

APPENDIX A

BARGAINING UNITS REPRESENTED BY TEAMSTERS LOCAL UNION NO. 117

Case 20396-E-06-3155 – Decision 9351

All non supervisory classified employees of the State of Washington working for the Department of Corrections in correctional institutions, the correctional industries program, the sex offender treatment program, and regional business service center, excluding persons exempt from the coverage of Chapter 41.06 RCW, employees in the Washington Management Service, confidential employees, supervisors, institutions employees in historically-excluded groups that have not been modified by subsequent orders, and all other employees of the Employer.

All supervisory classified employees of the State of Washington working for the Department of Corrections in correctional institutions, the correctional industries program, the sex offender treatment program, and regional business service center, excluding persons exempt from the coverage of Chapter 41.06 RCW, employees in the Washington Management Services, confidential employees, non-supervisory employees, institutions employees in historically-excluded groups that have not been modified by subsequent orders, and all other employees of the Employer.

Case 20301-E-06-3136 – Decision 9322 (Psychiatric Social Workers)

Case 21099-E-07-3270 – Decision 9780 (Psychology Associates)

Case 21068-E-07-3263 – Decision 9751 (Chaplains)

Case 21061-E-07-3262 – Decision 9752 (Psychiatrists)

Case 21059-E-07-3260 – Decision 9750 (Psychologist 3&4 Non-Supervisory)

Case 21098-E-07-3269 – Decision 9760 (Psychologist 3&4 Supervisory)

NOTE: Previous bargaining unit descriptions can be found in Case Number 19179-C-05-1224 – Decision 9269 and Case Number 19184-C-05-1225 – Decision 9270.

APPENDIX B

2009 – 2011 Teamsters Salary Schedule Effective July 1, 2009 thru June 30, 2011

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
14	17880	18300	18744	19128	19608	20052	20520	20952	21420	21924	22440	22908	Annual
	1490	1525	1562	1594	1634	1671	1710	1746	1785	1827	1870	1909	Monthly
	8.56	8.76	8.98	9.16	9.39	9.60	9.83	10.03	10.26	10.50	10.75	10.97	Hourly
	0.60	0.61	0.63	0.64	0.66	0.67	0.69	0.70	0.72	0.74	0.75	0.77	Standby
15	18300	18744	19128	19608	20052	20520	20952	21420	21924	22440	22908	23424	Annual
	1525	1562	1594	1634	1671	1710	1746	1785	1827	1870	1909	1952	Monthly
	8.76	8.98	9.16	9.39	9.60	9.83	10.03	10.26	10.50	10.75	10.97	11.22	Hourly
	0.61	0.63	0.64	0.66	0.67	0.69	0.70	0.72	0.74	0.75	0.77	0.79	Standby
16	18744	19128	19608	20052	20520	20952	21420	21924	22440	22908	23424	24000	Annual
	1562	1594	1634	1671	1710	1746	1785	1827	1870	1909	1952	2000	Monthly
	8.98	9.16	9.39	9.60	9.83	10.03	10.26	10.50	10.75	10.97	11.22	11.49	Hourly
	0.63	0.64	0.66	0.67	0.69	0.70	0.72	0.74	0.75	0.77	0.79	0.80	Standby
17	19128	19608	20052	20520	20952	21420	21924	22440	22908	23424	24000	24504	Annual
	1594	1634	1671	1710	1746	1785	1827	1870	1909	1952	2000	2042	Monthly
	9.16	9.39	9.60	9.83	10.03	10.26	10.50	10.75	10.97	11.22	11.49	11.74	Hourly
	0.64	0.66	0.67	0.69	0.70	0.72	0.74	0.75	0.77	0.79	0.80	0.82	Standby
18	19608	20052	20520	20952	21420	21924	22440	22908	23424	24000	24504	25128	Annual
	1634	1671	1710	1746	1785	1827	1870	1909	1952	2000	2042	2094	Monthly
	9.39	9.60	9.83	10.03	10.26	10.50	10.75	10.97	11.22	11.49	11.74	12.03	Hourly
	0.66	0.67	0.69	0.70	0.72	0.74	0.75	0.77	0.79	0.80	0.82	0.84	Standby
19	20052	20520	20952	21420	21924	22440	22908	23424	24000	24504	25128	25680	Annual
	1671	1710	1746	1785	1827	1870	1909	1952	2000	2042	2094	2140	Monthly
	9.60	9.83	10.03	10.26	10.50	10.75	10.97	11.22	11.49	11.74	12.03	12.30	Hourly
	0.67	0.69	0.70	0.72	0.74	0.75	0.77	0.79	0.80	0.82	0.84	0.86	Standby
20	20520	20952	21420	21924	22440	22908	23424	24000	24504	25128	25680	26280	Annual
	1710	1746	1785	1827	1870	1909	1952	2000	2042	2094	2140	2190	Monthly
	9.83	10.03	10.26	10.50	10.75	10.97	11.22	11.49	11.74	12.03	12.30	12.59	Hourly
	0.69	0.70	0.72	0.74	0.75	0.77	0.79	0.80	0.82	0.84	0.86	0.88	Standby
21	20952	21420	21924	22440	22908	23424	24000	24504	25128	25680	26280	26892	Annual
	1746	1785	1827	1870	1909	1952	2000	2042	2094	2140	2190	2241	Monthly
	10.03	10.26	10.50	10.75	10.97	11.22	11.49	11.74	12.03	12.30	12.59	12.88	Hourly
	0.70	0.72	0.74	0.75	0.77	0.79	0.80	0.82	0.84	0.86	0.88	0.90	Standby
22	21420	21924	22440	22908	23424	24000	24504	25128	25680	26280	26892	27540	Annual
	1785	1827	1870	1909	1952	2000	2042	2094	2140	2190	2241	2295	Monthly
	10.26	10.50	10.75	10.97	11.22	11.49	11.74	12.03	12.30	12.59	12.88	13.19	Hourly
	0.72	0.74	0.75	0.77	0.79	0.80	0.82	0.84	0.86	0.88	0.90	0.92	Standby
23	21924	22440	22908	23424	24000	24504	25128	25680	26280	26892	27540	28164	Annual
	1827	1870	1909	1952	2000	2042	2094	2140	2190	2241	2295	2347	Monthly
	10.50	10.75	10.97	11.22	11.49	11.74	12.03	12.30	12.59	12.88	13.19	13.49	Hourly
	0.74	0.75	0.77	0.79	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	Standby

