# JEFFERSON COUNTY
# BOARD OF COUNTY COMMISSIONERS

## CONSENT AGENDA REQUEST

TO: Board of County Commissioners

FROM: Mark McCauley, County Administrator
Sarah Melancon, Human Resources Director

DATE: August 21, 2023

SUBJECT: **RESOLUTION** re: Amending Longevity Pay, Personal Time Off (PTO) Accrual Rates and 2023 Salary Schedule and Adopting the 2024, 2025 and 2026 Salary Schedule for FLSA and Union Exempt Management and Professional Employees

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**STATEMENT OF ISSUE:**

Request the Board of County Commissioners approval of the attached proposed Resolution for FLSA and Union Exempt Management and Professional Employees to:

1) Approve a 4% general wage increase to the Salary Table for FLSA and Union Exempt Management and Professional Employees effective August 1, 2023.
2) Approve the ability of Department Heads to award a Merit Increase of one additional step.
3) Approve the following, effective the first full pay period in 2024:
    a. Drop Steps 3, 4, and 5 of the Salary Table, then, renumber the Salary Table beginning from Step 1 through Step 7;
    b. For purposes of restructuring the Salary Table, place all employees in Steps 3, 4, and 5 in the New Step 1. These employees shall have a new anniversary date of January 1 for future steps;
    c. Place FLSA and Union Exempt Employees in steps 6 through 12 in the New Step having the same wage rate as the employee currently earns; and
    d. Provide a general wage increase of 3%. The revised 2024 Exempt Wage Matrix will include a total of seven steps.
4) Approve a general wage increase of 2% effective the first full pay period in 2025.
5) Approve a general wage increase of 3% effective the first full pay period in 2026 and add a new step 8. The revised 2026 Exempt Wage Matrix will include a total of eight steps.
6) Adopt an increase to Longevity Pay to include additional increments for years of service. Currently Longevity Pay increases end at 25 years of service. This action, effective January 1, 2024, will add additional increments recognizing years of service as shown below:

> Upon Employee completion of the following years of employment, the Employer shall pay, as an annual longevity bonus, the amounts which follow to eligible Employees at the pay period which follows their anniversary date or month of employment. Employees once eligible for longevity shall be paid the lump sum amount the month following their anniversary month and should they terminate prior to their anniversary date a lump sum of the remaining earned but unpaid longevity payment shall be included in the Employee's final paycheck.
>
> 5 years of employment shall receive $600
> 10 years of employment shall receive $1,000
> 15 years of employment shall receive $1,400
> 20 years of employment shall receive $1,800

25 years of employment shall receive $2,200
30 years of employment shall receive $2,600
35 years of employment shall receive $3,000
40 years of employment shall receive $3,400
45 years of employment shall receive $3,800

7) Adopt an additional eight (8) hour Personal Time Off (PTO) floater to the current PTO schedule, effective January 1, 2024, as shown below:

| **Completed Months of Employment** | *** PTO Yearly Accrual Maximum Hours /(days)** | **Maximum hours earned per straight time hour of employment. (PTO is earned hourly and posted monthly.)** | **PTO Bank Maximum Hours/(days)** |
|---|---|---|---|
| 0 thru 36 | 168/(21) | 0.0808 | 280/(35) |
| 37 thru 60 | 192/(24) | 0.0923 | 320/(40) |
| 61 thru 120 | 216/(27) | 0.1038 | 360/(45) |
| 121 thru 180 | 240/(30) | 0.1154 | 400/(50) |
| 181 thru 240 | 264/(33) | 0.1269 | 440/(55) |
| 241 thru 300 | 264/(33) | 0.1269 | 480/(60) |
| 301+ | 264/(33) | 0.1269 | 520/(65) |

* Calculated based on a standard scheduled work week of 40 hours, maximum 2,080 hours yearly.

All employees shall receive one (1) floater PTO day of eight (8) hours each January 1st of the calendar year. The floater PTO day must be used during the calendar year and cannot be carried over to the next year. For an employee working less than full time, the amount of floater PTO will be based on FTE.

