

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2014-22

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2015 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2015 General Fund Budget has been reviewed and approved by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District; and

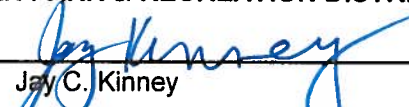
WHEREAS, the attached salary scale for 2015 includes changes reflected in the 2015 General Fund Budget which include: 1) 3% cost of living adjustment for all District employees in 2015; and 2) merit (step) increases for those employees who are determined eligible,


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, 2015.
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 6th day of November, 2014, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Jay C. Kinney

BY: 
Lee Cross

BY: _____
Kirk B. Robinson

BY: 
John Thomas Swolgaard

ATTEST: 
Kenneth R. DeWitt - Secretary

EXHIBIT A

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2015 SALARY SCALE													
POSITION TITLE	2015												
	A	B	C	D	E	F	G	H	I	J	K	L	
Accounting Specialist	3,141	3,235	3,332	3,432	3,535	3,641	3,751	3,863	3,979	4,098	4,221	4,348	4,478
Accounting Specialist	37,692	38,823	39,987	41,187	42,423	43,695	45,006	46,356	47,747	49,180	50,655	52,175	53,740
Administrative Manager	4,573	4,710	4,851	4,997	5,147	5,301	5,460	5,624	5,793	5,966	6,145	6,330	6,520
Administrative Manager	54,873	56,519	58,215	59,961	61,760	63,613	65,521	67,487	69,511	71,597	73,745	75,957	78,236
Aquatic Center Administrator	4,573	4,710	4,851	4,997	5,147	5,301	5,460	5,624	5,793	5,966	6,145	6,330	6,520
Aquatic Center Administrator	54,873	56,519	58,214	59,961	61,760	63,612	65,521	67,486	69,511	71,596	73,744	75,956	78,235
Aquatics Facility Operator	3,783	3,897	4,014	4,134	4,258	4,386	4,517	4,653	4,792	4,936	5,084	5,237	5,394
Aquatics Facility Operator	45,398	46,760	48,163	49,608	51,096	52,629	54,208	55,834	57,509	59,234	61,011	62,842	64,727
Cultural Program Manager	4,573	4,710	4,851	4,997	5,147	5,301	5,460	5,624	5,793	5,966	6,145	6,330	6,520
Cultural Program Manager	54,873	56,519	58,214	59,961	61,760	63,612	65,521	67,486	69,511	71,596	73,744	75,956	78,235
Finance Officer/Human Resource Mgr	5,253	5,411	5,573	5,740	5,912	6,090	6,272	6,461	6,654	6,854	7,060	7,271	7,490
Finance Officer/Human Resource Mgr	63,036	64,927	66,875	68,881	70,948	73,076	75,268	77,526	79,852	82,248	84,715	87,257	89,874
*Maint Pers Sr/now Park Maintenance III	3,972	4,091	4,214	4,340	4,470	4,604	4,743	4,885	5,031	5,182	5,338	5,498	5,663
*Maint Pers Sr/now Park Maintenance III	47,662	49,092	50,565	52,082	53,644	55,254	56,911	58,619	60,377	62,188	64,054	65,976	67,955
Marketing Program Manager	3,783	3,897	4,014	4,134	4,258	4,386	4,517	4,653	4,792	4,936	5,084	5,237	5,394
Marketing Program Manager	45,398	46,760	48,163	49,608	51,096	52,629	54,208	55,834	57,509	59,234	61,011	62,842	64,727

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2015 SALARY SCALE													
POSITION TITLE	2014 A	A	B	C	D	E	F	G	H	I	J	K	L
FULL TIME SALARY SCALE													
Cola 3%													
Masters Team Head Coach	3,534	3,640	3,750	3,862	3,978	4,097	4,220	4,347	4,477	4,611	4,750	4,892	5,039
Masters Team Head Coach	42,411	43,684	44,994	46,344	47,734	49,166	50,641	52,160	53,725	55,337	56,997	58,707	60,468
Office Specialist I	2,943	3,031	3,122	3,216	3,312	3,412	3,514	3,619	3,728	3,840	3,955	4,074	4,196
Office Specialist I	35,314	36,373	37,464	38,588	39,746	40,938	42,167	43,432	44,734	46,077	47,459	48,883	50,349
Office Specialist II	3,141	3,235	3,332	3,432	3,535	3,641	3,751	3,863	3,979	4,098	4,221	4,348	4,478
Office Specialist II	37,692	38,823	39,988	41,187	42,423	43,696	45,007	46,357	47,748	49,180	50,655	52,175	53,740
Office Supervisor	3,572	3,679	3,790	3,903	4,020	4,141	4,265	4,393	4,525	4,661	4,801	4,945	5,093
Office Supervisor	42,865	44,151	45,475	46,840	48,245	49,692	51,183	52,718	54,300	55,929	57,607	59,335	61,115
Park/Rec Maintenance I	2,943	3,031	3,122	3,216	3,312	3,412	3,514	3,619	3,728	3,840	3,955	4,074	4,196
Park/Rec Maintenance I	35,314	36,373	37,464	38,588	39,746	40,938	42,166	43,431	44,734	46,076	47,459	48,883	50,349
Park/Rec Maintenance Coordinator	3,572	3,679	3,790	3,903	4,020	4,141	4,265	4,393	4,525	4,661	4,801	4,945	5,093
Park/Rec Maintenance Coordinator	42,865	44,151	45,475	46,839	48,245	49,692	51,183	52,718	54,300	55,929	57,607	59,335	61,115
Park/Rec Maintenance Lead	3,783	3,897	4,014	4,134	4,258	4,386	4,517	4,653	4,792	4,936	5,084	5,237	5,394
Park/Rec Maintenance Lead	45,398	46,760	48,163	49,608	51,096	52,629	54,208	55,834	57,509	59,234	61,011	62,842	64,727
Park Services Division Superintendent	5,253	5,411	5,573	5,740	5,912	6,090	6,272	6,461	6,654	6,854	7,060	7,271	7,490
Park Services Division Superintendent	63,036	64,927	66,875	68,881	70,948	73,076	75,268	77,526	79,852	82,248	84,715	87,257	89,874

