

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**RESOLUTION 2015-15**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING AN AMENDED 2015 SALARY SCALE FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.**

**WHEREAS**, the 2015 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2014-22 on November 6, 2014; and

**WHEREAS**, it is now necessary to amend the 2015 Salary Scale in order to:

1. Add new positions: Recreation Services Division Superintendent, Community Outreach Program Manager
2. Eliminate position: Marketing Program Manager
3. Add new salary scale level for the following new position: Marketing Specialist
4. Move Accounting Specialist to coordinator level, and change title to Accounting Coordinator.

**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 2015 Salary Scale dated July 30, 2015, be adopted, and authorized to replace and supercede the 2015 Salary Scale adopted on November 6, 2014 in Resolution 2014-22.

**PASSED** by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 30th day of July, 2015, the undersigned commissioners being present.

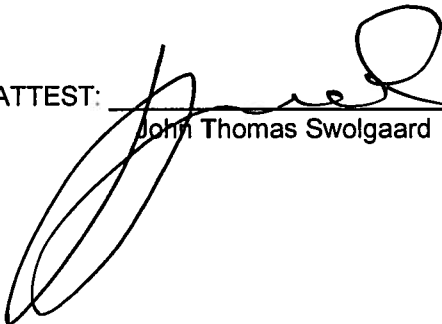
**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

BY: \_\_\_\_\_  
Kirk B. Robinson

BY: \_\_\_\_\_  
Lee Cross

BY:  \_\_\_\_\_  
Kenneth R. DeWitt

BY:  \_\_\_\_\_  
Jay C. Kinney

ATTEST:  \_\_\_\_\_  
John Thomas Swolgaard

| BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT |        |        |        |        |        |        |        |        |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2015 SALARY SCALE   |        |        |        |        |        |        |        |        |        |        |        |        |        |
| amended 07/30/15  |        |        |        |        |        |        |        |        |        |        |        |        |        |
| POSITION TITLE  | 2015   |        |        |        |        |        |        |        |        |        |        |        |        |
|   | A      | B      | C      | D      | E      | F      | G      | H      | I      | J      | K      | L      |        |
| Accounting 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  |
| Accounting Coordinator                                    | 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 |
| Community Outreach 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  |
| Community Outreach 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 |
| 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 Srinow 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 Srinow 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 Specialist                                      | 3,356  | 3,457  | 3,560  | 3,667  | 3,777  | 3,891  | 4,007  | 4,127  | 4,251  | 4,379  | 4,510  | 4,645  | 4,785  |
| Marketing Specialist                                      | 40,272 | 41,480 | 42,725 | 44,006 | 45,326 | 46,686 | 48,087 | 49,529 | 51,015 | 52,546 | 54,122 | 55,746 | 57,416 |

| BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT |        |        |        |        |        |        |        |        |        |        |        |        |        |  |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| 2015 SALARY SCALE   |        |        |        |        |        |        |        |        |        |        |        |        |        |  |
| amended 07/30/15  |        |        |        |        |        |        |        |        |        |        |        |        |        |  |
| FULL TIME SALARY SCALE<br>Cola 3%                         | 2015   |        |        |        |        |        |        |        |        |        |        |        |        |  |
|   | 2014 A | A      | B      | C      | D      | E      | F      | G      | H      | I      | J      | K      | L      |  |
| POSITION TITLE  |        |        |        |        |        |        |        |        |        |        |        |        |        |  |
| 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 Services 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  |  |
| Park Services 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 |  |
| Parks/Recreation Service 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 |  |
| 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 |  |

| BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT |        |        |        |        |        |        |        |        |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2015 SALARY SCALE   |        |        |        |        |        |        |        |        |        |        |        |        |        |
| amended 07/30/15  |        |        |        |        |        |        |        |        |        |        |        |        |        |
| FULL TIME SALARY SCALE                                    |        |        |        |        |        |        |        |        |        |        |        |        |        |
| Cola 3%   |        |        |        |        |        |        |        |        |        |        |        |        |        |
| POSITION TITLE  | 2014 A | 2015 A |        |        |        |        |        |        |        |        |        |        |        |
|   |        | A      | B      | C      | D      | E      | F      | G      | H      | I      | J      | K      | L      |
| 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 |
| Park 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  |
| Park 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**

**2015 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

| POSITION                    | 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

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

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**2015 SALARY SCALE**

|   | 2014  | 2015  | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---|
| POSITION TITLE                                  | A     | A     |       |       |       |       |       |       |       |       |       |       |       |   |
| MONTHLY RATE                                    |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
| <b>Reflects a 3% COLA<br/>Regular Part Time</b> |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
| 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 I                             | 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 |   |
| <b>HOURLY RATE</b>                              |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
| 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<br>3%                 |       |       |       |       |       |       |       |       |       |       |       |       |       |   |