

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2013-12

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2014 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2014 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 2014 includes changes reflected in the 2014 General Fund Budget which include: 1) 2% cost of living adjustment for all District employees in 2014 except Student Conservation Corps; 2) Merit (step) increases for those employees who are determined eligible, 3) Elimination of 25% increase in hourly wages of in-water Aquatics personnel; 4) Re-classification of the Accounting Specialist position due to change in job duties; 4) Change title of Aquatics Manager to Aquatics Facility Administrator (no change in pay scale); 4) Remove position of Park Services Project Manager; 5) Move position of Master's Team Head Coach from regular part-time to full-time; 6) Adjust Recreation Division part-time positions to better consolidate job titles, add new positions, and adjust pay scale levels; 7) Move Senior Center Office Specialist I position from regular part-time to part-time.

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, as follows:

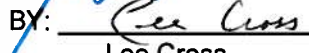
1. That monthly salaries for full time personnel and that hourly wage rates for regular part-time and part-time employees are established and attached hereto as Exhibit "A" for the year, 2014.
2. That the Park District Executive Director may authorize scheduled/periodic salary step increases based on 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 7th day of November, 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

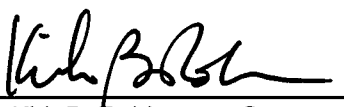
ATTEST: 
Kirk B. Robinson – Secretary

EXHIBIT A

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT												
2014 SALARY SCALE												
POSITION TITLE	A	B	C	D	E	F	G	H	I	J	K	L
FULL TIME SALARY SCALE												
Cola 2%	1.02											
	2013 A	2014										
Accounting Specialist	2,885	3,141	3,235	3,332	3,432	3,535	3,641	3,751	3,863	3,979	4,098	4,221
Accounting Specialist	34,621	37,692	38,823	39,987	41,187	42,423	43,695	45,006	46,356	47,747	49,180	50,655
Administrative Manager	4,483	4,573	4,710	4,851	4,997	5,147	5,301	5,460	5,624	5,793	5,966	6,145
Administrative Manager	53,797	54,873	56,519	58,215	59,961	61,760	63,613	65,521	67,487	69,511	71,597	73,745
Aquatic Center Administrator	4,483	4,573	4,710	4,851	4,997	5,147	5,301	5,460	5,624	5,793	5,966	6,145
Aquatic Center Administrator	53,797	54,873	56,519	58,214	59,961	61,760	63,612	65,521	67,486	69,511	71,596	73,744
Aquatics Facility Operator	3,709	3,783	3,897	4,014	4,134	4,258	4,386	4,517	4,653	4,792	4,936	5,084
Aquatics Facility Operator	44,508	45,398	46,760	48,163	49,608	51,096	52,629	54,208	55,834	57,509	59,234	61,011
Cultural Program Manager	4,483	4,573	4,710	4,851	4,997	5,147	5,301	5,460	5,624	5,793	5,966	6,145
Cultural Program Manager	53,797	54,873	56,519	58,214	59,961	61,760	63,612	65,521	67,486	69,511	71,596	73,744
Finance Officer/Human Resource Mgr	5,150	5,253	5,411	5,573	5,740	5,912	6,090	6,272	6,461	6,654	6,854	7,060
Finance Officer/Human Resource Mgr	61,800	63,036	64,927	66,875	68,881	70,948	73,076	75,268	77,526	79,852	82,248	84,715
*Maint Pers Sr/snow Park Maintenance III	3,894	3,972	4,091	4,214	4,340	4,470	4,604	4,743	4,885	5,031	5,182	5,338
*Maint Pers Sr/snow Park Maintenance III	46,728	47,662	49,092	50,565	52,082	53,644	55,254	56,911	58,619	60,377	62,188	64,054
Marketing Program Manager	3,709	3,783	3,897	4,014	4,134	4,258	4,386	4,517	4,653	4,792	4,936	5,084
Marketing Program Manager	44,508	45,398	46,760	48,163	49,608	51,096	52,629	54,208	55,834	57,509	59,234	61,011