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
24	22440	22908	23424	24000	24504	25128	25680	26280	26892	27540	28164	28812	Annual
	1870	1909	1952	2000	2042	2094	2140	2190	2241	2295	2347	2401	Monthly
	10.75	10.97	11.22	11.49	11.74	12.03	12.30	12.59	12.88	13.19	13.49	13.80	Hourly
	0.75	0.77	0.79	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.97	Standby
25	22908	23424	24000	24504	25128	25680	26280	26892	27540	28164	28812	29484	Annual
	1909	1952	2000	2042	2094	2140	2190	2241	2295	2347	2401	2457	Monthly
	10.97	11.22	11.49	11.74	12.03	12.30	12.59	12.88	13.19	13.49	13.80	14.12	Hourly
	0.77	0.79	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.97	0.99	Standby
26	23424	24000	24504	25128	25680	26280	26892	27540	28164	28812	29484	30156	Annual
	1952	2000	2042	2094	2140	2190	2241	2295	2347	2401	2457	2513	Monthly
	11.22	11.49	11.74	12.03	12.30	12.59	12.88	13.19	13.49	13.80	14.12	14.44	Hourly
	0.79	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.97	0.99	1.01	Standby
27	24000	24504	25128	25680	26280	26892	27540	28164	28812	29484	30156	30888	Annual
	2000	2042	2094	2140	2190	2241	2295	2347	2401	2457	2513	2574	Monthly
	11.49	11.74	12.03	12.30	12.59	12.88	13.19	13.49	13.80	14.12	14.44	14.79	Hourly
	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.97	0.99	1.01	1.04	Standby
28	24504	25128	25680	26280	26892	27540	28164	28812	29484	30156	30888	31572	Annual
	2042	2094	2140	2190	2241	2295	2347	2401	2457	2513	2574	2631	Monthly
	11.74	12.03	12.30	12.59	12.88	13.19	13.49	13.80	14.12	14.44	14.79	15.12	Hourly
	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.97	0.99	1.01	1.04	1.06	Standby
29	25128	25680	26280	26892	27540	28164	28812	29484	30156	30888	31572	32364	Annual
	2094	2140	2190	2241	2295	2347	2401	2457	2513	2574	2631	2697	Monthly
	12.03	12.30	12.59	12.88	13.19	13.49	13.80	14.12	14.44	14.79	15.12	15.50	Hourly
	0.84	0.86	0.88	0.90	0.92	0.94	0.97	0.99	1.01	1.04	1.06	1.09	Standby
30	25680	26280	26892	27540	28164	28812	29484	30156	30888	31572	32364	33108	Annual
	2140	2190	2241	2295	2347	2401	2457	2513	2574	2631	2697	2759	Monthly
	12.30	12.59	12.88	13.19	13.49	13.80	14.12	14.44	14.79	15.12	15.50	15.86	Hourly
	0.86	0.88	0.90	0.92	0.94	0.97	0.99	1.01	1.04	1.06	1.09	1.11	Standby
31	26280	26892	27540	28164	28812	29484	30156	30888	31572	32364	33108	33888	Annual
	2190	2241	2295	2347	2401	2457	2513	2574	2631	2697	2759	2824	Monthly
	12.59	12.88	13.19	13.49	13.80	14.12	14.44	14.79	15.12	15.50	15.86	16.23	Hourly
	0.88	0.90	0.92	0.94	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	Standby
32	26892	27540	28164	28812	29484	30156	30888	31572	32364	33108	33888	34692	Annual
	2241	2295	2347	2401	2457	2513	2574	2631	2697	2759	2824	2891	Monthly
	12.88	13.19	13.49	13.80	14.12	14.44	14.79	15.12	15.50	15.86	16.23	16.61	Hourly
	0.90	0.92	0.94	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	Standby
33	27540	28164	28812	29484	30156	30888	31572	32364	33108	33888	34692	35484	Annual
	2295	2347	2401	2457	2513	2574	2631	2697	2759	2824	2891	2957	Monthly
	13.19	13.49	13.80	14.12	14.44	14.79	15.12	15.50	15.86	16.23	16.61	16.99	Hourly
	0.92	0.94	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	Standby
34	28164	28812	29484	30156	30888	31572	32364	33108	33888	34692	35484	36372	Annual
	2347	2401	2457	2513	2574	2631	2697	2759	2824	2891	2957	3031	Monthly
	13.49	13.80	14.12	14.44	14.79	15.12	15.50	15.86	16.23	16.61	16.99	17.42	Hourly
	0.94	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	Standby

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
35	28812	29484	30156	30888	31572	32364	33108	33888	34692	35484	36372	37224	Annual
	2401	2457	2513	2574	2631	2697	2759	2824	2891	2957	3031	3102	Monthly
	13.80	14.12	14.44	14.79	15.12	15.50	15.86	16.23	16.61	16.99	17.42	17.83	Hourly
	0.97	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	Standby
36	29484	30156	30888	31572	32364	33108	33888	34692	35484	36372	37224	38112	Annual
	2457	2513	2574	2631	2697	2759	2824	2891	2957	3031	3102	3176	Monthly
	14.12	14.44	14.79	15.12	15.50	15.86	16.23	16.61	16.99	17.42	17.83	18.25	Hourly
	0.99	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	Standby
37	30156	30888	31572	32364	33108	33888	34692	35484	36372	37224	38112	39048	Annual
	2513	2574	2631	2697	2759	2824	2891	2957	3031	3102	3176	3254	Monthly
	14.44	14.79	15.12	15.50	15.86	16.23	16.61	16.99	17.42	17.83	18.25	18.70	Hourly
	1.01	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	Standby
38	30888	31572	32364	33108	33888	34692	35484	36372	37224	38112	39048	40008	Annual
	2574	2631	2697	2759	2824	2891	2957	3031	3102	3176	3254	3334	Monthly
	14.79	15.12	15.50	15.86	16.23	16.61	16.99	17.42	17.83	18.25	18.70	19.16	Hourly
	1.04	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	Standby
39	31572	32364	33108	33888	34692	35484	36372	37224	38112	39048	40008	41040	Annual
	2631	2697	2759	2824	2891	2957	3031	3102	3176	3254	3334	3420	Monthly
	15.12	15.50	15.86	16.23	16.61	16.99	17.42	17.83	18.25	18.70	19.16	19.66	Hourly
	1.06	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.38	Standby
40	32364	33108	33888	34692	35484	36372	37224	38112	39048	40008	41040	42036	Annual
	2697	2759	2824	2891	2957	3031	3102	3176	3254	3334	3420	3503	Monthly
	15.50	15.86	16.23	16.61	16.99	17.42	17.83	18.25	18.70	19.16	19.66	20.13	Hourly
	1.09	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.38	1.41	Standby
41	33108	33888	34692	35484	36372	37224	38112	39048	40008	41040	42036	43116	Annual
	2759	2824	2891	2957	3031	3102	3176	3254	3334	3420	3503	3593	Monthly
	15.86	16.23	16.61	16.99	17.42	17.83	18.25	18.70	19.16	19.66	20.13	20.65	Hourly
	1.11	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.45	Standby
42	33888	34692	35484	36372	37224	38112	39048	40008	41040	42036	43116	44136	Annual
	2824	2891	2957	3031	3102	3176	3254	3334	3420	3503	3593	3678	Monthly
	16.23	16.61	16.99	17.42	17.83	18.25	18.70	19.16	19.66	20.13	20.65	21.14	Hourly
	1.14	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.45	1.48	Standby
43	34692	35484	36372	37224	38112	39048	40008	41040	42036	43116	44136	45288	Annual
	2891	2957	3031	3102	3176	3254	3334	3420	3503	3593	3678	3774	Monthly
	16.61	16.99	17.42	17.83	18.25	18.70	19.16	19.66	20.13	20.65	21.14	21.69	Hourly
	1.16	1.19	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.45	1.48	1.52	Standby
44	35484	36372	37224	38112	39048	40008	41040	42036	43116	44136	45288	46428	Annual
	2957	3031	3102	3176	3254	3334	3420	3503	3593	3678	3774	3869	Monthly
	16.99	17.42	17.83	18.25	18.70	19.16	19.66	20.13	20.65	21.14	21.69	22.24	Hourly
	1.19	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.45	1.48	1.52	1.56	Standby
45	36372	37224	38112	39048	40008	41040	42036	43116	44136	45288	46428	47616	Annual
	3031	3102	3176	3254	3334	3420	3503	3593	3678	3774	3869	3968	Monthly
	17.42	17.83	18.25	18.70	19.16	19.66	20.13	20.65	21.14	21.69	22.24	22.80	Hourly
	1.22	1.25	1.28	1.31	1.34	1.38	1.41	1.45	1.48	1.52	1.56	1.60	Standby

