

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2012-27

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2013 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2013 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 2013 includes changes reflected in the 2013 General Fund Budget which include: 1) 3% cost of living adjustment for all District employees in 2013 after two years of 0% cost of living adjustments; 2) merit (step) increases for those employees who are determined eligible, 3) Re-classification of three positions in accordance with 2008-2010 employee study comparing District salaries to those of outside agencies: Office Specialist II, Finance/Human Resource Manager; Senior Planner; 4) Re-classification of Accounting Assistant to Accounting Specialist due to change in job duties; 4) Title changes: Park Services Division Manager to Park Services Division Superintendent; Finance/Human Resource Manager to Finance Officer/Human Resource Manager; Coordinator II to Program Manager; Maintenance II to Maintenance Coordinator; Maintenance III to Maintenance Lead; Maintenance IV to Project Manager.

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, 2013.
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 15th day of November, 2012, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY:  _____

Kirk B. Robinson

BY:  _____

Kenneth R. DeWitt

BY:  _____

John Thomas Swolgaard

BY:  _____

Jay C. Kinney

ATTEST:  _____

Lee Cross - Secretary

POSITION TITLE	Level	BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT												
		2013 SALARY SCALE												
		2012 A	A	B	C	D	E	F	G	H	I	J	K	L
FULL TIME SALARY SCALE														
Reflects a 3% COLA														
Administrative Manager	4 monthly	4,352	4,483	4,617	4,756	4,898	5,045	5,197	5,352	5,513	5,678	5,849	6,024	6,205
Administrative Manager	annual	52,230	53,797	55,411	57,073	58,785	60,549	62,365	64,236	66,163	68,148	70,193	72,299	74,467
Aquatics Facility Operator	5 monthly	3,600	3,708	3,819	3,934	4,052	4,173	4,299	4,428	4,560	4,697	4,838	4,983	5,133
Aquatics Facility Operator	annual	43,205	44,501	45,836	47,211	48,628	50,086	51,589	53,137	54,731	56,373	58,064	59,806	61,600
Accounting Specialist	8 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	3,994
Accounting Specialist	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	47,924
Finance Officer/Human Resource Mgr	3 monthly	4,483	5,150	5,305	5,464	5,628	5,796	5,970	6,149	6,334	6,524	6,720	6,921	7,129
Finance Officer/Human Resource Mgr	annual	53,791	61,800	63,654	65,564	67,531	69,556	71,643	73,792	76,006	78,286	80,635	83,054	85,546
*Maint Pers Sr/nov Park Maintenance III	5 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	5,390
*Maint Pers Sr/nov 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	64,682
Office Specialist I	8 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	3,994
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	47,924
Office Specialist II	7 monthly	2,933	3,079	3,172	3,267	3,365	3,466	3,570	3,677	3,787	3,901	4,018	4,139	4,263
Office Specialist II	annual	35,194	36,953	38,062	39,204	40,380	41,591	42,839	44,124	45,448	46,811	48,216	49,662	51,152
Office Supervisor	6 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	4,848
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	58,171

