

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2012-14

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING AN AMENDED 2012 SALARY SCALE FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2012 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2011-20 on November 17, 2011; and

WHEREAS, it is now necessary to amend the 2012 Salary Scale due to the retirement of the Park Services Division Director and the subsequent need to reorganize this division; and

WHEREAS, part of this reorganization requires the addition of a new position to the salary scale titled "Park Services Division Manager" on page 1, and the deletion of the position "Park Services Division Director" as reflected on page 2 in the change from "Recreation/Park Services Director" to "Recreation Services Director",


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 2012 Salary Scale dated May 17, 2012, be adopted, and authorized to replace and supercede the 2012 Salary Scale adopted on November 17, 2011 in Resolution 2011-20.


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 May, 2012, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Kenneth R. DeWitt

BY: 
John Thomas Swolgaard

BY: 
Jay C. Kinney

BY: 
Kirk B. Robinson

ATTEST: 
Lee Cross - Secretary

| BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT | | | | | | | | | | | | | |
|---|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2012 SALARY SCALE | | | | | | | | | | | | | |
| FULL TIME SALARY SCALE | NO CHANGE FROM 2010 | | | | | | | | | | | | |
| | 2011 A | 2012 A | B | C | D | E | F | G | H | I | J | K | L |
| POSITION TITLE | | | | | | | | | | | | | |
| Administrative Manager | monthly | 4,352 | 4,483 | 4,618 | 4,756 | 4,899 | 5,046 | 5,197 | 5,353 | 5,514 | 5,679 | 5,849 | 6,025 |
| Administrative Manager | annual | 52,230 | 53,797 | 55,411 | 57,073 | 58,785 | 60,549 | 62,365 | 64,236 | 66,163 | 68,148 | 70,192 | 72,298 |
| Aquatics Facility Operator | monthly | 3,600 | 3,708 | 3,820 | 3,934 | 4,052 | 4,174 | 4,299 | 4,428 | 4,561 | 4,698 | 4,839 | 4,984 |
| Aquatics Facility Operator | annual | 43,205 | 44,501 | 45,836 | 47,211 | 48,628 | 50,087 | 51,589 | 53,137 | 54,731 | 56,373 | 58,064 | 59,806 |
| Finance & Human Resource Manager | monthly | 4,353 | 4,483 | 4,618 | 4,756 | 4,899 | 5,046 | 5,197 | 5,353 | 5,514 | 5,679 | 5,850 | 6,025 |
| Finance & Human Resource Manager | annual | 52,231 | 53,798 | 55,412 | 57,074 | 58,787 | 60,550 | 62,367 | 64,238 | 66,165 | 68,150 | 70,194 | 72,300 |
| *Maint Pers S/rnow Park Maintenance III | monthly | 3,781 | 3,894 | 4,011 | 4,131 | 4,255 | 4,383 | 4,514 | 4,650 | 4,789 | 4,933 | 5,081 | 5,233 |
| *Maint Pers S/rnow Park Maintenance III | annual | 45,367 | 46,728 | 48,130 | 49,573 | 51,061 | 52,592 | 54,170 | 55,795 | 57,469 | 59,193 | 60,969 | 62,798 |
