

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2017-19

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2018 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2018 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 2018 includes changes reflected in the 2018 General Fund Budget which include: 1) 4% cost of living adjustment for all District employees in 2018; 2) merit (step) increases for those employees who are determined eligible; and 3) any adjustments needed to reflect the new minimum wage rate for 2018.

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, 2018.
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 16th day of November, 2017, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Kenneth R. DeWitt

BY: 
Jay G. Kinney

BY: 
Kirk B. Robinson

BY: 
John Thomas Swolgaard

ATTEST: 
Lee Cross, Secretary

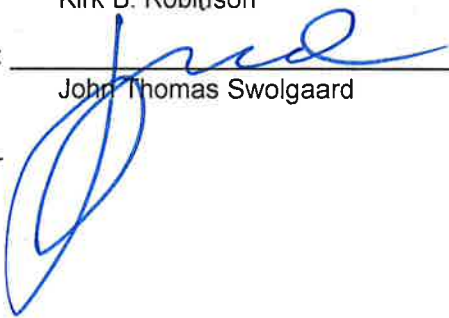


EXHIBIT A

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT												
		2018 SALARY SCALE												
FULL TIME SALARY SCALE	Cola 4%													
		2017												
POSITION TITLE		2018												
		A	A	B	C	D	E	F	G	H	I	J	K	L
Accounting Coordinator	monthly	3,790	3,942	4,060	4,182	4,307	4,437	4,570	4,707	4,848	4,994	5,143	5,298	5,457
Accounting Coordinator	annual	45,484	47,303	48,723	50,184	51,690	53,240	54,838	56,483	58,177	59,923	61,720	63,572	65,479
Administrative Manager	monthly	4,852	5,046	5,198	5,354	5,514	5,680	5,850	6,025	6,206	6,392	6,584	6,782	6,985
Administrative Manager	annual	58,226	60,555	62,371	64,242	66,170	68,155	70,199	72,305	74,475	76,709	79,010	81,380	83,822
Aquatic Facility Manager	monthly	4,852	5,046	5,198	5,354	5,514	5,680	5,850	6,025	6,206	6,392	6,584	6,782	6,985
Aquatic Facility Manager	annual	58,226	60,555	62,371	64,242	66,170	68,155	70,199	72,305	74,475	76,709	79,010	81,380	83,822
Facility Maintenance Technician	monthly	4,014	4,175	4,300	4,429	4,562	4,699	4,840	4,985	5,135	5,289	5,447	5,611	5,779
Facility Maintenance Technician	annual	48,172	50,099	51,602	53,150	54,745	56,387	58,079	59,821	61,616	63,464	65,368	67,329	69,349
Community Outreach Program Manager	monthly	4,014	4,175	4,300	4,429	4,562	4,699	4,840	4,985	5,135	5,289	5,447	5,611	5,779
Community Outreach Program Manager	annual	48,172	50,099	51,602	53,150	54,745	56,387	58,079	59,821	61,616	63,464	65,368	67,329	69,349
Marketing Specialist	monthly	3,457	3,596	3,704	3,815	3,929	4,047	4,168	4,293	4,422	4,555	4,692	4,832	4,977
Marketing Specialist	annual	41,488	43,148	44,442	45,775	47,149	48,563	50,020	51,521	53,066	54,658	56,298	57,987	59,727
Masters Team Head Coach	monthly	3,750	3,900	4,017	4,138	4,262	4,390	4,521	4,657	4,797	4,941	5,089	5,242	5,399
Masters Team Head Coach	annual	45,003	46,803	48,207	49,653	51,143	52,677	54,257	55,885	57,562	59,289	61,067	62,899	64,786
Office Specialist I	monthly	3,123	3,248	3,345	3,445	3,549	3,655	3,765	3,878	3,994	4,114	4,237	4,364	4,495
Office Specialist I	annual	37,472	38,971	40,140	41,344	42,584	43,862	45,178	46,533	47,929	49,367	50,848	52,373	53,944
Office Specialist II	monthly	3,333	3,466	3,570	3,677	3,788	3,901	4,018	4,139	4,263	4,391	4,523	4,658	4,798
Office Specialist II	annual	39,996	41,565	42,843	44,129	45,452	46,816	48,220	49,667	51,157	52,692	54,273	55,901	57,578
Office Supervisor	monthly	3,790	3,942	4,060	4,182	4,307	4,437	4,570	4,707	4,848	4,994	5,143	5,298	5,457
Office Supervisor	annual	45,484	47,303	48,723	50,184	51,690	53,240	54,838	56,483	58,177	59,923	61,720	63,572	65,479
Park/Rec Maintenance I	monthly	3,123	3,248	3,345	3,445	3,549	3,655	3,765	3,878	3,994	4,114	4,237	4,364	4,495
Park/Rec Maintenance I	annual	37,472	38,971	40,140	41,344	42,584	43,862	45,178	46,533	47,929	49,367	50,848	52,373	53,944

