

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2017-03

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING AN AMENDED 2017 SALARY SCALE FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2017 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2016-30 on November 17, 2016; and

WHEREAS, it is now necessary to amend the 2017 Salary Scale to reflect the 2017 Washington State minimum wage of \$11.00/hour for applicable part-time positions,

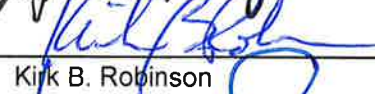
NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the attached Amended 2017 Salary Scale dated January 19, 2017, be adopted, and authorized to replace and supercede the 2017 Salary Scale adopted on November 17, 2016 in Resolution 2016-30.

PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 19th day of January, 2017, the undersigned commissioners being present.

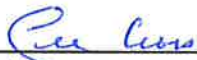
BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Kenneth R. DeWitt

BY: 
Jay C. Kinney

BY: 
Kirk B. Robinson

BY: 
John Thomas Swolgaard

ATTEST: 
Lee Cross, Secretary

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2017 SALARY SCALE													
FULL TIME SALARY SCALE													
Cola 2%													
POSITION TITLE	2016		2017										
	A		A	B	C	D	E	F	G	H	I	J	K
Accounting Coordinator	3,716	monthly	3,790	3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,946	5,094
Accounting Coordinator	44,592	annual	45,484	46,849	48,254	49,702	51,193	52,729	54,310	55,940	57,618	59,346	61,127
Administrative Manager	4,757	monthly	4,852	4,998	5,148	5,302	5,461	5,625	5,794	5,968	6,147	6,331	6,521
Administrative Manager	57,084	annual	58,226	59,972	61,772	63,625	65,533	67,499	69,524	71,610	73,758	75,971	78,250
Aquatic Facility Manager	4,757	monthly	4,852	4,998	5,148	5,302	5,461	5,625	5,794	5,968	6,147	6,331	6,521
Aquatic Facility Manager	57,084	annual	58,226	59,972	61,772	63,625	65,533	67,499	69,524	71,610	73,758	75,971	78,250
Facility Maintenance Technician	3,936	monthly	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395
Facility Maintenance Technician	47,228	annual	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739
Community Outreach Program Manager	3,936	monthly	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395
Community Outreach Program Manager	47,228	annual	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739
Marketing Specialist	3,390	monthly	3,457	3,561	3,668	3,778	3,891	4,008	4,128	4,252	4,380	4,511	4,646
Marketing Specialist	40,675	annual	41,488	42,733	44,015	45,335	46,695	48,096	49,539	51,025	52,556	54,133	55,757
Masters Team Head Coach	3,677	monthly	3,750	3,863	3,979	4,098	4,221	4,348	4,478	4,612	4,751	4,893	5,040
Masters Team Head Coach	44,120	annual	45,003	46,353	47,743	49,176	50,651	52,171	53,736	55,348	57,008	58,718	60,480
Office Specialist I	3,061	monthly	3,123	3,216	3,313	3,412	3,515	3,620	3,729	3,840	3,956	4,074	4,197
Office Specialist I	36,737	annual	37,472	38,596	39,754	40,946	42,175	43,440	44,743	46,085	47,468	48,892	50,359
Office Specialist II	3,268	monthly	3,333	3,433	3,536	3,642	3,751	3,864	3,980	4,099	4,222	4,349	4,479
Office Specialist II	39,211	annual	39,996	41,195	42,431	43,704	45,015	46,366	47,757	49,190	50,665	52,185	53,751
Office Supervisor	3,716	monthly	3,790	3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,946	5,094
Office Supervisor	44,592	annual	45,484	46,849	48,254	49,702	51,193	52,729	54,310	55,940	57,618	59,346	61,127
Park/Rec Maintenance I	3,061	monthly	3,123	3,216	3,313	3,412	3,515	3,620	3,729	3,840	3,956	4,074	4,197
Park/Rec Maintenance I	36,737	annual	37,472	38,596	39,754	40,946	42,175	43,440	44,743	46,085	47,468	48,892	50,359

