



Council Meeting: December 4, 2012

SUBJECT: Approve an Amendment to the Schedule of Pay of the Salary Resolution: Pay Rate Adjustment for Pay Plan Category H (applies to Unclassified Recreation Classifications)

BACKGROUND

The most recent adjustment in pay rates for Section 2.500 - Pay Plan Category H of the City's Schedule of Pay in the Salary Resolution, unclassified temporary recreation employees, was in April 2002. Pay rates have not been adjusted to keep pace with changes in the region's cost of living, which has increased by an annual average of 2.3% since 2002 (roughly 21% over ten years), or to compete in the local job market for temporary, part-time employees. Community Services managers are finding it increasingly difficult to attract and retain qualified, competent recreation staff because Sunnyvale has the lowest pay rates in key recreation classifications when evaluated against comparable agencies in the area.

Additionally, the minimum wage in California has increased 18.5% since 2002. The majority of casual / seasonal recreation positions have a high degree of responsibility for the welfare, safety and supervision of minors. One key classification, Recreation Specialist, has a pay rate that is now equal to minimum wage, whereas in 2002 the classification commanded an 18.5% premium. Entry level lifeguards in 2002 commanded a 33% premium over the then minimum wage; the current entry level wage is only 12% over minimum wage.

The Community Services Division has found it increasingly difficult over the past five years to recruit qualified individuals and retain experienced staff, particularly for key lead positions, such as:

- Lifeguard, Water Safety Instructor, Assistant Pool Manager and Pool Manager;
- Camp Directors and Assistant Camp Directors;
- Recreation Leaders; and,
- Facility/Recreation Attendants.

A comprehensive survey of comparable positions in surrounding agencies as well as some private sector employers competing for a similar pool of

candidates was initiated in 2012 to determine the market value of these jobs. In addition to reviewing pay rates between comparable positions, staff reviewed the existing classification structure to determine if adjustments were required in classification titles and alignment of comparable types of positions. Consideration was given to whether job titles accurately reflected the work being done and whether or not classification titles were the same as titles used for regular positions. Based on the findings of this analysis, it was determined that changes to the classification and pay structure for temporary recreation classifications were warranted.

EXISTING POLICY

City Council Policy: Goal 7.3.D: Maintain a quality workforce, consistent with state and federal laws, City Charter, and adopted policies in order to assure that City services are provided in an effective, efficient and high quality manner. Policy 7.3D.1 Maintain a recruitment and selection process that ensures a highly competent workforce.

DISCUSSION

The cities of Campbell, Cupertino, Los Altos, Mountain View, Palo Alto, Santa Clara and Saratoga participated with the benchmarking study; however, not all of the agencies were able to provide a direct comparison for each of Sunnyvale's classifications. (Please refer to Attachment B – Part-time Recreation Salary Survey.)

The survey evaluated the following items in neighboring agencies:

- Organizational structure;
- Salary comparison for equivalent temporary recreation positions.

The analysis revealed the majority of Sunnyvale pay rates for temporary recreation employees were significantly below the market in this region. In the case of a Lifeguard, for example, there is a 27% difference from Sunnyvale's current average wage of \$9.79 per hour to the average wage of \$12.39 per hour of the agencies used in this comparison. There is a 39% difference from Sunnyvale's current average wage of \$12.25 per hour for Site Lead (e.g., Recreation Specialist II's - Camp Directors) and the average \$16.99 per hour of the agencies used in this comparison.

Based on the analysis, it was determined that in order to attract qualified individuals and retain experienced staff, the pay rates for unclassified temporary recreation employees would have to be increased significantly. In determining the appropriate pay ranges, a number of factors were taken into consideration, including: average pay rates of benchmarked agencies; internal consistency among positions; and liability and risk factors associated with the position. The proposed changes are consistent with the market and should put

Sunnyvale in a position to better compete with surrounding agencies. (Please refer to Attachment C – Existing and Proposed Recreation Positions and Rates of Pay.)

Structural Changes to Unclassified Temporary Recreation Classifications

The proposed job classification structure:

- Eliminates classifications no longer utilized by the Community Services Division (i.e., Food Services Aide, Food Services Assistant, Lap Swim Attendant);
- Eliminates classification titles for casual employees that are the same as permanent part-time and/or full-time job titles (e.g., Facility Attendant classification renamed “Recreation Attendant”);
- Creates several new classifications, with associated pay ranges, matching like levels of responsibility, and;
- Maintains a six step salary scale with a 5% increment between steps.