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

2018 SALARY SCALE

FULL TIME SALARY SCALE	2018 SALARY SCALE													
	2018													
	A	B	C	D	E	F	G	H	I	J	K	L		
Volunteer Specialist	monthly	3,123	3,248	3,345	3,445	3,549	3,655	3,765	3,878	3,994	4,114	4,237	4,364	4,495
Volunteer Specialist	annual	37,472	38,971	40,140	41,344	42,584	43,862	45,178	46,533	47,929	49,367	50,848	52,373	53,944
Park/Rec Maintenance Coordinator	monthly	3,790	3,942	4,060	4,182	4,307	4,437	4,570	4,707	4,848	4,994	5,143	5,298	5,457
Park/Rec Maintenance Coordinator	annual	45,484	47,303	48,723	50,184	51,690	53,240	54,838	56,483	58,177	59,923	61,720	63,572	65,479
Park Services Manager	monthly	4,014	4,175	4,300	4,429	4,562	4,699	4,840	4,985	5,135	5,289	5,447	5,611	5,779
Park Services Manager	annual	48,172	50,099	51,602	53,150	54,745	56,387	58,079	59,821	61,616	63,464	65,368	67,329	69,349
Senior Park Manager	monthly	4,617	4,801	4,945	5,094	5,246	5,404	5,566	5,733	5,905	6,082	6,264	6,452	6,646
Senior Park Manager	annual	55,398	57,614	59,342	61,123	62,956	64,845	66,790	68,794	70,858	72,984	75,173	77,428	79,751
Parks/Recreation Service Superintendent	monthly	5,574	5,797	5,971	6,150	6,334	6,525	6,720	6,922	7,130	7,343	7,564	7,791	8,024
Parks/Recreation Service Superintendent	annual	66,888	69,563	71,650	73,800	76,014	78,294	80,643	83,062	85,554	88,121	90,764	93,487	96,292
Rec Prog Coord - All Rec Dept	monthly	3,829	3,982	4,102	4,225	4,352	4,482	4,617	4,755	4,898	5,045	5,196	5,352	5,513
Rec Prog Coord - All Rec Dept	annual	45,951	47,789	49,223	50,699	52,220	53,787	55,401	57,063	58,774	60,538	62,354	64,224	66,151