**ANALYSIS:**
The County Administrator and the Board of Commissioners have determined that these changes are needed in order to keep the salaries and benefits for FLSA and Union Exempt Management and Professional Positions at a rate that will allow the County to retain and recruit employees for these positions. The general wage, longevity, and PTO accrual rate adjustments are consistent with the general wage adjustments made for union-represented employees.

**FISCAL IMPACT**
The wage adjustments for 2023, 2024, 2025 and 2026 are reflected in the attached Exempt wage matrices. The 2024 matrix reflects the removal of steps 3,4, and 5 and the renumbering of the steps from 1 through 7, and the 2026 table reflects the addition of a new step 8. Currently, there are 56 Exempt employees who will receive at least a 12% wage adjustment over the next approximately 3.5 years.

**RECOMMENDATION:**
Approve and sign the resolution.

**REVIEWED BY:**

Mark McCauley, County Administrator    Date 8/17/23

**STATE OF WASHINGTON**
**County of Jefferson**

In the Matter of Amending Longevity Pay, Personal Time Off (PTO) and the 2023 Salary Schedule and Adopting the 2024, 2025 & 2026 Salary Schedules for the FLSA and Union Exempt Management and Professional Employees

**RESOLUTION NO __________**

*WHEREAS*, the Board of Commissioners set the compensation and benefits of the FLSA Exempt and Union Exempt Management and Professional employee positions of Jefferson County; and

*WHEREAS*, after review by the County Administrator and the Board of Commissioners it has been determined that the compensation and benefits for FLSA Exempt and Union Exempt Management and Professional employee positions need to be comparable and equitable in order to insure consistency and parity with other employee positions and to keep compensation and benefits for these positions at a rate that will allow the County to retain and recruit employees for these positions; and

*WHEREAS*, on July 17, 2023, the County Commissioners adopted Resolution No. 30-23 in the matter of establishing objectives and procedures for the 2024-2025 Biennial County Budget, including a budget priority to maintain a professional county workforce; and

*WHEREAS*, the Board of Commissioners set the amount of Longevity Pay for FLSA and Union Exempt Management and Professional positions of Jefferson County by passage of Resolution No. 78-21 which established longevity pay as follows:

> Upon Employee completion of the following years of employment, the Employer shall pay, as an annual longevity bonus, the amounts which follow to eligible Employees at the pay period which follows their anniversary date or month of employment. Employees once eligible for longevity shall be paid the lump sum amount the month following their anniversary month and should they terminate prior to their anniversary date a lump sum of the remaining earned but unpaid longevity payment shall be included in the Employee's final paycheck.
>
> 5 years of employment shall receive $600
> 10 years of employment shall receive $1,000
> 15 years of employment shall receive $1,400
> 20 years of employment shall receive $1,800
> 25 years of employment shall receive $2,200; and

*WHEREAS*, the Board of Commissioners set the Personal Time Off (PTO) accrual rate of the FLSA and Union Exempt Management and Professional positions of Jefferson County by passage of Resolution No. 77-21 in order to keep the total compensation and benefits of FLSA Exempt and Union Exempt employee positions comparable and equitable; and

*NOW, THEREFORE, BE IT RESOLVED,* by the Board of County Commissioners that effective the first pay period of 2024, FLSA Exempt and Union Exempt Management and Professional employees of the County shall receive longevity pay similar to other union-represented County employees by adding additional increments to Longevity Pay as follows:

> Upon Employee completion of the following years of employment, the Employer shall pay, as an annual longevity bonus, the amounts which follow to eligible Employees at the pay period which follows their anniversary date or month of

employment. Employees once eligible for longevity shall be paid the lump sum amount the month following their anniversary month and should they terminate prior to their anniversary date a lump sum of the remaining earned but unpaid longevity payment shall be included in the Employee's final paycheck.

