

2017 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	11.00	11.28	11.56	11.85	12.15	12.45
B	Building Monitor Indoor Playground Attendant Sr. Day Camp Leader Swim Instructor	11.50	11.79	12.08	12.38	12.70	13.01
C	Special Events Assistant Special Events Monitor	12.02	12.32	12.62	12.94	13.27	13.60
D	Records Clerk	12.56	12.87	13.19	13.52	13.87	14.21
E	Lifeguard/Swim Instructor Undergraduate Intern Teen Program Leader	13.13	13.45	13.78	14.13	14.49	14.85
F		13.72	14.06	14.40	14.77	15.14	15.52
G	CIT Camp Director Front Desk Attendant Janitor Park Laborer Specialized Recreation Specialist	14.34	14.69	15.05	15.43	15.82	16.22
H	Out of School Time Program Director Assistant Camp Director	14.99	15.35	15.73	16.12	16.53	16.95
I	Camp Excel Specialist Camp Director Event Manager	15.66	16.04	16.44	16.85	17.27	17.71
J		16.36	16.76	17.18	17.61	18.05	18.51
K		17.10	17.51	17.95	18.40	18.86	19.34
L	Engineering Support Senior Lifeguard	17.87	18.30	18.76	19.23	19.71	20.21
M		18.67	19.12	19.60	20.10	20.60	21.12
N		19.51	19.98	20.48	21.00	21.53	22.07
O	Finance Assistant	20.39	20.88	21.40	21.95	22.50	23.06
P	Computer Support GIS Support	21.31	21.82	22.36	22.94	23.51	24.10
Q		22.27	22.80	23.37	23.97	24.57	25.18
R	PW Seasonal Laborer	23.27	23.83	24.42	25.05	25.68	26.31
S	Facilities Maintenance	24.32	24.90	25.52	26.18	26.84	27.49
T	Public Disclosure Specialist	25.41	26.02	26.67	27.36	28.05	28.73
U		26.55	27.19	27.87	28.59	29.31	30.02
V		27.74	28.41	29.12	29.88	30.63	31.37
W	Public Art Coordinator	28.99	29.69	30.43	31.22	32.01	32.78
X		30.29	31.03	31.80	32.62	33.45	34.26
Y		31.65	32.43	33.23	34.09	34.96	35.80
Z	Videographer	33.07	33.89	34.73	35.62	36.53	37.41
ZA	Expert Professional Inspector Instructor	11.00	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.