

AGENDA

**Bainbridge Island Metropolitan Park & Recreation District
Regular Board Meeting 6:00 pm
Thursday – December 18, 2025**

Strawberry Hill Center
7666 High School Road NE
Bainbridge Is, WA 98110
206-842-0501

Remote access options for board meetings available at www.biparks.org.

10. CALL TO ORDER

- 10.1** Roll Call
- 10.2** Adjustments to the Agenda
- 10.3** Conflict of Interest Disclosure
- 10.4** Mission Statement: The mission of the Bainbridge Island Metropolitan Park & Recreation District is to build a healthy community through effective, sustainable stewardship of the District's parks and open space, and through the development and delivery of innovative cultural and recreation opportunities.

20. PUBLIC COMMENTS

30. BOARD CONSENT

- 30.1** Minutes: Regular Board Meeting of December 4, 2025
- 30.2** Financial: Approval of vouchers and payroll.

40. GENERAL BUSINESS

- 40.1** Comprehensive Plan Update
Action: Information only. Keough (10 min)
- 40.2** Resolution 2025-26: Amended 2025 General Fund Budget
Action: Motion to adopt. Swenson (5 min)
- 40.3** Resolution 2025-27: Amended 2025 Capital Improvement Fund Budget
Action: Motion to adopt. Miller (5 min)
- 40.4** Resolution 2025-28: Amended 2025 Land Acquisition Fund Budget
Action: Motion to adopt. Swenson (5 min)
- 40.5** Resolution 2025-29: Board Meeting Calendar for February 2026 Through January 2027
Action: Motion to adopt. Hamlin (5 min)
- 40.6** Resolution 2025-30: Amended 2026 Salary Scale
Action: Motion to adopt. Swenson (10 min)
- 40.7** Resolution 2025-31: Honoring Commissioner Janow
Action: Motion to adopt. DeWitt (10 min)

50. STAFF REPORT

60. UPCOMING MEETINGS

1/8/26	Regular Board Meeting	6:00 pm	Strawberry Hill Center
1/22/26	Regular Board Meeting	6:00 pm	Strawberry Hill Center
2/5/26	Regular Board Meeting	6:00 pm	Strawberry Hill Center
2/19/26	Regular Board Meeting	6:00 pm	Strawberry Hill Center

- 70. **BOARD MEMBER REMARKS**
- 80. **ADJOURNMENT**
- 90. **ADJOURN TO EXECUTIVE SESSION IF NEEDED**
- 100. **EXECUTIVE SESSION**
- 110. **RECONVENE TO REGULAR SESSION**
- 120. **ADJOURNMENT**

Board Committees

Governance
 Capital Facilities
 Program
 Budget & Finance
 Personnel
 Ad Hoc Committee: Comprehensive Plan

2025 Board Representatives

Goodlin/Janow

 Kinney/DeWitt
 Goodlin/Swolgaard
 Janow/Kinney

Board Liaisons

Park District Committees:
 Trails Advisory Committee

DeWitt/Swolgaard

Community/Public Agencies:
 Bainbridge Island Parks & Trails Foundation
 Bainbridge Island School District
 City of Bainbridge Island

Kinney/Swolgaard

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT
REGULAR BOARD MEETING December 4, 2025
STRAWBERRY HILL CENTER**

CALL TO ORDER: A quorum being present, the meeting was called to order at 6:00 pm by Chair Goodlin.

BOARD MEMBERS PRESENT: Ken DeWitt, Tom Goodlin, Dawn Janow, Jay Kinney.

ADJUSTMENTS TO AGENDA: Ad an executive session.

CONFLICT OF INTEREST DISCLOSURE: None

MISSION STATEMENT: Chair Goodlin read the District’s mission statement: The mission of the Bainbridge Island Metropolitan Park & Recreation District is to build a healthy community through effective, sustainable stewardship of the District’s parks and open space, and through the development and delivery of innovative cultural and recreation opportunities.

PUBLIC COMMENTS

Loanne Harmeling said the Bainbridge Community Tennis Association recently made a \$10,000 payment towards their commitment to funding for the new tennis courts in Sakai Park.

BOARD CONSENT

APPROVAL OF MINUTES:

Upon hearing there were no corrections to the minutes of the November 20, 2025 regular board meeting, Chair Goodlin stated the minutes stand approved as submitted.

APPROVAL OF PAYMENTS: MSC: Kinney/Janow: I have reviewed the following vouchers, warrants, and electronic payments and move that they be approved for payment.