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
46	37224	38112	39048	40008	41040	42036	43116	44136	45288	46428	47616	48792	Annual
	3102	3176	3254	3334	3420	3503	3593	3678	3774	3869	3968	4066	Monthly
	17.83	18.25	18.70	19.16	19.66	20.13	20.65	21.14	21.69	22.24	22.80	23.37	Hourly
	1.25	1.28	1.31	1.34	1.38	1.41	1.45	1.48	1.52	1.56	1.60	1.64	Standby
47	38112	39048	40008	41040	42036	43116	44136	45288	46428	47616	48792	50004	Annual
	3176	3254	3334	3420	3503	3593	3678	3774	3869	3968	4066	4167	Monthly
	18.25	18.70	19.16	19.66	20.13	20.65	21.14	21.69	22.24	22.80	23.37	23.95	Hourly
	1.28	1.31	1.34	1.38	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	Standby
48	39048	40008	41040	42036	43116	44136	45288	46428	47616	48792	50004	51216	Annual
	3254	3334	3420	3503	3593	3678	3774	3869	3968	4066	4167	4268	Monthly
	18.70	19.16	19.66	20.13	20.65	21.14	21.69	22.24	22.80	23.37	23.95	24.53	Hourly
	1.31	1.34	1.38	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	Standby
49	40008	41040	42036	43116	44136	45288	46428	47616	48792	50004	51216	52524	Annual
	3334	3420	3503	3593	3678	3774	3869	3968	4066	4167	4268	4377	Monthly
	19.16	19.66	20.13	20.65	21.14	21.69	22.24	22.80	23.37	23.95	24.53	25.16	Hourly
	1.34	1.38	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	Standby
50	41040	42036	43116	44136	45288	46428	47616	48792	50004	51216	52524	53820	Annual
	3420	3503	3593	3678	3774	3869	3968	4066	4167	4268	4377	4485	Monthly
	19.66	20.13	20.65	21.14	21.69	22.24	22.80	23.37	23.95	24.53	25.16	25.78	Hourly
	1.38	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	Standby
51	42036	43116	44136	45288	46428	47616	48792	50004	51216	52524	53820	55200	Annual
	3503	3593	3678	3774	3869	3968	4066	4167	4268	4377	4485	4600	Monthly
	20.13	20.65	21.14	21.69	22.24	22.80	23.37	23.95	24.53	25.16	25.78	26.44	Hourly
	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	Standby
52	43116	44136	45288	46428	47616	48792	50004	51216	52524	53820	55200	56544	Annual
	3593	3678	3774	3869	3968	4066	4167	4268	4377	4485	4600	4712	Monthly
	20.65	21.14	21.69	22.24	22.80	23.37	23.95	24.53	25.16	25.78	26.44	27.08	Hourly
	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	Standby
53	44136	45288	46428	47616	48792	50004	51216	52524	53820	55200	56544	57972	Annual
	3678	3774	3869	3968	4066	4167	4268	4377	4485	4600	4712	4831	Monthly
	21.14	21.69	22.24	22.80	23.37	23.95	24.53	25.16	25.78	26.44	27.08	27.76	Hourly
	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.94	Standby
54	45288	46428	47616	48792	50004	51216	52524	53820	55200	56544	57972	59400	Annual
	3774	3869	3968	4066	4167	4268	4377	4485	4600	4712	4831	4950	Monthly
	21.69	22.24	22.80	23.37	23.95	24.53	25.16	25.78	26.44	27.08	27.76	28.45	Hourly
	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.94	1.99	Standby
55	46428	47616	48792	50004	51216	52524	53820	55200	56544	57972	59400	60900	Annual
	3869	3968	4066	4167	4268	4377	4485	4600	4712	4831	4950	5075	Monthly
	22.24	22.80	23.37	23.95	24.53	25.16	25.78	26.44	27.08	27.76	28.45	29.17	Hourly
	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.94	1.99	2.04	Standby
56	47616	48792	50004	51216	52524	53820	55200	56544	57972	59400	60900	62412	Annual
	3968	4066	4167	4268	4377	4485	4600	4712	4831	4950	5075	5201	Monthly
	22.80	23.37	23.95	24.53	25.16	25.78	26.44	27.08	27.76	28.45	29.17	29.89	Hourly
	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.94	1.99	2.04	2.09	Standby

