
COLLECTIVE BARGAINING AGREEMENT



THE STATE OF WASHINGTON

AND

**TEAMSTERS LOCAL UNION 117
VOLUME 2 – DES ONLY**

EFFECTIVE

JULY 1, 2022 THROUGH JUNE 30, 2023



2022-2023

COMPENSATION APPENDIX A
DES Teamsters G Range Salary Schedule
Effective July 1, 2022 through June 30, 2023

SALARY 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	STEP M*
30	Annual	31344	32052	32796	33588	34332	35112	35964	36768	37668	38484	39480	40356	41304
	Monthly	2612	2671	2733	2799	2861	2926	2997	3064	3139	3207	3290	3363	3442
	Hourly	15.01	15.35	15.71	16.09	16.44	16.82	17.22	17.61	18.04	18.43	18.91	19.33	19.78
	Standby	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38
31	Annual	32052	32796	33588	34332	35112	35964	36768	37668	38484	39480	40356	41304	42312
	Monthly	2671	2733	2799	2861	2926	2997	3064	3139	3207	3290	3363	3442	3526
	Hourly	15.35	15.71	16.09	16.44	16.82	17.22	17.61	18.04	18.43	18.91	19.33	19.78	20.26
	Standby	1.07	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42
32	Annual	32796	33588	34332	35112	35964	36768	37668	38484	39480	40356	41304	42312	43284
	Monthly	2733	2799	2861	2926	2997	3064	3139	3207	3290	3363	3442	3526	3607
	Hourly	15.71	16.09	16.44	16.82	17.22	17.61	18.04	18.43	18.91	19.33	19.78	20.26	20.73
	Standby	1.10	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45
33	Annual	33588	34332	35112	35964	36768	37668	38484	39480	40356	41304	42312	43284	44352
	Monthly	2799	2861	2926	2997	3064	3139	3207	3290	3363	3442	3526	3607	3696
	Hourly	16.09	16.44	16.82	17.22	17.61	18.04	18.43	18.91	19.33	19.78	20.26	20.73	21.24
	Standby	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49
34	Annual	34332	35112	35964	36768	37668	38484	39480	40356	41304	42312	43284	44352	45396
	Monthly	2861	2926	2997	3064	3139	3207	3290	3363	3442	3526	3607	3696	3783
	Hourly	16.44	16.82	17.22	17.61	18.04	18.43	18.91	19.33	19.78	20.26	20.73	21.24	21.74
	Standby	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52
35	Annual	35112	35964	36768	37668	38484	39480	40356	41304	42312	43284	44352	45396	46452
	Monthly	2926	2997	3064	3139	3207	3290	3363	3442	3526	3607	3696	3783	3871
	Hourly	16.82	17.22	17.61	18.04	18.43	18.91	19.33	19.78	20.26	20.73	21.24	21.74	22.25
	Standby	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56
36	Annual	35964	36768	37668	38484	39480	40356	41304	42312	43284	44352	45396	46452	47604
	Monthly	2997	3064	3139	3207	3290	3363	3442	3526	3607	3696	3783	3871	3967
	Hourly	17.22	17.61	18.04	18.43	18.91	19.33	19.78	20.26	20.73	21.24	21.74	22.25	22.80
	Standby	1.21	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DES Teamsters G Range Salary Schedule
Effective July 1, 2022 through June 30, 2022

SALARY 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	STEP M*
37	Annual	36768	37668	38484	39480	40356	41304	42312	43284	44352	45396	46452	47604	48792
	Monthly	3064	3139	3207	3290	3363	3442	3526	3607	3696	3783	3871	3967	4066
	Hourly	17.61	18.04	18.43	18.91	19.33	19.78	20.26	20.73	21.24	21.74	22.25	22.80	23.37
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64
38	Annual	37668	38484	39480	40356	41304	42312	43284	44352	45396	46452	47604	48792	50028
	Monthly	3139	3207	3290	3363	3442	3526	3607	3696	3783	3871	3967	4066	4169
	Hourly	18.04	18.43	18.91	19.33	19.78	20.26	20.73	21.24	21.74	22.25	22.80	23.37	23.96
	Standby	1.26	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68
39	Annual	38484	39480	40356	41304	42312	43284	44352	45396	46452	47604	48792	50028	51228
	Monthly	3207	3290	3363	3442	3526	3607	3696	3783	3871	3967	4066	4169	4269
	Hourly	18.43	18.91	19.33	19.78	20.26	20.73	21.24	21.74	22.25	22.80	23.37	23.96	24.53
	Standby	1.29	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72
40	Annual	39480	40356	41304	42312	43284	44352	45396	46452	47604	48792	50028	51228	52584
	Monthly	3290	3363	3442	3526	3607	3696	3783	3871	3967	4066	4169	4269	4382
	Hourly	18.91	19.33	19.78	20.26	20.73	21.24	21.74	22.25	22.80	23.37	23.96	24.53	25.18
	Standby	1.32	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76
41	Annual	40356	41304	42312	43284	44352	45396	46452	47604	48792	50028	51228	52584	53796
	Monthly	3363	3442	3526	3607	3696	3783	3871	3967	4066	4169	4269	4382	4483
	Hourly	19.33	19.78	20.26	20.73	21.24	21.74	22.25	22.80	23.37	23.96	24.53	25.18	25.76
	Standby	1.35	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
42	Annual	41304	42312	43284	44352	45396	46452	47604	48792	50028	51228	52584	53796	55212
	Monthly	3442	3526	3607	3696	3783	3871	3967	4066	4169	4269	4382	4483	4601
	Hourly	19.78	20.26	20.73	21.24	21.74	22.25	22.80	23.37	23.96	24.53	25.18	25.76	26.44
	Standby	1.38	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85
43	Annual	42312	43284	44352	45396	46452	47604	48792	50028	51228	52584	53796	55212	56580
	Monthly	3526	3607	3696	3783	3871	3967	4066	4169	4269	4382	4483	4601	4715
	Hourly	20.26	20.73	21.24	21.74	22.25	22.80	23.37	23.96	24.53	25.18	25.76	26.44	27.10
	Standby	1.42	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90
44	Annual	43284	44352	45396	46452	47604	48792	50028	51228	52584	53796	55212	56580	58068
	Monthly	3607	3696	3783	3871	3967	4066	4169	4269	4382	4483	4601	4715	4839
	Hourly	20.73	21.24	21.74	22.25	22.80	23.37	23.96	24.53	25.18	25.76	26.44	27.10	27.81
	Standby	1.45	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.95
45	Annual	44352	45396	46452	47604	48792	50028	51228	52584	53796	55212	56580	58068	59472

