

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2025-21

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2026 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2026 General Fund Budget has been reviewed and approved by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District; and

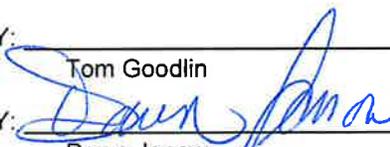
WHEREAS, the attached salary scale for 2026 includes changes reflected in the 2026 General Fund budget which include a 3% cost of living adjustment for all staff based on a rise in the consumer price index,

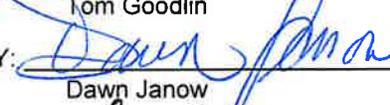
NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, as follows:

1. That monthly salaries for full-time personnel and that hourly wage rates for regular part-time and part-time employees, and commission rates for specific positions are established and attached hereto as Exhibit "A" for the year, 2026.
2. That the District Executive Director may authorize scheduled/periodic salary step increases based on merit evaluation, and in accordance with District personnel policies or as amended.

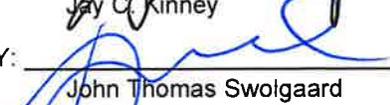
PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 20th day of November, 2025, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Tom Goodlin

BY: 
Dawn Janow

BY: 
Jay C. Kinney

BY: 
John Thomas Swolgaard

ATTEST: 
Kenneth R. DeWitt

BAINBRIDGE ISLAND METROPOLITAN PARK AND RECREATION DISTRICT

Exhibit A

Step Scale from A to L is 3%
 FULL-TIME OR REGULAR PART-TIME 2026 SALARY SCALE
 NOTE MONTHLY AND ANNUAL EQUIV IS IF AN EMPLOYEE WORKS 40 HOURS EACH WEEK.

Level	POSITION	Hourly/Salary	2025		2026										
			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
1	Head Guard	Hourly	25.51	26.28	27.06	27.88	28.71	29.57	30.46	31.37	32.32	33.28	34.28	35.31	36.37
		Monthly Equiv.	4,421.65	4,554.30	4,690.93	4,831.65	4,976.60	5,125.90	5,279.68	5,438.07	5,601.21	5,769.25	5,942.33	6,120.60	6,304.21
		Annual Equiv	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62
2	Office Specialist	Hourly	26.85	27.65	28.48	29.34	30.22	31.12	32.06	33.02	34.01	35.03	36.08	37.16	38.28
		Monthly Equiv.	4,653.64	4,793.25	4,937.04	5,085.15	5,237.71	5,394.84	5,556.68	5,723.39	5,895.09	6,071.94	6,254.10	6,441.72	6,634.97
		Annual Equiv	57,512.00	59,238.40	61,027.20	62,857.60	64,729.60	66,684.80	68,681.60	70,740.80	72,862.40	75,046.40	77,292.80	79,622.40	
3	Maintenance Tech	Hourly	28.19	29.04	29.91	30.80	31.73	32.68	33.66	34.67	35.71	36.78	37.89	39.02	40.19
		Monthly Equiv.	4,886.32	5,032.91	5,183.89	5,339.41	5,499.59	5,664.58	5,834.52	6,009.55	6,189.84	6,375.54	6,566.80	6,763.81	6,966.72
		Annual Equiv	60,403.20	62,212.80	64,064.00	65,998.40	67,974.40	70,012.80	72,113.60	74,276.80	76,502.40	78,811.20	81,161.60	83,595.20	
4	Rec Prog Specialist	Hourly	29.53	30.42	31.33	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.11
		Monthly Equiv.	5,119.00	5,272.57	5,430.74	5,593.67	5,761.48	5,934.32	6,112.35	6,295.72	6,484.59	6,679.13	6,879.50	7,085.89	7,298.47
		Annual Equiv	63,273.60	65,166.40	67,121.60	69,139.20	71,219.20	73,340.80	75,545.60	77,812.80	80,142.40	82,555.20	85,030.40	87,588.80	
4	Senior Office Specialist	Hourly	29.53	30.42	31.33	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.11
		Monthly Equiv.	5,119.00	5,272.57	5,430.74	5,593.67	5,761.48	5,934.32	6,112.35	6,295.72	6,484.59	6,679.13	6,879.50	7,085.89	7,298.47
		Annual Equiv	63,273.60	65,166.40	67,121.60	69,139.20	71,219.20	73,340.80	75,545.60	77,812.80	80,142.40	82,555.20	85,030.40	87,588.80	
5	Accounting Coordinator	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00	
5	HR Coordinator	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00	
5	Recreation Program Coord	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00	
5	Maintenance Coordinator	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00	
5	Office Supervisor	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00	
5	Head Swim Coach *see note below	Monthly	5,816.72	5,991.23	6,170.96	6,356.09	6,546.77	6,743.18	6,945.47	7,153.84	7,368.45	7,589.50	7,817.19	8,051.71	8,293.26
		Annual Equiv.	69,800.68	71,894.70	74,051.54	76,273.09	78,561.28	80,918.12	83,345.66	85,846.03	88,421.41	91,074.06	93,806.28	96,620.47	99,519.08
6	Parks Program Manager *see note below	Monthly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87
		Annual Equiv.	73,997.26	76,217.18	78,503.69	80,858.80	83,284.57	85,783.10	88,356.60	91,007.30	93,737.51	96,549.64	99,446.13	102,429.51	105,502.40
6	Accounting Program Manager *see note below	Monthly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87
		Annual Equiv.	73,997.26	76,217.18	78,503.69	80,858.80	83,284.57	85,783.10	88,356.60	91,007.30	93,737.51	96,549.64	99,446.13	102,429.51	105,502.40
6	Rec Program Manager *see note below	Monthly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87
		Annual Equiv.	73,997.26	76,217.18	78,503.69	80,858.80	83,284.57	85,783.10	88,356.60	91,007.30	93,737.51	96,549.64	99,446.13	102,429.51	105,502.40