5 years of employment shall receive $600
10 years of employment shall receive $1,000
15 years of employment shall receive $1,400
20 years of employment shall receive $1,800
25 years of employment shall receive $2,200
30 years of employment shall receive $2,600
35 years of employment shall receive $3,000
40 years of employment shall receive $3,400
45 years of employment shall receive $3,800

*BE IT FURTHER RESOLVED*, by the Board of County Commissioners after review by the County Administrator and the Board of Commissioners it has been determined that in order to maintain equitable compensation Department Heads shall have the ability to award a Merit Increase of one additional step, provided that: 1) the employee must have a minimum of two years of service in their current position; 2) the increase must be based on skills, ability, and a positive performance review; 3) if a FLSA and Union Exempt employee moves from one classification to another classification, the employee may be eligible for an additional one step bump per classification; 4) if an employee receives an additional step based on merit that date shall be the employee's step anniversary date for all subsequent twelve-month anniversary step adjustments; and

*BE IT FURTHER RESOLVED*, by the Board of County Commissioners that effective January 1, 2024, the current Personal Time Off (PTO) accrual schedule is revised below, so that FLSA Exempt and Union Exempt Employees who receive PTO shall receive one additional eight (8) hour Personal Time Off (PTO) floater that must be used within the calendar year.

| **Personal Time Off (PTO) Accrual Schedule** | | | |
|---|---|---|---|
| **Completed Months of Employment** | **PTO Yearly Accrual Maximum Hours /(days)*** | **Maximum hours earned per straight time hour of employment. (PTO is earned hourly and posted monthly.)** | **PTO Bank Maximum Hours/(days)** |
| 0 thru 36 | 168/(21) | 0.0808 | 280/(35) |
| 37 thru 60 | 192/(24) | 0.0923 | 320/(40) |
| 61 thru 120 | 216/(27) | 0.1038 | 360/(45) |
| 121 thru 180 | 240/(30) | 0.1154 | 400/(50) |
| 181 thru 240 | 264/(33) | 0.1269 | 440/(55) |
| 241 thru 300 | 264/(33) | 0.1269 | 480/(60) |
| 301+ | 264/(33) | 0.1269 | 520/(65) |

*Calculated based on a standard scheduled work week of 40 hours, maximum 2,080 hours yearly.
In addition to the above, all employees shall receive one (1) floater PTO day of eight (8) hours each January 1st of the calendar year. The floater PTO day must be used during the calendar year and cannot be carried over to the next year. For an employee working less than full time, the amount of floater PTO days shall be based on the percentage of an FTE the employee is working.

*BE IT FURTHER RESOLVED*, by the Board of County Commissioners that effective August 1, 2023, there will be a general wage increase of 4% for FLSA and Union Exempt Management and Professional employees; and

*BE IT FURTHER RESOLVED*, effective the first full pay period in 2024: 1) Steps 3, 4, and 5 of the wage scale will be dropped and steps will be renumbered beginning from Step 1 through Step 7; and 2) for purposes of the restructuring of the wage table all employees in Steps 3, 4, and 5 shall be placed in the New Step 1 and shall have a new anniversary date of January 1 for future steps; and 3) FLSA and Union Exempt Employees in steps 6 through 12 will be placed in the New Step having the same wage rate as the employee currently earns; and, 4) there shall be a general wage increase of 3%. The revised 2024 Exempt Wage Matrix will include a total of seven steps; and

*BE IT FURTHER RESOLVED*, effective the first full pay period in 2025 there will be a general wage increase of 2% for FLSA and Union Exempt Management and Professional employees; and

*BE IT FURTHER RESOLVED,* effective the first full pay period in 2026: 1) a new step 8 will be added to the wage matrix; and 2) there will be a general wage increase of 3% for FLSA and Union Exempt Management and Professional employees. The revised 2026 Exempt Wage Matrix will include a total of eight steps; and

*BE IT FURTHER RESOLVED*, by the Board of County Commissioners that the 2023, 2024, 2025 and 2026 annual salaries of the FLSA and Union Exempt Management and Professional employees of the County shall be set at the rates established in the revised Exempt Wage Tables as shown in ATTACHMENTS A through D.

*BE IT FINALLY RESOLVED,* that this Resolution repeals and replaces Resolution No. 77-21 adopted by the Board of County Commissioners on December 6, 2021, Resolution No. 78-21 adopted by the Board of County Commissioners on December 6, 2021 and Resolution No. 75-21 adopted by the Board of County Commissioners on December 6, 2021.

*APPROVED AND ADOPTED* this _______ day of ________________ 2023.

