

2016 Extra Help Pay Table - Non-Exempt Positions							
Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A	Day Camp Leader Special Events Attendant	9.61	9.85	10.10	10.35	10.61	10.88
B	Building Monitor Indoor Playground Attendant Sr. Day Camp Leader Teen Program Leader	10.04	10.29	10.55	10.82	11.09	11.37
C	Special Events Assistant Special Events Monitor	10.49	10.75	11.02	11.31	11.59	11.88
D		10.96	11.23	11.52	11.82	12.11	12.41
E	Lifeguard/Swim Instructor Undergraduate Intern	11.45	11.74	12.04	12.35	12.65	12.97
F		11.97	12.27	12.58	12.91	13.22	13.55
G	CIT Camp Director Front Desk Attendant Park Laborer Specialized Recreation Specialist	12.51	12.82	13.15	13.49	13.81	14.16
H	Afterschool Program Site Director	13.07	13.40	13.74	14.10	14.43	14.80
I	Camp Excel Specialist Day Camp Site Director Event Manager	13.66	14.00	14.36	14.73	15.08	15.47
J		14.27	14.63	15.01	15.39	15.76	16.17
K		14.91	15.29	15.69	16.08	16.47	16.90
L	Engineering Support Senior Lifeguard	15.58	15.98	16.40	16.80	17.21	17.66
M		16.28	16.70	17.14	17.56	17.98	18.45
N		17.01	17.45	17.91	18.35	18.79	19.28
O		17.78	18.24	18.72	19.18	19.64	20.15
P	Computer Support GIS Support	18.58	19.06	19.56	20.04	20.52	21.06
Q		19.42	19.92	20.44	20.94	21.44	22.01
R	PW Flagger / Street Maintenance	20.29	20.82	21.36	21.88	22.40	23.00
S	Facilities Maintenance	21.20	21.76	22.32	22.86	23.41	24.04
T	Public Disclosure Specialist	22.15	22.74	23.32	23.89	24.46	25.12
U		23.15	23.76	24.37	24.97	25.56	26.25
V		24.19	24.83	25.47	26.09	26.71	27.43
W	Public Art Coordinator	25.28	25.95	26.62	27.26	27.91	28.66
X		26.42	27.12	27.82	28.49	29.17	29.95
Y		27.61	28.34	29.07	29.77	30.48	31.30
Z	Videographer	28.85	29.62	30.38	31.11	31.85	32.71
ZA	Expert Professional Inspector Instructor	9.61	A wide range for hiring expert professionals, inspectors and instructors at the prevailing rate.				35.00

Table Structure: Range A Step 1 (A1) is increased annually by the same cost of living adjustment (COLA) for regular employees provided that COLA does not exceed 90% of CPI and the resulting rate is not less than the Washington State Minimum wage. Otherwise, the City Manager will make a recommendation considering the totality of the circumstances. Ranges and steps are mathematically derived from A1, 4.5% apart vertically and 2.5% apart horizontally except for range ZA.

Approval of Position Placement within the Table: Human Resources recommends and the City Manager approves placement of a position within the pay table.

Approval of the Table Rates: The City Manager recommends and the City Council approves the table when adopting the budget. A rate in excess of range ZA Step 6 requires City Council approval.

Implementation: An employee that works in a job classification that provides year-round service and who has not had a break in service and whose pay prior to implementation 5/10/2015 exceeds step 6, shall be Y-Rated. A break in service is defined as terminating employment or not working any hours for four consecutive pay periods.