BAINBRIDGE ISLAND METROPOLITAN PARK AND RECREATION DISTRICT

Level	POSITION	2025 Hourly/Salary	2026												
			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
7	Facility Maintenance Manager	Monthly Annual Equiv.	6,690.03 80,280.31	6,890.73 82,688.72	7,097.45 85,169.38	7,310.37 87,724.46	7,529.68 90,356.19	7,755.57 93,066.88	7,988.24 95,858.89	8,227.89 98,734.65	8,474.72 101,696.69	8,728.97 104,747.59	8,990.84 107,890.02	9,260.56 111,126.72	9,538.38 114,460.52
7	Creative Services Manager	Monthly Annual Equiv.	6,690.03 80,280.31	6,890.73 82,688.72	7,097.45 85,169.38	7,310.37 87,724.46	7,529.68 90,356.19	7,755.57 93,066.88	7,988.24 95,858.89	8,227.89 98,734.65	8,474.72 101,696.69	8,728.97 104,747.59	8,990.84 107,890.02	9,260.56 111,126.72	9,538.38 114,460.52
7	Natural Resource Manager	Monthly Annual Equiv.	6,690.03 80,280.31	6,890.73 82,688.72	7,097.45 85,169.38	7,310.37 87,724.46	7,529.68 90,356.19	7,755.57 93,066.88	7,988.24 95,858.89	8,227.89 98,734.65	8,474.72 101,696.69	8,728.97 104,747.59	8,990.84 107,890.02	9,260.56 111,126.72	9,538.38 114,460.52
8	Program Facility Administrator	Monthly Annual Equiv.	7,213.57 86,562.83	7,429.98 89,159.72	7,652.88 91,834.51	7,882.46 94,589.54	8,118.94 97,427.23	8,362.50 100,350.05	8,613.38 103,360.55	8,871.78 106,461.36	9,137.93 109,655.20	9,412.07 112,944.86	9,694.43 116,333.21	9,985.27 119,823.20	10,284.82 123,417.90
8	Executive Services Administrator	Monthly Annual Equiv.	7,213.57 86,562.83	7,429.98 89,159.72	7,652.88 91,834.51	7,882.46 94,589.54	8,118.94 97,427.23	8,362.50 100,350.05	8,613.38 103,360.55	8,871.78 106,461.36	9,137.93 109,655.20	9,412.07 112,944.86	9,694.43 116,333.21	9,985.27 119,823.20	10,284.82 123,417.90
9	Assistant Parks/Recreation/Finance Director <i>Previously superintendent</i>	Monthly Annual Equiv.	8,377.05 100,524.58	8,628.36 103,540.32	8,887.21 106,646.53	9,153.83 109,845.92	9,428.44 113,141.30	9,711.29 116,535.54	10,002.63 120,031.60	10,302.71 123,632.55	10,611.79 127,341.53	10,930.15 131,161.77	11,258.05 135,096.63	11,595.79 139,149.53	11,943.67 143,324.01
9	Senior Planner	Monthly Annual Equiv.	8,377.05 100,524.58	8,628.36 103,540.32	8,887.21 106,646.53	9,153.83 109,845.92	9,428.44 113,141.30	9,711.29 116,535.54	10,002.63 120,031.60	10,302.71 123,632.55	10,611.79 127,341.53	10,930.15 131,161.77	11,258.05 135,096.63	11,595.79 139,149.53	11,943.67 143,324.01
10	IT Director	Monthly Annual Equiv.	9,075.14 108,901.63	9,347.39 112,168.68	9,627.81 115,533.74	9,916.65 118,999.75	10,214.15 122,569.74	10,520.57 126,246.83	10,836.19 130,034.24	11,161.27 133,935.27	11,496.11 137,953.32	11,840.99 142,091.92	12,196.22 146,354.68	12,562.11 150,745.32	12,938.97 155,267.68
10	Division Director	Monthly Annual Equiv.	9,075.14 108,901.63	9,347.39 112,168.68	9,627.81 115,533.74	9,916.65 118,999.75	10,214.15 122,569.74	10,520.57 126,246.83	10,836.19 130,034.24	11,161.27 133,935.27	11,496.11 137,953.32	11,840.99 142,091.92	12,196.22 146,354.68	12,562.11 150,745.32	12,938.97 155,267.68
11	Assistant Executive Director	Monthly Annual Equiv.	9,982.65 119,791.79	10,282.13 123,385.54	10,590.59 127,087.11	10,908.31 130,899.72	11,235.56 134,826.71	11,572.63 138,871.52	11,919.81 143,037.66	12,277.40 147,328.79	12,645.72 151,748.66	13,025.09 156,301.12	13,415.85 160,990.15	13,818.32 165,819.85	14,232.87 170,794.45

