

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2020-18

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2021 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2021 General Fund Budget has been reviewed and approved by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District; and

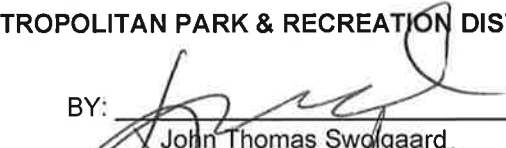
WHEREAS, the attached salary scale for 2021 includes changes reflected in the 2021 General Fund Budget which include a salary scale adjustment for all staff based on consultant recommendations, market research, and WA State minimum wage increases which has resulted in a compaction of the Park District's salary scale.

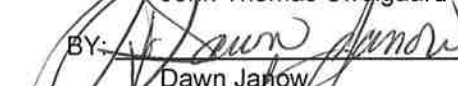
NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, as follows:

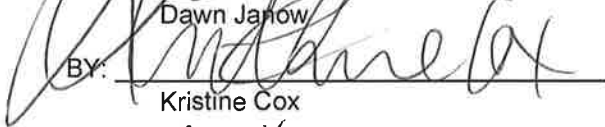
1. That monthly salaries for full time personnel and that hourly wage rates for regular part-time and part-time employees are established and attached hereto as Exhibit "A" for the year, 2021.
2. That the Park District Executive Director may authorize scheduled/periodic salary step increases based on merit evaluation, and in accordance with Park District personnel policies or as amended.

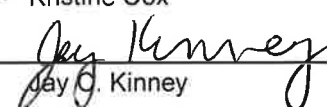
PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 19th day of November, 2020, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
John Thomas Swolgaard

BY: 
Dawn Janow

BY: 
Kristine Cox

BY: 
Jay C. Kinney

ATTEST: 
Kenneth R. DeWitt

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

EXHIBIT A

2021 Salary Scale

FULL TIME SALARY SCALE (40 hours equivalent)

POSITION	Hourly/Salary	Current		2020		2021		A Step	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step									
		A Step		A Step																								
Office Specialist	Hourly	19.86		20.00		22.20		22.87		23.55		24.26		24.99		25.74		26.51		27.30		28.12		28.97		29.83		30.73
	Monthly Equiv.	3,442		3,466		3,466		3,570		3,678		3,788		3,901		4,019		4,139		4,263		4,391		4,523		4,659		4,798
	Annual Equiv.	41,309		41,597		41,597		42,845		44,130		45,454		46,818		48,222		49,669		51,159		52,694		54,274		55,903		57,580
Maintenance Tech	Hourly	19.86		21.00		23.31		24.01		24.73		25.47		26.24		27.02		27.83		28.67		29.53		30.41		31.33		32.27
	Monthly Equiv.	3,442		3,640		4,040		4,161		4,286		4,415		4,547		4,684		4,824		4,969		5,118		5,271		5,430		5,593
	Annual Equiv.	41,309		43,677		48,481		49,936		51,434		52,977		54,566		56,203		57,889		59,626		61,414		63,257		65,155		67,109
Rec Prog Specialist	Hourly	20.80		22.00		24.42		25.15		25.91		26.68		27.48		28.31		29.16		30.03		30.93		31.86		32.82		33.80
	Monthly Equiv.	3,604		3,813		4,232		4,359		4,490		4,625		4,764		4,907		5,054		5,205		5,362		5,522		5,688		5,859
	Annual Equiv.	43,251		45,756		50,790		52,313		53,883		55,499		57,164		58,879		60,646		62,465		64,339		66,269		68,257		70,305
Senior Office Specialist	Hourly	21.20		22.00		24.42		25.15		25.91		26.68		27.48		28.31		29.16		30.03		30.93		31.86		32.82		33.80
	Monthly Equiv.	3,674		3,813		4,232		4,359		4,490		4,625		4,764		4,907		5,054		5,205		5,362		5,522		5,688		5,859
	Annual Equiv.	44,091		45,756		50,790		52,313		53,883		55,499		57,164		58,879		60,646		62,465		64,339		66,269		68,257		70,305
Accounting Coordinator	Hourly	24.11		25.00		27.75		28.58		29.44		30.32		31.23		32.17		33.13		34.13		35.15		36.21		37.29		38.41
	Monthly Equiv.	4,178		4,333		4,810		4,954		5,103		5,256		5,413		5,576		5,743		5,915		6,093		6,275		6,464		6,658
	Annual Equiv.	50,142		51,996		57,716		59,447		61,230		63,067		64,959		66,908		68,915		70,983		73,112		75,306		77,565		79,892
Aquatics Program Coord	Hourly	24.35		25.00		27.75		28.58		29.44		30.32		31.23		32.17		33.13		34.13		35.15		36.21		37.29		38.41
	Monthly Equiv.	4,221		4,333		4,810		4,954		5,103		5,256		5,413		5,576		5,743		5,915		6,093		6,275		6,464		6,658
	Annual Equiv.	50,656		51,996		57,716		59,447		61,230		63,067		64,959		66,908		68,915		70,983		73,112		75,306		77,565		79,892
Maintenance Coordinator	Hourly	24.11		25.00		27.75		28.58		29.44		30.32		31.23		32.17		33.13		34.13		35.15		36.21		37.29		38.41
	Monthly Equiv.	4,178		4,333		4,810		4,954		5,103		5,256		5,413		5,576		5,743		5,915		6,093		6,275		6,464		6,658
	Annual Equiv.	50,142		51,996		57,716		59,447		61,230		63,067		64,959		66,908		68,915		70,983		73,112		75,306		77,565		79,892
Marketing Coordinator	Hourly	24.11		25.00		27.75		28.58		29.44		30.32		31.23		32.17		33.13		34.13		35.15		36.21		37.29		38.41
	Monthly Equiv.	4,178		4,333		4,810		4,954		5,103		5,256		5,413		5,576		5,743		5,915		6,093		6,275		6,464		6,658
	Annual Equiv.	50,142		51,996		57,716		59,447		61,230		63,067		64,959		66,908		68,915		70,983		73,112		75,306		77,565		79,892
Office Supervisor	Hourly	24.11		25.00		27.75		28.58		29.44		30.32		31.23		32.17		33.13		34.13		35.15		36.21		37.29		38.41
	Monthly Equiv.	50,142		4,333		4,810		4,954		5,103		5,256		5,413		5,576		5,743		5,915		6,093		6,275		6,464		6,658
	Annual Equiv.	50,142		51,996		57,716		59,447		61,230		63,067		64,959		66,908		68,915		70,983		73,112		75,306		77,565		79,892