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT
2018 SALARY SCALE

FULL TIME SALARY SCALE Cola 4%	2018												
	A	B	C	D	E	F	G	H	I	J	K	L	
Rec Prog Manager - All Rec Dept	4,014	4,175	4,300	4,429	4,562	4,699	4,840	4,985	5,135	5,289	5,447	5,611	5,779
Rec Prog Manager - All Rec Dept	48,172	50,099	51,602	53,150	54,745	56,387	58,079	59,821	61,616	63,464	65,368	67,329	69,349
Rec Prog Specialist II - All Rec Dept	3,269	3,400	3,502	3,607	3,716	3,827	3,942	4,060	4,182	4,307	4,437	4,570	4,707
All Rec Dept	39,234	40,803	42,027	43,288	44,587	45,924	47,302	48,721	50,183	51,688	53,239	54,836	56,481
Division Director	6,058	6,300	6,489	6,684	6,884	7,091	7,304	7,523	7,748	7,981	8,220	8,467	8,721
Division Director	72,694	75,602	77,870	80,206	82,613	85,091	87,644	90,273	92,981	95,771	98,644	###	104,651
Swim Team Head Coach*	4,459	4,638	4,777	4,920	5,068	5,220	5,376	5,537	5,704	5,875	6,051	6,232	6,419
Swim Team Head Coach*	53,510	55,651	57,320	59,040	60,811	62,635	64,514	66,450	68,443	70,497	72,612	74,790	77,034
Senior Planner	5,574	5,797	5,971	6,150	6,334	6,525	6,720	6,922	7,130	7,343	7,564	7,791	8,024
Senior Planner	66,888	69,563	71,650	73,800	76,014	78,294	80,643	83,062	85,554	88,121	90,764	93,487	96,292

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

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

2018 SALARY SCALE

POSITION	2017						2018					
	A Step						A Step	B Step	C Step	D Step	E Step	F Step
Aquatics Instructor	13.03						13.29	13.96	14.66	15.39	16.16	16.97
Aquatics Instructor 2 *	15.64						15.95	16.75	17.59	18.47	19.39	20.36
Aquatics Instructor 3 *	18.58						18.95	19.90	20.89	21.94	23.04	24.19
Aquatics Specialist 2 *	16.57						16.90	17.74	18.63	19.56	20.54	21.57
Assistant Program Coord.	16.57						16.90	17.74	18.63	19.56	20.54	21.57
Assistant Swim Coach	16.56						16.90	17.74	18.63	19.56	20.54	21.56
Asst Aquatics Instructor*	11.86						12.10	12.70	13.34	14.01	14.71	15.44
Boating Program Coord	16.57						16.90	17.74	18.63	19.56	20.54	21.57
Bus Driver (CDL) - day trip	15.48						15.79	16.58	17.41	18.28	19.20	20.16
Bus Driver (CDL) - overnight	14.35						14.63	15.37	16.13	16.94	17.79	18.68
Camp Counselor	11.86						12.10	12.70	13.34	14.01	14.71	15.44
Camp Director	15.48						15.79	16.58	17.41	18.28	19.20	20.16
Facility Supervisor	11.86						12.10	12.70	13.34	14.01	14.71	15.44
Front Desk Clerk	11.86						12.10	12.70	13.34	14.01	14.71	15.44
Lifeguard 1	11.86						12.10	12.70	13.34	14.01	14.71	15.44
Lifeguard 2 *	13.03						13.29	13.96	14.66	15.39	16.16	16.97
Maintenance Specialist	11.00						11.50	12.08	12.68	13.31	13.98	14.68
Maintenance Tech	18.70						19.07	20.02	21.02	22.07	23.18	24.34
Mobile Stage Driver	22.30						22.74	23.88	25.07	26.33	27.64	29.03
Office Assistant	15.48						15.79	16.58	17.41	18.28	19.20	20.16
Office Specialist 1	17.49						17.84	18.73	19.67	20.65	21.68	22.76
Park/Facility Aide	11.00						11.50	12.08	12.68	13.31	13.98	14.68

