

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2021-13

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2022 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2022 General Fund Budget has been reviewed and approved by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District; and

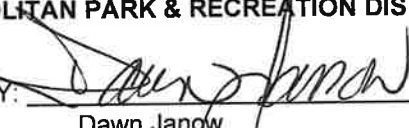
WHEREAS, the attached salary scale for 2022 includes changes reflected in the 2022 General Fund Budget which include a salary scale adjustment for all staff based on consultant recommendations, market research, and WA State minimum wage increases which has resulted in a compaction of the Park District's salary scale.

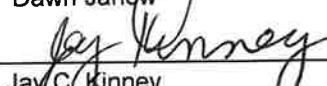
NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, as follows:

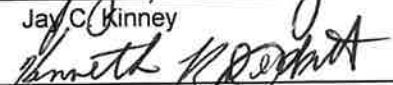
1. That monthly salaries for full time personnel and that hourly wage rates for regular part-time and part-time employees are established and attached hereto as Exhibit "A" for the year, 2022.
2. That the Park District Executive Director may authorize scheduled/periodic salary step increases based on 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 18th day of November, 2021, the undersigned commissioners being present.

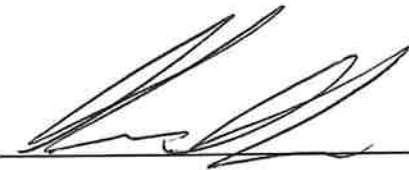
BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Dawn Janow

BY: 
Jay C. Kinney

BY: 
Kenneth R. DeWitt

BY: 
John Thomas Swolgaard

ATTEST: 
Asaph Glosser

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2022 Salary Scale

FULL TIME SALARY SCALE (40 hours equivalent)

POSITION	2022												
	Hourly/Salary	A Step	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step
Office Specialist	Hourly	22.20	23.09	23.78	24.49	25.23	25.99	26.77	27.57	28.40	29.25	30.12	31.96
	Monthly Equiv.	3,466	3,994	4,114	4,237	4,365	4,496	4,630	4,769	4,912	5,060	5,212	5,529
	Annual Equiv.	41,597	47,931	49,369	50,850	52,375	53,946	55,565	57,232	58,949	60,717	62,539	66,347
Maintenance Tech	Hourly	23.31	24.24	24.97	25.72	26.49	27.29	28.10	28.95	29.82	30.71	31.63	33.56
	Monthly Equiv.	4,040	4,202	4,328	4,458	4,592	4,729	4,871	5,017	5,168	5,323	5,483	5,816
	Annual Equiv.	48,481	50,423	51,936	53,494	55,099	56,752	58,454	60,208	62,014	63,875	65,791	69,798
Rec Prog Specialist	Hourly	24.42	25.40	26.16	26.94	27.75	28.58	29.44	30.33	31.23	32.17	33.14	35.16
	Monthly Equiv.	4,232	4,402	4,534	4,670	4,810	4,955	5,103	5,256	5,414	5,576	5,744	6,093
	Annual Equiv.	50,790	52,824	54,409	56,041	57,723	59,454	61,238	63,075	64,967	66,916	68,924	73,121
Senior Office Specialist	Hourly	24.42	25.40	26.16	26.94	27.75	28.58	29.44	30.33	31.23	32.17	33.14	35.16
	Monthly Equiv.	4,232	4,402	4,534	4,670	4,810	4,955	5,103	5,256	5,414	5,576	5,744	6,093
	Annual Equiv.	50,790	52,824	54,409	56,041	57,723	59,454	61,238	63,075	64,967	66,916	68,924	73,121
Accounting Coordinator	Hourly	27.75	28.86	29.73	30.62	31.54	32.48	33.46	34.46	35.49	36.56	37.66	39.95
	Monthly Equiv.	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,924
	Annual Equiv.	57,716	60,028	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	83,092
Recreation Program Coord	Hourly	27.75	28.86	29.73	30.62	31.54	32.48	33.46	34.46	35.49	36.56	37.66	39.95
	Monthly Equiv.	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,924
	Annual Equiv.	57,716	60,028	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	83,092
Maintenance Coordinator	Hourly	27.75	28.86	29.73	30.62	31.54	32.48	33.46	34.46	35.49	36.56	37.66	39.95
	Monthly Equiv.	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,924
	Annual Equiv.	57,716	60,028	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	83,092
Office Supervisor	Hourly	27.75	28.86	29.73	30.62	31.54	32.48	33.46	34.46	35.49	36.56	37.66	39.95
	Monthly Equiv.	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,924
	Annual Equiv.	57,716	60,028	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	83,092

