

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2022-01

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

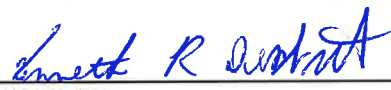
WHEREAS, the 2022 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2021-13 on November 18, 2021; and

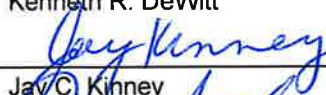
WHEREAS, it is now necessary to amend the 2022 Salary Scale to reflect a new level on the salary scale between manager and administrator,

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 2022 Salary Scale dated January 20, 2022, be adopted, and authorized to replace and supercede the 2022 Salary Scale adopted on November 18, 2021 in Resolution 2021-13.

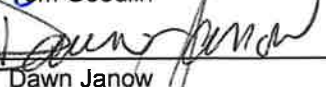
PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 20th day of January, 2022, the undersigned commissioners being present.

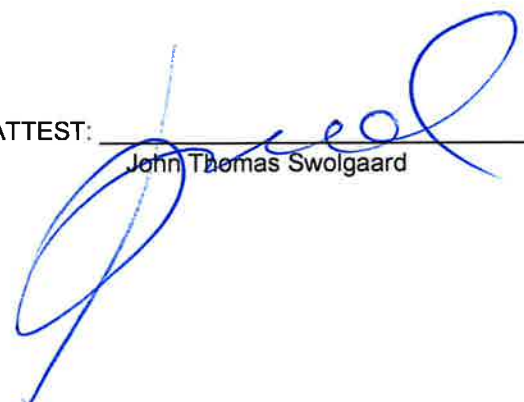
BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Kenneth R. DeWitt

BY: 
Jay C. Kinney

BY: 
Tom Goodlin

BY: 
Dawn Janow

ATTEST: 
John Thomas Swolgaard

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2022 Salary Scale

Exhibit A

FULL TIME SALARY SCALE (40 hours equivalent)

POSITION	2021		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
	Hourly/Salary	A Step	A Step	B Step	B Step	C 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	31.03	31.96	32.91	33.86
	Monthly Equiv.	3,466	3,984	4,114	4,237	4,365	4,496	4,630	4,769	4,912	5,060	5,212	5,368	5,529	5,694	5,861
	Annual Equiv.	41,597	47,831	49,369	50,850	52,375	53,946	55,565	57,232	58,949	60,717	62,539	64,415	66,347	68,324	70,355
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	32.58	33.56	34.56	35.56
	Monthly Equiv.	4,040	4,202	4,328	4,458	4,592	4,729	4,871	5,017	5,168	5,323	5,483	5,647	5,816	5,990	6,164
	Annual Equiv.	48,481	50,423	51,936	53,494	55,099	56,752	58,454	60,208	62,014	63,875	65,791	67,765	69,798	71,880	73,913
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	34.13	35.16	36.23	37.31
	Monthly Equiv.	4,232	4,402	4,534	4,670	4,810	4,955	5,103	5,256	5,414	5,576	5,744	5,916	6,093	6,274	6,457
	Annual Equiv.	50,790	52,824	54,409	56,041	57,723	59,454	61,238	63,075	64,967	66,916	68,924	70,991	73,121	75,314	77,561
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	34.13	35.16	36.23	37.31
	Monthly Equiv.	4,232	4,402	4,534	4,670	4,810	4,955	5,103	5,256	5,414	5,576	5,744	5,916	6,093	6,274	6,457
	Annual Equiv.	50,790	52,824	54,409	56,041	57,723	59,454	61,238	63,075	64,967	66,916	68,924	70,991	73,121	75,314	77,561
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	38.79	39.95	41.13	42.34
	Monthly Equiv.	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,723	6,924	7,131	7,344
	Annual Equiv.	57,716	60,028	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	80,672	83,092	85,594	88,177
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	38.79	39.95	41.13	42.34
	Monthly Equiv.	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,723	6,924	7,131	7,344
	Annual Equiv.	57,716	60,028	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	80,672	83,092	85,594	88,177
Maintenance Coordinator Rec Program Coordinator	Hourly	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	41.13	42.34
	Monthly Equiv.	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,723	6,924	7,131	7,344
	Annual Equiv.	57,716	60,028	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	80,672	83,092	85,594	88,177
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	38.79	39.95	41.13	42.34
	Monthly Equiv.	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,723	6,924	7,131	7,344
	Annual Equiv.	57,716	60,028	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	80,672	83,092	85,594	88,177

