented through collective bargaining for 2014. The Appendix B schedule has been computed as 95% of the 2013 forty (40) hour salary schedule after restoration of concessions, which then was increased by one percent (1%). After January 2014 the January 2014 wage scale shall be adjusted as follows:

A. July 1, 2014, one percent (1%)

B. January 1, 2015, one percent (1%)

C. July 1, 2015, one percent (1%)

D. January 1, 2016, one percent (1%)

E. July 1, 2016, one percent (1%)

F. January 1, 2017, one percent (1%)

G. July 1, 2017, one percent (1%)

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

11.2 Step Placement.

The County shall implement the following step administration plan for those positions and salaries enumerated in the schedule attached. Department heads and elected officials may hold

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

employees accountable for meeting written performance expectations set forth in job descriptions, evaluation and goal setting process and planning meetings or documents, and other clearly communicated written statements of expectation.

1. Step increases shall be based solely upon performance and shall not be granted unless supported by satisfactory employee evaluations. Evaluations of employees shall be conducted at least annually and shall be used as a factor in justifying annual step increases.

2. An employee shall be eligible for a step increase to be effective on the first day of the month following the twelve (12) month anniversary except when the anniversary falls on the first day of the month in which case the step increase shall be effective on that day.

11.3 Section 401(a) Plan Match.

The County shall match into a 401(a) plan elected by the employee an amount up to one percent (1%) of base salary provided the employee contributes a like amount into an IRC 457 or participates in the 401(a) match and save plan.

11.4 Out of Class Assignments.

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

11.5 Payroll Recordkeeping.

Employees will make entries and report activity using the County intra-net Employee Time Sheet (Activity Log) or other department specific system of records in accordance with County established policies. (Refer to County Administrative Manual section 220.50.1). [As an illustration, REGULAR means hours actually worked; VACATION, SICK, HOLIDAY, FLOATING HOLIDAY, and FLEX means hours not worked and taken as the noted form of paid time off; whenever a number of hours fewer that eight (8) is reflected as REGULAR, there shall be no reduction in pay nor reduction in the employee's earned leave balance for any day on which at least four (4) regular hours are worked or for those days where hours are flexed off with department head approval as described in Article 7.2 of this Agreement.]

ARTICLE 12 - LAYOFF/RECALL AND SEVERANCE

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

In the event the County lays off a bargaining unit employee in accordance with the Administrative Personnel Policies such employee laid off shall be provided notice as required by this Article, and shall be afforded the option to elect either (1) recall rights to the former position for twenty-four (24) months, or in the alternative, (2) a severance payment as a reimbursement of healthcare premiums paid by the laid off employee under COBRA or otherwise in an amount

equal to the full cost of the medical plan only for six (6) months (that is, no payment shall be made for dental, vision, or any other insurance premium by the County) which shall be paid as a documented reimbursement (and therefore not subject to income taxes and withholdings) or paid up-front as part of the final pay check in lump sum which shall be subject to appropriate withholdings, and in addition to any compensation associated with the thirty (30) day layoff notice period and medical payments provided for in this Article, the laid off employee shall receive three (3) months base salary in a lump sum payment.

ARTICLE 13 - FUTURE NEGOTIATIONS

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

ARTICLE 14 - COUNTY'S POLICIES AND PROCEDURES

14.1 Application of County Policies Regarding Employment Issues.

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

14.2 Reclassifications.

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

14.3 Bargaining Over Changes in County Administrative Personnel Policies.

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

ARTICLE 15 - SEVERABILITY AND SUPERIORITY

In the event that any portion of this Agreement is ruled invalid, the remainder of the Agreement or its application to any other party, person, or circumstances shall not be affected. If any portion is ruled invalid, the Union and the County shall meet and expeditiously proceed to negotiate a replacement provision.

ARTICLE 16 - ENTIRE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set

forth in this Agreement. This Agreement constitutes the sole and entire Agreement between the parties. Except as specifically modified by or treated in this Agreement, all policies, matters, questions and terms affecting unit employees in their employment relationship with the County shall be governed by Article 6 (Management Rights). The County and the Union for the life of this Agreement each unqualifiedly waives the right, and agrees that the other shall not be obliged to bargain collectively with respect to any subject or matter that may not have been within the knowledge or contemplation of either party or both parties at the time that they negotiated and signed this Agreement, except as otherwise specified in this Agreement.

Date Signed by Union: 1/29/14

Date signed by County: 4 February 2014

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

Richard W. James

Richard W. James, Local President

Larry Clark

Larry Clark, AFSCME Representative

CLALLAM COUNTY BOARD OF COMMISSIONERS

Michael C. Chapman, Chair

Howard V. Doherty, Jr.