Batch Date	Fund Number and Name	Warrant Numbers	Total Batch Amount
11/19/2025	001 General Fund	31123-31135	\$9,522.28
11/25/2025	001 General Fund 300 Capital Improvement Fund	31136-31177	\$131,179.78
11/26/2025	001 General Fund (November Payroll Benefits and Taxes)	EFT and 10107-10111	\$258,503.58
11/26/2025	001 General Fund (November Payroll)	EFT and 3499-3502	\$421,816.06
12/2/2025	001 General Fund	31178-31188	\$12,210.35

GENERAL BUSINESS

COMPREHENSIVE PLAN UPDATE: TRAILS VISION PLAN: Park Services Division Director Lydia Roush said the trails vision plan will be updated as part of the Comprehensive Plan update. Part of the trails vision plan is the map identifying areas on the island that are targeted for trail easement acquisitions. There are some proposed edits to the areas previously approved to be targeted for additional trail easements. Staff are looking for direction from the board on the targeted areas map and updates to the trails vision plan language.

Commissioner Janow said one of the things the board and the Trails Advisory Committee have been looking at is whether all District trails need to always be open to all user types. There could be trails limited to specific users, such as pedestrians only. Other things that need to be addressed are e-bikes on trails and prioritizing ADA accessibility. Executive Director Dan Hamlin said the current trails vision plan is clear in stating that District trails are primarily multi-use, so it is important to

know if the board is interested in changing that. Commissioner Kinney said if the board is going to make a policy change there will need to be many more meetings on the topic and a lot of input from both the Trails Advisory Committee and the public. Commissioner DeWitt said a big challenge related to limiting user types on trails is enforcement. Commissioner Kinney said one idea is that new trails could be designated for specific users. That would allow for a different experience for users and not be a takeaway from others. Commissioner Goodlin said he would like to see the District embrace single-use trails for pedestrians. The data shows that there are quite a few elderly people on the island and people have expressed concerns with the speed of bicycles and the size of horses. He thinks there is a need and that changing existing trail designations from multi-use to single-use is doable. Commissioner Janow recommended that the topic be taken to the Trails Advisory Committee and staff for further consideration.

Commissioner DeWitt said the District needs to establish what its responsibility for new trail development is. The District should be primarily responsible for new trail development within parks and easements that it owns and controls. The District should partner with Bainbridge Island Parks & Trails Foundation or Bainbridge Island Land Trust or other agencies for trails on land or easements that the District does not control but connect to the parks or trails systems that the District maintains. Classification or reclassification of all future trails must be done with board approval to avoid issues created in the past by accepting easements outside of policy. The Trails Advisory Committee needs to be included as a valued partner in trail planning, development, and maintenance. Over the years the Trails Advisory Committee has had an amazing amount of expertise and planned, developed, and built a lot of trails on the island. If the District is going to assume maintenance of a trail, it needs to have a significant role in developing its classification to avoid future conflicts. Accessibility needs to be considered when developing and maintaining trails for which the District has responsibility and the trails vision plan should designate whether the trails the District controls meet ADA accessibility standards or not. Maps should be updated to reflect all currently existing trails. Some trails could be rerouted to reduce grade, avoid roots for tree health, and improve water flow. The areas where trails are going to be planned in the future should be examined as there are areas lacking trails that have previously had specific proposals which have not come to fruition. Commissioner Janow said clear District priorities would be helpful for partner organizations. Staff will take the input and bring back a draft of the trails vision plan for consideration.

RESOLUTION 2025-24: DATA BACKUP AND RECOVERY POLICY: Assistant Executive Director Amy Swenson said this policy was drafted by IT Director Skye Carlson and was an agenda item at the last board meeting. **MSC: Janow/DeWitt: Motion to pass Resolution 2025-24 regarding adopting a backup and recovery policy for the District's policy manual.**

RESOLUTION 2025-25: FINANCIAL AND REVENUE POLICY: Assistant Executive Director Amy Swenson said this policy was updated in large part to adjust the language surrounding reserves. **MSC: DeWitt/Janow: Move to approve Resolution 2025-25 adopting a revised financial and revenue policy for the District's policy manual.**

AMENDED 2025 GENERAL FUND BUDGET: Assistant Executive Director Amy Swenson said board authorization is required to increase the amount of District expenses even if revenue has gone up. There were unanticipated projects that affected the budget in 2025 including the batting cage at Strawberry Hill Park and the well at Eagledale Park. The Aquatic Center budget had a rough year due to increased utility costs and the closure of the Ray Williamson pool during Phase I of the renovation. Aquatic Program Administrator Jenette Reneau said in 2024 when staff built the 2025 budget they were conservative on their estimation of how much the public would continue to use the facility during the closure period. Public use was higher than expected and while revenues went up so did the expenses required to meet more demand. Amy Swenson said she is tentatively expecting the transfer to the Capital Improvement Fund to be not as large as is reflected in the numbers tonight.