EXHIBIT A

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT											
		2013 SALARY SCALE											
		2012 A											
		2013											
POSITION TITLE	Level	A	B	C	D	E	F	G	H	I	J	K	L
FULL TIME SALARY SCALE													
Reflects a 3% COLA													
*Park Services Project Manager	4 monthly	4,710	4,852	4,997	5,147	5,302	5,461	5,624	5,793	5,967	6,146	6,330	6,520
*Park Services Project Manager	annual	56,524	58,220	59,966	61,765	63,618	65,527	67,493	69,517	71,603	73,751	75,964	78,243
Park/Rec Maintenance I	8 monthly	2,885	2,972	3,061	3,153	3,247	3,345	3,445	3,548	3,655	3,764	3,877	3,994
Park/Rec Maintenance I	annual	34,621	35,660	36,730	37,832	38,967	40,136	41,340	42,580	43,857	45,173	46,528	47,924
Park/Rec Maintenance Coordinator	6 monthly	3,502	3,607	3,715	3,827	3,942	4,060	4,182	4,307	4,436	4,569	4,706	4,848
Park/Rec Maintenance Coordinator	annual	42,024	43,285	44,584	45,921	47,299	48,718	50,179	51,685	53,235	54,832	56,477	58,171
Park/Rec Maintenance Lead	5 monthly	3,708	3,820	3,934	4,052	4,174	4,299	4,428	4,561	4,698	4,839	4,984	5,133
Park/Rec Maintenance Lead	annual	44,501	45,836	47,211	48,628	50,087	51,589	53,137	54,731	56,373	58,064	59,806	61,600
Park Services Project Manager	4 monthly	4,483	4,618	4,756	4,899	5,046	5,197	5,353	5,514	5,679	5,849	6,025	6,206
Park Services Project Manager	annual	53,797	55,411	57,073	58,785	60,549	62,365	64,236	66,163	68,148	70,192	72,298	74,467
Park Services Division Superintendent	3 monthly	5,150	5,305	5,464	5,628	5,796	5,970	6,149	6,334	6,524	6,720	6,921	7,129
Park Services Division Superintendent	annual	61,800	63,654	65,564	67,531	69,556	71,643	73,792	76,006	78,286	80,635	83,054	85,546
Marketing Program Manager	5 monthly	3,708	3,820	3,934	4,052	4,174	4,299	4,428	4,561	4,698	4,839	4,984	5,133
Marketing Program Manager	annual	44,501	45,836	47,211	48,628	50,087	51,589	53,137	54,731	56,373	58,064	59,806	61,600
Rec Prog Coord - All Rec Dept	6 monthly	3,538	3,644	3,753	3,866	3,982	4,101	4,225	4,351	4,482	4,616	4,755	4,897

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT														
2013 SALARY SCALE														
POSITION TITLE	Level	2013												
		A	B	C	D	E	F	G	H	I	J	K	L	
Rec Prog Coord - All Rec Dept.	annual	41,219	42,456	43,729	45,041	46,392	47,784	49,218	50,694	52,215	53,782	55,395	57,057	58,769
Rec Prog Manager - All Rec Dept	5 monthly	3,601	3,709	3,820	3,934	4,052	4,174	4,299	4,428	4,561	4,698	4,839	4,984	5,134
Rec Prog Manager - All Rec Dept.	annual	43,207	44,503	45,838	47,213	48,629	50,088	51,591	53,139	54,733	56,375	58,066	59,808	61,602
Rec Prog Specialist II - All Rec Dept	8 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	4,181
Rec Prog Specialist II - All Rec Dept	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	50,178
Cultural Program Manager	4 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	6,206
Cultural Program 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	74,467
Aquatic Center Manager	4 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	6,206
Aquatic Center 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	74,467
Recreation Services Division Director	2 monthly	5,434	5,597	5,765	5,938	6,116	6,300	6,489	6,683	6,884	7,090	7,303	7,522	7,748
Recreation Services Division Director	annual	65,209	67,165	69,180	71,255	73,393	75,595	77,863	80,198	82,604	85,082	87,635	90,264	92,972
Senior Planner	3 monthly	4,484	5,150	5,305	5,464	5,628	5,796	5,970	6,149	6,334	6,524	6,720	6,921	7,129
Senior Planner	annual	53,803	61,800	63,654	65,564	67,531	69,556	71,643	73,792	76,006	78,286	80,635	83,054	85,546

