

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2016-30

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2017 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2017 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 2017 includes changes reflected in the 2017 General Fund Budget which include: 1) 2% cost of living adjustment for all District employees in 2017; and 2) merit (step) increases for those employees who are determined eligible,

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, 2017.
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 17th day of November, 2016, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY:  _____
John Thomas Swolgaard

BY:  _____
Kenneth R. DeWitt

BY:  _____
Lee Cross

BY:  _____
Kirk B. Robinson

ATTEST: _____

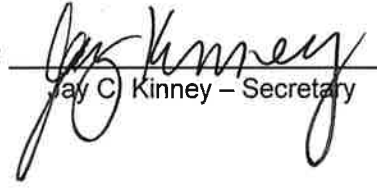

Jay C. Kinney – Secretary

EXHIBIT A

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2017 SALARY SCALE													
FULL TIME SALARY SCALE													
Cola 2%													
POSITION TITLE	2017												
	A	B	C	D	E	F	G	H	I	J	K	L	
Accounting Coordinator	3,716	3,790	3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,946	5,094	5,247
Accounting Coordinator	44,592	45,484	46,849	48,254	49,702	51,193	52,729	54,310	55,940	57,618	59,346	61,127	62,961
Administrative Manager	4,757	4,852	4,998	5,148	5,302	5,461	5,625	5,794	5,968	6,147	6,331	6,521	6,716
Administrative Manager	57,084	58,226	59,972	61,772	63,625	65,533	67,499	69,524	71,610	73,758	75,971	78,250	80,598
Aquatic Facility Manager	4,757	4,852	4,998	5,148	5,302	5,461	5,625	5,794	5,968	6,147	6,331	6,521	6,716
Aquatic Facility Manager	57,084	58,226	59,972	61,772	63,625	65,533	67,499	69,524	71,610	73,758	75,971	78,250	80,598
Facility Maintenance Technician	3,936	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395	5,557
Facility Maintenance Technician	47,228	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739	66,682
Community Outreach Program Manager	3,936	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395	5,557
Community Outreach Program Manager	47,228	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739	66,682
Marketing Specialist	3,390	3,457	3,561	3,668	3,778	3,891	4,008	4,128	4,252	4,380	4,511	4,646	4,786
Marketing Specialist	40,675	41,488	42,733	44,015	45,335	46,695	48,096	49,539	51,025	52,556	54,133	55,757	57,429
Masters Team Head Coach	3,677	3,750	3,863	3,979	4,098	4,221	4,348	4,478	4,612	4,751	4,893	5,040	5,191
Masters Team Head Coach	44,120	45,003	46,353	47,743	49,176	50,651	52,171	53,736	55,348	57,008	58,718	60,480	62,294
Office Specialist I	3,061	3,123	3,216	3,313	3,412	3,515	3,620	3,729	3,840	3,956	4,074	4,197	4,322
Office Specialist I	36,737	37,472	38,596	39,754	40,946	42,175	43,440	44,743	46,085	47,468	48,892	50,359	51,870
Office Specialist II	3,268	3,333	3,433	3,536	3,642	3,751	3,864	3,980	4,099	4,222	4,349	4,479	4,614
Office Specialist II	39,211	39,996	41,195	42,431	43,704	45,015	46,366	47,757	49,190	50,665	52,185	53,751	55,363
Office Supervisor	3,716	3,790	3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,946	5,094	5,247
Office Supervisor	44,592	45,484	46,849	48,254	49,702	51,193	52,729	54,310	55,940	57,618	59,346	61,127	62,961
Park/Rec Maintenance I	3,061	3,123	3,216	3,313	3,412	3,515	3,620	3,729	3,840	3,956	4,074	4,197	4,322
Park/Rec Maintenance I	36,737	37,472	38,596	39,754	40,946	42,175	43,440	44,743	46,085	47,468	48,892	50,359	51,870

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2017 SALARY SCALE													
FULL TIME SALARY SCALE													
Cola 2%													
2016													
2017													
POSITION TITLE	A	B	C	D	E	F	G	H	I	J	K	L	
Volunteer Specialist	3,061	3,123	3,216	3,313	3,412	3,515	3,620	3,729	3,840	3,956	4,074	4,197	4,322
Volunteer Specialist	36,737	37,472	38,596	39,754	40,946	42,175	43,440	44,743	46,085	47,468	48,892	50,359	51,870
Park/Rec Maintenance Coordinator	3,716	3,790	3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,946	5,094	5,247
Park/Rec Maintenance Coordinator	44,592	45,484	46,849	48,254	49,702	51,193	52,729	54,310	55,940	57,618	59,346	61,127	62,961
Park Services Manager	3,936	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395	5,557
Park Services Manager	47,228	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739	66,682
Senior Park Manager	4,526	4,617	4,755	4,898	5,045	5,196	5,352	5,512	5,678	5,848	6,023	6,204	6,390
Senior Park Manager	54,312	55,398	57,060	58,772	60,535	62,351	64,222	66,148	68,133	70,177	72,282	74,450	76,684
Parks/Recreation Service Superintendent	5,465	5,574	5,741	5,913	6,091	6,274	6,462	6,656	6,855	7,061	7,273	7,491	7,716
Parks/Recreation Service Superintendent	65,576	66,888	68,895	70,961	73,090	75,283	77,541	79,868	82,264	84,732	87,274	89,892	92,588
Rec Prog Coord - All Rec Dept	3,754	3,829	3,944	4,062	4,184	4,310	4,439	4,572	4,709	4,851	4,996	5,146	5,301
Rec Prog Coord - All Rec Dept.	45,050	45,951	47,329	48,749	50,212	51,718	53,270	54,868	56,514	58,209	59,956	61,754	63,607