Jim McEntire

APPROVED AS TO FORM:

Akin Blitz, Special Labor/Employment Counsel

ATTEST:

Trish Holden

Trish Holden, CMC
Clerk of the Board

APPENDIX A - BARGAINING UNIT POSITIONS

FLSA EXEMPT

CLASSIFICATION	RANGE
Accountant	60
Administrative Coordinator	60
Administrative Operations Manager	60
Administrative Specialist 4	58
Assistant County Engineer	70
Behavioral Health Manager	68
Elections Supervisor	53
Environmental Health Director	66
Equipment Rental & Revolving Division Manager	68
Facilities Maintenance Supervisor	60
Fair Manager	50
Food Service/Laundry Supervisor	50
Health & Human Services Planner	64
Juvenile Corrections Manager	68
Maintenance Supervisor	61
Motor Vehicle Division Manager	56
Noxious Weed Coordinator	60
Parks and Fair Supervisor	60
Park Manager	56
Project Coordinator – Sheriff	62
Principal Planner	63
Public Health Program Manager	64
Senior Accountant	64
Transportation Program Manager	67

APPENDIX B

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
1	Hourly	5.865	6.013	6.163	6.318	6.476	6.638	6.804	6.974	7.148
	Monthly	1016.84	1042.26	1068.32	1095.03	1122.41	1150.48	1179.23	1208.72	1238.93
	Annual	12202.03	12507.17	12819.85	13140.31	13468.90	13805.75	14150.74	14504.60	14867.21
2	Hourly	6.013	6.163	6.318	6.476	6.638	6.804	6.974	7.148	7.327
	Monthly	1042.26	1068.32	1095.03	1122.41	1150.48	1179.23	1208.72	1238.93	1269.90
	Annual	12507.17	12819.85	13140.31	13468.90	13805.75	14150.74	14504.60	14867.21	15238.80
3	Hourly	6.163	6.318	6.476	6.638	6.804	6.974	7.148	7.327	7.510
	Monthly	1068.32	1095.03	1122.41	1150.48	1179.23	1208.72	1238.93	1269.90	1301.66
	Annual	12819.85	13140.31	13468.90	13805.75	14150.74	14504.60	14867.21	15238.80	15619.88
4	Hourly	6.318	6.476	6.638	6.804	6.974	7.148	7.327	7.510	7.698
	Monthly	1095.03	1122.41	1150.48	1179.23	1208.72	1238.93	1269.90	1301.66	1334.20
	Annual	13140.31	13468.90	13805.75	14150.74	14504.60	14867.21	15238.80	15619.88	16010.42
5	Hourly	6.476	6.638	6.804	6.974	7.148	7.327	7.510	7.698	7.890
	Monthly	1122.41	1150.48	1179.23	1208.72	1238.93	1269.90	1301.66	1334.20	1367.56
	Annual	13468.90	13805.75	14150.74	14504.60	14867.21	15238.80	15619.88	16010.42	16410.68
6	Hourly	6.638	6.804	6.974	7.148	7.327	7.510	7.698	7.890	8.086
	Monthly	1150.48	1179.23	1208.72	1238.93	1269.90	1301.66	1334.20	1367.56	1401.74
	Annual	13805.75	14150.74	14504.60	14867.21	15238.80	15619.88	16010.42	16410.68	16820.91
7	Hourly	6.804	6.974	7.148	7.327	7.510	7.698	7.890	8.086	8.290
	Monthly	1179.23	1208.72	1238.93	1269.90	1301.66	1334.20	1367.56	1401.74	1436.79
	Annual	14150.74	14504.60	14867.21	15238.80	15619.88	16010.42	16410.68	16820.91	17241.46
8	Hourly	6.974	7.148	7.327	7.510	7.698	7.890	8.086	8.290	8.496
	Monthly	1208.72	1238.93	1269.90	1301.66	1334.20	1367.56	1401.74	1436.79	1472.70
	Annual	14504.60	14867.21	15238.80	15619.88	16010.42	16410.68	16820.91	17241.46	17672.46
9	Hourly	7.148	7.327	7.510	7.698	7.890	8.086	8.290	8.496	8.709
	Monthly	1238.93	1269.90	1301.66	1334.20	1367.56	1401.74	1436.79	1472.70	1509.52
	Annual	14867.21	15238.80	15619.88	16010.42	16410.68	16820.91	17241.46	17672.46	18114.26