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	Monthly	3696	3783	3871	3967	4066	4169	4269	4382	4483	4601	4715	4839	4956
	Hourly	21.24	21.74	22.25	22.80	23.37	23.96	24.53	25.18	25.76	26.44	27.10	27.81	28.48
	Standby	1.49	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.95	1.99
46	Annual	45396	46452	47604	48792	50028	51228	52584	53796	55212	56580	58068	59472	60936
	Monthly	3783	3871	3967	4066	4169	4269	4382	4483	4601	4715	4839	4956	5078
	Hourly	21.74	22.25	22.80	23.37	23.96	24.53	25.18	25.76	26.44	27.10	27.81	28.48	29.18
	Standby	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.95	1.99	2.04
47	Annual	46452	47604	48792	50028	51228	52584	53796	55212	56580	58068	59472	60936	62424
	Monthly	3871	3967	4066	4169	4269	4382	4483	4601	4715	4839	4956	5078	5202
	Hourly	22.25	22.80	23.37	23.96	24.53	25.18	25.76	26.44	27.10	27.81	28.48	29.18	29.90
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.95	1.99	2.04	2.09
48	Annual	47604	48792	50028	51228	52584	53796	55212	56580	58068	59472	60936	62424	64056
	Monthly	3967	4066	4169	4269	4382	4483	4601	4715	4839	4956	5078	5202	5338
	Hourly	22.80	23.37	23.96	24.53	25.18	25.76	26.44	27.10	27.81	28.48	29.18	29.90	30.68
	Standby	1.60	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.95	1.99	2.04	2.09	2.15
49	Annual	48792	50028	51228	52584	53796	55212	56580	58068	59472	60936	62424	64056	65616
	Monthly	4066	4169	4269	4382	4483	4601	4715	4839	4956	5078	5202	5338	5468
	Hourly	23.37	23.96	24.53	25.18	25.76	26.44	27.10	27.81	28.48	29.18	29.90	30.68	31.43
	Standby	1.64	1.68	1.72	1.76	1.80	1.85	1.90	1.95	1.99	2.04	2.09	2.15	2.20
50	Annual	50028	51228	52584	53796	55212	56580	58068	59472	60936	62424	64056	65616	67272
	Monthly	4169	4269	4382	4483	4601	4715	4839	4956	5078	5202	5338	5468	5606
	Hourly	23.96	24.53	25.18	25.76	26.44	27.10	27.81	28.48	29.18	29.90	30.68	31.43	32.22
	Standby	1.68	1.72	1.76	1.80	1.85	1.90	1.95	1.99	2.04	2.09	2.15	2.20	2.26
51	Annual	51228	52584	53796	55212	56580	58068	59472	60936	62424	64056	65616	67272	68940
	Monthly	4269	4382	4483	4601	4715	4839	4956	5078	5202	5338	5468	5606	5745
	Hourly	24.53	25.18	25.76	26.44	27.10	27.81	28.48	29.18	29.90	30.68	31.43	32.22	33.02
	Standby	1.72	1.76	1.80	1.85	1.90	1.95	1.99	2.04	2.09	2.15	2.20	2.26	2.31
52	Annual	52584	53796	55212	56580	58068	59472	60936	62424	64056	65616	67272	68940	70656
	Monthly	4382	4483	4601	4715	4839	4956	5078	5202	5338	5468	5606	5745	5888
	Hourly	25.18	25.76	26.44	27.10	27.81	28.48	29.18	29.90	30.68	31.43	32.22	33.02	33.84
	Standby	1.76	1.80	1.85	1.90	1.95	1.99	2.04	2.09	2.15	2.20	2.26	2.31	2.37

