

Key Peninsula Metropolitan Park District  
Dba 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 The Wage Scale incorporated into the Employee Handbook adopted via Resolution Number R2018-15 is hereby repealed.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 26<sup>th</sup> 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

  
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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