* As of January 1, 2026, the minimum salary threshold for exempt employees in Washington State will be \$80,168.40 per year, which is equivalent to \$1,541.70 per week. Anyone earning less than the minimum salary threshold referenced above is eligible for overtime pay per Department of Labor and Industries.

PART-TIME AND SEASONAL SALARY SCALE FOR 2026

	POSITION	Hourly	2026												
			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
N/a	Student Conservation Corp and Trails Crew	Hourly Only	18.13	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86
N/a	Camp Counselor	Hourly Only	18.13	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86
N/a	Park Aide	Hourly Only	18.13	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86
N/a	Recreation Assistant	Hourly Only	18.13	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86
N/a	Front Desk Clerk	Hourly Only	19.47	20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94	27.75
N/a	Senior Recreation Assistant	Hourly Only	19.47	20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94	27.75
N/a	Janitor	Hourly Only	20.00	20.60	21.22	21.85	22.51	23.19	23.88	24.60	25.34	26.10	26.88	27.68	28.52
N/a	Front Desk Lead	Hourly Only	20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94	27.75	28.59
N/a	Lifeguard	Hourly Only	20.14	20.74	21.36	22.00	22.66	23.34	24.04	24.77	25.51	26.27	27.06	27.87	28.71
N/a	Recreation Instructor	Hourly Only	20.14	20.74	21.36	22.00	22.66	23.34	24.04	24.77	25.51	26.27	27.06	27.87	28.71
N/a	Aquatics Instructor	Hourly Only	21.48	22.12	22.79	23.47	24.17	24.90	25.65	26.42	27.21	28.02	28.87	29.73	30.62

BAINBRIDGE ISLAND METROPOLITAN PARK AND RECREATION DISTRICT

Level	POSITION	Hourly/Salary	2025		2026										
			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
N/a	Recreation Program Leader	Hourly Only	21.48	22.12	22.79	23.47	24.17	24.90	25.65	26.42	27.21	28.02	28.87	29.73	30.62
N/a	Camp Program Supervisor	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Recreation Specialist	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Senior Lifeguard	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Senior Student Conservation Corp	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Teen Center Program Supervisor	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Event Assistant	Hourly Only	24.16	24.89	25.64	26.40	27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45	34.45
N/a	Office Assistant	Hourly Only	24.16	24.89	25.64	26.40	27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45	34.45
N/a	Assistant Recreation Program Coordinator	Hourly Only	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31	36.37
N/a	Assistant Swim Coach	Hourly Only	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31	36.37
N/a	Senior Recreation Instructor	Hourly Only	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31	36.37
N/a	Student Conservation/Trails Crew Coordinator	Hourly Only	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31	36.37
N/a	Office Specialist	Hourly Only	26.85	27.65	28.48	29.34	30.22	31.12	32.06	33.02	34.01	35.03	36.08	37.16	38.28
N/a	Maintenance Tech	Hourly Only	28.19	29.04	29.91	30.80	31.73	32.68	33.66	34.67	35.71	36.78	37.89	39.02	40.19
N/a	CDL Driver	Hourly Only	32.89	33.88	34.89	35.94	37.02	38.13	39.27	40.45	41.66	42.91	44.20	45.53	46.89

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

There may be some rounding differences

Commission based private and therapeutic instruction

*This is in addition to hourly pay, per the salary scale.

Private Lesson - Tier 1

Private Swim Lessons - Taught by Aquatic Instructor

Commission: 15% Per Participant Fee

Private Lesson - Tier 2

Private Coaching- Taught by Assistant Swim Coach

Commission: 20% Per Participant Fee

Private Lesson - Tier 3

Private Therapy- Taught Senior Aquatic Instructor

Commission: 30% Per Participant Fee

*All commission rates apply to part-time, hourly staff only. Some private lesson responsibilities fall into a full-time staff job description, and no commission will be paid.

*The commission is due only when the class fees are paid in full.