

## CY20 Seasonal Employee Pay Structure

Seasonal employee pay ranges effective January 1, 2020 through December 31, 2020

*This structure is used in conjunction with specific agency seasonal salary guidelines.*

*New seasonal employees are paid the minimum of the pay range. Returning seasonal employees are eligible for a 2.5% increase over CY19 rate.*

**S01** Work involves simple tasks and does not require the employee to exercise judgment.

**S02** Work requires paying attention to detail or protecting against risks but it does not include complex job duties. No advanced training or skills are required. Some jobs require monitoring, quality checking, or doing repetitive tasks.

**S03** Work requires judgment to make decisions and may require employees to measure, calculate, read, or estimate. The work often has specific educational or training qualifications and usually requires intellectual reasoning and problem-solving skills.

**S04** Work requires knowledge and skills gained through specific experience or training on the job, or in a post-secondary educational institution.

**S05** These positions require advanced professional training and experience.

<i>Pay Grade</i>	<i>2020 Minimum</i>	<i>2020 Maximum</i>
<b>S01</b>	\$9.30	\$13.25
<b>S02</b>	\$10.17	\$14.75
<b>S03</b>	\$10.89	\$16.50
<b>S04</b>	\$11.42	\$18.25
<b>S05</b>	Pay is administered individually based on knowledge and skill required, and the difficulty in recruiting.	