AMENDED 2025 CAPITAL IMPROVEMENT FUND BUDGET: Procurement Administrator Michelle Miller shared updated 2025 Capital Improvement Fund budget numbers that reflect carrying portions of the funding forward into 2026 for unfinished projects including ballfield improvements, the Battle Point Park bathroom and septic system, and court resurfacing. Numbers for the Ray Williamson pool renovation planning and the recoating of the skate park in Strawberry Hill Park now reflect actual costs. The District agreed to pay half the cost for the change order for the Strawberry Hill Bike Park and that change is now included. The transfer from the General Fund will be less than was anticipated this year. An additional \$10,000 worth of grant funding has been added to the line for interpretive signage at Williams-Olson Park.

AMENDED 2025 LAND ACQUISITION FUND BUDGET: Assistant Executive Director Amy Swenson said \$50,000 was originally budgeted in the 2025 Land Acquisition Fund for easements. However, the funding for the purchase of a portion of the Grand Forest East from the Bainbridge Island School District went through this fund so the budget needs to be amended.

BOARD MEETING CALENDAR FOR FEBRUARY 2026 THROUGH JANUARY 2027: After some discussion the board directed staff to plan for one regular board meeting in July on the third Thursday of the month. Regular board meetings in all other months from February 2026 through January 2027 will be scheduled on the first and third Thursdays of the month. A resolution will be brought to the next board meeting to adopt the regular board meeting calendar.

STAFF REPORT

Recreation Division: Aquatic Program Administrator Jenette Reneau said the Aquatic Center lobby, meeting rooms, bathrooms, and locker rooms are being repainted and the colors will be a preview of what will be used in the next phase of the Ray Williamson pool renovation. Recreation Division Superintendent Bryan Garoutte said winter quarter registration for residents will begin on Tuesday. Spring and summer registration will begin on March 17 for residents. Open gyms are being held almost every night of the week and are very popular with adults. There are two articles in the winter issue of PNW Bainbridge about District programming.

Park Services Division: Park Services Division Director Lydia Roush said the trail from Vincent Road to Gazzam Lake Nature Preserve is almost complete and Bainbridge Island Parks & Trails Foundation is planning a grand opening in January. Staff are continuing to work with the Gear Grinders to build out the skills zone in the Strawberry Hill Bike Park. Park Services Superintendent David Harry said the contractor for the new septic system at Battle Point Park started mobilizing today. Construction of the Bainbridge Island Japanese American Exclusion Memorial visitor center is going well.

Administrative Division: Assistant Executive Director Amy Swenson said the District's 2024 state audit has begun.

Executive Director Dan Hamlin said staff will attend a meeting hosted by the Washington State Department of Transportation on the proposed roundabout for the Highway 305 and High School Road intersection. Staff met with Bainbridge Island School District staff after they bumped District programming for select team programming. An interlocal agreement between the agencies gives the District second priority for facilities to offer programming for the community. Assurances were given that the District will be included in conversations before decisions are made in the future.

BOARD MEMBER REMARKS:

- Commissioner Kinney said he and Commissioner Janow have been doing a lot of work on the Comprehensive Plan update as members of the board's Ad Hoc Comprehensive Plan Committee. There is still a lot of work to do in the next couple of months. It was decided that although Commissioner Janow's term on the board ends at the end of this year she will remain on the committee as a citizen until the Comprehensive Plan update process is completed in February.
- Commissioner Janow said she would like there to be a water fountain at Sakai Park.

- Commissioner Janow said she hikes District trails all the time and wants to thank everyone and remarked on what an amazing community there is here that supports access to trails and parks.
- Commissioner DeWitt extended congratulations to Bainbridge Prepares for their recent award from the International Association of Emergency Managers for their preparedness and emphasis on water, hygiene, and sanitation.
- Commissioner Goodlin said he has heard rumors that the District is having financial difficulties and has explained to those people that it is not the case. The limitation the District has now is that reserves have been spent down to fund the renovation of the Ray Williamson pool and that means the District will have to be very mindful and careful managing the budget moving forward. That repercussion was communicated to the public when the District put the bond for the project on the ballot which was voted down by residents.