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
10	Hourly	7.327	7.510	7.698	7.890	8.086	8.290	8.496	8.709	8.926
	Monthly	1269.90	1301.66	1334.20	1367.56	1401.74	1436.79	1472.70	1509.52	1547.26
	Annual	15238.80	15619.88	16010.42	16410.68	16820.91	17241.46	17672.46	18114.26	18567.13
11	Hourly	7.510	7.698	7.890	8.086	8.290	8.496	8.709	8.926	9.150
	Monthly	1301.66	1334.20	1367.56	1401.74	1436.79	1472.70	1509.52	1547.26	1585.94
	Annual	15619.88	16010.42	16410.68	16820.91	17241.46	17672.46	18114.26	18567.13	19031.29
12	Hourly	7.698	7.890	8.086	8.290	8.496	8.709	8.926	9.150	9.379
	Monthly	1334.20	1367.56	1401.74	1436.79	1472.70	1509.52	1547.26	1585.94	1625.59
	Annual	16010.42	16410.68	16820.91	17241.46	17672.46	18114.26	18567.13	19031.29	19507.11
13	Hourly	7.890	8.086	8.290	8.496	8.709	8.926	9.150	9.379	9.613
	Monthly	1367.56	1401.74	1436.79	1472.70	1509.52	1547.26	1585.94	1625.59	1666.24
	Annual	16410.68	16820.91	17241.46	17672.46	18114.26	18567.13	19031.29	19507.11	19994.83
14	Hourly	8.086	8.290	8.496	8.709	8.926	9.150	9.379	9.613	9.853
	Monthly	1401.74	1436.79	1472.70	1509.52	1547.26	1585.94	1625.59	1666.24	1707.89
	Annual	16820.91	17241.46	17672.46	18114.26	18567.13	19031.29	19507.11	19994.83	20494.71
15	Hourly	8.290	8.496	8.709	8.926	9.150	9.379	9.613	9.853	10.100
	Monthly	1436.79	1472.70	1509.52	1547.26	1585.94	1625.59	1666.24	1707.89	1750.59
	Annual	17241.46	17672.46	18114.26	18567.13	19031.29	19507.11	19994.83	20494.71	21007.09
16	Hourly	8.496	8.709	8.926	9.150	9.379	9.613	9.853	10.100	10.351
	Monthly	1472.70	1509.52	1547.26	1585.94	1625.59	1666.24	1707.89	1750.59	1794.35
	Annual	17672.46	18114.26	18567.13	19031.29	19507.11	19994.83	20494.71	21007.09	21532.24
17	Hourly	8.709	8.926	9.150	9.379	9.613	9.853	10.100	10.351	10.611
	Monthly	1509.52	1547.26	1585.94	1625.59	1666.24	1707.89	1750.59	1794.35	1839.22
	Annual	18114.26	18567.13	19031.29	19507.11	19994.83	20494.71	21007.09	21532.24	22070.62
18	Hourly	8.926	9.150	9.379	9.613	9.853	10.100	10.351	10.611	10.877
	Monthly	1547.26	1585.94	1625.59	1666.24	1707.89	1750.59	1794.35	1839.22	1885.20
	Annual	18567.13	19031.29	19507.11	19994.83	20494.71	21007.09	21532.24	22070.62	22622.36
19	Hourly	9.150	9.379	9.613	9.853	10.100	10.351	10.611	10.877	11.148

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
	Monthly	1585.94	1625.59	1666.24	1707.89	1750.59	1794.35	1839.22	1885.20	1932.32
	Annual	19031.29	19507.11	19994.83	20494.71	21007.09	21532.24	22070.62	22622.36	23187.83
20	Hourly	9.379	9.613	9.853	10.100	10.351	10.611	10.877	11.148	11.427
	Monthly	1625.59	1666.24	1707.89	1750.59	1794.35	1839.22	1885.20	1932.32	1980.64
	Annual	19507.11	19994.83	20494.71	21007.09	21532.24	22070.62	22622.36	23187.83	23767.64
21	Hourly	9.613	9.853	10.100	10.351	10.611	10.877	11.148	11.427	11.712
	Monthly	1666.24	1707.89	1750.59	1794.35	1839.22	1885.20	1932.32	1980.64	2030.15
	Annual	19994.83	20494.71	21007.09	21532.24	22070.62	22622.36	23187.83	23767.64	24361.78
22	Hourly	9.853	10.100	10.351	10.611	10.877	11.148	11.427	11.712	12.006
	Monthly	1707.89	1750.59	1794.35	1839.22	1885.20	1932.32	1980.64	2030.15	2080.90
	Annual	20494.71	21007.09	21532.24	22070.62	22622.36	23187.83	23767.64	24361.78	24970.86
23	Hourly	10.100	10.351	10.611	10.877	11.148	11.427	11.712	12.006	12.305
	Monthly	1750.59	1794.35	1839.22	1885.20	1932.32	1980.64	2030.15	2080.90	2132.93
	Annual	21007.09	21532.24	22070.62	22622.36	23187.83	23767.64	24361.78	24970.86	25595.12
24	Hourly	10.351	10.611	10.877	11.148	11.427	11.712	12.006	12.305	12.613
	Monthly	1794.35	1839.22	1885.20	1932.32	1980.64	2030.15	2080.90	2132.93	2186.24
	Annual	21532.24	22070.62	22622.36	23187.83	23767.64	24361.78	24970.86	25595.12	26234.94
25	Hourly	10.611	10.877	11.148	11.427	11.712	12.006	12.305	12.613	12.928
	Monthly	1839.21	1885.20	1932.32	1980.64	2030.15	2080.90	2132.93	2186.24	2240.91
	Annual	22070.50	22622.36	23187.83	23767.64	24361.78	24970.86	25595.12	26234.94	26890.91
26	Hourly	10.877	11.148	11.427	11.712	12.006	12.305	12.613	12.928	13.252
	Monthly	1885.20	1932.32	1980.64	2030.15	2080.90	2132.93	2186.24	2240.91	2296.93
	Annual	22622.36	23187.83	23767.64	24361.78	24970.86	25595.12	26234.94	26890.91	27563.16
27	Hourly	11.148	11.427	11.712	12.006	12.305	12.613	12.928	13.252	13.583
	Monthly	1932.32	1980.64	2030.15	2080.90	2132.93	2186.24	2240.91	2296.93	2354.36
	Annual	23187.83	23767.64	24361.78	24970.86	25595.12	26234.94	26890.91	27563.16	28252.29
28	Hourly	11.427	11.712	12.006	12.305	12.613	12.928	13.252	13.583	13.922
	Monthly	1980.64	2030.15	2080.90	2132.93	2186.24	2240.91	2296.93	2354.36	2413.21
	Annual	23767.64	24361.78	24970.86	25595.12	26234.94	26890.91	27563.16	28252.29	28958.55