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
57	48792	50004	51216	52524	53820	55200	56544	57972	59400	60900	62412	64008	Annual
	4066	4167	4268	4377	4485	4600	4712	4831	4950	5075	5201	5334	Monthly
	23.37	23.95	24.53	25.16	25.78	26.44	27.08	27.76	28.45	29.17	29.89	30.66	Hourly
	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.94	1.99	2.04	2.09	2.15	Standby
58	50004	51216	52524	53820	55200	56544	57972	59400	60900	62412	64008	65556	Annual
	4167	4268	4377	4485	4600	4712	4831	4950	5075	5201	5334	5463	Monthly
	23.95	24.53	25.16	25.78	26.44	27.08	27.76	28.45	29.17	29.89	30.66	31.40	Hourly
	1.68	1.72	1.76	1.80	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	Standby
59	51216	52524	53820	55200	56544	57972	59400	60900	62412	64008	65556	67260	Annual
	4268	4377	4485	4600	4712	4831	4950	5075	5201	5334	5463	5605	Monthly
	24.53	25.16	25.78	26.44	27.08	27.76	28.45	29.17	29.89	30.66	31.40	32.21	Hourly
	1.72	1.76	1.80	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	Standby
60	52524	53820	55200	56544	57972	59400	60900	62412	64008	65556	67260	68904	Annual
	4377	4485	4600	4712	4831	4950	5075	5201	5334	5463	5605	5742	Monthly
	25.16	25.78	26.44	27.08	27.76	28.45	29.17	29.89	30.66	31.40	32.21	33.00	Hourly
	1.76	1.80	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	Standby
61	53820	55200	56544	57972	59400	60900	62412	64008	65556	67260	68904	70644	Annual
	4485	4600	4712	4831	4950	5075	5201	5334	5463	5605	5742	5887	Monthly
	25.78	26.44	27.08	27.76	28.45	29.17	29.89	30.66	31.40	32.21	33.00	33.83	Hourly
	1.80	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	Standby
62	55200	56544	57972	59400	60900	62412	64008	65556	67260	68904	70644	72408	Annual
	4600	4712	4831	4950	5075	5201	5334	5463	5605	5742	5887	6034	Monthly
	26.44	27.08	27.76	28.45	29.17	29.89	30.66	31.40	32.21	33.00	33.83	34.68	Hourly
	1.85	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	Standby
63	56544	57972	59400	60900	62412	64008	65556	67260	68904	70644	72408	74196	Annual
	4712	4831	4950	5075	5201	5334	5463	5605	5742	5887	6034	6183	Monthly
	27.08	27.76	28.45	29.17	29.89	30.66	31.40	32.21	33.00	33.83	34.68	35.53	Hourly
	1.90	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	Standby
64	57972	59400	60900	62412	64008	65556	67260	68904	70644	72408	74196	76044	Annual
	4831	4950	5075	5201	5334	5463	5605	5742	5887	6034	6183	6337	Monthly
	27.76	28.45	29.17	29.89	30.66	31.40	32.21	33.00	33.83	34.68	35.53	36.42	Hourly
	1.94	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	Standby
65	59400	60900	62412	64008	65556	67260	68904	70644	72408	74196	76044	77976	Annual
	4950	5075	5201	5334	5463	5605	5742	5887	6034	6183	6337	6498	Monthly
	28.45	29.17	29.89	30.66	31.40	32.21	33.00	33.83	34.68	35.53	36.42	37.34	Hourly
	1.99	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	Standby
66	60900	62412	64008	65556	67260	68904	70644	72408	74196	76044	77976	79908	Annual
	5075	5201	5334	5463	5605	5742	5887	6034	6183	6337	6498	6659	Monthly
	29.17	29.89	30.66	31.40	32.21	33.00	33.83	34.68	35.53	36.42	37.34	38.27	Hourly
	2.04	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	Standby
67	62412	64008	65556	67260	68904	70644	72408	74196	76044	77976	79908	81936	Annual
	5201	5334	5463	5605	5742	5887	6034	6183	6337	6498	6659	6828	Monthly
	29.89	30.66	31.40	32.21	33.00	33.83	34.68	35.53	36.42	37.34	38.27	39.24	Hourly
	2.09	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	Standby

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
68	64008	65556	67260	68904	70644	72408	74196	76044	77976	79908	81936	83964	Annual
	5334	5463	5605	5742	5887	6034	6183	6337	6498	6659	6828	6997	Monthly
	30.66	31.40	32.21	33.00	33.83	34.68	35.53	36.42	37.34	38.27	39.24	40.21	Hourly
	2.15	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	Standby
69	65556	67260	68904	70644	72408	74196	76044	77976	79908	81936	83964	86076	Annual
	5463	5605	5742	5887	6034	6183	6337	6498	6659	6828	6997	7173	Monthly
	31.40	32.21	33.00	33.83	34.68	35.53	36.42	37.34	38.27	39.24	40.21	41.22	Hourly
	2.20	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	Standby
70	67260	68904	70644	72408	74196	76044	77976	79908	81936	83964	86076	88200	Annual
	5605	5742	5887	6034	6183	6337	6498	6659	6828	6997	7173	7350	Monthly
	32.21	33.00	33.83	34.68	35.53	36.42	37.34	38.27	39.24	40.21	41.22	42.24	Hourly
	2.25	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	Standby
71	68904	70644	72408	74196	76044	77976	79908	81936	83964	86076	88200	90432	Annual
	5742	5887	6034	6183	6337	6498	6659	6828	6997	7173	7350	7536	Monthly
	33.00	33.83	34.68	35.53	36.42	37.34	38.27	39.24	40.21	41.22	42.24	43.31	Hourly
	2.31	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	Standby
72	70644	72408	74196	76044	77976	79908	81936	83964	86076	88200	90432	92688	Annual
	5887	6034	6183	6337	6498	6659	6828	6997	7173	7350	7536	7724	Monthly
	33.83	34.68	35.53	36.42	37.34	38.27	39.24	40.21	41.22	42.24	43.31	44.39	Hourly
	2.37	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	Standby
73	72408	74196	76044	77976	79908	81936	83964	86076	88200	90432	92688	95016	Annual
	6034	6183	6337	6498	6659	6828	6997	7173	7350	7536	7724	7918	Monthly
	34.68	35.53	36.42	37.34	38.27	39.24	40.21	41.22	42.24	43.31	44.39	45.51	Hourly
	2.43	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	Standby
74	74196	76044	77976	79908	81936	83964	86076	88200	90432	92688	95016	97368	Annual
	6183	6337	6498	6659	6828	6997	7173	7350	7536	7724	7918	8114	Monthly
	35.53	36.42	37.34	38.27	39.24	40.21	41.22	42.24	43.31	44.39	45.51	46.63	Hourly
	2.49	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.26	Standby
75	76044	77976	79908	81936	83964	86076	88200	90432	92688	95016	97368	99840	Annual
	6337	6498	6659	6828	6997	7173	7350	7536	7724	7918	8114	8320	Monthly
	36.42	37.34	38.27	39.24	40.21	41.22	42.24	43.31	44.39	45.51	46.63	47.82	Hourly
	2.55	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.26	3.35	Standby
76	77976	79908	81936	83964	86076	88200	90432	92688	95016	97368	99840	102288	Annual
	6498	6659	6828	6997	7173	7350	7536	7724	7918	8114	8320	8524	Monthly
	37.34	38.27	39.24	40.21	41.22	42.24	43.31	44.39	45.51	46.63	47.82	48.99	Hourly
	2.61	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.26	3.35	3.43	Standby
77	79908	81936	83964	86076	88200	90432	92688	95016	97368	99840	102288	104856	Annual
	6659	6828	6997	7173	7350	7536	7724	7918	8114	8320	8524	8738	Monthly
	38.27	39.24	40.21	41.22	42.24	43.31	44.39	45.51	46.63	47.82	48.99	50.22	Hourly
	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.52	Standby
78	81936	83964	86076	88200	90432	92688	95016	97368	99840	102288	104856	107496	Annual
	6828	6997	7173	7350	7536	7724	7918	8114	8320	8524	8738	8958	Monthly
	39.24	40.21	41.22	42.24	43.31	44.39	45.51	46.63	47.82	48.99	50.22	51.48	Hourly
	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.52	3.60	Standby