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SALARY 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	STEP M*
53	Annual	53796	55212	56580	58068	59472	60936	62424	64056	65616	67272	68940	70656	72420
	Monthly	4483	4601	4715	4839	4956	5078	5202	5338	5468	5606	5745	5888	6035
	Hourly	25.76	26.44	27.10	27.81	28.48	29.18	29.90	30.68	31.43	32.22	33.02	33.84	34.68
	Standby	1.80	1.85	1.90	1.95	1.99	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43
54	Annual	55212	56580	58068	59472	60936	62424	64056	65616	67272	68940	70656	72420	74220
	Monthly	4601	4715	4839	4956	5078	5202	5338	5468	5606	5745	5888	6035	6185
	Hourly	26.44	27.10	27.81	28.48	29.18	29.90	30.68	31.43	32.22	33.02	33.84	34.68	35.55
	Standby	1.85	1.90	1.95	1.99	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49
55	Annual	56580	58068	59472	60936	62424	64056	65616	67272	68940	70656	72420	74220	76104
	Monthly	4715	4839	4956	5078	5202	5338	5468	5606	5745	5888	6035	6185	6342
	Hourly	27.10	27.81	28.48	29.18	29.90	30.68	31.43	32.22	33.02	33.84	34.68	35.55	36.45
	Standby	1.90	1.95	1.99	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55
56	Annual	58068	59472	60936	62424	64056	65616	67272	68940	70656	72420	74220	76104	78024
	Monthly	4839	4956	5078	5202	5338	5468	5606	5745	5888	6035	6185	6342	6502
	Hourly	27.81	28.48	29.18	29.90	30.68	31.43	32.22	33.02	33.84	34.68	35.55	36.45	37.37
	Standby	1.95	1.99	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62
57	Annual	59472	60936	62424	64056	65616	67272	68940	70656	72420	74220	76104	78024	79932
	Monthly	4956	5078	5202	5338	5468	5606	5745	5888	6035	6185	6342	6502	6661
	Hourly	28.48	29.18	29.90	30.68	31.43	32.22	33.02	33.84	34.68	35.55	36.45	37.37	38.28
	Standby	1.99	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68
58	Annual	60936	62424	64056	65616	67272	68940	70656	72420	74220	76104	78024	79932	82008
	Monthly	5078	5202	5338	5468	5606	5745	5888	6035	6185	6342	6502	6661	6834
	Hourly	29.18	29.90	30.68	31.43	32.22	33.02	33.84	34.68	35.55	36.45	37.37	38.28	39.28
	Standby	2.04	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75
59	Annual	62424	64056	65616	67272	68940	70656	72420	74220	76104	78024	79932	82008	83964
	Monthly	5202	5338	5468	5606	5745	5888	6035	6185	6342	6502	6661	6834	6997
	Hourly	29.90	30.68	31.43	32.22	33.02	33.84	34.68	35.55	36.45	37.37	38.28	39.28	40.21
	Standby	2.09	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.81
60	Annual	64056	65616	67272	68940	70656	72420	74220	76104	78024	79932	82008	83964	86112
	Monthly	5338	5468	5606	5745	5888	6035	6185	6342	6502	6661	6834	6997	7176
	Hourly	30.68	31.43	32.22	33.02	33.84	34.68	35.55	36.45	37.37	38.28	39.28	40.21	41.24
	Standby	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.81	2.89

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61	Annual	65616	67272	68940	70656	72420	74220	76104	78024	79932	82008	83964	86112	88308
	Monthly	5468	5606	5745	5888	6035	6185	6342	6502	6661	6834	6997	7176	7359
	Hourly	31.43	32.22	33.02	33.84	34.68	35.55	36.45	37.37	38.28	39.28	40.21	41.24	42.29
	Standby	2.20	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.81	2.89	2.96
62	Annual	67272	68940	70656	72420	74220	76104	78024	79932	82008	83964	86112	88308	90456
	Monthly	5606	5745	5888	6035	6185	6342	6502	6661	6834	6997	7176	7359	7538
	Hourly	32.22	33.02	33.84	34.68	35.55	36.45	37.37	38.28	39.28	40.21	41.24	42.29	43.32
	Standby	2.26	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.81	2.89	2.96	3.03
63	Annual	68940	70656	72420	74220	76104	78024	79932	82008	83964	86112	88308	90456	92724
	Monthly	5745	5888	6035	6185	6342	6502	6661	6834	6997	7176	7359	7538	7727
	Hourly	33.02	33.84	34.68	35.55	36.45	37.37	38.28	39.28	40.21	41.24	42.29	43.32	44.41
	Standby	2.31	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.81	2.89	2.96	3.03	3.11
64	Annual	70656	72420	74220	76104	78024	79932	82008	83964	86112	88308	90456	92724	95040
	Monthly	5888	6035	6185	6342	6502	6661	6834	6997	7176	7359	7538	7727	7920
	Hourly	33.84	34.68	35.55	36.45	37.37	38.28	39.28	40.21	41.24	42.29	43.32	44.41	45.52
	Standby	2.37	2.43	2.49	2.55	2.62	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19
65	Annual	72420	74220	76104	78024	79932	82008	83964	86112	88308	90456	92724	95040	97392
	Monthly	6035	6185	6342	6502	6661	6834	6997	7176	7359	7538	7727	7920	8116
	Hourly	34.68	35.55	36.45	37.37	38.28	39.28	40.21	41.24	42.29	43.32	44.41	45.52	46.64
	Standby	2.43	2.49	2.55	2.62	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27
66	Annual	74220	76104	78024	79932	82008	83964	86112	88308	90456	92724	95040	97392	99876
	Monthly	6185	6342	6502	6661	6834	6997	7176	7359	7538	7727	7920	8116	8323
	Hourly	35.55	36.45	37.37	38.28	39.28	40.21	41.24	42.29	43.32	44.41	45.52	46.64	47.83
	Standby	2.49	2.55	2.62	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35
67	Annual	76104	78024	79932	82008	83964	86112	88308	90456	92724	95040	97392	99876	102372
	Monthly	6342	6502	6661	6834	6997	7176	7359	7538	7727	7920	8116	8323	8531
	Hourly	36.45	37.37	38.28	39.28	40.21	41.24	42.29	43.32	44.41	45.52	46.64	47.83	49.03
	Standby	2.55	2.62	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43
68	Annual	78024	79932	82008	83964	86112	88308	90456	92724	95040	97392	99876	102372	104916
	Monthly	6502	6661	6834	6997	7176	7359	7538	7727	7920	8116	8323	8531	8743
	Hourly	37.37	38.28	39.28	40.21	41.24	42.29	43.32	44.41	45.52	46.64	47.83	49.03	50.25
	Standby	2.62	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52