Transition Plan

A plan to transition employees from their existing classifications and steps to the proposed classification and step has been developed in coordination with Human Resources.

FISCAL IMPACT

The overall budgeted cost of these pay rate adjustments is estimated at \$100,500 annually. During preparation of the FY 2012/13 operating budget, this additional cost was incorporated into the Community Services Division’s operating budget. As a result, no further budget modification is required. The cost for the remainder of FY 2012/13 will be approximately \$50,000.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall, at the Sunnyvale Senior Center, Community Center and Department of Public Safety; and by making the agenda and report available at the Sunnyvale Public Library, the Office of the City Clerk and on the City's Web site.

ALTERNATIVES

1. Amend Section 2.500 (Pay Plan Category H) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective as soon as administratively possible after adoption of said amendment, and authorize the Community Services Division to implement the transition of unclassified temporary Recreation employees to the new pay structure.
2. Do not amend Section 2.500 (Pay Plan Category H) of the Schedule of Pay of the Salary Resolution.

RECOMMENDATION

Staff recommends adoption of Alternative No. 1, Amend Section 2.500 (Pay Plan Category H) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective as soon as administratively possible after adoption of said amendment, and authorize the Community Services Division to implement the transition of unclassified temporary Recreation employees to the new pay structure.

Reviewed by:

Lisa G. Rosenblum, Director, Library and Community Services
Prepared by: Nancy Bolgard Steward, Superintendent of Community Services

Teri Silva, Director, Human Resources

Approved by:

Gary M. Luebbers
City Manager

Attachments

- A. Resolution to Amend Section 2.500 (Pay Plan Category H) of the Schedule of Pay of the Salary Resolution
- B. Part-Time Recreation Salary Survey
- C. Existing and Proposed Recreation Positions and Rates of Pay

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING THE CITY'S SALARY RESOLUTION, BY AMENDING THE SCHEDULE OF PAY FOR PAY PLAN CATEGORY H (UNCLASSIFIED RECREATION CLASSIFICATIONS)

WHEREAS, the City is desirous of implementing a new pay structure for classifications in Category H; and

WHEREAS, pursuant to past practice, an amended pay plan schedule must be included in the City's Salary Resolution;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE THAT:

1. Section 2.500 of the City's Salary Resolution is hereby amended by amending the pay rates in Pay Plan Category H for Unclassified Recreation Classifications, as set forth in Exhibit "A" attached and incorporated by reference.
2. All other provisions of the City's Salary Resolution shall remain in full force and effect.
3. The pay rates noted above shall be effective as soon as administratively possible after adoption of this resolution to coincide with the implementation of the transition of unclassified temporary Recreation employees to the new pay structure, with the initial phase of transition to occur prior to the end of the fiscal year.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on _____, 2012, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST:

APPROVED:

City Clerk
(SEAL)

Mayor

APPROVED AS TO FORM AND LEGALITY:

Michael D. Martello, Interim City Attorney

**City of Sunnyvale
Salary Table - Temporary/Casual Employees**

EXHIBIT A TO ATTACHMENT A

Job Code	Job Title	Unit	Pay Categories	Range / Scale	Min. range / Step 1	Step 2	Step 3	Step 4	Step 5	Max. range / Step 6	Effective Date
9401	ADULT SPORTS OFFICIAL	Casual-Recreation	H	941	14.0000	15.0000	16.0000	17.0000	18.5000	20.0000	6/9/2002
9402	FACILITY ATTENDANT	Casual-Recreation	H	942	9.0000	9.5000	10.0000	10.5000	11.0000	12.0000	6/9/2002
9403	FOOD SERVICES AIDE	Casual-Recreation	H	943	8.0000	8.5000	9.0000	9.5000	10.0000		1/1/2008
9404	FOOD SERVICES ASSISTANT	Casual-Recreation	H	944	9.0000	9.5000	10.0000	10.5000	11.0000		6/9/2002
9312	INTERMITTENT RECREATION	Casual-Recreation	H	919	8.0000					40.0000	1/1/2008
9405	LAP SWIM ATTENDANT	Casual-Recreation	H	945	14.0000	14.5000	15.0000	15.5000	16.0000	17.0000	6/9/2002
9407	PROGRAM ASSISTANT	Casual-Recreation	H	907	13.0000 16.0000	13.5000 16.8000	14.0000 17.6400	15.0000 18.5200	16.0000 19.4500	17.0000 20.4200	6/9/2002
9406	PROGRAM ATTENDANT	Casual-Recreation	H	906	10.5000	11.0000	11.5000	12.0000	12.5000	13.0000	6/9/2002
9408	PROGRAM INSTRUCTOR I	Casual-Recreation	H	908	9.0000	9.5000	10.0000	10.5000	11.0000	12.0000	6/9/2002
9409	PROGRAM INSTRUCTOR II	Casual-Recreation	H	909	10.0000	10.5000	11.0000	11.5000	12.5000		6/9/2002
9410	RECREATION INSTRUCTOR/OFFICIAL	Casual-Recreation	H	910	8.0000					75.0000	1/1/2008
9411	RECREATION MAINTENANCE I	Casual-Recreation	H	911	10.0000	10.5000	11.0000	11.5000	12.0000		6/9/2002
9412	RECREATION MAINTENANCE II	Casual-Recreation	H	912	12.0000	12.5000	13.0000	13.5000	14.0000	15.0000	6/9/2002
9413	RECREATION SPECIALIST	Casual-Recreation	H	913	8.0000 9.4800	8.5000 9.9500	9.0000 10.4500	9.5000 10.9700	10.0000 11.5200	10.5000 12.1000	6/9/2002
9414	RECREATION STAFF	Casual-Recreation	H	914	8.0000	8.5000	9.0000				1/1/2008
9415	REGISTRATION & CUSTOMER SERVICE I	Casual-Recreation	H	915	8.0000	8.5000	9.0000	9.5000	10.0000	10.5000	1/1/2008
9416	REGISTRATION & CUSTOMER SERVICE II	Casual-Recreation	H	916	10.0000	10.5000	11.0000	11.5000	12.0000		6/9/2002
9417	SENIOR RECREATION SPECIALIST I	Casual-Recreation	H	917	10.0000	10.5000	11.0000	11.5000			6/9/2002
9418	SENIOR RECREATION SPECIALIST II	Casual-Recreation	H	918	11.5000	12.0000	12.5000	13.0000			6/9/2002
9419	ASSISTANT POOL MANAGER	Casual-Recreation	H	921	15.0000	15.7500	16.5400	17.3600	18.2300	19.1400	
9420	LIFEGUARD/SWIM INSTRUCTOR I	Casual-Recreation	H	925	11.8000	12.3900	13.0100	13.6600	14.3400	15.0600	
9421	LIFEGUARD/SWIM INSTRUCTOR II	Casual-Recreation	H	927	13.0100	13.6600	14.3400	15.0600	15.8100	16.6000	
9422	POOL MANAGER	Casual-Recreation	H	928	16.5400	17.3700	18.2400	19.1500	20.1000	21.1100	
9423	RECREATION ATTENDANT	Casual-Recreation	H	931	12.5000	13.1300	13.7800	14.4700	15.1900	15.9500	
9424	SENIOR RECREATION SPECIALIST	Casual-Recreation	H	927	11.8500	12.4400	13.0600	13.7000	14.4000	15.1200	
9425	SITE LEAD	Casual-Recreation	H	939	16.5400	17.3700	18.2400	19.1500	20.1000	21.1100	
9426	SPORTS OFFICIAL	Casual-Recreation	H	947	20.0000	21.0000	22.0500	23.1500	24.3100	25.5300	
9427	THEATRE TECHNICIAN	Casual-Recreation	H	949	25.0000	26.2500	27.5600	28.9400	30.3900	31.9100	

Assignments of Grade and Pay Ranges to Pay Plan as Referenced in the Salary Resolution

Casual-Recreation

Category H (Section 2.500), applies to Unclassified Recreation Employees

Pay rates for **Categories H, I, J** consist of hourly pay rates for each available step or range in each classification.

Part-time Recreation Salary Survey

Updated October 2012

Note: Similar job titles in different agencies do not always represent similar job duties and levels of responsibility. In order to find the appropriate classifications to use to compare with Sunnyvale pay ranges, staff consulted with agencies about their structure and assigning of responsibilities.