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
79	83964	86076	88200	90432	92688	95016	97368	99840	102288	104856	107496	110172	Annual
	6997	7173	7350	7536	7724	7918	8114	8320	8524	8738	8958	9181	Monthly
	40.21	41.22	42.24	43.31	44.39	45.51	46.63	47.82	48.99	50.22	51.48	52.76	Hourly
	2.81	2.89	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.52	3.60	3.69	Standby
80	86076	88200	90432	92688	95016	97368	99840	102288	104856	107496	110172	112896	Annual
	7173	7350	7536	7724	7918	8114	8320	8524	8738	8958	9181	9408	Monthly
	41.22	42.24	43.31	44.39	45.51	46.63	47.82	48.99	50.22	51.48	52.76	54.07	Hourly
	2.89	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.52	3.60	3.69	3.78	Standby
81	88200	90432	92688	95016	97368	99840	102288	104856	107496	110172	112896	115716	Annual
	7350	7536	7724	7918	8114	8320	8524	8738	8958	9181	9408	9643	Monthly
	42.24	43.31	44.39	45.51	46.63	47.82	48.99	50.22	51.48	52.76	54.07	55.42	Hourly
	2.96	3.03	3.11	3.19	3.26	3.35	3.43	3.52	3.60	3.69	3.78	3.88	Standby
82	90432	92688	95016	97368	99840	102288	104856	107496	110172	112896	115716	118644	Annual
	7536	7724	7918	8114	8320	8524	8738	8958	9181	9408	9643	9887	Monthly
	43.31	44.39	45.51	46.63	47.82	48.99	50.22	51.48	52.76	54.07	55.42	56.82	Hourly
	3.03	3.11	3.19	3.26	3.35	3.43	3.52	3.60	3.69	3.78	3.88	3.98	Standby
83	92688	95016	97368	99840	102288	104856	107496	110172	112896	115716	118644	121584	Annual
	7724	7918	8114	8320	8524	8738	8958	9181	9408	9643	9887	10132	Monthly
	44.39	45.51	46.63	47.82	48.99	50.22	51.48	52.76	54.07	55.42	56.82	58.23	Hourly
	3.11	3.19	3.26	3.35	3.43	3.52	3.60	3.69	3.78	3.88	3.98	4.08	Standby
84	95016	97368	99840	102288	104856	107496	110172	112896	115716	118644	121584	124620	Annual
	7918	8114	8320	8524	8738	8958	9181	9408	9643	9887	10132	10385	Monthly
	45.51	46.63	47.82	48.99	50.22	51.48	52.76	54.07	55.42	56.82	58.23	59.68	Hourly
	3.19	3.26	3.35	3.43	3.52	3.60	3.69	3.78	3.88	3.98	4.08	4.18	Standby
85	97368	99840	102288	104856	107496	110172	112896	115716	118644	121584	124620	127776	Annual
	8114	8320	8524	8738	8958	9181	9408	9643	9887	10132	10385	10648	Monthly
	46.63	47.82	48.99	50.22	51.48	52.76	54.07	55.42	56.82	58.23	59.68	61.20	Hourly
	3.26	3.35	3.43	3.52	3.60	3.69	3.78	3.88	3.98	4.08	4.18	4.28	Standby
86	99840	102288	104856	107496	110172	112896	115716	118644	121584	124620	127776	130920	Annual
	8320	8524	8738	8958	9181	9408	9643	9887	10132	10385	10648	10910	Monthly
	47.82	48.99	50.22	51.48	52.76	54.07	55.42	56.82	58.23	59.68	61.20	62.70	Hourly
	3.35	3.43	3.52	3.60	3.69	3.78	3.88	3.98	4.08	4.18	4.28	4.39	Standby
87	102288	104856	107496	110172	112896	115716	118644	121584	124620	127776	130920	134208	Annual
	8524	8738	8958	9181	9408	9643	9887	10132	10385	10648	10910	11184	Monthly
	48.99	50.22	51.48	52.76	54.07	55.42	56.82	58.23	59.68	61.20	62.70	64.28	Hourly
	3.43	3.52	3.60	3.69	3.78	3.88	3.98	4.08	4.18	4.28	4.39	4.50	Standby
88	104856	107496	110172	112896	115716	118644	121584	124620	127776	130920	134208	137616	Annual
	8738	8958	9181	9408	9643	9887	10132	10385	10648	10910	11184	11468	Monthly
	50.22	51.48	52.76	54.07	55.42	56.82	58.23	59.68	61.20	62.70	64.28	65.91	Hourly
	3.52	3.60	3.69	3.78	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	Standby
89	107496	110172	112896	115716	118644	121584	124620	127776	130920	134208	137616	141012	Annual
	8958	9181	9408	9643	9887	10132	10385	10648	10910	11184	11468	11751	Monthly
	51.48	52.76	54.07	55.42	56.82	58.23	59.68	61.20	62.70	64.28	65.91	67.53	Hourly
	3.60	3.69	3.78	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	Standby

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
90	110172	112896	115716	118644	121584	124620	127776	130920	134208	137616	141012	144576	Annual
	9181	9408	9643	9887	10132	10385	10648	10910	11184	11468	11751	12048	Monthly
	52.76	54.07	55.42	56.82	58.23	59.68	61.20	62.70	64.28	65.91	67.53	69.24	Hourly
	3.69	3.78	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	Standby
91	112896	115716	118644	121584	124620	127776	130920	134208	137616	141012	144576	148140	Annual
	9408	9643	9887	10132	10385	10648	10910	11184	11468	11751	12048	12345	Monthly
	54.07	55.42	56.82	58.23	59.68	61.20	62.70	64.28	65.91	67.53	69.24	70.95	Hourly
	3.78	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	Standby
92	115716	118644	121584	124620	127776	130920	134208	137616	141012	144576	148140	151872	Annual
	9643	9887	10132	10385	10648	10910	11184	11468	11751	12048	12345	12656	Monthly
	55.42	56.82	58.23	59.68	61.20	62.70	64.28	65.91	67.53	69.24	70.95	72.74	Hourly
	3.88	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	Standby
93	118644	121584	124620	127776	130920	134208	137616	141012	144576	148140	151872	155640	Annual
	9887	10132	10385	10648	10910	11184	11468	11751	12048	12345	12656	12970	Monthly
	56.82	58.23	59.68	61.20	62.70	64.28	65.91	67.53	69.24	70.95	72.74	74.54	Hourly
	3.98	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	Standby
94	121584	124620	127776	130920	134208	137616	141012	144576	148140	151872	155640	159600	Annual
	10132	10385	10648	10910	11184	11468	11751	12048	12345	12656	12970	13300	Monthly
	58.23	59.68	61.20	62.70	64.28	65.91	67.53	69.24	70.95	72.74	74.54	76.44	Hourly
	4.08	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	Standby
95	124620	127776	130920	134208	137616	141012	144576	148140	151872	155640	159600	163536	Annual
	10385	10648	10910	11184	11468	11751	12048	12345	12656	12970	13300	13628	Monthly
	59.68	61.20	62.70	64.28	65.91	67.53	69.24	70.95	72.74	74.54	76.44	78.32	Hourly
	4.18	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	Standby
96	127776	130920	134208	137616	141012	144576	148140	151872	155640	159600	163536	167664	Annual
	10648	10910	11184	11468	11751	12048	12345	12656	12970	13300	13628	13972	Monthly
	61.20	62.70	64.28	65.91	67.53	69.24	70.95	72.74	74.54	76.44	78.32	80.30	Hourly
	4.28	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	Standby
97	130920	134208	137616	141012	144576	148140	151872	155640	159600	163536	167664	171840	Annual
	10910	11184	11468	11751	12048	12345	12656	12970	13300	13628	13972	14320	Monthly
	62.70	64.28	65.91	67.53	69.24	70.95	72.74	74.54	76.44	78.32	80.30	82.30	Hourly
	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	Standby
98	134208	137616	141012	144576	148140	151872	155640	159600	163536	167664	171840	176148	Annual
	11184	11468	11751	12048	12345	12656	12970	13300	13628	13972	14320	14679	Monthly
	64.28	65.91	67.53	69.24	70.95	72.74	74.54	76.44	78.32	80.30	82.30	84.36	Hourly
	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.91	Standby
99	137616	141012	144576	148140	151872	155640	159600	163536	167664	171840	176148	180552	Annual
	11468	11751	12048	12345	12656	12970	13300	13628	13972	14320	14679	15046	Monthly
	65.91	67.53	69.24	70.95	72.74	74.54	76.44	78.32	80.30	82.30	84.36	86.47	Hourly
	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.48	5.62	5.76	5.91	6.05	Standby