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2022 Salary Scale

POSITION	2021		2022											
	A Step	Hourly/Salary	A Step	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step
Head Swim Coach	4,810 57,716	Monthly Annual	5,002 60,024	5,152 61,825	5,307 63,680	5,466 65,590	5,630 67,558	5,799 69,584	5,973 71,672	6,152 73,822	6,336 76,037	6,526 78,318	6,722 80,667	6,924 83,088
Aquatics Maint Manager	5,099 61,186	Monthly Annual	5,303 63,633	5,462 65,542	5,626 67,508	5,794 69,533	5,968 71,619	6,147 73,768	6,332 75,981	6,522 78,261	6,717 80,608	6,919 83,027	7,126 85,517	7,340 88,083
Parks Program Manager	5,099 61,186	Monthly Annual	5,303 63,633	5,462 65,542	5,626 67,508	5,794 69,533	5,968 71,619	6,147 73,768	6,332 75,981	6,522 78,261	6,717 80,608	6,919 83,027	7,126 85,517	7,340 88,083
Rec Prog Manager	5,099 61,186	Monthly Annual	5,303 63,633	5,462 65,542	5,626 67,508	5,794 69,533	5,968 71,619	6,147 73,768	6,332 75,981	6,522 78,261	6,717 80,608	6,919 83,027	7,126 85,517	7,340 88,083
Exec Services Admin	5,965 71,576	Monthly Annual	6,203 74,439	6,389 76,672	6,581 78,972	6,778 81,341	6,982 83,781	7,191 86,295	7,407 88,884	7,629 91,550	7,858 94,297	8,094 97,125	8,337 100,039	8,587 103,040
Aquatics Program Administrator	5,965 71,576	Monthly Annual	6,203 74,439	6,389 76,672	6,581 78,972	6,778 81,341	6,982 83,781	7,191 86,295	7,407 88,884	7,629 91,550	7,858 94,297	8,094 97,125	8,337 100,039	8,587 103,040
Parks/Recreation Superintendent	6,927 83,120	Monthly Annual	7,204 86,445	7,420 89,038	7,642 91,709	7,872 94,461	8,108 97,294	8,351 100,213	8,602 103,220	8,860 106,316	9,125 109,506	9,399 112,791	9,681 116,175	9,972 119,660
Senior Planner	6,927 83,120	Monthly Annual	7,204 86,445	7,420 89,038	7,642 91,709	7,872 94,461	8,108 97,294	8,351 100,213	8,602 103,220	8,860 106,316	9,125 109,506	9,399 112,791	9,681 116,175	9,972 119,660
Division Director	7,504 90,047	Monthly Annual	7,804 93,649	8,038 96,458	8,279 99,352	8,528 102,332	8,784 105,402	9,047 108,564	9,318 111,821	9,598 115,176	9,886 118,631	10,183 122,190	10,488 125,856	10,803 129,631