City	Job Title	Salary Range 2007	Salary Range 2012
Campbell			
	Recreation Leader I	7.50 - 9.50	7.50 - 9.50
	Recreation Leader II	9.50 - 11.00	9.50 - 11.00
	Recreation Leader III	11.00 - 15.00	11.00 - 15.00
	Recreation Specialist	15.00 - 20.00	15.00 - 20.00
	Senior Recreation Specialist	21.00 - 26.00	21.00 - 32.00
	Lifeguard	8.50 - 15.50	8.50 - 15.50
	Lifeguard Instructor	8.75 - 15.50	8.75 - 15.50
	Senior Instructor/Lifeguard	10.75 - 15.50	10.75 - 15.50
	Pool Manager	13.50 - 26.00	13.50 - 26.00
	Building Attendant	9.00 - 16.85	9.00 - 16.85
	Special Interest Instructor	15.50 - 41.50	15.50 - 41.50
	Sports Official	12.00 - 25.00	12.00 - 25.00
	Field Attendant	8.65 - 14.00	8.65 - 14.00
	Gym Attendant	8.00 - 18.00	8.00 - 18.00
	Pre-School Instructor/Teacher	15.50 - 26.00	15.50 - 26.00
	Pre-School Teacher's Aide	12.00 - 18.75	12.00 - 18.75
Cupertino			
	Recreation Leader	8.50 - 9.50	9.00 - 11.00
	Senior Recreation Leader	9.75 - 10.75	11.50 - 13.50
	Recreation Specialist	10.00 - 21.00	10.00 - 24.00
	Preschool Aide	9.75 - 10.75	11.50 - 13.50
	Preschool Teacher	15.00 - 23.00	15.00 - 23.00
	Lifeguard/Swim Instructor	9.75 - 10.75	10.50 - 12.50
	Senior Lifeguard/Swim Instructor	11.00 - 12.00	13.00 - 15.00
	Pool Manager	13.50 - 14.50	15.00 - 17.00
	Sports Scorekeeper	9.50 - 10.50	10.00 - 12.00
Santa Clara			
	Recreation Leader I	8.26 - 9.113	8.45 - 9.31
	Recreation Leader II	10.06 - 11.096	10.29 - 11.34
	Recreation Leader III	11.014 - 13.387	11.26 - 13.68
	Recreation Instructor	12.132 - 14.748	12.40 - 15.08
	Recreation Specialist	12.132 - 14.748	12.40 - 15.08
	Recreation Office Assistant	12.132 - 14.748	12.40 - 15.08
	Recreation Program Coordinator	15.752 - 19.148	16.10 - 19.57
	Lifeguard	9.050 - 9.978	9.25 - 10.20
	Instructor - Lifeguard	10.993 - 12.120	11.24 - 12.39
	Pool Manager	13.010 - 14.345	13.30 - 14.66

ATTACHMENT B

City	Job Title	Salary Range 2007	Salary Range 2012
Palo Alto			
	Instructor Aide	8.65 - 10.84	9.31 - 11.67
	Instructor I	14.36 - 17.99	15.46 - 19.37
	Instructor II	21.94 - 27.49	23.62 - 29.60
	Recreation Aide	8.65 - 10.84	9.31 - 11.67
	Recreation Leader I	8.65 - 10.84	9.31 - 11.67
	Recreation Leader II	11.70 - 14.66	12.60 - 15.78
	Recreation Leader III	14.55 - 18.23	15.67 - 19.63
	Swim Instructor/Lifeguard	9.86 - 12.35	10.62 - 13.30
	Theatre/Arts Professional I	18.02 - 22.58	19.40 - 24.31
	Theatre/Arts Professional II	21.94 - 27.49	23.62 - 29.60
	Theater/Arts Technician	12.80 - 16.03	13.78 - 17.26
	Theatre/Arts Aide	8.44 - 10.58	9.09 - 11.39
Mountain View	<i>Note: Major changes pending. Mountain View will be creating new positions and categories, with emphasis in aquatics.</i>		
	Rec Leader Aide	9.05 - 11.00	9.64 - 11.71
	Rec Leader I	10.48 - 12.74	11.162 - 13.57
	Rec Leader II	12.73 - 15.46	13.56 - 16.47
	Rec Specialist I	12.39 - 20.65	13.20 - 22.00
	Lifeguard	11.10 - 13.49	11.82 - 14.37
	Head Lifeguard	13.16 - 15.99	14.015 - 17.04
	Pool Supervisor	14.54 - 17.68	15.49 - 18.83
	Stagehand I	14.71 - 17.87	15.67 - 19.04
	Stagehand II	18.65 - 22.67	19.87 - 24.15
	Ticket Service Rep I	13.61 - 16.56	14.51 - 17.64
	Ticket Service Rep II	15.00 - 18.24	15.98 - 19.43
	Office Aide	11.46 - 13.9	12.19 - 14.82
	House Manager I	13.34 - 16.21	14.207 - 17.26
	House Manager II	14.71 - 17.87	15.67 - 19.04
Los Altos			
	Recreation Aide	6.75 - 8.20	n/a
	Office Aide	6.75 - 8.20	n/a
	Office Assistant I	14.73 - 17.91	10.21 - 12.41
	Office Assistant II	n/a	17.46 - 21.23
	Recreation Leader I	8.61 - 10.47	8.00 - 9.72
	Recreation Leader II	11.00 - 13.36	10.21 - 12.41
	Recreation Leader III	14.03 - 17.06	13.03 - 15.84
	Recreation Specialist	17.91 - 21.77	16.63 - 20.22
	Facility Attendant	12.12 - 14.73	11.82 - 14.37
	Preschool Teacher	14.03 - 17.06	16.63 - 20.22
	Preschool Director	17.06 - 20.73	20.22 - 24.57
Saratoga			
	Facility Attendant	11.50 - 14.75	11.50 - 14.75
	Recreation Leader I	8.00 - 9.00	8.00 - 9.00
	Recreation Leader II	8.50 - 9.50	8.50 - 9.50
	Recreation Leader III	9.00 - 10.00	9.00 - 10.00
	Recreation Specialist	10.50 - 11.50	10.50 - 11.50