APPENDIX C

**2009 – 2011 "N2" Range Teamsters Salary Schedule
Effective July 1, 2009 thru June 30, 2011**

SALARY RANGE	Years of Experience																				T				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20					
39E2	A	33756	34524	35388	36204	37056	37920	38832	39768	40728	41700	42756	43836	44928	46080	47160	48348	49584	50820	52116	53376	54732	56088	Annual	
	B	2813	2877	2949	3017	3088	3160	3236	3314	3394	3475	3563	3653	3744	3840	3930	4029	4132	4235	4343	4448	4561	4674	Monthly	
	C	16.17	16.53	16.95	17.34	17.75	18.16	18.60	19.05	19.51	19.97	20.48	20.99	21.52	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	Hourly	
	D	1.13	1.16	1.19	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	Standby	
41E2	A	35388	36204	37056	37920	38832	39768	40728	41700	42756	43836	44928	46080	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	Annual	
	B	2949	3017	3088	3160	3236	3314	3394	3475	3563	3653	3744	3840	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	Monthly
	C	16.95	17.34	17.75	18.16	18.60	19.05	19.51	19.97	20.48	20.99	21.52	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	Hourly
	D	1.19	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.43	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	Standby
48E2	A	41700	42756	43836	44928	46080	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68340	69984	Annual	
	B	3475	3563	3653	3744	3840	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5694	5834	Monthly	
	C	19.97	20.48	20.99	21.52	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.74	33.54	Hourly	
	D	1.40	1.43	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.34	Standby	

SALARY RANGE	Years of Experience																				T			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20				
45N2	A	38832	39768	40728	41700	42756	43836	44928	46080	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	Annual
	B	3236	3314	3394	3475	3563	3653	3744	3840	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	Monthly
	C	18.60	19.05	19.51	19.97	20.48	20.99	21.52	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	Hourly
	D	1.30	1.33	1.37	1.40	1.43	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	Standby
47N2	A	40728	41700	42756	43836	44928	46080	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68340	Annual
	B	3394	3475	3563	3653	3744	3840	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5694	Monthly
	C	19.51	19.97	20.48	20.99	21.52	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.74	Hourly
	D	1.37	1.40	1.43	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	Standby

Years of Experience

SALARY RANGE	0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	T						
49N2	A	42756	43336	44928	46080	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	Annual
	B	3663	3744	3840	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	Monthly
	C	20.48	20.99	21.52	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	Hourly
	D	1.43	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	Standby
50N2	A	43836	44928	46080	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	Annual
	B	3653	3744	3840	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	Monthly
	C	20.99	21.52	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	Hourly
	D	1.47	1.51	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	Standby
51N2	A	44928	46080	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	Annual
	B	3744	3840	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	Monthly
	C	21.52	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	Hourly
	D	1.51	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	Standby
52N2	A	46080	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	Annual
	B	3840	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	Monthly
	C	22.07	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	Hourly
	D	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	Standby
53N2	A	47160	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	Annual
	B	3930	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	Monthly
	C	22.59	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	Hourly
	D	1.58	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	Standby
54N2	A	48348	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	Annual
	B	4029	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	Monthly
	C	23.16	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	Hourly
	D	1.62	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	Standby
55N2	A	49584	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	79260	Annual
	B	4132	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	6605	Monthly
	C	23.75	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	37.96	Hourly
	D	1.66	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	Standby

SALARY RANGE	Years of Experience																			
	0	1	2	3	4	5	6	7	8	9	10	12	15	18	20					
56N2	A	50820	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	79260
	B	4235	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	6605
	C	24.34	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	37.96
	D	1.70	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66
57N2	A	52116	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	79260	81240
	B	4343	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	6605	6770
	C	24.96	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	37.96	38.91
	D	1.75	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72
58N2	A	53376	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	79260	81240	83268
	B	4448	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	6605	6770	6939
	C	25.56	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	37.96	38.91	39.88
	D	1.79	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79
59N2	A	54732	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	79260	81240	83268	85332
	B	4561	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	6605	6770	6939	7111
	C	26.21	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	37.96	38.91	39.88	40.87
	D	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86
60N2	A	56088	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	79260	81240	83268	85332	87504
	B	4674	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	6605	6770	6939	7111	7292
	C	26.86	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	37.96	38.91	39.88	40.87	41.91
	D	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93
61N2	A	57528	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	79260	81240	83268	85332	87504	89700
	B	4794	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	6605	6770	6939	7111	7292	7475
	C	27.55	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	37.96	38.91	39.88	40.87	41.91	42.96
	D	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01
62N2	A	58920	60432	61932	63468	65040	66684	68376	70032	71832	73596	75432	77364	79260	81240	83268	85332	87504	89700	91944
	B	4910	5036	5161	5289	5420	5557	5698	5836	5986	6133	6286	6447	6605	6770	6939	7111	7292	7475	7662
	C	28.22	28.94	29.66	30.40	31.15	31.94	32.75	33.54	34.40	35.25	36.13	37.05	37.96	38.91	39.88	40.87	41.91	42.96	44.03
	D	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08