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
29	Hourly	11.712	12.006	12.305	12.613	12.928	13.252	13.583	13.922	14.270
	Monthly	2030.15	2080.90	2132.93	2186.24	2240.91	2296.93	2354.36	2413.21	2473.54
	Annual	24361.78	24970.86	25595.12	26234.94	26890.91	27563.16	28252.29	28958.55	29682.43
30	Hourly	12.006	12.305	12.613	12.928	13.252	13.583	13.922	14.270	14.628
	Monthly	2080.90	2132.93	2186.24	2240.91	2296.93	2354.36	2413.21	2473.54	2535.38
	Annual	24970.86	25595.12	26234.94	26890.91	27563.16	28252.29	28958.55	29682.43	30424.52
31	Hourly	12.305	12.613	12.928	13.252	13.583	13.922	14.270	14.628	14.993
	Monthly	2132.93	2186.24	2240.91	2296.93	2354.36	2413.21	2473.54	2535.38	2598.76
	Annual	25595.12	26234.94	26890.91	27563.16	28252.29	28958.55	29682.43	30424.52	31185.09
32	Hourly	12.613	12.928	13.252	13.583	13.922	14.270	14.628	14.993	15.368
	Monthly	2186.24	2240.91	2296.93	2354.36	2413.21	2473.54	2535.38	2598.76	2663.73
	Annual	26234.94	26890.91	27563.16	28252.29	28958.55	29682.43	30424.52	31185.09	31964.72
33	Hourly	12.928	13.252	13.583	13.922	14.270	14.628	14.993	15.368	15.751
	Monthly	2240.89	2296.92	2354.36	2413.21	2473.54	2535.38	2598.76	2663.73	2730.32
	Annual	26890.66	27563.03	28252.29	28958.55	29682.43	30424.52	31185.09	31964.72	32763.79
34	Hourly	13.252	13.583	13.922	14.270	14.628	14.993	15.368	15.751	16.146
	Monthly	2296.93	2354.36	2413.21	2473.54	2535.38	2598.76	2663.73	2730.32	2798.58
	Annual	27563.16	28252.29	28958.55	29682.43	30424.52	31185.09	31964.72	32763.79	33582.90
35	Hourly	13.583	13.922	14.270	14.628	14.993	15.368	15.751	16.146	16.550
	Monthly	2354.36	2413.21	2473.54	2535.38	2598.76	2663.73	2730.32	2798.58	2868.53
	Annual	28252.29	28958.55	29682.43	30424.52	31185.09	31964.72	32763.79	33582.90	34422.30
36	Hourly	13.922	14.270	14.628	14.993	15.368	15.751	16.146	16.550	16.963
	Monthly	2413.21	2473.54	2535.38	2598.76	2663.73	2730.32	2798.58	2868.53	2940.25
	Annual	28958.55	29682.43	30424.52	31185.09	31964.72	32763.79	33582.90	34422.30	35282.96
37	Hourly	14.270	14.628	14.993	15.368	15.751	16.146	16.550	16.963	17.387
	Monthly	2473.53	2535.38	2598.76	2663.73	2730.32	2798.58	2868.53	2940.25	3013.74
	Annual	29682.31	30424.52	31185.09	31964.72	32763.79	33582.90	34422.30	35282.96	36164.87
38	Hourly	14.628	14.993	15.368	15.751	16.146	16.550	16.963	17.387	17.823

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
	Monthly	2535.37	2598.76	2663.73	2730.32	2798.58	2868.53	2940.25	3013.74	3089.10
	Annual	30424.40	31185.09	31964.72	32763.79	33582.90	34422.30	35282.96	36164.87	37069.14
39	Hourly	14.993	15.368	15.751	16.146	16.550	16.963	17.387	17.823	18.268
	Monthly	2598.76	2663.73	2730.32	2798.58	2868.53	2940.25	3013.74	3089.10	3166.31
	Annual	31185.09	31964.72	32763.79	33582.90	34422.30	35282.96	36164.87	37069.14	37995.76
40	Hourly	15.368	15.751	16.146	16.550	16.963	17.387	17.823	18.268	18.724
	Monthly	2663.73	2730.32	2798.58	2868.53	2940.25	3013.74	3089.10	3166.31	3245.48
	Annual	31964.72	32763.79	33582.90	34422.30	35282.96	36164.87	37069.14	37995.76	38945.70
41	Hourly	15.751	16.146	16.550	16.963	17.387	17.823	18.268	18.724	19.192
	Monthly	2730.32	2798.58	2868.53	2940.25	3013.74	3089.10	3166.31	3245.48	3326.62
	Annual	32763.79	33582.90	34422.30	35282.96	36164.87	37069.14	37995.76	38945.70	39919.46
42	Hourly	16.146	16.550	16.963	17.387	17.823	18.268	18.724	19.192	19.672
	Monthly	2798.58	2868.53	2940.25	3013.74	3089.10	3166.31	3245.48	3326.62	3409.78
	Annual	33582.90	34422.30	35282.96	36164.87	37069.14	37995.76	38945.70	39919.46	40917.38
43	Hourly	16.550	16.963	17.387	17.823	18.268	18.724	19.192	19.672	20.164
	Monthly	2868.53	2940.25	3013.74	3089.10	3166.31	3245.48	3326.62	3409.78	3495.03
	Annual	34422.30	35282.96	36164.87	37069.14	37995.76	38945.70	39919.46	40917.38	41940.33
44	Hourly	16.963	17.387	17.823	18.268	18.724	19.192	19.672	20.164	20.668
	Monthly	2940.25	3013.74	3089.10	3166.31	3245.48	3326.62	3409.78	3495.03	3582.41
	Annual	35282.96	36164.87	37069.14	37995.76	38945.70	39919.46	40917.38	41940.33	42988.91
45	Hourly	17.387	17.823	18.268	18.724	19.192	19.672	20.164	20.668	21.184
	Monthly	3013.74	3089.10	3166.31	3245.48	3326.62	3409.78	3495.03	3582.40	3671.97
	Annual	36164.87	37069.14	37995.76	38945.70	39919.46	40917.38	41940.33	42988.79	44063.61
46	Hourly	17.823	18.268	18.724	19.192	19.672	20.164	20.668	21.184	21.714
	Monthly	3089.10	3166.31	3245.48	3326.62	3409.78	3495.03	3582.40	3671.97	3763.75
	Annual	37069.14	37995.76	38945.70	39919.46	40917.38	41940.33	42988.79	44063.61	45165.03
47	Hourly	18.268	18.724	19.192	19.672	20.164	20.668	21.184	21.714	22.257
	Monthly	3166.31	3245.48	3326.62	3409.78	3495.03	3582.41	3671.97	3763.76	3857.85
	Annual	37995.76	38945.70	39919.46	40917.38	41940.33	42988.91	44063.61	45165.16	46294.15