MEETING ADJOURNED to a five-minute recess at 7:31 pm with announced time to reconvene at 7:36 pm. **MEETING RECONVENED** at 7:36 pm.

MEETING ADJOURNED TO EXECUTIVE SESSION at 7:36 pm for discussion regarding consideration of site selection or acquisition of real estate purchase or lease if likelihood that disclosure would increase price per RCW 42.30.110(1)(b) with announced time to reconvene at 7:46 pm.

MEETING RECONVENED at 7:46 pm and **ADJOURNED** at 7:46 pm.

Helen Stone
 Dan Hamlin
 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 & RECREATION DISTRICT

RESOLUTION 2025-26

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, ADOPTING AN AMENDED GENERAL FUND BUDGET FOR THE FISCAL YEAR 2025.

WHEREAS, the Commissioners of the Bainbridge Island Metropolitan Park & Recreation District adopted the General Fund budget for fiscal year 2025 in Resolution 2024-13 on November 21, 2024; and

WHEREAS, the aforementioned 2025 General Fund budget must now be revised due to effects of the Ray Williamson pool closure during Phase I of the renovation and various emergency repairs needed in park facilities; and

WHEREAS, these revisions are included in the attached amended 2025 General Fund budget,

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the General Fund budget for the fiscal year 2025 be amended as indicated above, and that this amended budget is attached hereto as Exhibit "A", and incorporated by reference in its entirety, be and the same are hereby adopted and ratified.

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 December, 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
2025 BUDGET
General Fund
Amended**

Account Type	2025 Amended
Estimated Beginning Balance	6,585,803.00
Tax Revenue	9,430,229.00
Admin	117,891.00
Parks	773,729.00
Recreation	6,102,158.00
Total Revenue	<u>16,424,007.00</u>
Admin	3,810,452.00
CIP Transfer	3,533,000.00
Parks	3,468,211.00
Recreation	7,052,700.00
Total Expense	<u>17,864,363.00</u>
(Deficit) Surplus	<u><u>(1,440,356.00)</u></u>
Estimated ending balance	<u>5,145,447.00</u>

Bainbridge Island Metro Park and Recreation District
CIP Amended 2025 - updated
12/12/2025

PROJECT	DISTRICT FUNDING (AMENDED)	OTHER FUNDING (AMENDED)	TOTAL FY 25 AMENDED	Comment
(2024) Nakata Boiler Maintenance*	\$54,261.48		\$54,261.48	invoice came in too later for 2024 expense
(2024) Nakata Pool Liner*	\$16,396.38		\$16,396.38	retainage release for Nakata Pool Liner project
Ballfield Improvements	\$15,000.00		\$15,000.00	carry forward remainder (contractor couldn't start work until January)
BIJAEMA Visitor Center		\$0.00	\$0.00	
BPP Bathroom & Septic System	\$30,000.00		\$30,000.00	
BPP Tennis/Pickleball Conversion		\$137,915.92	\$137,915.92	agreement
District Wide Court Resurfacing	\$15,400.00		\$15,400.00	weather delayed one court to be completed and finished next year (carry forward remainder)
Eagle Harbor Sail Float	\$0.00	\$0.00	\$0.00	
Eagledale Shelter Roof	\$8,052.14		\$8,052.14	
EV Stations		\$0.00	\$0.00	
Meigs Trail Improvement (Boardwalks)		\$0.00	\$0.00	
Moritani Habitat		\$0.00	\$0.00	
Nakata Slide Interior Recoat/Repair	\$170,000.00		\$170,000.00	board approved overage, retainage has not been released yet
Nakata Slide Staircase	\$146,872.32		\$146,872.32	completed
Nakata Solar Panels (Feasability)	\$0.00		\$0.00	
RWP Loan Repayment	\$0.00		\$0.00	no loan secured per board
RWP Planning	\$288,172.85		\$288,172.85	
RWP Upgrades	\$2,349,632.93	\$0.00	\$2,349,632.93	board directed to not pursue loan
Sakai Tennis Court		\$70,000.00	\$70,000.00	
SH Skate Bowl Painting	\$32,641.17		\$32,641.17	
Strawberry Hill MTB Park	\$37,476.00	\$433,748.47	\$471,224.47	split cost of change order, plus 2024 expense for engineering not paid in 2024 (billed too late)
Strawberry Hill Skate Park		\$0.00	\$0.00	
(2024) Willams Olson*		\$10,000.00	\$10,000.00	Money left from 2024 funds
TOTAL	\$3,163,905.27	\$651,664.39	\$3,815,569.66	

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2025-27

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, ADOPTING AN AMENDED CAPITAL IMPROVEMENT FUND BUDGET FOR THE FISCAL YEAR 2025.