SEAL:

JEFFERSON COUNTY
BOARD OF COMMISSIONERS

______________________
Greg Brotherton, Chair

ATTEST:

______________________
Kate Dean, Member

_________________________
Carolyn Gallaway, CMC
Clerk of the Board

______________________
Heidi Eisenhour, Member

# 2023 FLSA UNION EXEMPT POSITIONS 8/14/23

| POSITION TITLE | GRADE |
|---|---|
| County Administrator (contract position) | Flat Rate |
| Community Health Improvement Plan Executive Director | Flat Rate |
| Community Health Improvement Plan Project Coordinator | Flat Rate |
| Central Services Director | MGR23 |
| Public Works Director/County Engineer | MGR23 |
| Chief Civil or Criminal Deputy Prosecuting Attorney | MGR23 |
| Undersheriff | MGR22 |
| Deputy Prosecuting Attorney III | MGR22 |
| Public Health Director | MGR22 |
| Community Development Director | MGR22 |
| Human Resources Manager | MGR21 |
| Jail Superintendent | MGR21 |
| Engineering Services Manager/Assistant PW Director | MGR21 |
| Deputy Director of Public Health | MGR21 |
| Port Hadlock Sewer - Wastewater Project Manager | MGR21 |
| Juvenile Services Director | MGR20 |
| Sheriff Chief Criminal Deputy | MGR20 |
| Public Works Road Operations Manager | MGR20 |
| Public Works Utility Manager | MGR20 |
| Planning Manager | MGR20 |
| Environmental Health & Water Quality Director | MGR20 |
| Community Health Director | MGR20 |
| Deputy Prosecuting Attorney II | MGR19 |
| District Court Administrator | MGR19 |
| Building Permit & Administrative Services Manager | MGR19 |
| Road Maintenance Superintendent | MGR19 |
| Solid Waste Manager | MGR19 |
| Environmental Health Manager | MGR19 |
| Water Quality Manager | MGR19 |
| Public Health Finance Manager | MGR19 |
| Public Health Supervisor | MGR19 |
| Public Works Financial Manager | MGR19 |
| Emergency Management Director | MGR18 |
| Fleet Services Manager | MGR18 |
| Planning Supervisor | MGR18 |
| Accountant - Auditor | MGR18 |
| Payroll Services Manager | MGR18 |
| Deputy Prosecuting Attorney I | MGR18 |
| Sheriff Chief Civil Deputy | MGR18 |
| Grants Administrator | MGR18 |
| Parks & Recreation Manager | MGR17 |
| Clerk of the Board | MGR17 |
| Chief Deputy/Office Supervisor - Assessor | MGR17 |

# 2023 FLSA UNION EXEMPT POSITIONS 8/14/23

| | |
|---|---|
| Chief Deputy/Office Supervisor - Auditor | MGR17 |
| Chief Deputy/Office Supervisor - Clerk | MGR17 |
| Chief Deputy/Office Supervisor - Treasurer | MGR17 |
| Confidential Secretary - Sheriff | MGR17 |
| Human Resources Analyst II | MGR17 |
| Superior Court Administrator | MGR16 |
| Public Records Administrator | MGR16 |
| Human Resources Analyst I | MGR15 |
| Public Information Specialist - BOCC | MGR15 |

| | |
|---|---|
| Deputy Clerk of the Board | DCOB |
| Executive Assistant | EA |
| Executive Secretary II | ESII |
| Executive Secretary I | ESI |

APPENDIX 'A'

