

Key Peninsula Metropolitan Park District
Db a Key Pen Parks



Resolution No R 2024-12

A RESOLUTION OF THE BOARD OF PARK COMMISSIONERS OF THE KEY PENINSULA METROPOLITAN PARK DISTRICT ADOPTING THE 2025 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, 2024, the United States Bureau of Labor Statistics did publish the August-to-August annual data for a 3.1% COLA increase; and

WHEREAS, the Board of Park Commissioners did adopt via Resolution R 2024-9 Annual Budget at Fund Level for 2025 which included the COLA.


NOW THEREFORE BE IT RESOLVED that the Board of Park Commissioners of Key Pen Parks hereby adopts the 2025 Wage Matrix (Exhibit “A”) to be effective on January 1, 2025.

PASSED AND ADOPTED by the Board of Park Commissioners for Key Pen Parks at a Special Meeting held at Key Peninsula Fire District Station 45, 12310 Wright Bliss Rd NW, Gig Harbor WA, this 12th day of November 2024.

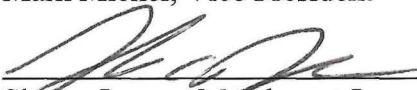
Attest:

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


Linda Parry, President


Mark Michel, Vice President

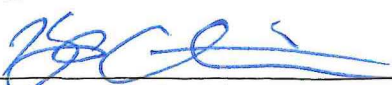

Kip Clinton, Clerk


Shawn Jensen, Member-at-Large


Ed Robison, Member-at-Large

Ayes: Parry, Jensen, Michel, Robison, Clinton
Nays:

Absent:
Abstain:


Kip Clinton, Clerk of the Board

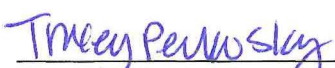

Tracey Perkosky, Executive Director

Exhibit "A"



2025 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	\$17.89	\$18.43	\$18.98	\$19.55	\$20.13	\$20.74	\$21.36	\$22.00	\$22.66	\$23.34
E	\$19.68	\$20.27	\$20.88	\$21.50	\$22.15	\$22.81	\$23.50	\$24.20	\$24.93	\$25.68
F	\$21.65	\$22.30	\$22.96	\$23.65	\$24.36	\$25.09	\$25.85	\$26.62	\$27.42	\$28.24
G	\$23.81	\$24.52	\$25.26	\$26.02	\$26.80	\$27.60	\$28.43	\$29.28	\$30.16	\$31.07
H	\$26.19	\$26.98	\$27.79	\$28.62	\$29.48	\$30.36	\$31.27	\$32.21	\$33.18	\$34.17
I	\$28.81	\$29.68	\$30.57	\$31.48	\$32.43	\$33.40	\$34.40	\$35.43	\$36.50	\$37.59
J	\$31.69	\$32.64	\$33.62	\$34.63	\$35.67	\$36.74	\$37.84	\$38.98	\$40.15	\$41.35
K	\$34.86	\$35.91	\$36.98	\$38.09	\$39.24	\$40.41	\$41.63	\$42.87	\$44.16	\$45.49
L	\$38.35	\$39.50	\$40.68	\$41.90	\$43.16	\$44.45	\$45.79	\$47.16	\$48.58	\$50.03
M	\$42.18	\$43.45	\$44.75	\$46.09	\$47.48	\$48.90	\$50.37	\$51.88	\$53.43	\$55.04
N	\$46.40	\$47.79	\$49.23	\$50.70	\$52.22	\$53.79	\$55.40	\$57.07	\$58.78	\$60.54
O	\$51.04	\$52.57	\$54.15	\$55.77	\$57.45	\$59.17	\$60.94	\$62.77	\$64.66	\$66.60
P	\$56.14	\$57.83	\$59.56	\$61.35	\$63.19	\$65.09	\$67.04	\$69.05	\$71.12	\$73.26
Q	\$61.76	\$63.61	\$65.52	\$67.49	\$69.51	\$71.59	\$73.74	\$75.96	\$78.23	\$80.58
R	\$67.93	\$69.97	\$72.07	\$74.23	\$76.46	\$78.75	\$81.12	\$83.55	\$86.06	\$88.64
S	\$74.73	\$76.97	\$79.28	\$81.66	\$84.11	\$86.63	\$89.23	\$91.91	\$94.66	\$97.50
T	\$82.20	\$84.67	\$87.21	\$89.82	\$92.52	\$95.29	\$98.15	\$101.10	\$104.13	\$107.25

2025 WA Minimum Wage for Hourly Workers: \$16.66/hr; Exempt Minimum: \$77,968.80/per year

Note: For 2025 CPI is 3.1 based on August 2024 CPI number.
https://data.bls.gov/timeseries/CUURS49DSA0&output_view=pct_12mths