

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2013-04

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

WHEREAS, the 2013 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2012-27 on November 15, 2012; and

WHEREAS, it is now necessary to amend the 2013 Salary Scale in order to: 1) Add the regular part-time positions to the 2013 Salary Scale; 2) Add the Masters Team Head Coach as a regular part-time position; 3) Add the Swim Team Head Coach as a full-time position,


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 2013 Salary Scale dated March 21, 2013, be adopted, and authorized to replace and supercede the 2013 Salary Scale adopted on November 15, 2012 in Resolution 2012-27.

PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 21st day of March, 2013, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
John Thomas Swolgaard

BY: 
Jay C. Kinney

BY: 
Lee Cross

BY: 
Kenneth R. DeWitt

ATTEST: 
Kirk B. Robinson – Secretary

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT											
		2013 SALARY SCALE											
		2013											
		A	B	C	D	E	F	G	H	I	J	K	L
Level	2012 A												
POSITION TITLE													
FULL TIME SALARY SCALE													
Reflects a 3% COLA													
Administrative Manager	4 monthl	4,352	4,483	4,617	4,756	4,898	5,045	5,197	5,352	5,513	5,678	5,849	6,024
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
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
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
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
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
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
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
*Maint Pers Sr/nw 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
*Maint Pers Sr/nw 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	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
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	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
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
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
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

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
*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												
	A	B	C	D	E	F	G	H	I	J	K	L	
Reflects a 3% COLA Regular Part Time	2012	2013											
POSITION TITLE	A	B	C	D	E	F	G	H	I	J	K	L	
MONTHLY RATE													
Concession Manager	2,576	2,653	2,732.78	2,815	2,899	2,986	3,076	3,168	3,263	3,361	3,462	3,566	3,673
Head Lifeguard	2,576	2,653	2,732.78	2,815	2,899	2,986	3,076	3,168	3,263	3,361	3,462	3,566	3,673
Office Assistant	2,513	2,588	2,666.04	2,746	2,828	2,913	3,001	3,091	3,183	3,279	3,377	3,479	3,583
Office Specialist	2,731	2,813	2,897.61	2,985	3,074	3,166	3,261	3,359	3,460	3,564	3,671	3,781	3,894
Rec. Program Specialist I	2,576	2,653	2,732.78	2,815	2,899	2,986	3,076	3,168	3,263	3,361	3,462	3,566	3,673
Rec. Program Specialist II	2,933	3,021	3,111.41	3,205	3,301	3,400	3,502	3,607	3,715	3,827	3,941	4,060	4,181
Maintenance Person I	2,801	2,885	2,971.66	3,061	3,153	3,247	3,345	3,445	3,548	3,655	3,764	3,877	3,994
Maintenance Coordinator	2,801	3,502	3,607.06	3,715	3,827	3,942	4,060	4,182	4,307	4,436	4,569	4,706	4,848
HOURLY RATE													
Concession Manager	14.86	15.31	15.77	16.24	16.73	17.23	17.74	18.28	18.83	19.39	19.97	20.57	21.19
Head Lifeguard	14.86	15.31	15.77	16.24	16.73	17.23	17.74	18.28	18.83	19.39	19.97	20.57	21.19
Office Assistant	14.50	14.94	15.38	15.84	16.32	16.81	17.31	17.83	18.37	18.92	19.49	20.07	20.67
Office Specialist I	16.16	16.64	17.14	17.65	18.18	18.73	19.29	19.87	20.47	21.08	21.71	22.36	23.03
Rec. Program Specialist I	14.86	15.31	15.77	16.24	16.73	17.23	17.74	18.28	18.83	19.39	19.97	20.57	21.19
Rec. Program Specialist II	16.92	17.43	17.95	18.49	19.05	19.62	20.20	20.81	21.44	22.08	22.74	23.42	24.13
Maintenance Person I	16.16	16.64	17.14	17.65	18.18	18.73	19.29	19.87	20.47	21.08	21.71	22.36	23.03
Maintenance Coordinator		16.65	17.14	17.66	18.19	18.73	19.30	19.88	20.47	21.09	21.72	22.37	23.04
Masters Team Head Coach*	3,158.00	3,252.74	3,350.32	3,450.83	3,554.36	3,660.99	3,770.82	3,883.94	4,000.46	4,120.47	4,244.09	4,371.41	4,502.55
*salary based on 36.8 hours a week													
Step Scale from A to L is 3%													

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	15.37	12.04	12.64	13.27	13.94	14.64	15.37
Aquatics Leader	12.87	13.26	13.92	14.61	15.35	16.92	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	16.92	13.26	13.92	14.61	15.35	16.11	16.92
Aquatics Specialist	13.89	14.31	15.02	15.77	16.56	18.26	14.31	15.02	15.77	16.56	17.39	18.26
Recreations Specialist	13.89	14.31	15.02	15.77	16.56	18.26	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	19.53	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	19.53	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	13.99	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	13.99	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	13.99	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	19.53	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	18.26	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	16.92	13.26	13.92	14.61	15.35	16.11	16.92
Camp Counselor	10.64	10.96	11.51	12.08	12.69	13.99	10.96	11.51	12.08	12.69	13.32	13.99
Camp Director	13.89	14.31	15.02	15.77	16.56	18.26	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	16.92	13.26	13.92	14.61	15.35	16.11	16.92
Facility Supervisor	10.64	10.96	11.51	12.08	12.69	13.99	10.96	11.51	12.08	12.69	13.32	13.99
Front Desk	10.64	10.96	11.51	12.08	12.69	13.99	10.96	11.51	12.08	12.69	13.32	13.99
Gymnastics Instructor	11.69	12.04	12.64	13.27	13.94	15.37	12.04	12.64	13.27	13.94	14.64	15.37
Lifeguard	10.64	10.96	11.51	12.08	12.69	13.99	10.96	11.51	12.08	12.69	13.32	13.99
Maintenance Specialist	9.22	9.50	9.97	10.47	10.99	12.12	9.50	9.97	10.47	10.99	11.54	12.12
Maintenance Tech	16.77	17.27	18.14	19.04	20.00	22.05	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	26.29	20.60	21.63	22.71	23.85	25.04	26.29
Outdoor Specialist	13.89	14.31	15.02	15.77	16.56	18.26	14.31	15.02	15.77	16.56	17.39	18.26

CONTINUING PART TIME AND TEMPORARY SALARY SCALE		2012		2013					
Reflects a 3% COLA		A Step		A Step	B Step	C Step	D Step	E Step	F Step
	POSITION								
	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								