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
48	Hourly	18.724	19.192	19.672	20.164	20.668	21.184	21.714	22.257	22.813
	Monthly	3245.48	3326.62	3409.78	3495.03	3582.40	3671.97	3763.75	3857.85	3954.31
	Annual	38945.70	39919.46	40917.38	41940.33	42988.79	44063.61	45165.03	46294.15	47451.70
49	Hourly	19.192	19.672	20.164	20.668	21.184	21.714	22.257	22.813	23.384
	Monthly	3326.62	3409.78	3495.03	3582.40	3671.97	3763.75	3857.85	3954.31	4053.16
	Annual	39919.46	40917.38	41940.33	42988.79	44063.61	45165.03	46294.15	47451.70	48637.91
50	Hourly	19.672	20.164	20.668	21.184	21.714	22.257	22.813	23.384	23.968
	Monthly	3409.78	3495.03	3582.41	3671.97	3763.75	3857.85	3954.31	4053.16	4154.49
	Annual	40917.38	41940.33	42988.91	44063.61	45165.03	46294.15	47451.70	48637.91	49853.89
51	Hourly	20.164	20.668	21.184	21.714	22.257	22.813	23.384	23.968	24.568
	Monthly	3495.03	3582.40	3671.97	3763.75	3857.85	3954.31	4053.16	4154.49	4258.34
	Annual	41940.33	42988.79	44063.61	45165.03	46294.15	47451.70	48637.91	49853.89	51100.11
52	Hourly	20.668	21.184	21.714	22.257	22.813	23.384	23.968	24.568	25.182
	Monthly	3582.40	3671.97	3763.75	3857.85	3954.31	4053.16	4154.49	4258.34	4364.80
	Annual	42988.79	44063.61	45165.03	46294.15	47451.70	48637.91	49853.89	51100.11	52377.55
53	Hourly	21.184	21.714	22.257	22.813	23.384	23.968	24.568	25.182	25.812
	Monthly	3671.97	3763.75	3857.85	3954.31	4053.16	4154.49	4258.34	4364.80	4473.92
	Annual	44063.61	45165.03	46294.15	47451.70	48637.91	49853.89	51100.11	52377.55	53687.06
54	Hourly	21.714	22.257	22.813	23.384	23.968	24.568	25.182	25.812	26.455
	Monthly	3763.75	3857.85	3954.31	4053.16	4154.49	4258.34	4364.80	4473.92	4585.77
	Annual	45165.03	46294.15	47451.70	48637.91	49853.89	51100.11	52377.55	53687.06	55029.25
55	Hourly	22.257	22.813	23.384	23.968	24.568	25.182	25.812	26.455	27.118
	Monthly	3857.85	3954.31	4053.16	4153.40	4258.36	4364.80	4473.92	4585.77	4700.40
	Annual	46294.15	47451.70	48637.91	49840.77	51100.35	52377.55	53687.06	55029.25	56404.85
56	Hourly	22.813	23.384	23.968	24.568	25.182	25.812	26.455	27.118	27.796
	Monthly	3954.31	4053.16	4154.49	4258.34	4364.80	4473.92	4585.77	4700.40	4817.92
	Annual	47451.70	48637.91	49853.89	51100.11	52377.55	53687.06	55029.25	56404.85	57815.06
57	Hourly	23.384	23.968	24.568	25.182	25.812	26.455	27.118	27.796	28.491