Standby rate is equal to 7% of the hourly rate

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SALARY 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	STEP M*
69	Annual	79932	82008	83964	86112	88308	90456	92724	95040	97392	99876	102372	104916	107520
	Monthly	6661	6834	6997	7176	7359	7538	7727	7920	8116	8323	8531	8743	8960
	Hourly	38.28	39.28	40.21	41.24	42.29	43.32	44.41	45.52	46.64	47.83	49.03	50.25	51.49
	Standby	2.68	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.60
70	Annual	82008	83964	86112	88308	90456	92724	95040	97392	99876	102372	104916	107520	110232
	Monthly	6834	6997	7176	7359	7538	7727	7920	8116	8323	8531	8743	8960	9186
	Hourly	39.28	40.21	41.24	42.29	43.32	44.41	45.52	46.64	47.83	49.03	50.25	51.49	52.79
	Standby	2.75	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.60	3.70
71	Annual	83964	86112	88308	90456	92724	95040	97392	99876	102372	104916	107520	110232	113004
	Monthly	6997	7176	7359	7538	7727	7920	8116	8323	8531	8743	8960	9186	9417
	Hourly	40.21	41.24	42.29	43.32	44.41	45.52	46.64	47.83	49.03	50.25	51.49	52.79	54.12
	Standby	2.81	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.60	3.70	3.79
72	Annual	86112	88308	90456	92724	95040	97392	99876	102372	104916	107520	110232	113004	115836
	Monthly	7176	7359	7538	7727	7920	8116	8323	8531	8743	8960	9186	9417	9653
	Hourly	41.24	42.29	43.32	44.41	45.52	46.64	47.83	49.03	50.25	51.49	52.79	54.12	55.48
	Standby	2.89	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.60	3.70	3.79	3.88
73	Annual	88308	90456	92724	95040	97392	99876	102372	104916	107520	110232	113004	115836	118692
	Monthly	7359	7538	7727	7920	8116	8323	8531	8743	8960	9186	9417	9653	9891
	Hourly	42.29	43.32	44.41	45.52	46.64	47.83	49.03	50.25	51.49	52.79	54.12	55.48	56.84
	Standby	2.96	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.60	3.70	3.79	3.88	3.98
74	Annual	90456	92724	95040	97392	99876	102372	104916	107520	110232	113004	115836	118692	121716
	Monthly	7538	7727	7920	8116	8323	8531	8743	8960	9186	9417	9653	9891	10143
	Hourly	43.32	44.41	45.52	46.64	47.83	49.03	50.25	51.49	52.79	54.12	55.48	56.84	58.29
	Standby	3.03	3.11	3.19	3.27	3.35	3.43	3.52	3.60	3.70	3.79	3.88	3.98	4.08
75	Annual	92724	95040	97392	99876	102372	104916	107520	110232	113004	115836	118692	121716	124716
	Monthly	7727	7920	8116	8323	8531	8743	8960	9186	9417	9653	9891	10143	10393
	Hourly	44.41	45.52	46.64	47.83	49.03	50.25	51.49	52.79	54.12	55.48	56.84	58.29	59.73
	Standby	3.11	3.19	3.27	3.35	3.43	3.52	3.60	3.70	3.79	3.88	3.98	4.08	4.18
76	Annual	95040	97392	99876	102372	104916	107520	110232	113004	115836	118692	121716	124716	127836
	Monthly	7920	8116	8323	8531	8743	8960	9186	9417	9653	9891	10143	10393	10653
	Hourly	45.52	46.64	47.83	49.03	50.25	51.49	52.79	54.12	55.48	56.84	58.29	59.73	61.22
	Standby	3.19	3.27	3.35	3.43	3.52	3.60	3.70	3.79	3.88	3.98	4.08	4.18	4.29