Years of Experience

SALARY RANGE	0	1	2	3	4	5	6	7	8	9	10	12	15	18	20							
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T		
63N2	60432 5036 28.94 2.03	61932 5161 29.66 2.08	63468 5289 30.40 2.13	65040 5420 31.15 2.18	66684 5557 31.94 2.24	68376 5698 32.75 2.29	70032 5836 33.54 2.35	71832 5986 34.40 2.41	73596 6133 35.25 2.47	75432 6286 36.13 2.53	77364 6447 37.05 2.59	79260 6605 37.96 2.66	81240 6770 38.91 2.72	83268 6939 39.88 2.79	85332 7111 40.87 2.86	87504 7292 41.91 2.93	89700 7475 42.96 3.01	91944 7662 44.03 3.08	94248 7854 45.14 3.16	96612 8051 46.27 3.24	99024 8252 47.43 3.32	Annual Monthly Hourly Standby
64N2	61932 5161 29.66 2.08	63468 5289 30.40 2.13	65040 5420 31.15 2.18	66684 5557 31.94 2.24	68376 5698 32.75 2.29	70032 5836 33.54 2.35	71832 5986 34.40 2.41	73596 6133 35.25 2.47	75432 6286 36.13 2.53	77364 6447 37.05 2.59	79260 6605 37.96 2.66	81240 6770 38.91 2.72	83268 6939 39.88 2.79	85332 7111 40.87 2.86	87504 7292 41.91 2.93	89700 7475 42.96 3.01	91944 7662 44.03 3.08	94248 7854 45.14 3.16	96612 8051 46.27 3.24	99024 8252 47.43 3.32	Annual Monthly Hourly Standby	
65N2	63468 5289 30.40 2.13	65040 5420 31.15 2.18	66684 5557 31.94 2.24	68376 5698 32.75 2.29	70032 5836 33.54 2.35	71832 5986 34.40 2.41	73596 6133 35.25 2.47	75432 6286 36.13 2.53	77364 6447 37.05 2.59	79260 6605 37.96 2.66	81240 6770 38.91 2.72	83268 6939 39.88 2.79	85332 7111 40.87 2.86	87504 7292 41.91 2.93	89700 7475 42.96 3.01	91944 7662 44.03 3.08	94248 7854 45.14 3.16	96612 8051 46.27 3.24	99024 8252 47.43 3.32	101496 8458 48.61 3.40	Annual Monthly Hourly Standby	
66N2	65040 5420 31.15 2.18	66684 5557 31.94 2.24	68376 5698 32.75 2.29	70032 5836 33.54 2.35	71832 5986 34.40 2.41	73596 6133 35.25 2.47	75432 6286 36.13 2.53	77364 6447 37.05 2.59	79260 6605 37.96 2.66	81240 6770 38.91 2.72	83268 6939 39.88 2.79	85332 7111 40.87 2.86	87504 7292 41.91 2.93	89700 7475 42.96 3.01	91944 7662 44.03 3.08	94248 7854 45.14 3.16	96612 8051 46.27 3.24	99024 8252 47.43 3.32	101496 8458 48.61 3.40	104028 8669 49.82 3.49	Annual Monthly Hourly Standby	

APPENDIX D
ASSIGNMENT PAY

Assignment Pay (AP) is granted in recognition of assigned duties which exceed ordinary conditions. The "premium" is stated in ranges or a specific dollar amount. If stated in ranges, the number of ranges would be added to the base range of the class. The "reference number" indicates the specific conditions for which AP is to be paid.

Group A indicates those classes which have been granted AP; Group B indicates those assigned duties granted AP which are not class specific; Group C applies only to Ref #29.

CLASS TITLE	CLASS CODE	PREMIUM	REFERENCE#
<u>GROUP A</u>			
Construction & Maintenance Project Supervisor	627G	4 ranges	32
Correctional Industries Supervisor 2	631B	See Ref.	20
Correctional Industries Supervisor 4	631D	See Ref.	20
Corrections and Custody Officer 1	384A	See Ref	42
Corrections and Custody Officer 2	384B	See Ref.	42
Corrections and Custody Officer 3	384C	See Ref	42
Stationary Engineer 2	602K	4 ranges	32
Stationary Engineer 3	602L	4 ranges	32
Truck Driver 1	632I	4 ranges	12
Truck Driver 2	632J	4 ranges	12
Water Distribution/Treatment Supervisor	602W	4 ranges	32
<u>GROUP B</u>			
Asbestos Workers (Certified)		4 ranges	20
Dual Language Requirement		2 ranges	18

GROUP C

CLASS TITLE	CLASS CODE	PREMIUM	LOCATION
Classification Counselor 1	354E	1 range	Coyote Ridge (CRCC)
Classification Counselor 2	354G	1 range	Coyote Ridge (CRCC)
Classification Counselor 3	354I	1 range	Coyote Ridge (CRCC)
Corrections and Custody Officer 1	384A	2 ranges	Coyote Ridge (CRCC)
Corrections and Custody Officer 2	384B	2 ranges	Coyote Ridge (CRCC)
Corrections and Custody Officer 3	384C	2 ranges	Coyote Ridge (CRCC)
Licensed Practical Nurse 4	386D	2 ranges	McNeil Island Correctional Center (MICC)
Psychologist 4	362D	2 ranges	McNeil Island Correctional Center (MICC)
Classification Counselor 1	354E	1 range	Monroe Correctional Complex (MCC)
Classification Counselor 2	354G	1 range	Monroe Correctional Complex (MCC)
Classification Counselor 3	354I	1 range	Monroe Correctional Complex (MCC)
Corrections and Custody Officer 1	384A	2 ranges	Monroe Correctional Complex (MCC)
Corrections and Custody Officer 2	384B	2 ranges	Monroe Correctional Complex (MCC)

Corrections and Custody Officer 3	384C	2 ranges	Monroe Correctional Complex (MCC)
Licensed Practical Nurse 2	286B	2 ranges	Monroe Correctional Complex (MCC)
Psychologist 4	362D	2 ranges	Monroe Correctional Complex (MCC)
Classification Counselor 1	354E	1 range	Washington State Penitentiary (WSP)
Classification Counselor 2	354G	1 range	Washington State Penitentiary (WSP)
Classification Counselor 3	354I	1 range	Washington State Penitentiary (WSP)
Corrections and Custody Officer 1	384A	2 ranges	Washington State Penitentiary (WSP)
Corrections and Custody Officer 2	384B	2 ranges	Washington State Penitentiary (WSP)
Corrections and Custody Officer 3	384C	2 ranges	Washington State Penitentiary (WSP)

REFERENCE #12: Employees assigned to operate equipment above this level shall be compensated four ranges above their base rate, and shall be credited with a minimum of four hours at the higher rate on each day they operate the higher level equipment. (Eff. 6/84)

REFERENCE #18: Employees in any position whose current, assigned job responsibilities include proficient use of written and oral English and proficiency in speaking and/or writing one or more foreign languages, American Sign Language, or Braille, provided that proficiency or formal training in such additional language is not required in the specifications for the job class. Basic salary plus two additional ranges. (Rev. 5/92)

REFERENCE #20: Basic salary plus four ranges for certified asbestos workers while they are required to wear and change into or out of full-body protective clothing and pressurized respirator. (Eff. 5/89)

REFERENCE #29: Upon review and approval from the Department of Personnel, up to four ranges payable to employees in any position located where the cost of living impacts the agency's ability to recruit and/or retain employees which would severely impair the effective operation of the agency. In extraordinary circumstances, where more than ten percent (10%) is required, a unique assignment pay range will be used. (Eff. 5/01)

REFERENCE #32: Within the Department of Corrections, for employees located at McNeil Island Corrections Center, who are fully trained and qualified, assignment pay will be paid when performing fuel oil transfer duties at the McNeil Island Oil Transfer Facility. Entitlement to assignment pay under this reference shall be on an hour-for-hour basis for all hours while actually performing all relevant fuel oil transfer duties. These duties include: maintenance of all tanks and affiliated systems, daily measurements of stock fuel levels, the transfer of fuel from bulk storage tanks to oil tankers, and relevant training. Basic salary range plus four ranges. (Eff. 9/01, Rev. 11/01).