WHEREAS, the Commissioners of the Bainbridge Island Metropolitan Park & Recreation District adopted the Capital Improvement Fund budget for fiscal year 2025 in Resolution 2024-14 on November 21, 2024; and

WHEREAS, the aforementioned 2025 Capital Improvement Fund budget must now be revised to reflect actual costs for specific projects; and

WHEREAS, these revisions are included in the attached amended 2025 Capital Improvement Fund budget,

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the Capital Improvement Fund budget for the fiscal year 2025 be amended as indicated above, and that this amended budget is attached hereto as Exhibit "A", and incorporated by reference in its entirety, be and the same are hereby adopted and ratified.

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 December, 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

2025 Capital Improvement Fund
 Budget - Amended - updated
 12/12/2025



Projects		Funding	Capital or Deferred Maint	FY25	FY25A	FY26	FY27	FY 28
1	AQ Nakata Boiler	General Fund	Capital		54,261.48			150,000
2	AQ Door Replace	General Fund	Capital					
3	ADA Improvements	General Fund	Capital			50,000	50,000	50,000
4	AQ Nakata Pool Liner	General Fund	Capital		16,396.38			
5	Aquatic Ray Renovation	General Fund	Capital	900,000	2,349,632.93	3,000,000	400,000	
6	Aquatic Slide interior recoating	General Fund	Capital	150,000	170,000			
7	Aquatic Ray Loan payment	General Fund	Capital	300,000	-			
8	AQ restroom and locker updates	General Fund	Capital					
9	AQ Nakata Lighting	General Fund	Capital				80,000	
10	AQ Nakata Solar panels	General Fund	Capital	10,000	-			
11	AQ Ray Pool Solar (water)	General Fund	Capital					60,000
12	Aquatic staircase	General Fund	Capital	160,000	146,872.32			
13	Aquatic Ray Planning	General Fund	Capital	300,000	288,172.85			
14	Asphalt Improvements	General Fund	Capital					100,000
15	Aquatic Nakata steel truss re-coating	General Fund	Deferred Maint					200,000
16	Battle Point picnic shelter renovation	General Fund	Capital					

Projects		Funding	Capital or Deferred Maint	FY25	FY25A	FY26	FY27	FY 28
17	Battle Point Turf Field	General Fund	Capital			1,200,000		
18	Battle Point Turf Field (TFRF)	Turf Field Fund	Capital			130,000		
19	Ballfield Improvements	General Fund	Capital	50,000	15,000	50,000	50,000	50,000
20	Maintenance Area Plan	General Fund	Capital					
21	BPP Bathrooms Bld and Septic	General Fund	Capital	165,000	30,000	100,000		
22	Battle Point Transmitter membrane roof	General Fund	Large Maintenance					50,000
23	Camp Yeomalt Improvements	General Fund	Deferred Maint					
24	Cave Property Improvements	General Fund	Capital				100,000	
25	Demolition - Ft Ward/SHO	General Fund	Capital					
26	Dog Park Expansion	General Fund	Capital					
27	Eagledale Roof-Pottery Studio	General Fund	Capital			75,000		
28	Eagledale Pottery Studio Reno	General Fund	Capital					150,000
29	Eagledale Shelter Roof	General Fund	Capital	8,000	8,052.14			
30	Eagle Harbor Sail Float	General Fund	Capital	1,400,000	-	230,000	670,000	
31	Fay Bathroom/shower (building and Septic)	General Fund	Capital					
32	Ft Ward Shelter	General Fund	Capital					
33	Grand Forest East Parking Expansion	General Fund	Capital				50,000	
34	Hidden Cove Shelter	General Fund	Capital					
35	Island Center Hall Heat	General Fund	Capital					30,000
36	Island Center Hall Septic	General Fund	Capital					

