

Key Peninsula Metropolitan Park District
Db a Key Pen Parks



Resolution No R 2019-08

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE KEY PENINSULA METROPOLITAN PARK DISTRICT ADOPTING THE UPDATED EMPLOYEE HANDBOOK (WAGE SCALE)

WHEREAS, the Board of Commissioners of the Key Peninsula Metropolitan Park District ("Key Pen Parks") adopted an Employee Handbook policy via Resolution R2018-15; and

WHEREAS, Key Pen Parks desires to adopt an updated Employee Handbook (Wage Scale) to be effective September 1, 2019;

NOW, THEREFORE, THE BOARD OF COMMISSIONERS OF THE KEY PENINSULA METROPOLITAN PARK DISTRICT HEREBY RESOLVES AS FOLLOWS:


Section 1. The Wage Scale incorporated into the Employee Handbook adopted via Resolution Number R2018-15 is hereby repealed.

Section 2. The updated Employee Handbook (Wage Scale) attached hereto as Appendix A is hereby adopted.


PASSED AND ADOPTED by the Board of Commissioners of Key Pen Parks at a special meeting held at the Volunteer Park concession stand this 26th day of August 2019.

Attest:

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



Mark Michel, President



Ed Robison, Vice President



Kip Clinton, Clerk



John Kelly, Member-at-Large



Shawn Jensen, Member-at-Large

Seasonal Staff

2018

Washington State Min Wage \$11.50

Qualifications

Experience			
	1	2	3
1	\$12.50	\$12.88	\$13.26
2	\$13.75	\$14.16	\$14.59
3	\$15.13	\$15.58	\$16.05
4	\$16.64	\$17.14	\$17.65

2019

Washington State Min Wage \$12

Qualifications

Experience			
	1	2	3
1	\$13.00	\$13.39	\$13.79
2	\$14.30	\$14.73	\$15.17
3	\$15.73	\$16.20	\$16.69
4	\$17.30	\$17.82	\$18.36

2020

Washington State Min Wage \$13.50

Qualifications

Experience			
	1	2	3
1	\$14.50	\$14.94	\$15.38
2	\$15.95	\$16.43	\$16.92
3	\$17.55	\$18.07	\$18.61
4	\$19.30	\$19.88	\$20.47

2021

Washington State Min Wage Adjusted for CPI

Qualifications

Experience			
	1	2	3
1	\$15.50	\$15.97	\$16.44
2	\$17.05	\$17.56	\$18.09
3	\$18.76	\$19.32	\$19.90
4	\$20.63	\$21.25	\$21.89
5	\$22.69	\$23.37	\$24.08

Seasonal Staff maybe paid upto \$1 more than Washington State Minimum Wage based upon Experience and Qualifications

	Scale 3%	1	2	3	4	5	6	7	8	9	10	
Qualifications	D	\$13.68	\$14.09	\$14.51	\$14.95	\$15.40	\$15.86	\$16.34	\$16.83	\$17.33	\$17.85	
	E	\$15.05	\$15.50	\$15.97	\$16.44	\$16.94	\$17.45	\$17.97	\$18.51	\$19.06	\$19.64	
	F	\$16.55	\$17.05	\$17.56	\$18.09	\$18.63	\$19.19	\$19.77	\$20.36	\$20.97	\$21.60	Maintenance 1
	G	\$18.21	\$18.76	\$19.32	\$19.90	\$20.49	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	Coordinator/Facility Rentals Marketing/Grants
	H	\$20.03	\$20.63	\$21.25	\$21.89	\$22.54	\$23.22	\$23.92	\$24.63	\$25.37	\$26.14	Office Manager/Bookkeeper Maintenance Lead
	I	\$22.03	\$22.69	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75	
	J	\$24.24	\$24.96	\$25.71	\$26.48	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.62	Maintenance Supervisor
	K	\$26.66	\$27.46	\$28.28	\$29.13	\$30.01	\$30.91	\$31.83	\$32.79	\$33.77	\$34.79	
	L	\$29.33	\$30.21	\$31.11	\$32.05	\$33.01	\$34.00	\$35.02	\$36.07	\$37.15	\$38.26	
	M	\$32.26	\$33.23	\$34.22	\$35.25	\$36.31	\$37.40	\$38.52	\$39.67	\$40.86	\$42.09	
	N	\$35.48	\$36.55	\$37.65	\$38.78	\$39.94	\$41.14	\$42.37	\$43.64	\$44.95	\$46.30	Executive Director
	O	\$39.03	\$40.20	\$41.41	\$42.65	\$43.93	\$45.25	\$46.61	\$48.01	\$49.45	\$50.93	
	P	\$42.94	\$44.22	\$45.55	\$46.92	\$48.33	\$49.78	\$51.27	\$52.81	\$54.39	\$56.02	
	Q	\$47.23	\$48.65	\$50.11	\$51.61	\$53.16	\$54.75	\$56.40	\$58.09	\$59.83	\$61.63	
	R	\$51.95	\$53.51	\$55.12	\$56.77	\$58.47	\$60.23	\$62.04	\$63.90	\$65.81	\$67.79	
	S	\$57.15	\$58.86	\$60.63	\$62.45	\$64.32	\$66.25	\$68.24	\$70.29	\$72.39	\$74.57	
	T	\$62.86	\$64.75	\$66.69	\$68.69	\$70.75	\$72.88	\$75.06	\$77.31	\$79.63	\$82.02	

Adopted R2019-08

Adjusted on March 1st of each year to include CPI

Appendix A