

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2018-13

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2019 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2019 General Fund Budget has been reviewed and approved by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District; and

WHEREAS, the attached salary scale for 2019 includes changes reflected in the 2019 General Fund Budget which include: 1) 5% cost of living adjustment for exempt employees and 6% cost of living adjustment for non-exempt employees; 2) merit (step) increases for those employees who are determined eligible; 3) 2019 minimum age requirement of \$12/hour.

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, as follows:

1. That monthly salaries for full time personnel and that hourly wage rates for regular part-time and part-time employees are established and attached hereto as Exhibit "A" for the year, 2019.
2. That the Park District Executive Director may authorize scheduled/periodic salary step increases based on merit evaluation, and in accordance with Park District personnel policies or as amended.

PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 15th day of November, 2018, the undersigned commissioners being present.

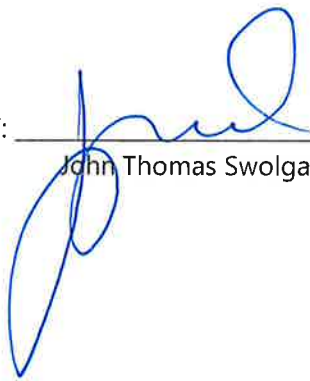
BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Jay C. Kinney

BY: 
Lee Cross

BY: _____
Michael Pollock

BY: 
Kenneth R. DeWitt

ATTEST: 
John Thomas Swolgaard

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2019 SALARY SCALE													
DRAFT													
FULL TIME SALARY SCALE													
Cola 5% or 6%													
POSITION TITLE	COLA	2018		2019		B	C	D	E	F	G	H	I
		A	A										
Accounting Coordinator	monthly	6%	3,942	4,178	4,304	4,433	4,566	4,703	4,844	4,989	5,139	5,293	5,452
Accounting Coordinator	annual	6%	47,303	50,142	51,646	53,195	54,791	56,435	58,128	59,872	61,668	63,518	65,424
Administrative Manager	monthly	5%	5,046	5,299	5,457	5,621	5,790	5,964	6,142	6,327	6,517	6,712	6,913
Administrative Manager	annual	5%	60,555	63,582	65,490	67,455	69,478	71,563	73,709	75,921	78,198	80,544	82,961
Aquatic Facility Manager	monthly	5%	5,046	5,299	5,457	5,621	5,790	5,964	6,142	6,327	6,517	6,712	6,913
Aquatic Facility Manager	annual	5%	60,555	63,582	65,490	67,455	69,478	71,563	73,709	75,921	78,198	80,544	82,961
Facility Maintenance Technician	monthly	5%	4,175	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720
Facility Maintenance Technician	annual	5%	50,099	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636
Community Outreach Program Manager	monthly	5%	4,175	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720
Community Outreach Program Manager	annual	5%	50,099	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636
Marketing Specialist	monthly	6%	3,596	3,811	3,926	4,043	4,165	4,290	4,418	4,551	4,688	4,828	4,973
Marketing Specialist	annual	6%	43,148	45,737	47,109	48,522	49,978	51,477	53,021	54,612	56,250	57,938	59,676
Masters Team Head Coach	monthly	5%	3,900	4,095	4,218	4,345	4,475	4,609	4,748	4,890	5,037	5,188	5,343
Masters Team Head Coach	annual	5%	46,803	49,143	50,617	52,136	53,700	55,311	56,970	58,679	60,440	62,253	64,121
Office Specialist I	monthly	6%	3,248	3,442	3,546	3,652	3,762	3,874	3,991	4,110	4,234	4,361	4,492
Office Specialist I	annual	6%	38,971	41,309	42,548	43,825	45,139	46,493	47,888	49,325	50,805	52,329	53,899
Office Specialist II	monthly	6%	3,466	3,674	3,784	3,898	4,015	4,135	4,259	4,387	4,519	4,654	4,794
Office Specialist II	annual	6%	41,595	44,091	45,414	46,776	48,180	49,625	51,114	52,647	54,227	55,853	57,529
Office Supervisor	monthly	6%	3,942	4,178	4,304	4,433	4,566	4,703	4,844	4,989	5,139	5,293	5,452
Office Supervisor	annual	6%	47,303	50,142	51,646	53,195	54,791	56,435	58,128	59,872	61,668	63,518	65,424
Park/Rec Maintenance I	monthly	6%	3,248	3,442	3,546	3,652	3,762	3,874	3,991	4,110	4,234	4,361	4,492
Park/Rec Maintenance I	annual	6%	38,971	41,309	42,548	43,824	45,139	46,493	47,888	49,325	50,805	52,329	53,899