Projects		Funding	Capital or Deferred Maint	FY25	FY25A	FY26	FY27	FY 28
37	Meigs trails corridor trail construction	General Fund	Capital					150,000
38	New Admin Building	General Fund	Capital					
39	Gideon Playground Improvements	General Fund	Capital					
40	Playground Improvements	General Fund	Capital					
41	Pt White Pier	General Fund	Capital					
42	Pritchard Park improvements	General Fund	Capital					
43	Pru's/Hill Top septic	General Fund	Capital					
44	Rotary Improvements	General Fund	Capital					10,000
45	Sakai Improvements	General Fund	Capital				50,000	50,000
46	Sakai Road Approach	General Fund	Capital					
47	Seabold Playground	General Fund	Capital					
48	Seabold Roof Replacement	General Fund	Capital					40,000
49	Seabold Foundation	General Fund	Capital					50,000
50	Solar Projects	General Fund	Capital				100,000	
51	Strawberry Hill batting cage	General Fund	Capital					
52	Strawberry MTB Bike Park	General Fund	Capital		37,476			
53	SHP Ballfield Bathroom	General Fund	Deferred Maint					
54	Strawberry Hill Skate Park Improvements	General Fund	Capital					
55	Strawberry Hill Center Heat pump	General Fund	Capital			30,000		
56	SH Rec Office	General Fund	Capital					50,000
57	Tennis Court	General Fund	Capital					

	Projects	Funding	Capital or Deferred Maint	FY25	FY25A	FY26	FY27	FY 28
58	SH Skate bowl Painting	General Fund	Large Maintenance	30,000	32,641.17			
59	SH Snack Shack roof	General Fund	Large Maintenance				25,000	
60	Court Resurface	General Fund	Capital	60,000	15,400	75,000		
61	Waste Disposal Sybertech	General Fund	Capital					75,000
62	TOTAL GENERAL AND LID LIFT FUNDING			3,533,000	3,163,905.27	4,940,000	1,575,000	1,190,000
63	Aquatic - Nakata Liner	Settlement	Capital					
64	Aquatic/Birc Solar	Grants	Capital					
65	Aquatic - Ray Pool	Loan	Capital	2,200,000				
66	Battle Point Turf Field	Grant	Capital			170,000		
67	Battle Point Picnic Shelter (Kids Up)	Grant	Capital				200,000	
68	BP Tennis/Pickleball improvements	donation	Capital	53,000	137,915.92			
69	BIJAEMA Visitor Center	Dept of Commerce	Capital	620,000	-	620,000		
70	Controlled Burn	Grant	Capital					
71	Eagle Harbor Sail Float	Donations	Capital			500,000		
72	Eagle Harbor Sail Float	Grant	Capital	500,000	-	500,000		
73	EV Stations	Dept of Commerce	Capital	75,000	-	75,000		
74	Meigs Trail Improvements (Boardwalks)	Grants	Capital	100,000	-		100,000	
75	Moritani Habitat	/BI Parks Foundation	Capital	10,000	0			
76	Point White Pier	Donations	Capital				750,000	
77	Eagle Harbor Sail Float	Grant	Capital					

	Projects	Funding	Capital or Deferred Maint	FY25	FY25A	FY26	FY27	FY 28
78	Strawberry Bike area	Donation	Capital	450,000	433,748.47			
79	Strawberry Hill Snack Shack	Donation	Capital					50,000
80	Strawberry Hill Skate Park Improvements	Donation	Capital	1,150,000	-		1,150,000	
81	Strawberry Hill batting cage	Donation	Capital					
82	Tennis courts	Donation	Capital	70,000	70,000			
83	Williams	/BI Parks Foundation	Capital		10,000			
84	TOTAL OTHER FUNDING			5,228,000	651,664.39	1,865,000	2,200,000	50,000
85								
86	TOTAL ALL PROJECTS			8,761,000	3,815,570	6,805,000.00	3,775,000.00	1,240,000.00

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2025-28

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, ADOPTING AN AMENDED LAND ACQUISITION FUND BUDGET FOR THE FISCAL YEAR 2025.

WHEREAS, the Commissioners of the Bainbridge Island Metropolitan Park & Recreation District adopted the Land Acquisition Fund budget for fiscal year 2025 in Resolution 2024-15 on November 21, 2024; and

WHEREAS, the aforementioned 2025 Land Acquisition Fund budget must now be revised due to costs associated with property acquisitions, including trail easements; and

WHEREAS, the revisions are included in the attached amended 2025 Land Acquisition Fund budget,

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the Land Acquisition Fund budget for the fiscal year 2025 be amended as indicated above, and that this amended budget is attached hereto as Exhibit "A", and incorporated by reference in its entirety, be and the same are hereby adopted and ratified.