REFERENCE #42: Within the Department of Corrections, Corrections and Custody Officer 1, 2, and 3 (excluding those assigned to the Performance Unit) who are certified instructors of defensive tactics, firearms and fitness will be compensated an additional ten dollars (\$10.00) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction or in receiving re-certification training. Corrections and Custody Officer 3 employees, either bid or assigned to an Armory position, shall be limited to no more than thirty-two (32) hours per month of additional compensation under this reference for assignment pay for performing firearms training or for re-certification of firearm training credentials. This limitation does not apply to defensive tactics training, re-certification of defensive tactics training or fitness training.

APPENDIX E
SPECIAL PAY RANGES AND NOTES

These ranges are used to equal or approximate prevailing rate practices found in private industry or other governmental units. An affected class is identified by a letter designation following the basic salary range number or by a letter designation preceding a number. In the latter case, a special salary schedule will be used for such classes.

“D” RANGE: This range is a single rate per hour equivalent to the State’s minimum wage. It is payable to employees who have dog handler assignments, and only while they are off duty,, but are still required to care for the dog in their charge. Work time to be paid at “D” range includes, but is not limited to time required for daily feeding, exercising, grooming, and emergency health care of the dog, and care and cleaning of the kennel. (Rev 7/02)

“E” RANGE: This range is used for classes having a prevailing pay range which is shorter than Washington’s standard ranges. An “E” range is a standard range with the first four steps removed. Thus, the first step of such a range is the same as Step E of the standard range having the same range number. Periodic increases through the steps of this range are made at the same intervals as through standard ranges.

“G” RANGE: This range is used for classes having a prevailing pay range which is shorter than Washington’s standard ranges. A “G” range is a standard range with the first six steps removed. Thus, the first step of such a range is the same as Step G of the standard range having the same range number. Periodic increases through the steps of this range are made as the same intervals as through standard ranges.

“N2” RANGE: This range applies to nurses represented by the Teamsters, and is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than Washington’s standard ranges. An “N2” range is a standard range, step A through K, with nine (9) added steps, L through T. Periodic increases through step K of these ranges are made at the same intervals as through standard ranges. Thereafter, an employee receives a one-step increase based on years of experience up to the maximum step of the range.

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE STATE OF WASHINGTON

AND

TEAMSTERS LOCAL UNION 117

1. The parties agree that the temporary salary reduction agreement negotiated for the 2011-2013 agreement constitutes the full extent of temporary layoffs during the duration of this contract that resulted from the loss of funding and revenue shortfall forecasted in the November 2010 Economic Revenue Forecast for the '11-'13 biennium. Article 35.4. of the 2011-2013 agreement is superseded as it relates to revenue shortfall and loss of funding unless the provisions of 2 below are met.
2. In the event an economic revenue forecast during the '11-'13 biennium projects a significant loss of funding or revenue shortfall for the period of this contract and the Employer chooses to use temporary layoffs or reduction in work hours to make up the shortfall or loss of funding, the employer will negotiate the impacts and implementation of any said layoffs or reductions with the Union. Negotiations will include options to lessen any negative impacts on the employees. The parties will jointly develop mutual approaches to implementation that make such layoffs less onerous to employees and more fairly distributed.

Dated December 14, 2010

For the Employer

Date

For the Union

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
TEAMSTERS LOCAL UNION NO. 117**

The parties agree that if the November 2012 general fund revenue forecast projects an increase of 3% or greater in the 2011-2013 revenues (\$33.583 billion or greater) than what was projected in the November 2010 general fund state forecast (\$32.605 billion), the Governor will submit in her supplemental budget a request for funding to reduce the salary reduction for the period of January 1, 2013 through June 29, 2013 from 3% to 2%. If the legislature approves the funding request, Article 32, Compensation of the parties' 2011-2013 collective bargaining agreement will be modified to reflect the change in salary reduction from 3% to 2% for the period of January 1, 2013 through June 29, 2013. In addition, Article 32, Compensation of the parties' 2011-2013 collective bargaining agreement will be modified to reflect a change in Temporary Salary Reduction leave from 5.2 hours per month to 3.5 hour per month for the period of January 1, 2013 through June 29, 2013.

For the Employer

Date

For the Union

Date

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
TEAMSTERS LOCAL UNION NO. 117

The Employer and the Union share the view that there should be no loss of retirement benefits in any state defined benefit retirement plan because of compensation foregone by the salary reduction under Article 32, of the parties' 2011-2013 collective bargaining agreement. The Employer and the Union acknowledge that a statutory change is required to protect such forgone salary. The Employer and the Union agree to work with the legislature to effect a statutory change.

For the Employer

Date

For the Union

Date

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
TEAMSTERS LOCAL UNION NO. 117

The Teamsters Local Union No. 117 (Union) agrees within seven (7) days after ratification of the parties 2011-2013 collective bargaining agreement to withdraw the following:

- A. All grievances pertaining to the approval/denials of CBA Days/Personal Holidays, and
- B. The Hatch – Denial of CBA/Personal Holidays Arbitration (FMCS No. 100817-04551-8/Grievance #78-10), and
- C. The Enforcement of the CBA Day arbitration award lawsuit (Thurston County Case No.10-2-00603-3).

The parties agree to make the tentatively agreed upon language in Article 21, Vacation Leave (TAed on December 13, 2010) effective upon withdrawals of those above referenced grievances, arbitration case (FMCS No. 100817-04551-8/Grievance #78-10) and Enforcement of the CBA Day arbitration award lawsuit (Thurston County Case No. 10-2-00603-3).

Furthermore, the Union agrees to permanently relinquish the right to pursue above referenced grievances and FMCS Case No. 100817-04551-8/Grievance #78-10 to arbitration as would otherwise be allowed under the collective bargaining agreement between the parties. Union also agrees to permanently relinquish the right to pursue any claims related to the Enforcement of the CBA Day arbitration award lawsuit. The Union agrees that failure to abide by this provision will allow the State to submit a copy of this agreement as an absolute defense to the pursuit of any claim related to the above cases via arbitration or by any other means, and to request from the arbitrator or other body before whom such grievance and/or appeal and /or court action is pursued reimbursement from the Union of the costs to the State as a result of this action, incurred subsequent to the date of final signature of this Agreement.

For the State

Date

For the Union

Date