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT															
2019 SALARY SCALE															
DRAFT															
FULL TIME SALARY SCALE															
Cola 5% or 6%															
POSITION TITLE	2018		2019		B	C	D	E	F	G	H	I	J	K	L
	COLA	A	A												
Volunteer Specialist	monthly	6%	3,248	3,442	3,546	3,652	3,762	3,874	3,991	4,110	4,234	4,361	4,492	4,626	4,765
Volunteer Specialist	annual	6%	38,971	41,309	42,548	43,824	45,139	46,493	47,888	49,325	50,805	52,329	53,899	55,515	57,181
Park/Rec Maintenance Coordinator	monthly	6%	3,942	4,178	4,304	4,433	4,566	4,703	4,844	4,989	5,139	5,293	5,452	5,616	5,784
Park/Rec Maintenance Coordinator	annual	6%	47,303	50,142	51,646	53,195	54,791	56,435	58,128	59,872	61,668	63,518	65,423	67,386	69,408
Park Services Manager	monthly	5%	4,175	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720	5,891	6,068
Park Services Manager	annual	5%	50,099	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636	70,696	72,816
Senior Park Manager	monthly	5%	4,801	5,041	5,192	5,348	5,509	5,674	5,844	6,019	6,200	6,386	6,578	6,775	6,978
Senior Park Manager	annual	5%	57,614	60,495	62,310	64,179	66,104	68,087	70,130	72,234	74,401	76,633	78,932	81,300	83,739
Parks/Recreation Service Superintendent	monthly	5%	5,797	6,087	6,269	6,457	6,651	6,851	7,056	7,268	7,486	7,711	7,942	8,180	8,426
Parks/Recreation Service Superintendent	annual	5%	69,563	73,042	75,233	77,490	79,814	82,209	84,675	87,215	89,832	92,527	95,303	98,162	101,107
Rec Prog Coord - All Rec Dept	monthly	6%	3,982	4,221	4,348	4,478	4,612	4,751	4,893	5,040	5,191	5,347	5,507	5,673	5,843
Rec Prog Coord - All Rec Dept	annual	6%	47,789	50,656	52,176	53,741	55,354	57,014	58,725	60,486	62,301	64,170	66,095	68,078	70,120

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
		2019 SALARY SCALE													
FULL TIME SALARY SCALE		DRAFT													
Cola 5% or 6%															
POSITION TITLE		2018		2019											
	COLA	A	A	B	C	D	E	F	G	H	I	J	K	L	
Rec Prog Manager - All															
Rec Dept	monthly	5%	4,175	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720	5,891	6,068
Rec Prog Manager - All															
Rec Dept.	annual	5%	50,099	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636	70,696	72,816
Rec Prog Specialist II -															
All Rec Dept	monthly	6%	3,400	3,604	3,712	3,824	3,938	4,057	4,178	4,304	4,433	4,566	4,703	4,844	4,989
Rec Prog Specialist II -															
All Rec Dept	annual	6%	40,803	43,251	44,549	45,885	47,262	48,680	50,140	51,644	53,194	54,789	56,433	58,126	59,870
Division Director	monthly	5%	6,300	6,615	6,814	7,018	7,229	7,445	7,669	7,899	8,136	8,380	8,631	8,890	9,157
Division Director	annual	5%	75,602	79,382	81,764	84,217	86,743	89,346	92,026	94,787	97,630	100,559	103,576	106,683	109,884
Swim Team Head															
Coach*	monthly	5%	4,638	4,869	5,016	5,166	5,321	5,481	5,645	5,814	5,989	6,168	6,354	6,544	6,740
Swim Team Head															
Coach*	annual	5%	55,651	58,433	60,186	61,992	63,852	65,767	67,740	69,772	71,866	74,021	76,242	78,529	80,885
Senior Planner	monthly	5%	5,797	6,087	6,269	6,457	6,651	6,851	7,056	7,268	7,486	7,711	7,942	8,180	8,426
Senior Planner	annual	5%	69,563	73,042	75,233	77,490	79,814	82,209	84,675	87,215	89,832	92,527	95,303	98,162	101,107
Positions & salary ranges to be phased out when current employee leaves employment with district															