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2017 SALARY SCALE													
FULL TIME SALARY SCALE													
Cola 2%													
POSITION TITLE	2016 A	2017 A	B	C	D	E	F	G	H	I	J	K	L
Rec Prog Manager - All													
Rec Dept	3,936	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395	5,557
Rec Prog Manager - All													
Rec Dept.	47,228	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739	66,682
Rec Prog Specialist II -													
All Rec Dept	3,205	3,269	3,368	3,469	3,573	3,680	3,790	3,904	4,021	4,142	4,266	4,394	4,526
Rec Prog Specialist II -													
All Rec Dept	38,464	39,234	40,411	41,623	42,872	44,158	45,483	46,847	48,253	49,700	51,191	52,727	54,309
Division Director													
Division Director	5,939	6,058	6,240	6,427	6,620	6,818	7,023	7,233	7,450	7,674	7,904	8,141	8,386
	71,269	72,694	74,875	77,122	79,435	81,818	84,273	86,801	89,405	92,087	94,850	97,695	100,626
Swim Team Head													
Coach*	4,372	4,459	4,593	4,731	4,873	5,019	5,169	5,325	5,484	5,649	5,818	5,993	6,173
Swim Team Head													
Coach*	52,461	53,510	55,116	56,769	58,472	60,226	62,033	63,894	65,811	67,785	69,819	71,913	74,071
Senior Planner													
Senior Planner	5,465	5,574	5,741	5,913	6,091	6,274	6,462	6,656	6,855	7,061	7,273	7,491	7,716
	65,576	66,888	68,895	70,961	73,090	75,283	77,541	79,868	82,264	84,732	87,274	89,892	92,588

*positions & salary ranges to be phased out when current employee leaves employment with district

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT																
2017 SALARY SCALE																
POSITION TITLE	2016		2017													
	A		A		B	C	D	E	F	G	H	I	J	K	L	
MONTHLY RATE																
Head Lifeguard	2,815		2,871		2,957	3,046	3,138	3,232	3,329	3,429	3,531	3,637	3,746	3,859	3,975	
Maintenance Coordinator	3,716		3,790		3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,945	5,094	5,247	
Maintenance Person I	3,062		3,123		3,217	3,313	3,412	3,515	3,620	3,729	3,841	3,956	4,075	4,197	4,323	
Office Assistant	2,746		2,801		2,885	2,972	3,061	3,153	3,247	3,345	3,445	3,549	3,655	3,765	3,878	
Office Specialist 1	2,972		3,032		3,123	3,216	3,313	3,412	3,514	3,620	3,728	3,840	3,956	4,074	4,196	
Rec. Program Specialist I	2,815		2,871		2,957	3,046	3,138	3,232	3,329	3,429	3,531	3,637	3,746	3,859	3,975	
Rec. Program Specialist II	3,205		3,269		3,367	3,468	3,572	3,680	3,790	3,904	4,021	4,141	4,266	4,394	4,525	
HOURLY RATE																
Head Lifeguard	16.24		16.56		17.06	17.57	18.10	18.64	19.20	19.78	20.37	20.98	21.61	22.26	22.93	
Maintenance Coordinator	21.43		21.86		22.51	23.19	23.89	24.60	25.34	26.10	26.88	27.69	28.52	29.38	30.26	
Maintenance Person I	17.65		18.01		18.55	19.10	19.68	20.27	20.88	21.50	22.15	22.81	23.50	24.20	24.93	
Office Assistant	15.84		16.16		16.65	17.14	17.66	18.19	18.73	19.30	19.88	20.47	21.09	21.72	22.37	
Office Specialist I	17.14		17.49		18.01	18.55	19.11	19.68	20.27	20.88	21.51	22.15	22.82	23.50	24.21	
Rec. Program Specialist I	16.24		16.56		17.06	17.57	18.10	18.64	19.20	19.78	20.37	20.98	21.61	22.26	22.93	
Rec. Program Specialist II	18.50		18.87		19.43	20.02	20.62	21.23	21.87	22.53	23.20	23.90	24.62	25.35	26.12	
Step Scale from A to L is 3%																