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77	Annual	97392	99876	102372	104916	107520	110232	113004	115836	118692	121716	124716	127836	131028
	Monthly	8116	8323	8531	8743	8960	9186	9417	9653	9891	10143	10393	10653	10919
	Hourly	46.64	47.83	49.03	50.25	51.49	52.79	54.12	55.48	56.84	58.29	59.73	61.22	62.75
	Standby	3.27	3.35	3.43	3.52	3.60	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.39
78	Annual	99876	102372	104916	107520	110232	113004	115836	118692	121716	124716	127836	131028	134316
	Monthly	8323	8531	8743	8960	9186	9417	9653	9891	10143	10393	10653	10919	11193
	Hourly	47.83	49.03	50.25	51.49	52.79	54.12	55.48	56.84	58.29	59.73	61.22	62.75	64.33
	Standby	3.35	3.43	3.52	3.60	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.39	4.50
79	Annual	102372	104916	107520	110232	113004	115836	118692	121716	124716	127836	131028	134316	137604
	Monthly	8531	8743	8960	9186	9417	9653	9891	10143	10393	10653	10919	11193	11467
	Hourly	49.03	50.25	51.49	52.79	54.12	55.48	56.84	58.29	59.73	61.22	62.75	64.33	65.90
	Standby	3.43	3.52	3.60	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.39	4.50	4.61
80	Annual	104916	107520	110232	113004	115836	118692	121716	124716	127836	131028	134316	137604	141060
	Monthly	8743	8960	9186	9417	9653	9891	10143	10393	10653	10919	11193	11467	11755
	Hourly	50.25	51.49	52.79	54.12	55.48	56.84	58.29	59.73	61.22	62.75	64.33	65.90	67.56
	Standby	3.52	3.60	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.39	4.50	4.61	4.73
81	Annual	107520	110232	113004	115836	118692	121716	124716	127836	131028	134316	137604	141060	144624
	Monthly	8960	9186	9417	9653	9891	10143	10393	10653	10919	11193	11467	11755	12052
	Hourly	51.49	52.79	54.12	55.48	56.84	58.29	59.73	61.22	62.75	64.33	65.90	67.56	69.26
	Standby	3.60	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.39	4.50	4.61	4.73	4.85
82	Annual	110232	113004	115836	118692	121716	124716	127836	131028	134316	137604	141060	144624	148224
	Monthly	9186	9417	9653	9891	10143	10393	10653	10919	11193	11467	11755	12052	12352
	Hourly	52.79	54.12	55.48	56.84	58.29	59.73	61.22	62.75	64.33	65.90	67.56	69.26	70.99
	Standby	3.70	3.79	3.88	3.98	4.08	4.18	4.29	4.39	4.50	4.61	4.73	4.85	4.97
83	Annual	113004	115836	118692	121716	124716	127836	131028	134316	137604	141060	144624	148224	151932
	Monthly	9417	9653	9891	10143	10393	10653	10919	11193	11467	11755	12052	12352	12661
	Hourly	54.12	55.48	56.84	58.29	59.73	61.22	62.75	64.33	65.90	67.56	69.26	70.99	72.76
	Standby	3.79	3.88	3.98	4.08	4.18	4.29	4.39	4.50	4.61	4.73	4.85	4.97	5.09
84	Annual	115836	118692	121716	124716	127836	131028	134316	137604	141060	144624	148224	151932	155748
	Monthly	9653	9891	10143	10393	10653	10919	11193	11467	11755	12052	12352	12661	12979
	Hourly	55.48	56.84	58.29	59.73	61.22	62.75	64.33	65.90	67.56	69.26	70.99	72.76	74.59
	Standby	3.88	3.98	4.08	4.18	4.29	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22

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85	Annual	118692	121716	124716	127836	131028	134316	137604	141060	144624	148224	151932	155748	159576
	Monthly	9891	10143	10393	10653	10919	11193	11467	11755	12052	12352	12661	12979	13298
	Hourly	56.84	58.29	59.73	61.22	62.75	64.33	65.90	67.56	69.26	70.99	72.76	74.59	76.43
	Standby	3.98	4.08	4.18	4.29	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35
86	Annual	121716	124716	127836	131028	134316	137604	141060	144624	148224	151932	155748	159576	163620
	Monthly	10143	10393	10653	10919	11193	11467	11755	12052	12352	12661	12979	13298	13635
	Hourly	58.29	59.73	61.22	62.75	64.33	65.90	67.56	69.26	70.99	72.76	74.59	76.43	78.36
	Standby	4.08	4.18	4.29	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.49
87	Annual	124716	127836	131028	134316	137604	141060	144624	148224	151932	155748	159576	163620	167760
	Monthly	10393	10653	10919	11193	11467	11755	12052	12352	12661	12979	13298	13635	13980
	Hourly	59.73	61.22	62.75	64.33	65.90	67.56	69.26	70.99	72.76	74.59	76.43	78.36	80.34
	Standby	4.18	4.29	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.49	5.62
88	Annual	127836	131028	134316	137604	141060	144624	148224	151932	155748	159576	163620	167760	171912
	Monthly	10653	10919	11193	11467	11755	12052	12352	12661	12979	13298	13635	13980	14326
	Hourly	61.22	62.75	64.33	65.90	67.56	69.26	70.99	72.76	74.59	76.43	78.36	80.34	82.33
	Standby	4.29	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.49	5.62	5.76
89	Annual	131028	134316	137604	141060	144624	148224	151932	155748	159576	163620	167760	171912	176244
	Monthly	10919	11193	11467	11755	12052	12352	12661	12979	13298	13635	13980	14326	14687
	Hourly	62.75	64.33	65.90	67.56	69.26	70.99	72.76	74.59	76.43	78.36	80.34	82.33	84.41
	Standby	4.39	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.49	5.62	5.76	5.91
90	Annual	134316	137604	141060	144624	148224	151932	155748	159576	163620	167760	171912	176244	180600
	Monthly	11193	11467	11755	12052	12352	12661	12979	13298	13635	13980	14326	14687	15050
	Hourly	64.33	65.90	67.56	69.26	70.99	72.76	74.59	76.43	78.36	80.34	82.33	84.41	86.49
	Standby	4.50	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.49	5.62	5.76	5.91	6.05
91	Annual	137604	141060	144624	148224	151932	155748	159576	163620	167760	171912	176244	180600	185148
	Monthly	11467	11755	12052	12352	12661	12979	13298	13635	13980	14326	14687	15050	15429
	Hourly	65.90	67.56	69.26	70.99	72.76	74.59	76.43	78.36	80.34	82.33	84.41	86.49	88.67
	Standby	4.61	4.73	4.85	4.97	5.09	5.22	5.35	5.49	5.62	5.76	5.91	6.05	6.21
92	Annual	141060	144624	148224	151932	155748	159576	163620	167760	171912	176244	180600	185148	189756
	Monthly	11755	12052	12352	12661	12979	13298	13635	13980	14326	14687	15050	15429	15813
	Hourly	67.56	69.26	70.99	72.76	74.59	76.43	78.36	80.34	82.33	84.41	86.49	88.67	90.88
	Standby	4.73	4.85	4.97	5.09	5.22	5.35	5.49	5.62	5.76	5.91	6.05	6.21	6.36