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2022 Salary Scale

PART-TIME SALARY SCALE FOR 2021 - ALL HOURLY

POSITION	2021			2022										
	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	\$ 15.00	\$	15.59	16.06	16.54	17.04	17.55	18.08	18.62	19.18	19.76	20.35	20.96	21.59
Park Aide	\$ 15.00	\$	15.59	16.06	16.54	17.04	17.55	18.08	18.62	19.18	19.76	20.35	20.96	21.59
Camp Counselor	\$ 15.00	\$	15.59	16.06	16.54	17.04	17.55	18.08	18.62	19.18	19.76	20.35	20.96	21.59
Recreation Assistant	\$ 15.00	\$	15.59	16.06	16.54	17.04	17.55	18.08	18.62	19.18	19.76	20.35	20.96	21.59
Front Desk Clerk	\$ 16.10	\$	16.74	17.24	17.76	18.29	18.84	19.40	19.99	20.59	21.20	21.84	22.50	23.17
Senior Recreation Assistant	\$ 16.10	\$	16.74	17.24	17.76	18.29	18.84	19.40	19.99	20.59	21.20	21.84	22.50	23.17
Lifeguard	\$ 16.65	\$	17.32	17.84	18.37	18.92	19.49	20.07	20.68	21.30	21.94	22.59	23.27	23.97
Recreation Instructor	\$ 16.65	\$	17.32	17.84	18.37	18.92	19.49	20.07	20.68	21.30	21.94	22.59	23.27	23.97
Aquatics Instructor	\$ 17.76	\$	18.47	19.02	19.60	20.18	20.79	21.41	22.05	22.72	23.40	24.10	24.82	25.57
Recreation Program Leader	\$ 17.76	\$	18.47	19.02	19.60	20.18	20.79	21.41	22.05	22.72	23.40	24.10	24.82	25.57
Senior Lifeguard	\$ 18.87	\$	19.62	20.21	20.82	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	27.17
Camp Program Supervisor	\$ 18.87	\$	19.62	20.21	20.82	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	27.17
Recreation Specialist	\$ 18.87	\$	19.62	20.21	20.82	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	27.17
Teen Center Program Supervisor	\$ 18.87	\$	19.62	20.21	20.82	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	27.17
Senior Student Conservation Corp	\$ 18.87	\$	19.62	20.21	20.82	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	27.17
Office Assistant	\$ 19.98	\$	20.78	21.40	22.04	22.71	23.39	24.09	24.81	25.56	26.32	27.11	27.93	28.76
Event Assistant	\$ 19.98	\$	20.78	21.40	22.04	22.71	23.39	24.09	24.81	25.56	26.32	27.11	27.93	28.76
Recreation Program Coordinator	\$ 21.09	\$	21.93	22.59	23.27	23.97	24.69	25.43	26.19	26.98	27.78	28.62	29.48	30.36
Assistant Swim Coach	\$ 21.09	\$	21.93	22.59	23.27	23.97	24.69	25.43	26.19	26.98	27.78	28.62	29.48	30.36
Senior Recreation Instructor	\$ 21.09	\$	21.93	22.59	23.27	23.97	24.69	25.43	26.19	26.98	27.78	28.62	29.48	30.36
Swim Coach - Assistant	\$ 21.09	\$	21.93	22.59	23.27	23.97	24.69	25.43	26.19	26.98	27.78	28.62	29.48	30.36
Student Conservation/Trails Crew Coordinator	\$ 21.09	\$	21.93	22.59	23.27	23.97	24.69	25.43	26.19	26.98	27.78	28.62	29.48	30.36
Office Specialist	\$ 22.20	\$	23.09	23.78	24.49	25.23	25.99	26.77	27.57	28.40	29.25	30.12	31.03	31.96
Maintenance Tech	\$ 23.31	\$	24.24	24.97	25.72	26.49	27.29	28.10	28.95	29.82	30.71	31.63	32.58	33.56
CDL Driver	\$ 27.20	\$	28.28	29.13	30.01	30.91	31.83	32.79	33.77	34.78	35.83	36.90	38.01	39.15

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

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2022 Salary Scale

REGULAR PART-TIME SALARY SCALE FOR 2021 - ALL HOURLY

POSITION	2022													
	A Step	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step		
Office Assistant	19.98	20.78	21.40	22.04	22.71	23.39	24.09	24.81	25.56	26.32	27.11	27.93	28.76	
Head Lifeguard	21.09	21.93	22.59	23.27	23.97	24.69	25.43	26.19	26.98	27.78	28.62	29.48	30.36	
Office Specialist	22.20	23.09	23.78	24.49	25.23	25.99	26.77	27.57	28.40	29.25	30.12	31.03	31.96	
Maintenance Tech	23.31	24.24	24.97	25.72	26.49	27.29	28.10	28.95	29.82	30.71	31.63	32.58	33.56	
Rec. Program Specialist	24.42	25.40	26.16	26.94	27.75	28.58	29.44	30.33	31.23	32.17	33.14	34.13	35.16	
Maintenance Coordinator	27.75	28.86	29.73	30.62	31.54	32.48	33.46	34.46	35.49	36.56	37.66	38.79	39.95	

Step Scale from A to L is 3%

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