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2015 SALARY SCALE													
FULL TIME SALARY SCALE	2014 A												
	A	B	C	D	E	F	G	H	I	J	K	L	
Cola 3%													
POSITION TITLE	2014 A	A	B	C	D	E	F	G	H	I	J	K	L
Rec Prog Coord - All Rec Dept	3,609	3,717	3,829	3,943	4,062	4,184	4,309	4,438	4,571	4,709	4,850	4,995	5,145
Rec Prog Coord - All Rec Dept.	43,305	44,604	45,942	47,320	48,740	50,202	51,708	53,259	54,857	56,503	58,198	59,944	61,742
Rec Prog Manager - All Rec Dept	3,783	3,896	4,013	4,133	4,258	4,385	4,517	4,652	4,792	4,936	5,084	5,236	5,393
Rec Prog Manager - All Rec Dept.	45,393	46,755	48,157	49,602	51,090	52,623	54,201	55,827	57,502	59,227	61,004	62,834	64,719
Rec Prog Specialist II - All Rec Dept	3,081	3,174	3,269	3,367	3,468	3,572	3,679	3,789	3,903	4,020	4,141	4,265	4,393
Rec Prog Specialist II - All Rec Dept	36,974	38,084	39,226	40,403	41,615	42,863	44,149	45,474	46,838	48,243	49,691	51,181	52,717
Recreation Services Division Director	5,709	5,880	6,057	6,238	6,426	6,618	6,817	7,021	7,232	7,449	7,672	7,903	8,140
Recreation Services Division Director	68,508	70,563	72,680	74,861	77,107	79,420	81,802	84,256	86,784	89,388	92,069	94,831	97,676
Swim Team Head Coach	4,202	4,328	4,458	4,592	4,730	4,872	5,018	5,168	5,323	5,483	5,648	5,817	5,992
Swim Team Head Coach	50,429	51,942	53,500	55,105	56,758	58,461	60,215	62,021	63,882	65,798	67,772	69,805	71,899
Senior Planner	5,253	5,411	5,573	5,740	5,912	6,090	6,272	6,461	6,654	6,854	7,060	7,271	7,490
Senior Planner	63,036	64,927	66,875	68,881	70,948	73,076	75,268	77,526	79,852	82,248	84,715	87,257	89,874

*positions & salary ranges to be phased out when current employee leaves employment with district

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

2014 SALARY SCALE

**CONTINUING PART TIME AND
TEMPORARY SALARY SCALE
Reflects a 3% COLA**

POSITION	2014	2015					
	A Step	A Step	B Step	C Step	D Step	E Step	F Step
Aquatics Instructor	12.28	12.65	13.28	13.95	14.64	15.38	16.14
Aquatics Instructor 2 *	14.74	15.18	15.94	16.74	17.58	18.45	19.38
Aquatics Instructor 3 *	17.51	18.04	18.94	19.88	20.88	21.92	23.02
Aquatics Specialist 2*	15.61	16.08	16.88	17.73	18.61	19.55	20.52
Assistant Program Coord.	15.61	16.08	16.88	17.73	18.61	19.55	20.52
Assistant Swim Coach	15.61	16.08	16.88	17.73	18.61	19.54	20.52
Asst Aquatics Instructor*	11.18	11.51	12.09	12.69	13.33	14.00	14.69
Boating Program Coord	15.61	16.08	16.88	17.73	18.61	19.55	20.52
Bus Driver (CDL) - day trip	14.59	15.03	15.78	16.57	17.40	18.27	19.18
Bus Driver (CDL) - overnight	13.52	13.93	14.62	15.35	16.12	16.93	17.77
Camp Counselor	11.18	11.51	12.09	12.69	13.33	14.00	14.69
Camp Director	14.59	15.03	15.78	16.57	17.40	18.27	19.18
Facility Supervisor	11.18	11.51	12.09	12.69	13.33	14.00	14.69
Front Desk Clerk	11.18	11.51	12.09	12.69	13.33	14.00	14.69
Lifeguard 1	11.18	11.51	12.09	12.69	13.33	14.00	14.69
Lifeguard 2*	12.28	12.65	13.28	13.94	14.64	15.37	16.14
Maintenance Specialist	9.69	9.98	10.48	11.00	11.55	12.13	12.73
Maintenance Tech	17.62	18.15	19.05	20.01	21.01	22.06	23.16
Mobile Stage Driver	21.01	21.64	22.72	23.86	25.05	26.31	27.62
Office Assistant	14.59	15.03	15.78	16.57	17.40	18.27	19.18
Office Specialist 1	16.48	16.97	17.82	18.71	19.65	20.63	21.66
Park/Facility Aide	9.69	9.98	10.48	11.00	11.55	12.13	12.74
Recreation Specialist	14.59	15.03	15.78	16.57	17.40	18.27	19.18
Recreation Activity Coordinator	15.61	16.08	16.88	17.73	18.61	19.54	20.52