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2017 SALARY SCALE													
POSITION TITLE	2017												
	A	B	C	D	E	F	G	H	I	J	K	L	
Rec Prog Manager - All Rec Dept	3,936	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395	5,557
Rec Prog Manager - All Rec Dept.	47,228	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739	66,682
Rec Prog Specialist II - All Rec Dept	3,205	3,269	3,368	3,469	3,573	3,680	3,790	3,904	4,021	4,142	4,266	4,394	4,526
Rec Prog Specialist II - All Rec Dept	38,464	39,234	40,411	41,623	42,872	44,158	45,483	46,847	48,253	49,700	51,191	52,727	54,309
Division Director	5,939	6,058	6,240	6,427	6,620	6,818	7,023	7,233	7,450	7,674	7,904	8,141	8,386
Division Director	71,269	72,694	74,875	77,122	79,435	81,818	84,273	86,801	89,405	92,087	94,850	97,695	100,626
Swim Team Head Coach	4,372	4,459	4,593	4,731	4,873	5,019	5,169	5,325	5,484	5,649	5,818	5,993	6,173
Swim Team Head Coach	52,461	53,510	55,116	56,769	58,472	60,226	62,033	63,894	65,811	67,785	69,819	71,913	74,071
Senior Planner	5,465	5,574	5,741	5,913	6,091	6,274	6,462	6,656	6,855	7,061	7,273	7,491	7,716
Senior Planner	65,576	66,888	68,895	70,961	73,090	75,283	77,541	79,868	82,264	84,732	87,274	89,892	92,588

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

		2017 SALARY SCALE											
		A	B	C	D	E	F	G	H	I	J	K	L
2016	2017												
POSITION TITLE	A	B	C	D	E	F	G	H	I	J	K	L	
MONTHLY RATE													
Reflects a 2% COLA Regular Part Time													
Head Lifeguard	2,815	2,871	2,957	3,046	3,138	3,232	3,329	3,429	3,531	3,637	3,746	3,859	3,975
Maintenance Coordinator	3,716	3,790	3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,945	5,094	5,247
Maintenance Person I	3,062	3,123	3,217	3,313	3,412	3,515	3,620	3,729	3,841	3,956	4,075	4,197	4,323
Office Assistant	2,746	2,801	2,885	2,972	3,061	3,153	3,247	3,345	3,445	3,549	3,655	3,765	3,878
Office Specialist 1	2,972	3,032	3,123	3,216	3,313	3,412	3,514	3,620	3,728	3,840	3,956	4,074	4,196
Rec. Program Specialist I	2,815	2,871	2,957	3,046	3,138	3,232	3,329	3,429	3,531	3,637	3,746	3,859	3,975
Rec. Program Specialist II	3,205	3,269	3,367	3,468	3,572	3,680	3,790	3,904	4,021	4,141	4,266	4,394	4,525
HOURLY RATE													
Head Lifeguard	16.24	16.56	17.06	17.57	18.10	18.64	19.20	19.78	20.37	20.98	21.61	22.26	22.93
Maintenance Coordinator	21.43	21.86	22.51	23.19	23.89	24.60	25.34	26.10	26.88	27.69	28.52	29.38	30.26
Maintenance Person I	17.65	18.01	18.55	19.10	19.68	20.27	20.88	21.50	22.15	22.81	23.50	24.20	24.93
Office Assistant	15.84	16.16	16.65	17.14	17.66	18.19	18.73	19.30	19.88	20.47	21.09	21.72	22.37
Office Specialist I	17.14	17.49	18.01	18.55	19.11	19.68	20.27	20.88	21.51	22.15	22.82	23.50	24.21
Rec. Program Specialist I	16.24	16.56	17.06	17.57	18.10	18.64	19.20	19.78	20.37	20.98	21.61	22.26	22.93
Rec. Program Specialist II	18.50	18.87	19.43	20.02	20.62	21.23	21.87	22.53	23.20	23.90	24.62	25.35	26.12
Step Scale from A to L is 3%													