ATTACHMENT B

City	Job Title	Salary Range 2007	Salary Range 2012
Sunnyvale			
	Adult Sports Official/Instructor	14.00 - 20.00	14.00 - 20.00
	Facility Attendant	9.00 - 12.00	9.00 - 12.00
	Program Attendant	10.50 - 13.00	10.50 - 13.00
	Program Assistant	13.00 - 17.00	13.00 - 17.00
	Program Instructor I	9.00 - 12.00	9.00 - 12.00
	Program Instructor II	10.00 - 12.50	10.00 - 12.50
	Recreation Instructor/Official	6.75 - 75.00	6.75 - 75.00
	Recreation Maintenance I	10.00 - 12.00	10.00 - 12.00
	Recreation Maintenance II	12.00 - 15.00	12.00 - 15.00
	Recreation Specialist	8.00 - 10.50	8.00 - 10.50
	Senior Recreation Specialist I	10.00 - 11.50	10.00 - 11.50
	Senior Recreation Specialist II	11.50 - 13.00	11.50 - 13.00
	Recreation Staff	7.50 - 8.50	7.50 - 8.50
	Registration & Customer Service I	7.00 - 10.00	7.00 - 10.00
	Registration & Customer Service II	10.00 - 12.00	10.00 - 12.00
	Lifeguard	9.00 - 9.50	9.00 - 9.50
	Water Safety Instructor	9.50 - 10.50	9.50 - 10.50

**Adult Sports Official Salary Benchmarking
October 2012**

City	Adult Sports Officials 2012
Campbell	\$21-\$22.25
Capitola	Contract Services
Cupertino	Not Applicable – No adult basketball or volleyball leagues
Gilroy	Contract Services
Hollister	\$25
Los Gatos	\$20 - \$25
Milpitas	Contract Services
Mountain View	Contract Services
North County	Contract Services
Palo Alto	Contract Services
Santa Clara	Contract Services
Santa Cruz	Contract Services
Watsonville	\$20
Average of above	\$22.00 - \$24.08
Sunnyvale	\$14-\$20

Note: Hourly costs for agencies utilizing contract services are usually higher than for agency employees and do not provide good comparisons.

**City of Sunnyvale
Community Services Division
Existing and Proposed Recreation Positions and Rates of Pay**

Existing Classifications to Be Modified with New Salary Ranges:

Program Assistant
Recreation Specialist

Classifications to Be Created:

Assistant Pool Manager
Lifeguard/Swim Instructor I
Lifeguard/Swim Instructor II (Water Safety Instructor Certified)
Pool Manager
Recreation Attendant
Senior Recreation Specialist
Site Lead
Sports Official
Theatre Technician

Existing Classifications to Be Maintained (No changes Proposed):

Intermittant Recreation Worker (IRW)
Recreation Instructor/Official

Classifications to Be Eliminated (Employees in these classifications are to be transitioned to newly created or modified classifications):