CONTINUING PART TIME AND TEMPORARY SALARY SCALE Reflects a 3% COLA	2014		2015					
	A Step		A Step	B Step	C Step	D Step	E Step	F Step
Recreation Aide	9.69		9.98	10.48	11.00	11.55	12.13	12.74
Recreation Assistant	11.18		11.51	12.09	12.69	13.33	14.00	14.69
Recreation Instructor	12.28		12.65	13.28	13.95	14.64	15.38	16.14
Recreation Program Leader	13.52		13.93	14.62	15.35	16.12	16.93	17.77
Senior Assist Swim Coach *	18.74		19.30	20.27	21.28	22.34	23.46	24.64
Senior Lifeguard	13.52		13.93	14.62	15.35	16.12	16.93	17.77
Senior Park Aide	11.18		11.51	12.09	12.69	13.33	14.00	14.69
Student Conservation Corp 1	9.49		9.77	-	-	-	-	-
Student Conservation Corp 2	15.31		15.77	-	-	-	-	-
Student Conservation Leader	20.40		21.01	22.06	23.17	24.32	25.54	26.82
Teen Center Supervisor	14.59		15.03	15.78	16.57	17.40	18.27	19.18
Volunteer Coordinator	14.59		15.03	15.78	16.57	17.40	18.27	19.18
* position will be phased out								
Step Scale from A to F is 5%								
Minimum wage in 2015 is \$9.47								
<i>Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.</i>								

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

	2015 SALARY SCALE													
	2014 A	2015 A	B	C	D	E	F	G	H	I	J	K	L	
Reflects a 3% COLA Regular Part Time														
POSITION TITLE														
MONTHLY RATE														
Concession Manager	2,706	2,787	2,871	2,957	3,046	3,137	3,231	3,328	3,428	3,531	3,637	3,746	3,858	
Head Lifeguard	2,706	2,787	2,871	2,957	3,046	3,137	3,231	3,328	3,428	3,531	3,637	3,746	3,858	
Maintenance Coordinator	3,572	3,679	3,790	3,903	4,020	4,141	4,265	4,393	4,525	4,661	4,800	4,944	5,093	
Maintenance Person I	2,943	3,031	3,122	3,216	3,312	3,412	3,514	3,620	3,728	3,840	3,955	4,074	4,196	
Office Assistant	2,640	2,719	2,801	2,885	2,971	3,060	3,152	3,247	3,344	3,445	3,548	3,654	3,764	
Office Specialist 1	2,857	2,943	3,031	3,122	3,216	3,312	3,411	3,514	3,619	3,728	3,840	3,955	4,073	
Rec. Program Specialist I	2,706	2,787	2,871	2,957	3,046	3,137	3,231	3,328	3,428	3,531	3,637	3,746	3,858	
Rec. Program Specialist II	3,081	3,173	3,269	3,367	3,468	3,572	3,679	3,789	3,903	4,020	4,141	4,265	4,393	
HOURLY RATE														
Concession Manager	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	19.77	20.37	20.98	21.61	22.26	
Head Lifeguard	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	19.77	20.37	20.98	21.61	22.26	
Maintenance Coordinator	20.60	21.22	21.85	22.51	23.19	23.88	24.60	25.34	26.10	26.88	27.68	28.52	29.37	
Maintenance Person I	16.97	17.48	18.00	18.54	19.10	19.67	20.26	20.87	21.50	22.14	22.81	23.49	24.20	
Office Assistant	15.23	15.69	16.16	16.64	17.14	17.66	18.19	18.73	19.29	19.87	20.47	21.08	21.71	
Office Specialist I	16.48	16.97	17.48	18.01	18.55	19.10	19.68	20.27	20.88	21.50	22.15	22.81	23.50	
Rec. Program Specialist I	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	19.77	20.37	20.98	21.61	22.26	
Rec. Program Specialist II	17.78	18.31	18.86	19.43	20.01	20.61	21.23	21.87	22.52	23.20	23.89	24.61	25.35	
Step Scale from A to L is 3%														