

# SEASONAL PAY STRUCTURE

Seasonal employee pay ranges effective January 1, 2027 through December 31, 2027

## SEASONAL PAY STRUCTURE\*

| Seasonal Pay Grade | Minimum Hourly Rate | Maximum Hourly Rate |
|--------------------|---------------------|---------------------|
| S01                | \$12.02             | \$18.54             |
| S02                | \$13.69             | \$20.74             |
| S03                | \$15.14             | \$22.93             |
| S04                | \$16.59             | \$25.14             |
| S05                | \$19.52             | Unlimited^          |

\*Seasonal Pay Structure will be updated annually to reflect the current Market and State Budgets.

## SEASONAL PAY GRADE

## EXAMPLES

|     |                                                                                                                                                                                                                                                             |                                                                                                                       |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| S01 | Light clerical duties may include answering telephones, typing or data entry, office machine operation, or filing.                                                                                                                                          | <u>Administrative:</u><br>(basic administrative duties, secretary, fair workers, etc)                                 |
|     | Light maintenance duties may include furnishing tools, materials, and supplies to other workers; cleaning work area, machines, and tools; and holding materials or tools for other workers.                                                                 | <u>Maintenance:</u><br>(entry-level supply chain, maintenance, janitorial, park grounds, etc)                         |
| S02 | Advanced clerical duties may include communicating with customers, employees, and other individuals to answer questions; disseminating or explaining information; taking orders, and addressing complaints.                                                 | <u>Administrative:</u> (skilled administrative duties, sr. secretary, etc)                                            |
|     | Entry-level technical duties may include repairing machines, equipment, or structures, using tools such as hammers, hoists, saws, drills, wrenches, or equipment such as precision measuring instruments or electrical or electronic testing devices.       | <u>Trades:</u><br>(Mechanic, Apprentice HVAC, Electrician, Carpenter, Plumber, etc)                                   |
| S03 | Maintenance duties may include pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.         | <u>Skilled Trades:</u><br>(skilled mechanic, Journeyman HVAC, Plumber, Electrician, etc)                              |
|     | Advanced technical duties may include operating power construction equipment, or leading a crew of seasonal employees                                                                                                                                       | <u>Skilled Trades:</u> (crew lead, Heavy Equipment Operator, etc)                                                     |
| S04 | Duties require knowledge and skills gained through specific experience or training on the job, or in a post-secondary educational institution and the occupation is in high demand.                                                                         | <u>Skilled Technical:</u><br>(Cybersecurity/Networking, Marketing, Scientist, Master HVAC, Plumber, Electrician, etc) |
| S05 | These positions require advanced professional training, education, and experience. ^ Unlimited is used for high-level professionals in high-demand positions only (ie – Doctors, experienced Attorneys, etc. – please use range accordingly as appropriate) | <u>Professional:</u><br>(mid-level medical professionals, entry-level attorneys, nurses, doctors, etc)                |

FOR EXTERNAL USE

Updated: 8/2026