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93	Annual	144624	148224	151932	155748	159576	163620	167760	171912	176244	180600	185148	189756	194556
	Monthly	12052	12352	12661	12979	13298	13635	13980	14326	14687	15050	15429	15813	16213
	Hourly	69.26	70.99	72.76	74.59	76.43	78.36	80.34	82.33	84.41	86.49	88.67	90.88	93.18
	Standby	4.85	4.97	5.09	5.22	5.35	5.49	5.62	5.76	5.91	6.05	6.21	6.36	6.52
94	Annual	148224	151932	155748	159576	163620	167760	171912	176244	180600	185148	189756	194556	199380
	Monthly	12352	12661	12979	13298	13635	13980	14326	14687	15050	15429	15813	16213	16615
	Hourly	70.99	72.76	74.59	76.43	78.36	80.34	82.33	84.41	86.49	88.67	90.88	93.18	95.49
	Standby	4.97	5.09	5.22	5.35	5.49	5.62	5.76	5.91	6.05	6.21	6.36	6.52	6.68
95	Annual	151932	155748	159576	163620	167760	171912	176244	180600	185148	189756	194556	199380	204372
	Monthly	12661	12979	13298	13635	13980	14326	14687	15050	15429	15813	16213	16615	17031
	Hourly	72.76	74.59	76.43	78.36	80.34	82.33	84.41	86.49	88.67	90.88	93.18	95.49	97.88
	Standby	5.09	5.22	5.35	5.49	5.62	5.76	5.91	6.05	6.21	6.36	6.52	6.68	6.85
96	Annual	155748	159576	163620	167760	171912	176244	180600	185148	189756	194556	199380	204372	209496
	Monthly	12979	13298	13635	13980	14326	14687	15050	15429	15813	16213	16615	17031	17458
	Hourly	74.59	76.43	78.36	80.34	82.33	84.41	86.49	88.67	90.88	93.18	95.49	97.88	100.33
	Standby	5.22	5.35	5.49	5.62	5.76	5.91	6.05	6.21	6.36	6.52	6.68	6.85	7.02
97	Annual	159576	163620	167760	171912	176244	180600	185148	189756	194556	199380	204372	209496	214740
	Monthly	13298	13635	13980	14326	14687	15050	15429	15813	16213	16615	17031	17458	17895
	Hourly	76.43	78.36	80.34	82.33	84.41	86.49	88.67	90.88	93.18	95.49	97.88	100.33	102.84
	Standby	5.35	5.49	5.62	5.76	5.91	6.05	6.21	6.36	6.52	6.68	6.85	7.02	7.20
98	Annual	163620	167760	171912	176244	180600	185148	189756	194556	199380	204372	209496	214740	220104
	Monthly	13635	13980	14326	14687	15050	15429	15813	16213	16615	17031	17458	17895	18342
	Hourly	78.36	80.34	82.33	84.41	86.49	88.67	90.88	93.18	95.49	97.88	100.33	102.84	105.41
	Standby	5.49	5.62	5.76	5.91	6.05	6.21	6.36	6.52	6.68	6.85	7.02	7.20	7.38
99	Annual	167760	171912	176244	180600	185148	189756	194556	199380	204372	209496	214740	220104	225612
	Monthly	13980	14326	14687	15050	15429	15813	16213	16615	17031	17458	17895	18342	18801
	Hourly	80.34	82.33	84.41	86.49	88.67	90.88	93.18	95.49	97.88	100.33	102.84	105.41	108.05
	Standby	5.62	5.76	5.91	6.05	6.21	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56
100	Annual	171912	176244	180600	185148	189756	194556	199380	204372	209496	214740	220104	225612	231264
	Monthly	14326	14687	15050	15429	15813	16213	16615	17031	17458	17895	18342	18801	19272
	Hourly	82.33	84.41	86.49	88.67	90.88	93.18	95.49	97.88	100.33	102.84	105.41	108.05	110.76
	Standby	5.76	5.91	6.05	6.21	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75