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
	Monthly	4053.16	4154.49	4258.34	4364.80	4473.92	4585.77	4700.40	4817.92	4938.38
	Annual	48637.91	49853.89	51100.11	52377.55	53687.06	55029.25	56404.85	57815.06	59260.51
58	Hourly	23.968	24.568	25.182	25.812	26.455	27.118	27.796	28.491	29.203
	Monthly	4154.49	4258.34	4364.80	4473.92	4585.77	4700.40	4817.92	4938.38	5061.83
	Annual	49853.89	51100.11	52377.55	53687.06	55029.25	56404.85	57815.06	59260.51	60741.91
59	Hourly	24.568	25.182	25.812	26.455	27.118	27.796	28.491	29.203	29.934
	Monthly	4258.34	4364.80	4473.92	4585.77	4700.40	4817.92	4938.38	5061.83	5188.38
	Annual	51100.11	52377.55	53687.06	55029.25	56404.85	57815.06	59260.51	60741.91	62260.60
60	Hourly	25.182	25.812	26.455	27.118	27.796	28.491	29.203	29.934	30.682
	Monthly	4364.80	4473.92	4585.77	4700.40	4817.92	4938.38	5061.83	5188.38	5318.09
	Annual	52377.55	53687.06	55029.25	56404.85	57815.06	59260.51	60741.91	62260.60	63817.07
61	Hourly	25.812	26.455	27.118	27.796	28.491	29.203	29.934	30.682	31.448
	Monthly	4473.92	4585.77	4700.40	4817.92	4938.38	5061.83	5188.38	5318.09	5451.04
	Annual	53687.06	55029.25	56404.85	57815.06	59260.51	60741.91	62260.60	63817.07	65412.54
62	Hourly	26.455	27.118	27.796	28.491	29.203	29.934	30.682	31.448	32.235
	Monthly	4585.77	4700.40	4817.92	4938.38	5061.83	5188.38	5318.09	5451.04	5587.33
	Annual	55029.25	56404.85	57815.06	59260.51	60741.91	62260.60	63817.07	65412.54	67047.97
63	Hourly	27.118	27.796	28.491	29.203	29.934	30.682	31.448	32.235	33.040
	Monthly	4700.40	4817.92	4938.38	5061.83	5188.38	5318.09	5451.04	5587.33	5727.01
	Annual	56404.85	57815.06	59260.51	60741.91	62260.60	63817.07	65412.54	67047.97	68724.10
64	Hourly	27.796	28.491	29.203	29.934	30.682	31.448	32.235	33.040	33.867
	Monthly	4817.92	4938.38	5061.83	5188.38	5318.09	5451.04	5587.33	5727.01	5870.19
	Annual	57815.06	59260.51	60741.91	62260.60	63817.07	65412.54	67047.97	68724.10	70442.25
65	Hourly	28.491	29.203	29.934	30.682	31.448	32.235	33.040	33.867	34.713
	Monthly	4938.38	5061.83	5188.38	5318.09	5451.04	5587.33	5727.01	5870.19	6016.94
	Annual	59260.51	60741.91	62260.60	63817.07	65412.54	67047.97	68724.10	70442.25	72203.29
66	Hourly	29.203	29.934	30.682	31.448	32.235	33.040	33.867	34.713	35.581
	Monthly	5061.83	5188.38	5318.09	5451.04	5587.33	5727.01	5870.19	6016.94	6167.36
	Annual	60741.91	62260.60	63817.07	65412.54	67047.97	68724.10	70442.25	72203.29	74008.30

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
67	Hourly	29.934	30.682	31.448	32.235	33.040	33.867	34.713	35.581	36.470
	Monthly	5188.38	5318.09	5451.04	5587.33	5727.01	5870.19	6016.94	6167.36	6321.54
	Annual	62260.60	63817.07	65412.54	67047.97	68724.10	70442.25	72203.29	74008.30	75858.51
68	Hourly	30.682	31.448	32.235	33.040	33.867	34.713	35.581	36.470	37.382
	Monthly	5318.09	5451.04	5587.33	5727.01	5870.19	6016.94	6167.36	6321.54	6479.57
	Annual	63817.07	65412.54	67047.97	68724.10	70442.25	72203.29	74008.30	75858.51	77754.87
69	Hourly	31.448	32.235	33.040	33.867	34.713	35.581	36.470	37.382	38.318
	Monthly	5451.04	5587.33	5727.01	5870.19	6016.94	6167.36	6321.54	6479.57	6641.57
	Annual	65412.54	67047.97	68724.10	70442.25	72203.29	74008.30	75858.51	77754.87	79698.85
70	Hourly	32.235	33.040	33.867	34.713	35.581	36.470	37.382	38.318	39.275
	Monthly	5587.33	5727.01	5870.19	6016.94	6167.36	6321.54	6479.57	6641.57	6807.61
	Annual	67047.97	68724.10	70442.25	72203.29	74008.30	75858.51	77754.87	79698.85	81691.30
71	Hourly	33.040	33.867	34.713	35.581	36.470	37.382	38.318	39.275	40.256
	Monthly	5727.01	5870.19	6016.94	6167.36	6321.54	6479.57	6641.57	6807.61	6977.79
	Annual	68724.10	70442.25	72203.29	74008.30	75858.51	77754.87	79698.85	81691.30	83733.43
72	Hourly	33.867	34.713	35.581	36.470	37.382	38.318	39.275	40.256	41.263
	Monthly	5870.19	6016.94	6167.36	6321.54	6479.57	6641.57	6807.61	6977.79	7152.24
	Annual	70442.25	72203.29	74008.30	75858.51	77754.87	79698.85	81691.30	83733.43	85826.83
73	Hourly	34.713	35.581	36.470	37.382	38.318	39.275	40.256	41.263	42.294
	Monthly	6016.94	6167.36	6321.54	6479.57	6641.57	6807.61	6977.79	7152.24	7331.03
	Annual	72203.29	74008.30	75858.51	77754.87	79698.85	81691.30	83733.43	85826.83	87972.34
74	Hourly	35.581	36.470	37.382	38.318	39.275	40.256	41.263	42.294	43.352
	Monthly	6167.36	6321.54	6479.57	6641.57	6807.61	6977.79	7152.24	7331.03	7514.31
	Annual	74008.30	75858.51	77754.87	79698.85	81691.30	83733.43	85826.83	87972.34	90171.66
75	Hourly	36.470	37.382	38.318	39.275	40.256	41.263	42.294	43.352	44.435
	Monthly	6321.54	6479.57	6641.57	6807.61	6977.79	7152.24	7331.03	7514.31	7702.17
	Annual	75858.51	77754.87	79698.85	81691.30	83733.43	85826.83	87972.34	90171.66	92426.02
76	Hourly	37.382	38.318	39.275	40.256	41.263	42.294	43.352	44.435	45.546