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT									
2017 SALARY SCALE									
CONTINUING PART TIME AND TEMPORARY SALARY SCALE									
Reflects a 2% COLA									
POSITION	2016		2017						F Step
	A Step		A Step		B Step	C Step	D Step	E Step	
Aquatics Instructor	12.78		13.03		13.68	14.37	15.09	15.84	16.63
Aquatics Instructor 2 *	15.33		15.64		16.42	17.24	18.11	19.01	19.96
Aquatics Instructor 3 *	18.22		18.58		19.51	20.48	21.51	22.58	23.71
Aquatics Specialist 2*	16.24		16.57		17.39	18.26	19.18	20.14	21.14
Assistant Program Coord.	16.24		16.57		17.39	18.26	19.18	20.14	21.14
Assistant Swim Coach	16.24		16.56		17.39	18.26	19.17	20.13	21.14
Asst Aquatics Instructor*	11.63		11.86		12.45	13.08	13.73	14.42	15.14
Boating Program Coord	16.24		16.57		17.39	18.26	19.18	20.14	21.14
Bus Driver (CDL) - day trip	15.18		15.48		16.26	17.07	17.93	18.82	19.76
Bus Driver (CDL) - overnight	14.07		14.35		15.06	15.82	16.61	17.44	18.31
Camp Counselor	11.63		11.86		12.45	13.08	13.73	14.42	15.14
Camp Director	15.18		15.48		16.26	17.07	17.93	18.82	19.76
Facility Supervisor	11.63		11.86		12.45	13.08	13.73	14.42	15.14
Front Desk Clerk	11.63		11.86		12.45	13.08	13.73	14.42	15.14
Lifeguard 1	11.63		11.86		12.45	13.08	13.73	14.42	15.14
Lifeguard 2*	12.78		13.03		13.68	14.37	15.09	15.84	16.63
Maintenance Specialist	10.08		11.00		11.55	12.13	12.73	13.37	14.04
Maintenance Tech	18.33		18.70		19.63	20.61	21.64	22.72	23.86
Mobile Stage Driver	21.86		22.30		23.41	24.58	25.81	27.10	28.46
Office Assistant	15.18		15.48		16.26	17.07	17.93	18.82	19.76
Office Specialist 1	17.14		17.49		18.36	19.28	20.24	21.26	22.32
Park/Facility Aide	10.08		11.00		11.55	12.13	12.73	13.37	14.04
Recreation Specialist	15.18		15.48		16.26	17.07	17.93	18.82	19.76
Recreation Activity Coordinator	16.24		16.56		17.39	18.26	19.17	20.13	21.14

CONTINUING PART TIME AND TEMPORARY SALARY SCALE Reflects a 2% COLA										
POSITION	2016		2017		A Step	B Step	C Step	D Step	E Step	F Step
	A Step		A Step							
Recreation Aide	10.08		11.00		11.55	12.13	12.73	13.37	14.04	
Recreation Assistant	11.63		11.86		12.45	13.08	13.73	14.42	15.14	
Recreation Instructor	12.78		13.03		13.68	14.37	15.09	15.84	16.63	
Recreation Program Leader	14.07		14.35		15.06	15.82	16.61	17.44	18.31	
Senior Assist Swim Coach *	19.50		19.89		20.88	21.92	23.02	24.17	25.38	
Senior Lifeguard	14.07		14.35		15.06	15.82	16.61	17.44	18.31	
Senior Park Aide	11.63		11.86		12.45	13.08	13.73	14.42	15.14	
Student Conservation Corp 1	9.87		11.00		-	-	-	-	-	
Student Conservation Corp 2	15.93		16.25		-	-	-	-	-	
Student Conservation Leader	21.22		21.65		22.73	23.87	25.06	26.31	27.63	
Teen Center Supervisor	15.18		15.48		16.26	17.07	17.93	18.82	19.76	
Volunteer Coordinator	15.18		15.48		16.26	17.07	17.93	18.82	19.76	
* position will be phased out										
Step Scale from A to F is 5%										
Minimum wage in 2017 is \$11.00										
Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.										