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SALARY 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	STEP M*
101	Annual	176244	180600	185148	189756	194556	199380	204372	209496	214740	220104	225612	231264	237036
	Monthly	14687	15050	15429	15813	16213	16615	17031	17458	17895	18342	18801	19272	19753
	Hourly	84.41	86.49	88.67	90.88	93.18	95.49	97.88	100.33	102.84	105.41	108.05	110.76	113.52
	Standby	5.91	6.05	6.21	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.95
102	Annual	180600	185148	189756	194556	199380	204372	209496	214740	220104	225612	231264	237036	242940
	Monthly	15050	15429	15813	16213	16615	17031	17458	17895	18342	18801	19272	19753	20245
	Hourly	86.49	88.67	90.88	93.18	95.49	97.88	100.33	102.84	105.41	108.05	110.76	113.52	116.35
	Standby	6.05	6.21	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.95	8.14
103	Annual	185148	189756	194556	199380	204372	209496	214740	220104	225612	231264	237036	242940	249012
	Monthly	15429	15813	16213	16615	17031	17458	17895	18342	18801	19272	19753	20245	20751
	Hourly	88.67	90.88	93.18	95.49	97.88	100.33	102.84	105.41	108.05	110.76	113.52	116.35	119.26
	Standby	6.21	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.95	8.14	8.35
104	Annual	189756	194556	199380	204372	209496	214740	220104	225612	231264	237036	242940	249012	255276
	Monthly	15813	16213	16615	17031	17458	17895	18342	18801	19272	19753	20245	20751	21273
	Hourly	90.88	93.18	95.49	97.88	100.33	102.84	105.41	108.05	110.76	113.52	116.35	119.26	122.26
	Standby	6.36	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.95	8.14	8.35	8.56
105	Annual	194556	199380	204372	209496	214740	220104	225612	231264	237036	242940	249012	255276	261636
	Monthly	16213	16615	17031	17458	17895	18342	18801	19272	19753	20245	20751	21273	21803
	Hourly	93.18	95.49	97.88	100.33	102.84	105.41	108.05	110.76	113.52	116.35	119.26	122.26	125.30
	Standby	6.52	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.95	8.14	8.35	8.56	8.77
106	Annual	199380	204372	209496	214740	220104	225612	231264	237036	242940	249012	255276	261636	268164
	Monthly	16615	17031	17458	17895	18342	18801	19272	19753	20245	20751	21273	21803	22347
	Hourly	95.49	97.88	100.33	102.84	105.41	108.05	110.76	113.52	116.35	119.26	122.26	125.30	128.43
	Standby	6.68	6.85	7.02	7.20	7.38	7.56	7.75	7.95	8.14	8.35	8.56	8.77	8.99
107	Annual	204372	209496	214740	220104	225612	231264	237036	242940	249012	255276	261636	268164	274872
	Monthly	17031	17458	17895	18342	18801	19272	19753	20245	20751	21273	21803	22347	22906
	Hourly	97.88	100.33	102.84	105.41	108.05	110.76	113.52	116.35	119.26	122.26	125.30	128.43	131.64
	Standby	6.85	7.02	7.20	7.38	7.56	7.75	7.95	8.14	8.35	8.56	8.77	8.99	9.22
108	Annual	209496	214740	220104	225612	231264	237036	242940	249012	255276	261636	268164	274872	281760
	Monthly	17458	17895	18342	18801	19272	19753	20245	20751	21273	21803	22347	22906	23480
	Hourly	100.33	102.84	105.41	108.05	110.76	113.52	116.35	119.26	122.26	125.30	128.43	131.64	134.94
	Standby	7.02	7.20	7.38	7.56	7.75	7.95	8.14	8.35	8.56	8.77	8.99	9.22	9.45

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DES Teamsters G Range Salary Schedule
Effective July 1, 2022 through June 30, 2022