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT												
2017 SALARY SCALE												
POSITION	2016					2017						
	A Step	B Step	C Step	D Step	E Step	F Step	A Step	B Step	C Step	D Step	E Step	F Step
Aquatics Instructor	12.78	13.68	14.37	15.09	15.84	16.63	13.03	13.68	14.37	15.09	15.84	16.63
Aquatics Instructor 2 *	15.33	16.42	17.24	18.11	19.01	19.96	15.64	16.42	17.24	18.11	19.01	19.96
Aquatics Instructor 3 *	18.22	19.51	20.48	21.51	22.58	23.71	18.58	19.51	20.48	21.51	22.58	23.71
Aquatics Specialist 2*	16.24	17.39	18.26	19.18	20.14	21.14	16.57	17.39	18.26	19.18	20.14	21.14
Assistant Program Coord.	16.24	17.39	18.26	19.18	20.14	21.14	16.56	17.39	18.26	19.17	20.13	21.14
Assistant Swim Coach	11.63	12.45	13.08	13.73	14.42	15.14	11.86	12.45	13.08	13.73	14.42	15.14
Asst Aquatics Instructor*	16.24	17.39	18.26	19.18	20.14	21.14	16.57	17.39	18.26	19.18	20.14	21.14
Boating Program Coord	15.18	16.26	17.07	17.93	18.82	19.76	15.48	16.26	17.07	17.93	18.82	19.76
Bus Driver (CDL) - day trip	14.07	15.06	15.82	16.61	17.44	18.31	14.35	15.06	15.82	16.61	17.44	18.31
Bus Driver (CDL) - overnight	11.63	12.45	13.08	13.73	14.42	15.14	11.86	12.45	13.08	13.73	14.42	15.14
Camp Counselor	15.18	16.26	17.07	17.93	18.82	19.76	15.48	16.26	17.07	17.93	18.82	19.76
Camp Director	11.63	12.45	13.08	13.73	14.42	15.14	11.86	12.45	13.08	13.73	14.42	15.14
Facility Supervisor	11.63	12.45	13.08	13.73	14.42	15.14	11.86	12.45	13.08	13.73	14.42	15.14
Front Desk Clerk	11.63	12.45	13.08	13.73	14.42	15.14	11.86	12.45	13.08	13.73	14.42	15.14
Lifeguard 1	12.78	13.68	14.37	15.09	15.84	16.63	13.03	13.68	14.37	15.09	15.84	16.63
Lifeguard 2*	10.08	10.79	11.33	11.90	12.49	13.12	10.28	10.79	11.33	11.90	12.49	13.12
Maintenance Specialist	18.33	19.63	20.61	21.64	22.72	23.86	18.70	19.63	20.61	21.64	22.72	23.86
Maintenance Tech	21.86	23.41	24.58	25.81	27.10	28.46	22.30	23.41	24.58	25.81	27.10	28.46
Mobile Stage Driver	15.18	16.26	17.07	17.93	18.82	19.76	15.48	16.26	17.07	17.93	18.82	19.76
Office Assistant	17.14	18.36	19.28	20.24	21.26	22.32	17.49	18.36	19.28	20.24	21.26	22.32
Office Specialist 1	10.08	10.80	11.34	11.90	12.50	13.12	10.28	10.80	11.34	11.90	12.50	13.12
Park/Facility Aide	15.18	16.26	17.07	17.93	18.82	19.76	15.48	16.26	17.07	17.93	18.82	19.76
Recreation Specialist	16.24	17.39	18.26	19.17	20.13	21.14	16.56	17.39	18.26	19.17	20.13	21.14
Recreation Activity Coordinator												

**CONTINUING PART TIME AND
TEMPORARY SALARY SCALE**

Reflects a 2% COLA

POSITION	2016		2017					
	A Step		A Step	B Step	C Step	D Step	E Step	F Step
Recreation Aide	10.08		10.28	10.80	11.34	11.90	12.50	13.12
Recreation Assistant	11.63		11.86	12.45	13.08	13.73	14.42	15.14
Recreation Instructor	12.78		13.03	13.68	14.37	15.09	15.84	16.63
Recreation Program Leader	14.07		14.35	15.06	15.82	16.61	17.44	18.31
Senior Assist Swim Coach *	19.50		19.89	20.88	21.92	23.02	24.17	25.38
Senior Lifeguard	14.07		14.35	15.06	15.82	16.61	17.44	18.31
Senior Park Aide	11.63		11.86	12.45	13.08	13.73	14.42	15.14
Student Conservation Corp 1	9.87		10.07	-	-	-	-	-
Student Conservation Corp 2	15.93		16.25	-	-	-	-	-
Student Conservation Leader	21.22		21.65	22.73	23.87	25.06	26.31	27.63
Teen Center Supervisor	15.18		15.48	16.26	17.07	17.93	18.82	19.76
Volunteer Coordinator	15.18		15.48	16.26	17.07	17.93	18.82	19.76
* position will be phased out								
Step Scale from A to F is 5%								
Minimum wage in 2017 is \$9.53								
<i>Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.</i>								