

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2017-03

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

WHEREAS, the 2017 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2016-30 on November 17, 2016; and

WHEREAS, it is now necessary to amend the 2017 Salary Scale to reflect the 2017 Washington State minimum wage of \$11.00/hour for applicable part-time positions,

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 2017 Salary Scale dated January 19, 2017, be adopted, and authorized to replace and supercede the 2017 Salary Scale adopted on November 17, 2016 in Resolution 2016-30.


PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 19th day of January, 2017, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Kenneth R. DeWitt

BY: 
Jay C. Kinney

BY: 
Kirk B. Robinson

BY: 
John Thomas Swolgaard

ATTEST: 
Lee Cross, Secretary

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT											
		2017 SALARY SCALE											
		2016											
POSITION TITLE		A	B	C	D	E	F	G	H	I	J	K	L
FULL TIME SALARY SCALE													
Cola 2%													
Accounting Coordinator	monthly	3,716	3,790	3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,946	5,094
Accounting Coordinator	annual	44,592	45,484	46,849	48,254	49,702	51,193	52,729	54,310	55,940	57,618	59,346	61,127
Administrative Manager	monthly	4,757	4,852	4,998	5,148	5,302	5,461	5,625	5,794	5,968	6,147	6,331	6,521
Administrative Manager	annual	57,084	58,226	59,972	61,772	63,625	65,533	67,499	69,524	71,610	73,758	75,971	78,250
Aquatic Facility Manager	monthly	4,757	4,852	4,998	5,148	5,302	5,461	5,625	5,794	5,968	6,147	6,331	6,521
Aquatic Facility Manager	annual	57,084	58,226	59,972	61,772	63,625	65,533	67,499	69,524	71,610	73,758	75,971	78,250
Facility Maintenance Technician	monthly	3,936	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395
Facility Maintenance Technician	annual	47,228	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739
Community Outreach Program Manager	monthly	3,936	4,014	4,135	4,259	4,387	4,518	4,654	4,793	4,937	5,085	5,238	5,395
Community Outreach Program Manager	annual	47,228	48,172	49,617	51,106	52,639	54,218	55,845	57,520	59,246	61,023	62,854	64,739
Marketing Specialist	monthly	3,390	3,457	3,561	3,668	3,778	3,891	4,008	4,128	4,252	4,380	4,511	4,646
Marketing Specialist	annual	40,675	41,488	42,733	44,015	45,335	46,695	48,096	49,539	51,025	52,556	54,133	55,757
Masters Team Head Coach	monthly	3,677	3,750	3,863	3,979	4,098	4,221	4,348	4,478	4,612	4,751	4,893	5,040
Masters Team Head Coach	annual	44,120	45,003	46,353	47,743	49,176	50,651	52,171	53,736	55,348	57,008	58,718	60,480
Office Specialist I	monthly	3,061	3,123	3,216	3,313	3,412	3,515	3,620	3,729	3,840	3,956	4,074	4,197
Office Specialist I	annual	36,737	37,472	38,596	39,754	40,946	42,175	43,440	44,743	46,085	47,468	48,892	50,359
Office Specialist II	monthly	3,268	3,333	3,433	3,536	3,642	3,751	3,864	3,980	4,099	4,222	4,349	4,479
Office Specialist II	annual	39,211	39,996	41,195	42,431	43,704	45,015	46,366	47,757	49,190	50,665	52,185	53,751
Office Supervisor	monthly	3,716	3,790	3,904	4,021	4,142	4,266	4,394	4,526	4,662	4,801	4,946	5,094
Office Supervisor	annual	44,592	45,484	46,849	48,254	49,702	51,193	52,729	54,310	55,940	57,618	59,346	61,127
Park/Rec Maintenance I	monthly	3,061	3,123	3,216	3,313	3,412	3,515	3,620	3,729	3,840	3,956	4,074	4,197
Park/Rec Maintenance I	annual	36,737	37,472	38,596	39,754	40,946	42,175	43,440	44,743	46,085	47,468	48,892	50,359

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2017 SALARY SCALE													
FULL TIME SALARY SCALE Cola 2%													
	2016												
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	68,395	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													
FULL TIME SALARY SCALE Cola 2%													
	2016 A	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

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

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2017 SALARY SCALE													
POSITION TITLE	2016 A	2017 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

**CONTINUING PART TIME AND
TEMPORARY SALARY SCALE**

Reflects a 2% COLA

POSITION	2017					
	A Step	B Step	C Step	D Step	E Step	F Step
Aquatics Instructor	12.78	13.03	13.68	14.37	15.09	15.84
Aquatics Instructor 2 *	15.33	15.64	16.42	17.24	18.11	19.01
Aquatics Instructor 3 *	18.22	18.58	19.51	20.48	21.51	22.58
Aquatics Specialist 2*	16.24	16.57	17.39	18.26	19.18	20.14
Assistant Program Coord.	16.24	16.57	17.39	18.26	19.18	20.14
Assistant Swim Coach	16.24	16.56	17.39	18.26	19.17	20.13
Asst Aquatics Instructor*	11.63	11.86	12.45	13.08	13.73	14.42
Boating Program Coord	16.24	16.57	17.39	18.26	19.18	20.14
Bus Driver (CDL) - day trip	15.18	15.48	16.26	17.07	17.93	18.82
Bus Driver (CDL) - overnight	14.07	14.35	15.06	15.82	16.61	17.44
Camp Counselor	11.63	11.86	12.45	13.08	13.73	14.42
Camp Director	15.18	15.48	16.26	17.07	17.93	18.82
Facility Supervisor	11.63	11.86	12.45	13.08	13.73	14.42
Front Desk Clerk	11.63	11.86	12.45	13.08	13.73	14.42
Lifeguard 1	11.63	11.86	12.45	13.08	13.73	14.42
Lifeguard 2*	12.78	13.03	13.68	14.37	15.09	15.84
Maintenance Specialist	10.08	11.00	11.55	12.13	12.73	13.37
Maintenance Tech	18.33	18.70	19.63	20.61	21.64	22.72
Mobile Stage Driver	21.86	22.30	23.41	24.58	25.81	27.10
Office Assistant	15.18	15.48	16.26	17.07	17.93	18.82
Office Specialist 1	17.14	17.49	18.36	19.28	20.24	21.26
Park/Facility Aide	10.08	11.00	11.55	12.13	12.73	13.37
Recreation Specialist	15.18	15.48	16.26	17.07	17.93	18.82
Recreation Activity Coordinator	16.24	16.56	17.39	18.26	19.17	20.13

CONTINUING PART TIME AND TEMPORARY SALARY SCALE Reflects a 2% COLA		2016	2017					
		A Step	A Step	B Step	C Step	D Step	E Step	F Step
Recreation Aide		10.08	11.00	11.55	12.13	12.73	13.37	14.04
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	11.00	-	-	-	-	-
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 \$11.00								
<i>Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.</i>								