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 December, 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
2025 BUDGET
Land Acquisition Fund
Amended**

Account Type	2025 Proposed	Amended Budget
Estimated Beginning Balance		257,884.00
Interest Income		1,000.00
Contributions		1,590,000.00
Total Revenue		<u>1,591,000.00</u>
Land and/or easements		1,714,705.50
Prof Fees		1,696.20
Total Expense		<u>1,716,401.70</u>
(Deficit) Surplus		<u><u>(125,401.70)</u></u>
Estimated ending balance		132,482.30

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2025-29

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, ADOPTING A BOARD MEETING CALENDAR FOR FEBRUARY 2026 THROUGH JANUARY 2027.

WHEREAS, RCW 42.30.070 provides that the time for holding regular meetings of the Bainbridge Island Metropolitan Park & Recreation District's governing body shall be specified "by ordinance, resolution, bylaws, or whatever other rule is required for the conduct of business by that body"; and

WHEREAS, the Board of Commissioners wishes to adopt a meeting calendar to establish dates and times for meetings that takes into consideration legal holidays and other events in order to provide predictability and assist with advance planning and scheduling of District business; and

WHEREAS, the meeting dates set forth in the calendar will be considered the regular meeting dates for the Board of Commissioners for purposes of RCW 42.30.070,

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the regular board meeting calendar for the Board of Commissioners for February of 2026 through January of 2027, a copy of which is attached hereto as Exhibit "A" and incorporated by this reference as if set forth in full, be adopted.

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 December, 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



February 2026 – January 2027

Regular Board Meeting Calendar

February 02

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 03

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 04

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 05

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 06

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July 07

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 08

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 09

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 10

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 11

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 12

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 01

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

The blue highlight indicates a regular board meeting.

Yellow highlight indicates holiday.

2026 Regular Board Meeting Dates: February 5 and 19, March 5 and 19, April 2 and 16, May 7 and 21, June 4 and 18, July 16, August 6 and 20, September 3 and 17, October 1 and 15, November 5 and 19, December 3 and 17

2027 Regular Board Meeting Dates: January 7 and 21

Regular board meetings begin at 6:00 pm.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2025-30

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

WHEREAS, the 2026 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2025-21 on November 20, 2025; and

WHEREAS, percentage-based commission compensation for certain positions incentivizes quality instruction and commitment, encourages program growth and enrollment, enhances staff retention and morale, and aligns instructor and organizational goals; and

WHEREAS, the 2026 Salary Scale must be amended to include a commission-based incentive structure for private or specialized tennis coaching,

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the Amended 2026 Salary Scale dated December 12, 2025, and attached hereto as "Exhibit A", be adopted, and authorized to replace and supersede the 2026 Salary Scale adopted on November 20, 2025 in Resolution 2025-21.