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2021 Salary Scale

POSITION	Hourly/Salary	Current		2020		2021		A Step	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step
		A Step		A Step		A Step													
Head Swim Coach 2	Monthly	4,095		4,333		4,810		4,954		5,103		5,256		5,413		5,576		5,743	
	Annual	49,143		51,996		57,716		59,447		61,230		63,067		64,959		66,908		68,915	
Aquatics Maint Manager	Monthly	4,384		4,594		5,099		5,252		5,409		5,572		5,739		5,911		6,088	
	Annual	52,604		55,122		61,186		63,021		64,912		66,859		68,865		70,931		73,059	
Parks Program Manager	Monthly	4,384		4,594		5,099		5,252		5,409		5,572		5,739		5,911		6,088	
	Annual	52,604		55,122		61,186		63,021		64,912		66,859		68,865		70,931		73,059	
Rec Prog Manager	Monthly	4,384		4,594		5,099		5,252		5,409		5,572		5,739		5,911		6,088	
	Annual	52,604		55,122		61,186		63,021		64,912		66,859		68,865		70,931		73,059	
Exec Services Admin	Monthly	5,299		5,374		5,965		6,144		6,328		6,518		6,713		6,915		7,122	
	Annual	63,582		64,482		71,576		73,723		75,935		78,213		80,559		82,976		85,465	
Aquatics Program Administrator	Monthly	5,299		5,374		5,965		6,144		6,328		6,518		6,713		6,915		7,122	
	Annual	63,582		64,482		71,576		73,723		75,935		78,213		80,559		82,976		85,465	
Superintendent	Monthly	6,087		6,240		6,927		7,134		7,349		7,569		7,796		8,030		8,271	
	Annual	73,042		74,883		83,120		85,614		88,182		90,827		93,552		96,359		99,250	
Senior Planner	Monthly	6,087		6,240		6,927		7,134		7,349		7,569		7,796		8,030		8,271	
	Annual	73,042		74,883		83,120		85,614		88,182		90,827		93,552		96,359		99,250	
Division Director	Monthly	6,615		6,760		7,504		7,729		7,961		8,200		8,446		8,699		8,960	
	Annual	79,382		81,123		90,047		92,748		95,531		98,396		101,348		104,389		107,520	