**EXEMPT WAGE TABLE EFFECTIVE AUG 1, 2023**

| Increase 4% | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% |
| MG11 | 3,732.57 | 3,844.55 | 3,959.88 | 4,078.68 | 4,201.04 | 4,327.08 | 4,456.89 | 4,590.59 | 4,728.31 | 4,870.16 |
| MG12 | 4,012.50 | 4,132.88 | 4,256.86 | 4,384.57 | 4,516.11 | 4,651.59 | 4,791.13 | 4,934.86 | 5,082.92 | 5,235.40 |
| MG13 | 4,313.44 | 4,442.85 | 4,576.14 | 4,713.42 | 4,854.81 | 5,000.47 | 5,150.48 | 5,304.99 | 5,464.14 | 5,628.06 |
| MG14 | 4,636.95 | 4,776.06 | 4,919.35 | 5,066.92 | 5,218.93 | 5,375.50 | 5,536.76 | 5,702.87 | 5,873.95 | 6,050.17 |
| MG15 | 4,984.73 | 5,134.27 | 5,288.30 | 5,446.95 | 5,610.35 | 5,778.67 | 5,952.02 | 6,130.58 | 6,314.51 | 6,503.93 |
| MG16 | 5,358.58 | 5,519.34 | 5,684.92 | 5,855.47 | 6,031.13 | 6,212.07 | 6,398.42 | 6,590.38 | 6,788.09 | 6,991.73 |
| MG17 | 5,760.48 | 5,933.29 | 6,111.29 | 6,294.63 | 6,483.47 | 6,677.98 | 6,878.31 | 7,084.67 | 7,297.20 | 7,516.12 |
| MG18 | 6,192.50 | 6,378.28 | 6,569.63 | 6,766.72 | 6,969.73 | 7,178.82 | 7,394.18 | 7,616.00 | 7,844.48 | 8,079.82 |
| MG19 | 6,656.95 | 6,856.66 | 7,062.36 | 7,274.23 | 7,492.45 | 7,717.23 | 7,948.75 | 8,187.21 | 8,432.83 | 8,685.81 |
| MG20 | 7,156.22 | 7,370.91 | 7,592.04 | 7,819.80 | 8,054.39 | 8,296.03 | 8,544.91 | 8,801.25 | 9,065.30 | 9,337.24 |
| MG21 | 7,692.93 | 7,923.73 | 8,161.43 | 8,406.28 | 8,658.47 | 8,918.22 | 9,185.77 | 9,461.34 | 9,745.18 | 10,037.54 |
| MG22 | 8,269.90 | 8,518.01 | 8,773.54 | 9,036.75 | 9,307.85 | 9,587.08 | 9,874.70 | 10,170.94 | 10,476.07 | 10,790.35 |
| MG23 | 8,890.15 | 9,156.86 | 9,431.56 | 9,714.50 | 10,005.94 | 10,306.12 | 10,615.30 | 10,933.76 | 11,261.78 | 11,599.63 |
| MG24 | 9,556.90 | 9,843.61 | 10,138.92 | 10,443.09 | 10,756.38 | 11,079.07 | 11,411.44 | 11,753.79 | 12,106.40 | 12,469.59 |

**Hourly Exempt**

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| DCOB | 28.64 | 30.08 | 31.58 | 33.17 | 34.81 | 35.86 | 36.95 | 38.04 | 39.20 | 40.37 |
| EA | 26.05 | 27.35 | 28.72 | 30.15 | 31.66 | 32.61 | 33.59 | 34.60 | 35.63 | 36.70 |
| ESI | 23.01 | 24.15 | 25.37 | 26.62 | 27.96 | 28.80 | 29.67 | 30.56 | 31.47 | 32.42 |
| ESII | 23.69 | 24.88 | 26.14 | 27.44 | 28.80 | 29.67 | 30.56 | 31.47 | 32.42 | 33.39 |
| MG15 | 28.76 | 29.63 | 30.52 | 31.43 | 32.37 | 33.34 | 34.35 | 35.38 | 36.44 | 37.53 |

APPENDIX 'B'