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2022 Salary Scale

POSITION	2021		2022														
	Hourly/Salary	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			
Head Swim Coach	Monthly	4,810	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,336	6,526	6,722	6,924			
	Annual	57,716	60,024	61,825	63,680	65,590	67,568	69,584	71,672	73,822	76,037	78,318	80,667	83,088			
IT Manager	Monthly		5,753	5,926	6,103	6,286	6,475	6,669	6,869	7,075	7,288	7,506	7,732	7,963			
	Annual		69,036	71,107	73,240	75,438	77,701	80,032	82,433	84,906	87,453	90,076	92,779	95,562			
Facility Maint Manager	Monthly		5,753	5,926	6,103	6,286	6,475	6,669	6,869	7,075	7,288	7,506	7,732	7,963			
	Annual		69,036	71,107	73,240	75,438	77,701	80,032	82,433	84,906	87,453	90,076	92,779	95,562			
Natural Resource Manager	Monthly		5,753	5,926	6,103	6,286	6,475	6,669	6,869	7,075	7,288	7,506	7,732	7,963			
	Annual		69,036	71,107	73,240	75,438	77,701	80,032	82,433	84,906	87,453	90,076	92,779	95,562			
Parks Program Manager	Monthly	5,099	5,303	5,462	5,626	5,794	5,968	6,147	6,332	6,522	6,717	6,919	7,126	7,340			
	Annual	61,186	63,633	65,542	67,508	69,533	71,619	73,768	75,981	78,261	80,608	83,027	85,517	88,083			
Rec Prog Manager	Monthly	5,099	5,303	5,462	5,626	5,794	5,968	6,147	6,332	6,522	6,717	6,919	7,126	7,340			
	Annual	61,186	63,633	65,542	67,508	69,533	71,619	73,768	75,981	78,261	80,608	83,027	85,517	88,083			
Exec Services Manager	Monthly	5,099	5,303	5,462	5,626	5,795	5,969	6,148	6,332	6,522	6,718	6,919	7,127	7,341			
	Annual	61,186	63,633	65,542	67,508	69,533	71,620	73,768	75,981	78,261	80,608	83,027	85,517	88,083			
Program Administrator	Monthly	5,965	6,203	6,389	6,581	6,778	6,982	7,191	7,407	7,629	7,858	8,094	8,337	8,587			
	Annual	71,576	74,439	76,672	78,972	81,341	83,781	86,285	88,864	91,550	94,297	97,125	100,039	103,040			
Parks/Recreation Superintendent	Monthly	6,927	7,204	7,420	7,642	7,872	8,108	8,351	8,602	8,860	9,125	9,399	9,681	9,972			
	Annual	83,120	86,445	89,038	91,709	94,461	97,294	100,213	103,220	106,316	109,506	112,791	116,175	119,660			
Senior Planner	Monthly	6,927	7,204	7,420	7,642	7,872	8,108	8,351	8,602	8,860	9,125	9,399	9,681	9,972			
	Annual	83,120	86,445	89,038	91,709	94,461	97,294	100,213	103,220	106,316	109,506	112,791	116,175	119,660			
Division Director	Monthly	7,504	7,804	8,038	8,279	8,528	8,784	9,047	9,318	9,598	9,886	10,183	10,488	10,803			
	Annual	90,047	93,649	96,458	99,352	102,332	105,402	108,564	111,821	115,176	118,631	122,190	125,856	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	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
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.