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

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT
2013 SALARY SCALE**

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

POSITION	2012						2013					
	A Step	B Step	C Step	D Step	E Step	F Step	A Step	B Step	C Step	D Step	E Step	F Step
**Aquatics Instructor	11.69	12.04	12.64	13.27	13.94	14.64	12.04	12.64	13.27	13.94	14.64	15.37
Aquatics Leader	12.87	13.26	13.92	14.61	15.35	16.11	13.26	13.92	14.61	15.35	16.11	16.92
Outdoor Program Leader	12.87	13.26	13.92	14.61	15.35	16.11	13.26	13.92	14.61	15.35	16.11	16.92
Aquatics Specialist	13.89	14.31	15.02	15.77	16.56	17.39	14.31	15.02	15.77	16.56	17.39	18.26
Recreations Specialist	13.89	14.31	15.02	15.77	16.56	17.39	14.31	15.02	15.77	16.56	17.39	18.26
Aquatics Specialist 2	14.86	15.31	16.07	16.87	17.72	18.60	15.31	16.07	16.87	17.72	18.60	19.53
Assistant Program Coord.	14.86	15.31	16.07	16.87	17.72	18.60	15.31	16.07	16.87	17.72	18.60	19.53
Asst Aquatics Instructor	10.64	10.96	11.51	12.08	12.69	13.32	10.96	11.51	12.08	12.69	13.32	13.99
Asst Outdoor Instructor	10.64	10.96	11.51	12.08	12.69	13.32	10.96	11.51	12.08	12.69	13.32	13.99
Assistant Sailing Instr.	10.64	10.96	11.51	12.08	12.69	13.32	10.96	11.51	12.08	12.69	13.32	13.99
Boating Program Coord	14.86	15.31	16.07	16.87	17.72	18.60	15.31	16.07	16.87	17.72	18.60	19.53
Bus Driver (CDL) - day trip	13.89	14.31	15.02	15.77	16.56	17.39	14.31	15.02	15.77	16.56	17.39	18.26
Bus Driver (CDL) - overnight	12.87	13.26	13.92	14.61	15.35	16.11	13.26	13.92	14.61	15.35	16.11	16.92
Camp Counselor	10.64	10.96	11.51	12.08	12.69	13.32	10.96	11.51	12.08	12.69	13.32	13.99
Camp Director	13.89	14.31	15.02	15.77	16.56	17.39	14.31	15.02	15.77	16.56	17.39	18.26
Cultural Arts Instructor	12.87	13.26	13.92	14.61	15.35	16.11	13.26	13.92	14.61	15.35	16.11	16.92
Facility Supervisor	10.64	10.96	11.51	12.08	12.69	13.32	10.96	11.51	12.08	12.69	13.32	13.99
Front Desk	10.64	10.96	11.51	12.08	12.69	13.32	10.96	11.51	12.08	12.69	13.32	13.99
Gymnastics Instructor	11.69	12.04	12.64	13.27	13.94	14.64	12.04	12.64	13.27	13.94	14.64	15.37
Lifeguard	10.64	10.96	11.51	12.08	12.69	13.32	10.96	11.51	12.08	12.69	13.32	13.99
Maintenance Specialist	9.22	9.50	9.97	10.47	10.99	11.54	9.50	9.97	10.47	10.99	11.54	12.12
Maintenance Tech	16.77	17.27	18.14	19.04	20.00	21.00	17.27	18.14	19.04	20.00	21.00	22.05
Mobile Stage Driver	20.00	20.60	21.63	22.71	23.85	25.04	20.60	21.63	22.71	23.85	25.04	26.29
Outdoor Specialist	13.89	14.31	15.02	15.77	16.56	17.39	14.31	15.02	15.77	16.56	17.39	18.26

**CONTINUING PART TIME AND
TEMPORARY SALARY SCALE**

Reflects a 3% COLA

POSITION	2012	2013					
	A Step	A Step	B Step	C Step	D Step	E Step	F Step
Office Assistant	13.89	14.31	15.02	15.77	16.56	17.39	18.26
Park Aide	9.04	9.31	9.78	10.27	10.78	11.32	11.88
Pottery Specialist/Instructor	13.89	14.31	15.02	15.77	16.56	17.39	18.26
Recreation Assistant	9.04	9.31	9.78	10.27	10.78	11.32	11.88
Recreation Program Leader	10.64	10.96	11.51	12.08	12.69	13.32	13.99
Sailing Instructor	11.69	12.04	12.64	13.27	13.94	14.64	15.37
Senior Lifeguard	12.87	13.26	13.92	14.61	15.35	16.11	16.92
Senior Park Aide	10.64	10.96	11.51	12.08	12.69	13.32	13.99
Student Conservation Corp 1	0	9.49	-	-	-	-	-
Student Conservation Corp 2	0	15.31	-	-	-	-	-
Student Conservation Leader	0	20.00	21.00	22.05	23.15	24.31	25.53
Teen Center Supervisor	13.89	14.31	15.02	15.77	16.56	17.39	18.26
Volunteer Coordinator	13.89	14.31	15.02	15.77	16.56	17.39	18.26

**In water work is paid 25% more

Step Scale from A to F is 5%

Minimum wage in 2013 is \$9.19