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
	Monthly	6479.57	6641.57	6807.61	6977.79	7152.24	7331.03	7514.31	7702.17	7894.73
	Annual	77754.87	79698.85	81691.30	83733.43	85826.83	87972.34	90171.66	92426.02	94736.73
77	Hourly	38.318	39.275	40.256	41.263	42.294	43.352	44.435	45.546	46.685
	Monthly	6641.57	6807.61	6977.79	7152.24	7331.03	7514.31	7702.17	7894.73	8092.10
	Annual	79698.85	81691.30	83733.43	85826.83	87972.34	90171.66	92426.02	94736.73	97105.15
78	Hourly	39.275	40.256	41.263	42.294	43.352	44.435	45.546	46.685	47.851
	Monthly	6807.61	6977.79	7152.24	7331.03	7514.31	7702.17	7894.73	8092.10	8294.39
	Annual	81691.30	83733.43	85826.83	87972.34	90171.66	92426.02	94736.73	97105.15	99532.73
79	Hourly	40.256	41.263	42.294	43.352	44.435	45.546	46.685	47.851	49.049
	Monthly	6977.79	7152.24	7331.03	7514.31	7702.17	7894.73	8092.10	8294.39	8501.76
	Annual	83733.43	85826.83	87972.34	90171.66	92426.02	94736.73	97105.15	99532.73	102021.17
80	Hourly	41.263	42.294	43.352	44.435	45.546	46.685	47.851	49.049	50.275
	Monthly	7152.24	7331.03	7514.31	7702.17	7894.73	8092.10	8294.39	8501.76	8714.30
	Annual	85826.83	87972.34	90171.66	92426.02	94736.73	97105.15	99532.73	102021.17	104571.55
81	Hourly	42.294	43.352	44.435	45.546	46.685	47.851	49.049	50.275	51.533
	Monthly	7331.03	7514.31	7702.17	7894.73	8092.10	8294.39	8501.76	8714.30	8932.16
	Annual	87972.34	90171.66	92426.02	94736.73	97105.15	99532.73	102021.17	104571.55	107185.96
82	Hourly	43.352	44.435	45.546	46.685	47.851	49.049	50.275	51.533	52.821
	Monthly	7514.31	7702.17	7894.73	8092.10	8294.39	8501.76	8714.30	8932.16	9155.48
	Annual	90171.66	92426.02	94736.73	97105.15	99532.73	102021.17	104571.55	107185.96	109865.72
83	Hourly	44.435	45.546	46.685	47.851	49.049	50.275	51.533	52.821	54.141
	Monthly	7702.17	7894.73	8092.10	8294.39	8501.76	8714.30	8932.16	9155.48	9384.37
	Annual	92426.02	94736.73	97105.15	99532.73	102021.17	104571.55	107185.96	109865.72	112612.42
84	Hourly	45.546	46.685	47.851	49.049	50.275	51.533	52.821	54.141	55.494
	Monthly	7894.73	8092.10	8294.39	8501.76	8714.30	8932.16	9155.48	9384.37	9618.97
	Annual	94736.73	97105.15	99532.73	102021.17	104571.55	107185.96	109865.72	112612.42	115427.63
85	Hourly	46.685	47.851	49.049	50.275	51.533	52.821	54.141	55.494	56.882
	Monthly	8092.10	8294.39	8501.76	8714.30	8932.16	9155.48	9384.37	9618.97	9859.45
	Annual	97105.15	99532.73	102021.17	104571.55	107185.96	109865.72	112612.42	115427.63	118313.41

