

Key Peninsula Metropolitan Park District
Dba Key Pen Parks



Resolution No R 2025-11

A RESOLUTION OF THE BOARD OF PARK COMMISSIONERS OF THE KEY PENINSULA METROPOLITAN PARK DISTRICT ADOPTING THE 2026 WAGE MATRIX INCLUDING COST OF LIVING ADJUSTMENT

WHEREAS, the Board of Park Commissioners of the Key Peninsula Metropolitan Park District (“Key Pen Parks”) did previously via Resolution R 2024-02 adopt a Human Resources Policy. Within the current Employee Handbook, the Board of Park Commissioners may provide annual Cost of Living Adjustments (COLA) for employees using the August-to August data for the Consumer Price Index (CPI) for Seattle, Tacoma, Bellevue (King, Pierce & Snohomish counties); and

WHEREAS, on September 11, 2025, the United States Bureau of Labor Statistics did publish the August-to-August annual data for a 2.8% COLA increase; and

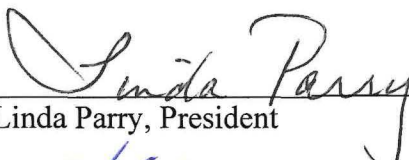
WHEREAS, the Board of Park Commissioners did adopt via Resolution R 2025-08 Annual Budget at Fund Level for 2026 which included the COLA.

NOW THEREFORE BE IT RESOLVED that the Board of Park Commissioners of Key Pen Parks hereby adopts the 2026 Wage Matrix (Exhibit “A”) to be effective on January 1, 2026.


PASSED AND ADOPTED by the Board of Park Commissioners for Key Pen Parks at a Regular Meeting held at Key Peninsula Fire District Station 47, 1921 Key Peninsula Hwy NW, Home WA, this 8th day of December 2025.

Attest:

Key Peninsula Metropolitan Park District
Board of Park Commissioners
Pierce County, Washington




Linda Parry, President



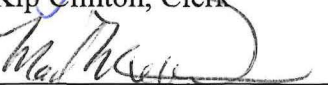
Ed Robison, Vice President



Kip Clinton, Clerk



Shawn Jensen, Member-at-Large



Mark Michel, Member-at-Large

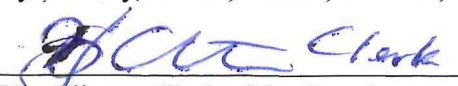
Attest:

Ayes: Parry, Jensen, Michel, Robison, Clinton

Absent:

Nays:

Abstain:



Kip Clinton, Clerk of the Board



Tracey Perkosky, Executive Director



2026 HOURLY WAGE MATRIX FOR PERMANENT EMPLOYEES

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
D	\$18.39	\$18.94	\$19.51	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$23.99
E	\$20.23	\$20.84	\$21.46	\$22.10	\$22.77	\$23.45	\$24.15	\$24.88	\$25.63	\$26.39
F	\$22.25	\$22.92	\$23.61	\$24.32	\$25.04	\$25.80	\$26.57	\$27.37	\$28.19	\$29.03
G	\$24.48	\$25.21	\$25.97	\$26.75	\$27.55	\$28.38	\$29.23	\$30.10	\$31.01	\$31.94
H	\$26.92	\$27.73	\$28.56	\$29.42	\$30.30	\$31.21	\$32.15	\$33.11	\$34.11	\$35.13
I	\$29.62	\$30.51	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.43	\$37.52	\$38.64
J	\$32.58	\$33.56	\$34.56	\$35.60	\$36.67	\$37.77	\$38.90	\$40.07	\$41.27	\$42.51
K	\$35.84	\$36.91	\$38.02	\$39.16	\$40.33	\$41.55	\$42.79	\$44.08	\$45.40	\$46.76
L	\$39.42	\$40.60	\$41.82	\$43.08	\$44.37	\$45.70	\$47.07	\$48.48	\$49.94	\$51.44
M	\$43.36	\$44.66	\$46.00	\$47.38	\$48.81	\$50.27	\$51.78	\$53.33	\$54.93	\$56.58
N	\$47.70	\$49.13	\$50.60	\$52.12	\$53.69	\$55.30	\$56.96	\$58.66	\$60.42	\$62.24
O	\$52.47	\$54.04	\$55.66	\$57.33	\$59.05	\$60.83	\$62.65	\$64.53	\$66.47	\$68.46
P	\$57.72	\$59.45	\$61.23	\$63.07	\$64.96	\$66.91	\$68.92	\$70.98	\$73.11	\$75.31
Q	\$63.49	\$65.39	\$67.35	\$69.37	\$71.46	\$73.60	\$75.81	\$78.08	\$80.42	\$82.84
R	\$69.84	\$71.93	\$74.09	\$76.31	\$78.60	\$80.96	\$83.39	\$85.89	\$88.47	\$91.12
S	\$76.82	\$79.12	\$81.50	\$83.94	\$86.46	\$89.06	\$91.73	\$94.48	\$97.31	\$100.23
T	\$84.50	\$87.04	\$89.65	\$92.34	\$95.11	\$97.96	\$100.90	\$103.93	\$107.04	\$110.26

Note: For 2026 CPI is 2.8 based on August 2025 CPI
[https://www.bls.gov/eag/eag_wa_tacoma_md.htm#:~:text=Table_title:%20Tacoma%2C%20WA%20Table_content:%20header:%20%7C%20Data,%25%20change\(5\)%20%7C%20Aug%202025:%203.2%20%7C](https://www.bls.gov/eag/eag_wa_tacoma_md.htm#:~:text=Table_title:%20Tacoma%2C%20WA%20Table_content:%20header:%20%7C%20Data,%25%20change(5)%20%7C%20Aug%202025:%203.2%20%7C)

2026 WA Minimum Wage for Hourly Workers: \$17.13/hr; Exempt Minimum: \$80,168.40/per year