**EXEMPT WAGE TABLE EFFECTIVE JANUARY 1, 2024***

Increase 3%

| Increase from prior year 3% | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|
| | *3%* | *3%* | *3%* | *3%* | *3%* | *3%* | *3%* |
| MG11 | 4,201.04 | 4,327.07 | 4,456.89 | 4,590.60 | 4,728.31 | 4,870.16 | 5,016.26 |
| MG12 | 4,516.11 | 4,651.59 | 4,791.14 | 4,934.86 | 5,082.91 | 5,235.41 | 5,392.46 |
| MG13 | 4,854.82 | 5,000.45 | 5,150.48 | 5,304.99 | 5,464.14 | 5,628.06 | 5,796.90 |
| MG14 | 5,218.93 | 5,375.50 | 5,536.77 | 5,702.86 | 5,873.96 | 6,050.17 | 6,231.68 |
| MG15 | 5,610.36 | 5,778.66 | 5,952.03 | 6,130.58 | 6,314.50 | 6,503.95 | 6,699.05 |
| MG16 | 6,031.13 | 6,212.06 | 6,398.43 | 6,590.37 | 6,788.09 | 6,991.73 | 7,201.48 |
| MG17 | 6,483.47 | 6,677.97 | 6,878.32 | 7,084.66 | 7,297.21 | 7,516.12 | 7,741.60 |
| MG18 | 6,969.72 | 7,178.82 | 7,394.18 | 7,616.01 | 7,844.48 | 8,079.81 | 8,322.21 |
| MG19 | 7,492.46 | 7,717.22 | 7,948.75 | 8,187.21 | 8,432.83 | 8,685.81 | 8,946.38 |
| MG20 | 8,054.39 | 8,296.02 | 8,544.91 | 8,801.26 | 9,065.29 | 9,337.26 | 9,617.36 |
| MG21 | 8,658.47 | 8,918.22 | 9,185.77 | 9,461.34 | 9,745.18 | 10,037.54 | 10,338.67 |
| MG22 | 9,307.85 | 9,587.09 | 9,874.69 | 10,170.94 | 10,476.07 | 10,790.35 | 11,114.06 |
| MG23 | 10,005.94 | 10,306.12 | 10,615.30 | 10,933.76 | 11,261.77 | 11,599.63 | 11,947.62 |
| MG24 | 10,756.38 | 11,079.07 | 11,411.44 | 11,753.78 | 12,106.40 | 12,469.59 | 12,843.68 |

**HOURLY EXEMPT**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| DCOB | 34.16 | 35.85 | 36.94 | 38.06 | 39.18 | 40.37 | 41.58 |
| EA | 31.05 | 32.61 | 33.59 | 34.60 | 35.64 | 36.70 | 37.80 |
| ESI | 27.42 | 28.79 | 29.66 | 30.56 | 31.47 | 32.41 | 33.39 |
| ESII | 28.26 | 29.66 | 30.56 | 31.47 | 32.41 | 33.39 | 34.40 |
| MG15 | 32.37 | 33.34 | 34.35 | 35.38 | 36.44 | 37.53 | 38.66 |

* *Drop Steps 3,4,5 from 2023 table*
*Renumber Steps 1 - 7*
*Place dropped steps into new Step 1*
*Employees in Steps 3, 4, 5 shall be placed in New Step 1, with new anniversary date of Jan 1 for future steps*
*Employees in steps 6-12 shall be placed in new step having the same wage rate as employee currently earns*
*Increase wage 3%*

APPENDIX 'C'

**EXEMPT WAGE TABLE EFFECTIVE JANUARY 1, 2025**

| Increase from prior year 2% | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|
| | | *3%* | *3%* | *3%* | *3%* | *3%* | *3%* |
| MG11 | 4285.07 | 4413.62 | 4546.03 | 4682.42 | 4822.88 | 4967.57 | 5116.59 |
| MG12 | 4606.44 | 4744.63 | 4886.97 | 5033.56 | 5184.57 | 5340.12 | 5500.31 |
| MG13 | 4951.92 | 5100.46 | 5253.49 | 5411.09 | 5573.43 | 5740.63 | 5912.84 |
| MG14 | 5323.31 | 5483.01 | 5647.51 | 5816.92 | 5991.44 | 6171.18 | 6356.32 |
| MG15 | 5722.57 | 5894.24 | 6071.08 | 6253.20 | 6440.79 | 6634.03 | 6833.04 |
| MG16 | 6151.76 | 6336.31 | 6526.40 | 6722.18 | 6923.86 | 7131.57 | 7345.51 |
| MG17 | 6613.14 | 6811.53 | 7015.89 | 7226.36 | 7443.16 | 7666.45 | 7896.44 |
| MG18 | 7109.12 | 7322.40 | 7542.07 | 7768.34 | 8001.37 | 8241.41 | 8488.66 |
| MG19 | 7642.31 | 7871.57 | 8107.73 | 8350.96 | 8601.49 | 8859.53 | 9125.31 |
| MG20 | 8215.48 | 8461.95 | 8715.81 | 8977.29 | 9246.60 | 9524.01 | 9809.71 |
| MG21 | 8831.64 | 9096.59 | 9369.49 | 9650.57 | 9940.09 | 10238.3 | 10545.45 |
| MG22 | 9494.01 | 9778.84 | 10072.19 | 10374.36 | 10685.6 | 11006.16 | 11336.35 |
| MG23 | 10206.06 | 10512.25 | 10827.61 | 11152.44 | 11487.01 | 11831.63 | 12186.58 |
| MG24 | 10971.51 | 11300.66 | 11639.67 | 11988.86 | 12348.53 | 12718.99 | 13100.56 |