**CONTINUING PART TIME AND
TEMPORARY SALARY SCALE**
Reflects a 4% COLA

**CONTINUING PART TIME AND
TEMPORARY SALARY SCALE**
Reflects a 4% COLA

POSITION	2017		2018					
	A Step		A Step	B Step	C Step	D Step	E Step	F Step
Recreation Specialist	15.48		15.79	16.58	17.41	18.28	19.20	20.16
Recreation Activity Coordinator	16.56		16.90	17.74	18.63	19.56	20.54	21.56
Recreation Aide	11.00		11.50	12.08	12.68	13.31	13.98	14.68
Recreation Assistant	11.86		12.10	12.70	13.34	14.01	14.71	15.44
Recreation Instructor	13.03		13.29	13.96	14.66	15.39	16.16	16.97
Recreation Program Leader	14.35		14.63	15.37	16.13	16.94	17.79	18.68
Senior Assist Swim Coach *	19.89		20.28	21.30	22.36	23.48	24.65	25.89
Senior Lifeguard	14.35		14.63	15.37	16.13	16.94	17.79	18.68
Senior Park Aide	11.86		12.10	12.70	13.34	14.01	14.71	15.44
Student Conservation Corp 1	11.00		11.50	-	-	-	-	-
Student Conservation Corp 2	16.25		16.57	-	-	-	-	-
Student Conservation Leader	21.65		22.08	23.18	24.34	25.56	26.84	28.18
Teen Center Supervisor	15.48		15.79	16.58	17.41	18.28	19.20	20.16
Volunteer Coordinator	15.48		15.79	16.58	17.41	18.28	19.20	20.16
* position will be phased out								
Step Scale from A to F is 5%								
Minimum wage in 2018 is \$11.50								
<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														
2018 SALARY SCALE														
POSITION TITLE	2017	2018	A	B	C	D	E	F	G	H	I	J	K	L
Reflects a 4% COLA Regular Part Time														
MONTHLY RATE														
Head Lifeguard	2,871	2,986	3,076	3,168	3,263	3,361	3,462	3,566	3,673	3,783	3,896	4,013	4,134	
Maintenance Coordinator	3,790	3,942	4,060	4,182	4,307	4,437	4,570	4,707	4,848	4,993	5,143	5,298	5,456	
Maintenance Person I	3,123	3,248	3,345	3,446	3,549	3,655	3,765	3,878	3,994	4,114	4,238	4,365	4,496	
Office Assistant	2,801	2,913	3,001	3,091	3,184	3,279	3,377	3,479	3,583	3,691	3,801	3,915	4,033	
Office Specialist 1	3,032	3,153	3,247	3,345	3,445	3,549	3,655	3,765	3,878	3,994	4,114	4,237	4,364	
Rec. Program Specialist I	2,871	2,986	3,076	3,168	3,263	3,361	3,462	3,566	3,673	3,783	3,896	4,013	4,134	
Rec. Program Specialist II	3,269	3,400	3,502	3,607	3,715	3,827	3,942	4,060	4,182	4,307	4,436	4,569	4,706	
HOURLY RATE														
Head Lifeguard	16.56	17.23	17.74	18.28	18.82	19.39	19.97	20.57	21.19	21.82	22.48	23.15	23.85	
Maintenance Coordinator	21.86	22.73	23.42	24.12	24.84	25.59	26.35	27.14	27.96	28.80	29.66	30.55	31.47	
Maintenance Person I	18.01	18.73	19.29	19.87	20.46	21.08	21.71	22.36	23.03	23.72	24.43	25.17	25.92	
Office Assistant	16.16	16.81	17.31	17.83	18.37	18.92	19.48	20.07	20.67	21.29	21.93	22.59	23.26	
Office Specialist I	17.49	18.19	18.73	19.29	19.87	20.47	21.08	21.72	22.37	23.04	23.73	24.44	25.17	
Rec. Program Specialist I	16.56	17.23	17.74	18.28	18.82	19.39	19.97	20.57	21.19	21.82	22.48	23.15	23.85	
Rec. Program Specialist II	18.87	19.62	20.21	20.82	21.44	22.08	22.75	23.43	24.13	24.86	25.60	26.37	27.16	
Step Scale from A to L is 3%														