

SECTION III: EMPLOYEE HIRING

4. PLACEMENT

Current Policies and Procedures:

- G. RETURNING SEASONAL EMPLOYEES. Some seasonal employees may be invited to reapply for a seasonal position the following year. Returning seasonal employees who have performed satisfactory work will be able to receive a wage increase based on previous experience. One additional dollar for each year previously worked, up to a total of five dollars, will be added to the base hourly wage of a first-year seasonal employee. For example, if the wage for a current, first-year seasonal employee is \$15.00 an hour, an employee who is returning for a second year may receive \$16.00 an hour. An employee who is returning for a third year may receive \$17.00 an hour, the fourth year, \$18.00, the fifth year, \$19.00, and the sixth or more years, \$20.00. Maximum seasonal hourly pay for returning employees will be capped at \$5 dollars an hour above the minimum starting pay.

Requested revision to Policies and Procedures:

- G. RETURNING SEASONAL EMPLOYEES. Some seasonal employees may be invited to reapply for a seasonal position the following year. Returning seasonal employees who have performed satisfactory work will be able to receive a wage increase based on previous experience. One additional dollar for each year previously worked, up to a total of seven dollars, will be added to the base hourly wage of a first-year seasonal employee. For example, if the wage for a current, first-year seasonal employee is \$18.00 an hour, an employee who is returning for a second year may receive \$19.00 an hour. An employee who is returning for a third year may receive \$20.00 an hour, etc. As a general rule, maximum seasonal hourly pay for returning employees will be capped at \$7 dollars an hour above the minimum starting pay. Contingent upon technical requirements, other seasonal pay rates may be considered by the Executive Director for returning and newly-hired employees.