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
86	Hourly	47.851	49.049	50.275	51.533	52.821	54.141	55.494	56.882	58.302
	Monthly	8294.39	8501.76	8714.30	8932.16	9155.48	9384.37	9618.97	9859.45	10105.94
	Annual	99532.73	102021.17	104571.55	107185.96	109865.72	112612.42	115427.63	118313.41	121271.23
87	Hourly	49.049	50.275	51.533	52.821	54.141	55.494	56.882	58.302	59.761
	Monthly	8501.76	8714.30	8932.16	9155.48	9384.37	9618.97	9859.45	10105.94	10358.59
	Annual	102021.17	104571.55	107185.96	109865.72	112612.42	115427.63	118313.41	121271.23	124303.03
88	Hourly	50.275	51.533	52.821	54.141	55.494	56.882	58.302	59.761	61.255
	Monthly	8714.30	8932.16	9155.48	9384.37	9618.97	9859.45	10105.94	10358.59	10617.55
	Annual	104571.55	107185.96	109865.72	112612.42	115427.63	118313.41	121271,23	124303.03	127410.63
89	Hourly	51.533	52.821	54.141	55.494	56.882	58.302	59.761	61.255	62.786
	Monthly	8932.16	9155.48	9384.37	9618.97	9859.45	10105.94	10358.59	10617.55	10882.99
	Annual	107185.96	109865.72	112612.42	115427.63	118313.41	121271.23	124303.03	127410.63	130595.85
90	Hourly	52.821	54.141	55.494	56.882	58.302	59.761	61.255	62.786	64.356
	Monthly	9155.48	9384.37	9618.97	9859.45	10105.94	10358.59	10617.55	10882.99	11155.05
	Annual	109865.72	112612.42	115427.63	118313.41	121271.23	124303.03	127410.63	130595.85	133860.64
91	Hourly	54.141	55.494	56.882	58.302	59.761	61.255	62.786	64.356	65.965
	Monthly	9384.37	9618.97	9859.45	10105.94	10358.59	10617.55	10882.99	11155.05	11433.93
	Annual	112612.42	115427.63	118313.41	121271.23	124303.03	127410.63	130595.85	133860.64	137207.19
92	Hourly	55.494	56.882	58.302	59.761	61.255	62.786	64.356	65.965	67.615
	Monthly	9618.97	9859.45	10105.94	10358.59	10617.55	10882.99	11155.05	11433.93	11719.79
	Annual	115427.63	118313.41	121271.23	124303.03	127410.63	130595.85	133860.64	137207.19	140637.43
93	Hourly	56.882	58.302	59.761	61.255	62.786	64.356	65.965	67.615	69.304
	Monthly	9859.45	10105.94	10358.59	10617.55	10882.99	11155.05	11433.93	11719.79	12012.78
	Annual	118313.41	121271.23	124303.03	127410.63	130595.85	133860.64	137207.19	140637.43	144153.31
94	Hourly	58.302	59.761	61.255	62.786	64.356	65.965	67.615	69.304	71.037
	Monthly	10105.94	10358.59	10617.55	10882.99	11155.05	11433.93	11719.79	12012.78	12313.09
	Annual	121271.23	124303.03	127410.63	130595.85	133860.64	137207.19	140637.43	144153.31	147757.14
95	Hourly	59.761	61.255	62.786	64.356	65.965	67.615	69.304	71.037	72.814

2013+1.00%

1-1-14 FLSA Exempt 9-Step

Range	Period	1	2	3	4	5	6	7	8	9
	Monthly	10358.59	10617.55	10882.99	11155.05	11433.93	11719.79	12012.78	12313.09	12620.93
	Annual	124303.03	127410.63	130595.85	133860.64	137207.19	140637.43	144153.31	147757.14	151451.10
96	Hourly	61.255	62.786	64.356	65.965	67.615	69.304	71.037	72.814	74.634
	Monthly	10617.55	10882.99	11155.05	11433.93	11719.79	12012.78	12313.09	12620.93	12936.46
	Annual	127410.63	130595.85	133860.64	137207.19	140637.43	144153.31	147757.14	151451.10	155237.51
97	Hourly	62.786	64.356	65.965	67.615	69.304	71.037	72.814	74.634	76.500
	Monthly	10882.99	11155.05	11433.93	11719.79	12012.78	12313.09	12620.93	12936.46	13259.86
	Annual	130595.85	133860.64	137207.19	140637.43	144153.31	147757.14	151451.10	155237.51	159118.31
98	Hourly	64.356	65.965	67.615	69.304	71.037	72.814	74.634	76.500	78.412
	Monthly	11155.05	11433.93	11719.79	12012.78	12313.09	12620.93	12936.46	13259.86	13591.37
	Annual	133860.64	137207.19	140637.43	144153.31	147757.14	151451.10	155237.51	159118.31	163096.40
99	Hourly	65.965	67.615	69.304	71.037	72.814	74.634	76.500	78.412	80.372
	Monthly	11433.93	11719.79	12012.78	12313.09	12620.93	12936.46	13259.86	13591.37	13931.16
	Annual	137207.19	140637.43	144153.31	147757.14	151451.10	155237.51	159118.31	163096.40	167173.87
100	Hourly	67.615	69.304	71.037	72.814	74.634	76.500	78.412	80.372	82.381
	Monthly	11719.79	12012.78	12313.09	12620.93	12936.46	13259.86	13591.37	13931.16	14279.43
	Annual	140637.43	144153.31	147757.14	151451.10	155237.51	159118.31	163096.40	167173.87	171353.13