| Office Specialist I | monthly | 2,801 | 2,885 | 2,972 | 3,061 | 3,153 | 3,247 | 3,345 | 3,445 | 3,548 | 3,655 | 3,764 | 3,877 |
| Office Specialist I | annual | 33,613 | 34,621 | 35,660 | 36,730 | 37,832 | 38,967 | 40,136 | 41,340 | 42,580 | 43,857 | 45,173 | 46,528 |
| Office Specialist II | monthly | 2,933 | 3,021 | 3,111 | 3,205 | 3,301 | 3,400 | 3,502 | 3,607 | 3,715 | 3,827 | 3,941 | 4,060 |
| Office Specialist II | annual | 35,194 | 36,249 | 37,337 | 38,457 | 39,611 | 40,799 | 42,023 | 43,284 | 44,582 | 45,920 | 47,297 | 48,716 |
| Office Supervisor | monthly | 3,400 | 3,502 | 3,607 | 3,715 | 3,827 | 3,942 | 4,060 | 4,182 | 4,307 | 4,436 | 4,569 | 4,706 |
| Office Supervisor | annual | 40,800 | 42,024 | 43,285 | 44,584 | 45,921 | 47,299 | 48,718 | 50,179 | 51,685 | 53,235 | 54,832 | 56,477 |
| *Park Maint Superv/now Park Maint IV | monthly | 4,573 | 4,710 | 4,852 | 4,997 | 5,147 | 5,302 | 5,461 | 5,624 | 5,793 | 5,967 | 6,146 | 6,330 |
| *Park Maint Superv/now Park Maint IV | annual | 54,878 | 56,524 | 58,220 | 59,966 | 61,765 | 63,618 | 65,527 | 67,493 | 69,517 | 71,603 | 73,751 | 75,964 |
| Park/Rec Maintenance I | monthly | 2,801 | 2,885 | 2,972 | 3,061 | 3,153 | 3,247 | 3,345 | 3,445 | 3,548 | 3,655 | 3,764 | 3,877 |
| Park/Rec Maintenance I | annual | 33,613 | 34,621 | 35,660 | 36,730 | 37,832 | 38,967 | 40,136 | 41,340 | 42,580 | 43,857 | 45,173 | 46,528 |
| Park/Rec Maintenance II | monthly | 3,400 | 3,502 | 3,607 | 3,715 | 3,827 | 3,942 | 4,060 | 4,182 | 4,307 | 4,436 | 4,569 | 4,706 |
| Park/Rec Maintenance II | annual | 40,800 | 42,024 | 43,285 | 44,584 | 45,921 | 47,299 | 48,718 | 50,179 | 51,685 | 53,235 | 54,832 | 56,477 |
| Park/Rec Maintenance III | monthly | 3,600 | 3,708 | 3,820 | 3,934 | 4,052 | 4,174 | 4,299 | 4,428 | 4,561 | 4,698 | 4,839 | 4,984 |
| Park/Rec Maintenance III | annual | 43,205 | 44,501 | 45,836 | 47,211 | 48,628 | 50,087 | 51,589 | 53,137 | 54,731 | 56,373 | 58,064 | 59,806 |
| Park/Rec Maintenance IV | monthly | 4,352 | 4,483 | 4,618 | 4,756 | 4,899 | 5,046 | 5,197 | 5,353 | 5,514 | 5,679 | 5,849 | 6,025 |
| Park/Rec Maintenance IV | annual | 52,230 | 53,797 | 55,411 | 57,073 | 58,785 | 60,549 | 62,365 | 64,236 | 66,163 | 68,148 | 70,192 | 72,298 |
| Park Services Division Manager | monthly | - | 5,000 | 5,305 | 5,464 | 5,628 | 5,796 | 5,970 | 6,149 | 6,334 | 6,524 | 6,720 | 6,921 |
| Park Services Division Manager | annual | - | 60,000 | 61,800 | 63,654 | 65,564 | 67,531 | 69,556 | 71,643 | 73,792 | 76,006 | 78,286 | 80,635 |
| Public Relations & Cultural Events Coord. II | monthly | 3,600 | 3,708 | 3,820 | 3,934 | 4,052 | 4,174 | 4,299 | 4,428 | 4,561 | 4,698 | 4,839 | 4,984 |
| Public Relations & Cultural Events Coord. II | annual | 43,205 | 44,501 | 45,836 | 47,211 | 48,628 | 50,087 | 51,589 | 53,137 | 54,731 | 56,373 | 58,064 | 59,806 |

| BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT | | | | | | | | | | | | | | |
|---|--------|--------|--------|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2012 SALARY SCALE | | | | | | | | | | | | | | |
| POSITION TITLE | 2011 | 2012 | A | B | C | D | E | F | G | H | I | J | K | L |
| Rec Prog Coord I - All Rec Dept | 3,435 | 3,435 | 3,435 | 3,538 | 3,644 | 3,753 | 3,866 | 3,982 | 4,101 | 4,225 | 4,351 | 4,482 | 4,616 | 4,755 |
| Rec Prog Coord I - All Rec Dept | 41,219 | 41,219 | 41,219 | 42,456 | 43,729 | 45,041 | 46,392 | 47,784 | 49,218 | 50,694 | 52,215 | 53,782 | 55,395 | 57,057 |
| Rec Prog Coord II - All Rec Dept | 3,601 | 3,601 | 3,601 | 3,709 | 3,820 | 3,934 | 4,052 | 4,174 | 4,299 | 4,428 | 4,561 | 4,698 | 4,839 | 4,984 |
| Rec Prog Coord II - All Rec Dept | 43,207 | 43,207 | 43,207 | 44,503 | 45,838 | 47,213 | 48,629 | 50,088 | 51,591 | 53,139 | 54,733 | 56,375 | 58,066 | 59,808 |
| Rec Prog Specialist II - All Rec Dept | 2,933 | 2,933 | 2,933 | 3,021 | 3,111 | 3,205 | 3,301 | 3,400 | 3,502 | 3,607 | 3,715 | 3,827 | 3,941 | 4,060 |
| Rec Prog Specialist II - All Rec Dept | 35,194 | 35,194 | 35,194 | 36,249 | 37,337 | 38,457 | 39,611 | 40,799 | 42,023 | 43,284 | 44,582 | 45,920 | 47,297 | 48,716 |
| Recreation Department Mgr -All Rec Dept. | 4,352 | 4,352 | 4,352 | 4,483 | 4,618 | 4,756 | 4,899 | 5,046 | 5,197 | 5,353 | 5,514 | 5,679 | 5,849 | 6,025 |
| Recreation Department Mgr -All Rec Dept. | 52,230 | 52,230 | 52,230 | 53,797 | 55,411 | 57,073 | 58,785 | 60,549 | 62,365 | 64,236 | 66,163 | 68,148 | 70,192 | 72,298 |
| Recreation Services Director | 5,434 | 5,434 | 5,434 | 5,597 | 5,765 | 5,938 | 6,116 | 6,300 | 6,489 | 6,683 | 6,884 | 7,090 | 7,303 | 7,522 |
| Recreation Services Director | 65,209 | 65,209 | 65,209 | 67,165 | 69,180 | 71,255 | 73,393 | 75,595 | 77,863 | 80,198 | 82,604 | 85,082 | 87,635 | 90,264 |
| Senior Planner | 4,353 | 4,353 | 4,353 | 4,483 | 4,618 | 4,756 | 4,899 | 5,046 | 5,197 | 5,353 | 5,514 | 5,679 | 5,850 | 6,025 |
| Senior Planner | 52,231 | 52,231 | 52,231 | 53,798 | 55,412 | 57,074 | 58,787 | 60,550 | 62,367 | 64,238 | 66,165 | 68,150 | 70,194 | 72,300 |
| NO CHANGE FROM 2011 | | | | | | | | | | | | | | |
| POSITION TITLE | 2011 | 2012 | A | B | C | D | E | F | G | H | I | J | K | L |
| MONTHLY RATE | | | | | | | | | | | | | | |
| Concession Manager | 2,576 | 2,576 | 2,576 | 2,653.19 | 2,733 | 2,815 | 2,899 | 2,986 | 3,076 | 3,168 | 3,263 | 3,361 | 3,462 | 3,566 |
| Head Lifeguard | 2,576 | 2,576 | 2,576 | 2,653.19 | 2,733 | 2,815 | 2,899 | 2,986 | 3,076 | 3,168 | 3,263 | 3,361 | 3,462 | 3,566 |
| Office Assistant | 2,513 | 2,513 | 2,513 | 2,588.39 | 2,666 | 2,746 | 2,828 | 2,913 | 3,001 | 3,091 | 3,183 | 3,279 | 3,377 | 3,479 |
| Office Specialist | 2,731 | 2,731 | 2,731 | 2,813.22 | 2,898 | 2,985 | 3,074 | 3,166 | 3,261 | 3,359 | 3,460 | 3,564 | 3,671 | 3,781 |
| Rec. Program Specialist I | 2,576 | 2,576 | 2,576 | 2,653.19 | 2,733 | 2,815 | 2,899 | 2,986 | 3,076 | 3,168 | 3,263 | 3,361 | 3,462 | 3,566 |
| Rec. Program Specialist II | 2,933 | 2,933 | 2,933 | 3,020.79 | 3,111 | 3,205 | 3,301 | 3,400 | 3,502 | 3,607 | 3,715 | 3,827 | 3,941 | 4,060 |
| Maintenance Person I | 2,801 | 2,801 | 2,801 | 2,885.11 | 2,972 | 3,061 | 3,153 | 3,247 | 3,345 | 3,445 | 3,548 | 3,655 | 3,764 | 3,877 |
| HOURLY RATE | | | | | | | | | | | | | | |
| Concession Manager | 14.86 | 14.86 | 14.86 | 15.31 | 15.77 | 16.24 | 16.73 | 17.23 | 17.74 | 18.28 | 18.83 | 19.39 | 19.97 | 20.57 |
| Head Lifeguard | 14.86 | 14.86 | 14.86 | 15.31 | 15.77 | 16.24 | 16.73 | 17.23 | 17.74 | 18.28 | 18.83 | 19.39 | 19.97 | 20.57 |
| Office Assistant | 14.50 | 14.50 | 14.50 | 14.94 | 15.38 | 15.84 | 16.32 | 16.81 | 17.31 | 17.83 | 18.37 | 18.92 | 19.49 | 20.07 |
| Office Specialist I | 16.16 | 16.16 | 16.16 | 16.64 | 17.14 | 17.65 | 18.18 | 18.73 | 19.29 | 19.87 | 20.47 | 21.08 | 21.71 | 22.36 |
| Rec. Program Specialist I | 14.86 | 14.86 | 14.86 | 15.31 | 15.77 | 16.24 | 16.73 | 17.23 | 17.74 | 18.28 | 18.83 | 19.39 | 19.97 | 20.57 |
| Rec. Program Specialist II | 16.92 | 16.92 | 16.92 | 17.43 | 17.95 | 18.49 | 19.05 | 19.62 | 20.20 | 20.81 | 21.44 | 22.08 | 22.74 | 23.42 |
| Maintenance Person I | 16.16 | 16.16 | 16.16 | 16.64 | 17.14 | 17.65 | 18.18 | 18.73 | 19.29 | 19.87 | 20.47 | 21.08 | 21.71 | 22.36 |
| Step Scale from A to L is 3% | | | | | | | | | | | | | | |

| BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT | | | | | | | | | | |
|--|--------|--------|-------|--------|--------|--------|--------|--------|--------|--|
| 2012 SALARY SCALE | | | | | | | | | | |
| POSITION | 2011 | | 2012 | | B Step | C Step | D Step | E Step | F Step | |
| | A step | A Step | | A Step | | | | | | |
| CONTINUING PART TIME AND TEMPORARY SALARY SCALE | | | | | | | | | | |
| no change from 2011 except as noted below * | | | | | | | | | | |
| **Aquatics Instructor | | | 11.69 | 12.27 | 12.89 | 13.53 | 14.21 | 14.92 | | |
| Aquatics Leader | | | 12.87 | 13.51 | 14.19 | 14.90 | 15.64 | 16.43 | | |
| Outdoor Program Leader | | | 12.87 | 13.51 | 14.19 | 14.90 | 15.64 | 16.43 | | |
| Aquatics Specialist | | | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Recreations Specialist | | | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Aquatics Specialist 2 | | | 14.86 | 15.60 | 16.38 | 17.20 | 18.06 | 18.97 | | |
| Assistant Program Coord. | | | 14.86 | 15.60 | 16.38 | 17.20 | 18.06 | 18.97 | | |
| Asst. Aquatics Instructor | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Asst. Outdoor Instructor | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Assistant Sailing Instr. | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Boating Program Coord | | | 14.86 | 15.60 | 16.38 | 17.20 | 18.06 | 18.97 | | |
| Bus Driver (CDL) - day trip | | | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Bus Driver (CDL) - overnight | | | 12.87 | 13.51 | 14.19 | 14.90 | 15.64 | 16.43 | | |
| Camp Counselor | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Camp Director | | | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Cultural Arts Instructor | | | 12.87 | 13.51 | 14.19 | 14.90 | 15.64 | 16.43 | | |
| Facility Supervisor | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Front Desk | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Gymnastics Instructor | | | 11.69 | 12.27 | 12.89 | 13.53 | 14.21 | 14.92 | | |
| Lifeguard | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Maintenance Specialist | | | 9.22 | 9.68 | 10.17 | 10.67 | 11.21 | 11.77 | | |
| Maintenance Tech | | | 16.77 | 17.61 | 18.49 | 19.41 | 20.38 | 21.40 | | |
| Mobile Stage Driver | | | 20.00 | 21.00 | 22.05 | 23.15 | 24.31 | 25.53 | | |
| Outdoor Specialist | | | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Office Assistant | | | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Park Aide | * | 8.81 | 9.04 | 9.49 | 9.97 | 10.46 | 10.99 | 11.54 | | |
| Pottery Specialist/Instructor | * | 8.81 | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Recreation Assistant | | | 9.04 | 9.49 | 9.97 | 10.46 | 10.99 | 11.54 | | |
| Recreation Program Leader | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Sailing Instructor | | | 11.69 | 12.27 | 12.89 | 13.53 | 14.21 | 14.92 | | |
| Senior Lifeguard | | | 12.87 | 13.51 | 14.19 | 14.90 | 15.64 | 16.43 | | |
| Senior Park Aide | | | 10.64 | 11.17 | 11.73 | 12.32 | 12.93 | 13.58 | | |
| Teen Center Supervisor | | | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Volunteer Coordinator | | | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | | |
| Step Scale from A to F is 5% | | | | | | | | | | |
| *Rates changed from \$8.81 due to Minimum wage increase in 2012 to \$9.04. | | | | | | | | | | |