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BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT							
		2019 SALARY SCALE					
CONTINUING PART TIME AND TEMPORARY SALARY SCALE							
Reflects a 6% COLA							
	2018		2019				
POSITION	A Step	A Step	B Step	C Step	D Step	E Step	F Step
Aquatics Instructor	13.29	14.09	14.79	15.53	16.31	17.13	17.98
Aquatics Instructor 2 *	15.95	16.91	17.76	18.64	19.58	20.56	21.58
Aquatics Instructor 3 *	18.95	20.09	21.09	22.15	23.26	24.42	25.64
Aquatics Specialist 2 *	16.90	17.91	18.81	19.75	20.73	21.77	22.86
Assistant Program Coord.	16.90	17.91	18.81	19.75	20.73	21.77	22.86
Assistant Swim Coach	16.90	17.91	18.80	19.74	20.73	21.77	22.86
Asst Aquatics Instructor*	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Boating Program Coord	16.90	17.91	18.81	19.75	20.73	21.77	22.86
Bus Driver (CDL) - day trip	15.79	16.74	17.58	18.46	19.38	20.35	21.37
Bus Driver (CDL) - overnight	14.63	15.51	16.29	17.10	17.96	18.86	19.80
Camp Counselor	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Camp Director	15.79	16.74	17.58	18.46	19.38	20.35	21.37
Facility Supervisor	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Front Desk Clerk	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Lifeguard 1	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Lifeguard 2*	13.29	14.09	14.79	15.53	16.31	17.13	17.98
Maintenance Specialist	11.50	12.00	12.60	13.23	13.89	14.59	15.32
Maintenance Tech	19.07	20.21	21.22	22.29	23.40	24.57	25.80
Mobile Stage Driver	22.74	24.11	25.31	26.58	27.91	29.30	30.77
Office Assistant	15.79	16.74	17.58	18.46	19.38	20.35	21.37
Office Specialist 1	17.84	18.91	19.85	20.84	21.89	22.98	24.13
Park/Facility Aide	11.50	12.00	12.60	13.23	13.89	14.59	15.32

CONTINUING PART TIME AND TEMPORARY SALARY SCALE							
Reflects a 6% COLA							
POSITION	2018	2019					
	A Step	A Step	B Step	C Step	D Step	E Step	F Step
Recreation Specialist	15.79	16.74	17.58	18.46	19.38	20.35	21.37
Recreation Activity Coordinator	16.90	17.91	18.80	19.74	20.73	21.77	22.86
Recreation Aide	11.50	12.00	12.60	13.23	13.89	14.59	15.32
Recreation Assistant	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Recreation Instructor	13.29	14.09	14.79	15.53	16.31	17.13	17.98
Recreation Program Leader	14.63	15.51	16.29	17.10	17.96	18.86	19.80
Senior Assist Swim Coach *	20.28	21.50	22.57	23.70	24.89	26.13	27.44
Senior Lifeguard	14.63	15.51	16.29	17.10	17.96	18.86	19.80
Senior Park Aide	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Student Conservation Corp 1	11.50	12.00	-	-	-	-	-
Student Conservation Corp 2	16.57	17.56	-	-	-	-	-
Student Conservation Leader	22.08	23.40	24.57	25.80	27.09	28.45	29.87
Teen Center Supervisor	15.79	16.74	17.58	18.46	19.38	20.35	21.37
Volunteer Coordinator	15.79	16.74	17.58	18.46	19.38	20.35	21.37
* position will be phased out							
Step Scale from A to F is 5%							
Minimum wage in 2019 is \$12.00							
<i>Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.</i>							