**HOURLY EXEMPT**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| DCOB | 34.85 | 36.57 | 37.68 | 38.83 | 39.97 | 41.18 | 42.42 |
| EA | 31.68 | 33.27 | 34.27 | 35.30 | 36.36 | 37.44 | 38.56 |
| ESI | 27.97 | 29.37 | 30.26 | 31.18 | 32.10 | 33.06 | 34.06 |
| ESII | 28.83 | 30.26 | 31.18 | 32.10 | 33.06 | 34.06 | 35.09 |
| MG15 | 33.02 | 34.01 | 35.04 | 36.09 | 37.17 | 38.29 | 39.44 |

APPENDIX 'D'

**EXEMPT WAGE TABLE EFFECTIVE JANUARY 1, 2026***

| Increase from prior year 3% | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|
| | | *3%* | *3%* | *3%* | *3%* | *3%* | *3%* | *3%* |
| MG11 | 4413.63 | 4546.03 | 4682.42 | 4822.90 | 4967.57 | 5116.60 | 5270.09 | 5428.20 |
| MG12 | 4744.64 | 4886.97 | 5033.58 | 5184.57 | 5340.11 | 5500.33 | 5665.32 | 5835.28 |
| MG13 | 5100.48 | 5253.48 | 5411.10 | 5573.43 | 5740.64 | 5912.85 | 6090.23 | 6272.94 |
| MG14 | 5483.01 | 5647.51 | 5816.94 | 5991.43 | 6171.19 | 6356.32 | 6547.01 | 6743.43 |
| MG15 | 5894.25 | 6071.07 | 6253.22 | 6440.80 | 6634.02 | 6833.06 | 7038.04 | 7249.19 |
| MG16 | 6336.32 | 6526.40 | 6722.20 | 6923.85 | 7131.58 | 7345.52 | 7565.88 | 7792.86 |
| MG17 | 6811.54 | 7015.88 | 7226.37 | 7443.16 | 7666.46 | 7896.45 | 8133.34 | 8377.35 |
| MG18 | 7322.40 | 7542.08 | 7768.34 | 8001.40 | 8241.42 | 8488.66 | 8743.32 | 9005.62 |
| MG19 | 7871.58 | 8107.72 | 8350.97 | 8601.49 | 8859.54 | 9125.32 | 9399.07 | 9681.05 |
| MG20 | 8461.95 | 8715.81 | 8977.29 | 9246.61 | 9524.00 | 9809.74 | 10104.01 | 10407.14 |
| MG21 | 9096.59 | 9369.49 | 9650.58 | 9940.09 | 10238.30 | 10545.45 | 10861.82 | 11187.68 |
| MG22 | 9778.84 | 10072.21 | 10374.36 | 10685.60 | 11006.17 | 11336.35 | 11676.45 | 12026.75 |
| MG23 | 10512.25 | 10827.62 | 11152.44 | 11487.02 | 11831.63 | 12186.58 | 12552.18 | 12928.75 |
| MG24 | 11300.66 | 11639.68 | 11988.87 | 12348.53 | 12718.99 | 13100.56 | 13493.58 | 13898.39 |

***Hourly Exempt***

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| DCOB | 35.90 | 37.67 | 38.82 | 40.00 | 41.17 | 42.42 | 43.70 | 45.02 |
| EA | 32.64 | 34.27 | 35.30 | 36.36 | 37.46 | 38.57 | 39.72 | 40.92 |
| ESI | 28.81 | 30.26 | 31.17 | 32.12 | 33.07 | 34.06 | 35.09 | 36.15 |
| ESII | 29.70 | 31.17 | 32.12 | 33.07 | 34.06 | 35.09 | 36.15 | 37.24 |
| MG15 | 34.02 | 35.04 | 36.10 | 37.18 | 38.29 | 39.44 | 40.63 | 41.85 |

* *Add new Step 8*