Adult Sports Official/Instructor
Facility Attendant
Program Attendant
Program Instructor I
Program Instructor II
Recreation Staff
Senior Recreation Specialist I
Senior Recreation Specialist II

ATTACHMENT C

Classifications to Be Eliminated (Currently no employees are in these classifications.):

- Food Services Aide
- Food Services Assistant
- Lap Swim Attendant
- Recreation Maintenance I
- Recreation Maintenance II
- Registration & Customer Service Representative I
- Registration & Customer Service Representative II

Proposed Recreation Positions and Rates of Pay

			Classification: Recreation Specialist					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Recreation Specialist	Youth Program Leader	\$8.00 - \$10.50	\$ 9.48	\$ 9.95	\$ 10.45	\$ 10.97	\$ 11.52	\$ 12.10
Program Instructor	Therapeutic Program Leader	\$9.00 - \$11.00	\$ 9.48	\$ 9.95	\$ 10.45	\$ 10.97	\$ 11.52	\$ 12.10
Recreation Specialist	Youth Sports Scorekeeper/Official	\$9.00 - \$10.50	\$ 9.48	\$ 9.95	\$ 10.45	\$ 10.97	\$ 11.52	\$ 12.10
Recreation Specialist	Adult Sports Scorekeeper	\$8.00 - \$10.00	\$ 9.48	\$ 9.95	\$ 10.45	\$ 10.97	\$ 11.52	\$ 12.10

			Classification: Senior Recreation Specialist					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Recreation Specialist I	Youth Program Specialist	\$10.00 - \$11.50	\$ 11.85	\$ 12.44	\$ 13.06	\$ 13.72	\$ 14.40	\$ 15.12
Program Attendant	Youth Basketball Site Specialist	\$10.50 - \$13.00	\$ 11.85	\$ 12.44	\$ 13.06	\$ 13.72	\$ 14.40	\$ 15.12
Recreation Specialist	Drop-in Sports Leader	\$8.00 - \$10.00	\$ 11.85	\$ 12.44	\$ 13.06	\$ 13.72	\$ 14.40	\$ 15.12

			Classification: Site Lead					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Recreation Specialist II	Site Lead	\$11.50 - \$12.50	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.10	\$ 21.11

			Classification: Program Assistant					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Program Assistant	Program Assistant	\$13.00 - \$17.00	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42
Casual Technical	Stagehand	\$20.00 - \$50.00, no steps	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42
Casual Clerical	Clerical Office Support / Box Office	\$10.00 - \$35.00, no steps	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42

ATTACHMENT C

			Classification: Lifeguard/Swim Instructor I					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Recreation Specialist	Lifeguard/Swim Instructor	\$9.00 - \$9.50	\$ 11.80	\$ 12.39	\$ 13.01	\$ 13.66	\$ 14.34	\$ 15.06
			Classification: Lifeguard/Swim Instructor II (Water Safety Instructor Certified)					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Recreation Specialist	Lifeguard/Swim Instructor (WSI certified)	\$9.50 - \$10.50	\$ 13.01	\$ 13.66	\$ 14.34	\$ 15.06	\$ 15.81	\$ 16.60
			Classification: Assistant Pool Manager					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Recreation Specialist I	Assistant Pool Manager	\$10.50 - \$11.50	\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.36	\$ 18.23	\$ 19.14
			Classification: Pool Manager					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Recreation Specialist II	Pool Manager	\$12.00 - \$13.00	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.10	\$ 21.11
			Classification: Sports Official					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Adult Sports Official/Instructor	Adult Sports Official	\$14.00 - \$20.00	\$ 20.00	\$ 21.00	\$ 22.05	\$ 23.15	\$ 24.31	\$ 25.53
			Classification: Recreation Attendant					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Facility Attendant	Recreation Attendant	\$9.00 - \$12.00	\$ 12.50	\$ 13.13	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.95
Recreation Maintenance I and II	Pool Maintenance Attendant	\$10.00 - \$15.00	\$ 12.50	\$ 13.13	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.95
			Classification: Theatre Technician					
			Maximum 900 hours in a Fiscal Year					
Current Classification	Working Title	Current Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Casual Technical	Theatre Technician	\$20.00 - \$50.00, no steps	\$ 25.00	\$ 26.25	\$ 27.56	\$ 28.94	\$ 30.39	\$ 31.91