

APPENDIX 1
SCHEDULE “A-1”

CLASSIFICATIONS AND WAGE SCALES

Schedule A-1
King and Snohomish Counties

On all work covered by this Agreement, and in all instances in which equipment is operated in the performance of work covered by this Agreement, such work shall be performed and such equipment shall be operated by employees obtained in accordance with this Agreement (Appendix “3” Hiring and Union Recognition) and they and each of them shall be employed in the classifications and at the wage scales following:

NOTE: ONLY ZONE “1” RATES ARE SHOWN FOR ALL CLASSIFICATIONS. REFER TO SCHEDULE “C” FOR ZONE “2” AND “3” RATE ADJUSTMENTS

WAGES			
	Effective Date		
Group	June 1, 2024	June 1, 2025	June 1, 2026
IAAA	\$63.58	\$66.97	\$70.54
IAA	\$62.70	\$66.05	\$69.57
IA	\$61.79	\$65.10	\$68.58
I	\$60.92	\$64.18	\$67.61
II	\$60.14	\$63.36	\$66.75
III	\$59.48	\$62.67	\$66.05
IV	\$55.72	\$58.73	\$61.90

DEDUCTIONS FROM WAGES			
	June 1, 2024	June 1, 2025	June 1, 2026
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05

FRINGE BENEFITS			
	June 1, 2024	June 1, 2025	June 1, 2026
Health & Security	*\$10.02	*\$10.37	*\$10.72
Pension	\$15.70	\$16.25	\$16.80
Apprenticeship Training/Retraining	\$0.80	\$0.90	\$1.00
National Training	\$0.05	\$0.05	\$0.05
	Anticipated January 1, 2025	June 1, 2025	June 1, 2026
**Paid Time Off (PTO)	2.5% Normal Hourly Wage	2.5% Normal Hourly Wage	2.5% Normal Hourly Wage

**This includes the \$2 per hour that is shifted temporarily to supplement the pension.*

***PTO amounts are a fringe benefit and not to be compounded in overtime.*

APPENDIX 1
SCHEDULE “A-2”

CLASSIFICATIONS AND WAGE SCALES

Schedule A-2
Kitsap, Skagit, and Whatcom Counties

On all work covered by this Agreement, and in all instances in which equipment is operated in the performance of work covered by this Agreement, such work shall be performed and such equipment shall be operated by employees obtained in accordance with this Agreement (Appendix “3” Hiring and Union Recognition) and they and each of them shall be employed in the classifications and at the wage scales following:

NOTE: ONLY ZONE “1” RATES ARE SHOWN FOR ALL CLASSIFICATIONS. REFER TO SCHEDULE “C” FOR ZONE “2” AND “3” RATE ADJUSTMENTS

WAGES (Skagit & Whatcom)			
	Effective Date		
Group	June 1, 2024	June 1, 2025	June 1, 2026
IAAA	\$61.26	\$64.19	\$67.20
IAA	\$60.39	\$63.29	\$66.26
IA	\$59.53	\$62.39	\$65.32
I	\$58.65	\$61.47	\$64.36
II	\$57.91	\$60.69	\$63.55
III	\$57.26	\$60.02	\$62.85
IV	\$53.60	\$56.19	\$58.85

WAGES (Kitsap)			
	Effective Date		
Group	June 1, 2024	June 1, 2025	June 1, 2026
IAAA	\$60.06	\$63.62	\$67.20
IAA	\$59.22	\$62.73	\$66.26
IA	\$58.36	\$61.83	\$65.32
I	\$57.51	\$60.93	\$64.36
II	\$56.76	\$60.14	\$63.55
III	\$56.14	\$59.49	\$62.85
IV	\$52.52	\$55.68	\$58.85

DEDUCTIONS FROM WAGES			
	June 1, 2024	June 1, 2025	June 1, 2026
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05

FRINGE BENEFITS			
	June 1, 2024	June 1, 2025	June 1, 2026
Health & Security	*10.02	*\$10.37	*\$10.72
Pension	\$15.70	\$16.25	\$16.80
Apprenticeship Training/Retraining	\$0.80	\$0.90	\$1.00
National Training	\$0.05	\$0.05	\$0.05
	Anticipated January 1, 2025	June 1, 2025	June 1, 2026
**Paid Time Off (PTO)	2.5% Normal Hourly Wage	2.5% Normal Hourly Wage	2.5% Normal Hourly Wage

**This includes the \$2 per hour that is shifted temporarily to supplement the pension.*

***PTO amounts are a fringe benefit and not to be compounded in overtime.*

APPENDIX 1
SCHEDULE “A-3”

CLASSIFICATIONS AND WAGE SCALES

Schedule A-3

**Clallam, Jefferson, Mason, Grays Harbor, Kittitas, Island, San Juan, Okanogan, Chelan,
Douglas, and Yakima Counties**

On all work covered by this Agreement, and in all instances in which equipment is operated in the performance of work covered by this Agreement, such work shall be performed and such equipment shall be operated by employees obtained in accordance with this Agreement (Appendix “3” Hiring and Union Recognition) and they and each of them shall be employed in the classifications and at the wage scales following:

NOTE: ONLY ZONE “1” RATES ARE SHOWN FOR ALL CLASSIFICATIONS. REFER TO
SCHEDULE “C” FOR ZONE “2” AND “3” RATE ADJUSTMENTS

WAGES			
	Effective Date		
Group	June 1, 2024	June 1, 2025	June 1, 2026
IAAA	\$60.39	\$63.68	\$66.47
IAA	\$59.55	\$62.80	\$65.55
IA	\$58.68	\$61.88	\$64.60
I	\$57.83	\$60.99	\$63.68
II	\$57.08	\$60.20	\$62.85
III	\$56.45	\$59.54	\$62.16
IV	\$52.81	\$55.72	\$58.18

DEDUCTIONS FROM WAGES			
	June 1, 2024	June 1, 2025	June 1, 2026
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05

FRINGE BENEFITS			
	June 1, 2024	June 1, 2025	June 1, 2026
Health & Security	*\$10.02	*\$10.37	*\$10.72
Pension	\$15.70	\$16.25	\$16.80
Apprenticeship Training/Retraining	\$0.80	\$0.90	\$1.00
National Training	\$0.05	\$0.05	\$0.05
	Anticipated January 1, 2025	June 1, 2025	June 1, 2026
**Paid Time Off (PTO)	2.5% Normal Hourly Wage	2.5% Normal Hourly Wage	2.5% Normal Hourly Wage

**This includes the \$2 per hour that is shifted temporarily to supplement the pension.*

***PTO amounts are a fringe benefit and not to be compounded in overtime.*