SALARY 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	STEP M*
109	Annual	214740	220104	225612	231264	237036	242940	249012	255276	261636	268164	274872	281760	288804
	Monthly	17895	18342	18801	19272	19753	20245	20751	21273	21803	22347	22906	23480	24067
	Hourly	102.84	105.41	108.05	110.76	113.52	116.35	119.26	122.26	125.30	128.43	131.64	134.94	138.32
	Standby	7.20	7.38	7.56	7.75	7.95	8.14	8.35	8.56	8.77	8.99	9.22	9.45	9.68
110	Annual	220104	225612	231264	237036	242940	249012	255276	261636	268164	274872	281760	288804	296040
	Monthly	18342	18801	19272	19753	20245	20751	21273	21803	22347	22906	23480	24067	24670
	Hourly	105.41	108.05	110.76	113.52	116.35	119.26	122.26	125.30	128.43	131.64	134.94	138.32	141.78
	Standby	7.38	7.56	7.75	7.95	8.14	8.35	8.56	8.77	8.99	9.22	9.45	9.68	9.92
111	Annual	225612	231264	237036	242940	249012	255276	261636	268164	274872	281760	288804	296040	303432
	Monthly	18801	19272	19753	20245	20751	21273	21803	22347	22906	23480	24067	24670	25286
	Hourly	108.05	110.76	113.52	116.35	119.26	122.26	125.30	128.43	131.64	134.94	138.32	141.78	145.32
	Standby	7.56	7.75	7.95	8.14	8.35	8.56	8.77	8.99	9.22	9.45	9.68	9.92	10.17
112	Annual	231264	237036	242940	249012	255276	261636	268164	274872	281760	288804	296040	303432	311016
	Monthly	19272	19753	20245	20751	21273	21803	22347	22906	23480	24067	24670	25286	25918
	Hourly	110.76	113.52	116.35	119.26	122.26	125.30	128.43	131.64	134.94	138.32	141.78	145.32	148.95
	Standby	7.75	7.95	8.14	8.35	8.56	8.77	8.99	9.22	9.45	9.68	9.92	10.17	10.43
113	Annual	237036	242940	249012	255276	261636	268164	274872	281760	288804	296040	303432	311016	318792
	Monthly	19753	20245	20751	21273	21803	22347	22906	23480	24067	24670	25286	25918	26566
	Hourly	113.52	116.35	119.26	122.26	125.30	128.43	131.64	134.94	138.32	141.78	145.32	148.95	152.68
	Standby	7.95	8.14	8.35	8.56	8.77	8.99	9.22	9.45	9.68	9.92	10.17	10.43	10.69
114	Annual	242940	249012	255276	261636	268164	274872	281760	288804	296040	303432	311016	318792	326760
	Monthly	20245	20751	21273	21803	22347	22906	23480	24067	24670	25286	25918	26566	27230
	Hourly	116.35	119.26	122.26	125.30	128.43	131.64	134.94	138.32	141.78	145.32	148.95	152.68	156.49
	Standby	8.14	8.35	8.56	8.77	8.99	9.22	9.45	9.68	9.92	10.17	10.43	10.69	10.95
115	Annual	249012	255276	261636	268164	274872	281760	288804	296040	303432	311016	318792	326760	334932
	Monthly	20751	21273	21803	22347	22906	23480	24067	24670	25286	25918	26566	27230	27911
	Hourly	119.26	122.26	125.30	128.43	131.64	134.94	138.32	141.78	145.32	148.95	152.68	156.49	160.41
	Standby	8.35	8.56	8.77	8.99	9.22	9.45	9.68	9.92	10.17	10.43	10.69	10.95	11.23
116	Annual	255276	261636	268164	274872	281760	288804	296040	303432	311016	318792	326760	334932	343308
	Monthly	21273	21803	22347	22906	23480	24067	24670	25286	25918	26566	27230	27911	28609
	Hourly	122.26	125.30	128.43	131.64	134.94	138.32	141.78	145.32	148.95	152.68	156.49	160.41	164.42
	Standby	8.56	8.77	8.99	9.22	9.45	9.68	9.92	10.17	10.43	10.69	10.95	11.23	11.51

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

DES Teamsters G Range Salary Schedule
Effective July 1, 2022 through June 30, 2022

SALARY 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	STEP M*
117	Annual	261636	268164	274872	281760	288804	296040	303432	311016	318792	326760	334932	343308	351888
	Monthly	21803	22347	22906	23480	24067	24670	25286	25918	26566	27230	27911	28609	29324
	Hourly	125.30	128.43	131.64	134.94	138.32	141.78	145.32	148.95	152.68	156.49	160.41	164.42	168.53
	Standby	8.77	8.99	9.22	9.45	9.68	9.92	10.17	10.43	10.69	10.95	11.23	11.51	11.80
118	Annual	268164	274872	281760	288804	296040	303432	311016	318792	326760	334932	343308	351888	360672
	Monthly	22347	22906	23480	24067	24670	25286	25918	26566	27230	27911	28609	29324	30056
	Hourly	128.43	131.64	134.94	138.32	141.78	145.32	148.95	152.68	156.49	160.41	164.42	168.53	172.74
	Standby	8.99	9.22	9.45	9.68	9.92	10.17	10.43	10.69	10.95	11.23	11.51	11.80	12.09
119	Annual	274872	281760	288804	296040	303432	311016	318792	326760	334932	343308	351888	360672	369696
	Monthly	22906	23480	24067	24670	25286	25918	26566	27230	27911	28609	29324	30056	30808
	Hourly	131.64	134.94	138.32	141.78	145.32	148.95	152.68	156.49	160.41	164.42	168.53	172.74	177.06
	Standby	9.22	9.45	9.68	9.92	10.17	10.43	10.69	10.95	11.23	11.51	11.80	12.09	12.39
120	Annual	281760	288804	296040	303432	311016	318792	326760	334932	343308	351888	360672	369696	378936
	Monthly	23480	24067	24670	25286	25918	26566	27230	27911	28609	29324	30056	30808	31578
	Hourly	134.94	138.32	141.78	145.32	148.95	152.68	156.49	160.41	164.42	168.53	172.74	177.06	181.48
	Standby	9.45	9.68	9.92	10.17	10.43	10.69	10.95	11.23	11.51	11.80	12.09	12.39	12.70

Standby rate is equal to 7% of the hourly rate

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range

COMPENSATION APPENDIX B
DES Teamsters G Range Salary Schedule

PLACEHOLDER