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2021 Salary Scale

PART-TIME SALARY SCALE FOR 2021 - ALL HOURLY

POSITION		2020		2021												
	A Step	A step	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step			
Student Conservation Corp and Trails Crew	13.50	\$ 15.00	15.44	15.91	16.39	16.88	17.38	17.90	18.44	19.00	19.57	20.15	20.76			
Park Aide	13.50	\$ 15.00	15.44	15.91	16.39	16.88	17.38	17.90	18.44	19.00	19.57	20.15	20.76			
Camp Counselor	13.50	\$ 15.00	15.44	15.91	16.39	16.88	17.38	17.90	18.44	19.00	19.57	20.15	20.76			
Recreation Assistant	13.50	\$ 15.00	15.44	15.91	16.39	16.88	17.38	17.90	18.44	19.00	19.57	20.15	20.76			
Front Desk Clerk	14.50	\$ 16.10	16.58	17.08	17.59	18.12	18.66	19.22	19.79	20.39	21.00	21.63	22.28			
Senior Recreation Assistant	14.50	\$ 16.10	16.58	17.08	17.59	18.12	18.66	19.22	19.79	20.39	21.00	21.63	22.28			
Lifeguard	15.00	\$ 16.65	17.15	17.66	18.19	18.74	19.30	19.88	20.48	21.09	21.72	22.38	23.05			
Recreation Instructor	15.00	\$ 16.65	17.15	17.66	18.19	18.74	19.30	19.88	20.48	21.09	21.72	22.38	23.05			
Aquatics Instructor	16.00	\$ 17.76	18.29	18.84	19.41	19.99	20.59	21.21	21.84	22.50	23.17	23.87	24.58			
Recreation Program Leader	16.00	\$ 17.76	18.29	18.84	19.41	19.99	20.59	21.21	21.84	22.50	23.17	23.87	24.58			
Senior Lifeguard	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12			
Camp Program Supervisor	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12			
Recreation Specialist	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12			
Teen Center Program Supervisor	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12			
Senior Student Conservation Corp	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12			
Office Assistant	18.00	\$ 19.98	20.58	21.20	21.83	22.49	23.16	23.86	24.57	25.31	26.07	26.85	27.66			
Event Assistant	18.00	\$ 19.98	20.58	21.20	21.83	22.49	23.16	23.86	24.57	25.31	26.07	26.85	27.66			
Recreation Program Coordinator	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19			
Assistant Swim Coach	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19			
Senior Aquatics Instructor	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19			
Swim Coach 1	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19			
Student Conservation/Trails Crew Coordinator	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19			
Office Specialist	20.00	\$ 22.20	22.87	23.55	24.26	24.99	25.74	26.51	27.30	28.12	28.97	29.83	30.73			
Maintenance Tech	21.00	\$ 23.31	24.01	24.73	25.47	26.24	27.02	27.83	28.67	29.53	30.41	31.33	32.27			
CDL Driver	24.50	\$ 27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45	34.45	35.48	36.55	37.64			

Step Scale from A to L is 3%
 Minimum wage in 2021 is \$15.00
 Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2021 Salary Scale

REGULAR PART-TIME SALARY SCALE FOR 2021 - ALL HOURLY

POSITION	Current		2020		2021		A Step	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step	
	A Step		A Step																
Office Assistant	17.82		18.00		19.98		20.58		21.20		21.83		23.86		24.57		26.07		27.66
Head Lifeguard	18.26		19.00		21.09		21.72		22.37		23.05		24.45		25.18		27.52		29.19
Office Specialist	19.28		20.00		22.20		22.87		23.55		24.26		24.99		25.74		28.97		30.73
Maintenance Tech	19.85		21.00		23.31		24.01		24.73		25.47		26.24		27.02		29.53		32.27
Rec. Program Specialist	20.80		22.00		24.42		25.15		25.91		26.68		27.48		28.31		31.86		33.80
Maintenance Coordinator	24.10		25.00		27.75		28.58		29.44		30.32		31.23		32.17		36.21		38.41

Step Scale from A to L is 3%

Minimum wage in 2021 is \$15.00

Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.