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 December, 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		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												
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. Annual Equiv	4,421.65 54,652.62	4,554.30 54,652.62	4,690.93 54,652.62	4,831.65 54,652.62	4,976.60 54,652.62	5,125.90 54,652.62	5,279.68 54,652.62	5,438.07 54,652.62	5,601.21 54,652.62	5,769.25 54,652.62	5,942.33 54,652.62	6,120.60 54,652.62	6,304.21 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. Annual Equiv	4,653.64 57,512.00	4,793.25 59,238.40	4,937.04 61,027.20	5,085.15 62,857.60	5,237.71 64,729.60	5,394.84 66,684.80	5,556.68 68,681.60	5,723.39 70,740.80	5,895.09 72,862.40	6,071.94 75,046.40	6,254.10 77,292.80	6,441.72 79,622.40	6,634.97 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. Annual Equiv	4,886.32 60,403.20	5,032.91 62,212.80	5,183.89 64,064.00	5,339.41 65,998.40	5,499.59 67,974.40	5,664.58 70,012.80	5,834.52 72,113.60	6,009.55 74,276.80	6,189.84 76,502.40	6,375.54 78,811.20	6,566.80 81,161.60	6,763.81 83,595.20	6,966.72 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. Annual Equiv	5,119.00 63,273.60	5,272.57 65,166.40	5,430.74 67,121.60	5,593.67 69,139.20	5,761.48 71,219.20	5,934.32 73,340.80	6,112.35 75,545.60	6,295.72 77,812.80	6,484.59 80,142.40	6,679.13 82,555.20	6,879.50 85,030.40	7,085.89 87,588.80	7,298.47 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. Annual Equiv	5,119.00 63,273.60	5,272.57 65,166.40	5,430.74 67,121.60	5,593.67 69,139.20	5,761.48 71,219.20	5,934.32 73,340.80	6,112.35 75,545.60	6,295.72 77,812.80	6,484.59 80,142.40	6,679.13 82,555.20	6,879.50 85,030.40	7,085.89 87,588.80	7,298.47 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. Annual Equiv	5,817.06 71,905.60	5,991.57 74,048.00	6,171.32 76,273.60	6,356.46 78,561.60	6,547.15 80,932.80	6,743.57 83,345.60	6,945.87 85,862.40	7,154.25 88,420.80	7,368.88 91,083.20	7,589.94 93,808.00	7,817.64 96,636.80	8,052.17 99,528.00	8,293.74 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. Annual Equiv	5,817.06 71,905.60	5,991.57 74,048.00	6,171.32 76,273.60	6,356.46 78,561.60	6,547.15 80,932.80	6,743.57 83,345.60	6,945.87 85,862.40	7,154.25 88,420.80	7,368.88 91,083.20	7,589.94 93,808.00	7,817.64 96,636.80	8,052.17 99,528.00	8,293.74 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. Annual Equiv	5,817.06 71,905.60	5,991.57 74,048.00	6,171.32 76,273.60	6,356.46 78,561.60	6,547.15 80,932.80	6,743.57 83,345.60	6,945.87 85,862.40	7,154.25 88,420.80	7,368.88 91,083.20	7,589.94 93,808.00	7,817.64 96,636.80	8,052.17 99,528.00	8,293.74 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. Annual Equiv	5,817.06 71,905.60	5,991.57 74,048.00	6,171.32 76,273.60	6,356.46 78,561.60	6,547.15 80,932.80	6,743.57 83,345.60	6,945.87 85,862.40	7,154.25 88,420.80	7,368.88 91,083.20	7,589.94 93,808.00	7,817.64 96,636.80	8,052.17 99,528.00	8,293.74 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. Annual Equiv	5,817.06 71,905.60	5,991.57 74,048.00	6,171.32 76,273.60	6,356.46 78,561.60	6,547.15 80,932.80	6,743.57 83,345.60	6,945.87 85,862.40	7,154.25 88,420.80	7,368.88 91,083.20	7,589.94 93,808.00	7,817.64 96,636.80	8,052.17 99,528.00	8,293.74 99,528.00	
5	Head Swim Coach <i>*see note below</i>	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 <i>*see note below</i>	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 <i>*see note below</i>	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 <i>*see note below</i>	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	Hourly/Salary	2025	2026		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												
7	Facility Maintenance Manager	Monthly <i>Annual Equiv.</i>	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 <i>Annual Equiv.</i>	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 <i>Annual Equiv.</i>	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 <i>Annual Equiv.</i>	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 <i>Annual Equiv.</i>	7,213.57 73,997.26	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 <i>Annual Equiv.</i>	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 <i>Annual Equiv.</i>	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 <i>Annual Equiv.</i>	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 <i>Annual Equiv.</i>	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 <i>Annual Equiv.</i>	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

Level	POSITION	Hourly/Salary	2025	2026		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												
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	

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 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
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	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	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.

Private Lesson- Tennis

Private or specialized Tennis- Taught Senior Recreation 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.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2025-31

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, IN HONOR OF DAWN JANOW, BOARD COMMISSIONER.

WHEREAS, Dawn Janow served first as an appointed commissioner for the Bainbridge Island Metropolitan Park & Recreation District from March through December of 2019 and was elected in November of 2019 by the residents of Bainbridge Island to serve as commissioner from 2020 through 2025; and

WHEREAS, in her capacity as a commissioner she raised awareness of and advocated for diversity, equity, and inclusion in the District and the community; and

WHEREAS, as chair of the board in 2021 she showed strong leadership throughout the challenges of the COVID-19 pandemic and the complexities of the acquisition of the Bainbridge Island Recreation Center; and

WHEREAS, she was instrumental in her volunteer role working on the campaign for the District's 2021 levy lid lift which has enabled the District to sustain the quantity and quality of parks, trails, facilities, and recreation programming; and

WHEREAS, she spearheaded the effort to bring Pia the Troll to Sakai Park and was supportive of the installation of the Kindred Spirit mailbox at Fort Ward Park; and

WHEREAS, she will be particularly remembered for standing up for her beliefs; and

WHEREAS, she will be fondly remembered for her heartfelt devotion to and gratefulness for all that the District provides to the community and her emphasis on stewardship, enhancement, and sustainability of those offerings,

NOW THEREFORE, BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that Dawn Janow be commended and acknowledged for her service to the residents of Bainbridge Island and to the District.

PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, WA, at a regular meeting thereof held this 18th day of December, 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