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2014 SALARY SCALE													
FULL TIME SALARY SCALE													
	Cola 2%												
POSITION TITLE													
	2013 A	A	B	C	D	E	F	G	H	I	J	K	L
Masters Team Head Coach		3,534	3,640	3,750	3,862	3,978	4,097	4,220	4,347	4,477	4,611	4,750	4,892
Masters Team Head Coach		42,411	43,684	44,994	46,344	47,734	49,166	50,641	52,160	53,725	55,337	56,997	58,707
Office Specialist I	2,885	2,943	3,031	3,122	3,216	3,312	3,412	3,514	3,619	3,728	3,840	3,955	4,074
Office Specialist I	34,621	35,314	36,373	37,464	38,588	39,746	40,938	42,167	43,432	44,734	46,077	47,459	48,883
Office Specialist II	3,079	3,141	3,235	3,332	3,432	3,535	3,641	3,751	3,863	3,979	4,098	4,221	4,348
Office Specialist II	36,953	37,692	38,823	39,988	41,187	42,423	43,696	45,007	46,357	47,748	49,180	50,655	52,175
Office Supervisor	3,502	3,572	3,679	3,790	3,903	4,020	4,141	4,265	4,393	4,525	4,661	4,801	4,945
Office Supervisor	42,024	42,865	44,151	45,475	46,840	48,245	49,692	51,183	52,718	54,300	55,929	57,607	59,335
Park/Rec Maintenance I	2,885	2,943	3,031	3,122	3,216	3,312	3,412	3,514	3,619	3,728	3,840	3,955	4,074
Park/Rec Maintenance I	34,621	35,314	36,373	37,464	38,588	39,746	40,938	42,166	43,431	44,734	46,076	47,459	48,883
Park/Rec Maintenance Coordinator	3,502	3,572	3,679	3,790	3,903	4,020	4,141	4,265	4,393	4,525	4,661	4,801	4,945
Park/Rec Maintenance Coordinator	42,024	42,865	44,151	45,475	46,839	48,245	49,692	51,183	52,718	54,300	55,929	57,607	59,335
Park/Rec Maintenance Lead	3,709	3,783	3,897	4,014	4,134	4,258	4,386	4,517	4,653	4,792	4,936	5,084	5,237
Park/Rec Maintenance Lead	44,508	45,398	46,760	48,163	49,608	51,096	52,629	54,208	55,834	57,509	59,234	61,011	62,842
Park Services Division Superintendent	5,150	5,253	5,411	5,573	5,740	5,912	6,090	6,272	6,461	6,654	6,854	7,060	7,271
Park Services Division Superintendent	61,800	63,036	64,927	66,875	68,881	70,948	73,076	75,268	77,526	79,852	82,248	84,715	87,257

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
2014 SALARY SCALE													
FULL TIME SALARY SCALE	2014												
	A	B	C	D	E	F	G	H	I	J	K	L	
2013 A	1.02												
POSITION TITLE	A	B	C	D	E	F	G	H	I	J	K	L	
Rec Prog Coord - All Rec Dept	3,538	3,609	3,717	3,829	3,943	4,062	4,184	4,309	4,438	4,571	4,709	4,850	4,995
Rec Prog Coord - All Rec Dept.	42,456	43,305	44,604	45,942	47,320	48,740	50,202	51,708	53,259	54,857	56,503	58,198	59,944
Rec Prog Manager - All Rec Dept	3,709	3,783	3,896	4,013	4,133	4,258	4,385	4,517	4,652	4,792	4,936	5,084	5,236
Rec Prog Manager - All Rec Dept.	44,503	45,393	46,755	48,157	49,602	51,090	52,623	54,201	55,827	57,502	59,227	61,004	62,834
Rec Prog Specialist II - All Rec Dept	3,021	3,081	3,174	3,269	3,367	3,468	3,572	3,679	3,789	3,903	4,020	4,141	4,265
Rec Prog Specialist II - All Rec Dept	36,249	36,974	38,084	39,226	40,403	41,615	42,863	44,149	45,474	46,838	48,243	49,691	51,181
Recreation Services Division Director	5,597	5,709	5,880	6,057	6,238	6,426	6,618	6,817	7,021	7,232	7,449	7,672	7,903
Recreation Services Division Director	67,165	68,508	70,563	72,680	74,861	77,107	79,420	81,802	84,256	86,784	89,388	92,069	94,831
Swim Team Head Coach	4,120	4,202	4,328	4,458	4,592	4,730	4,872	5,018	5,168	5,323	5,483	5,648	5,817
Swim Team Head Coach	49,440	50,429	51,942	53,500	55,105	56,758	58,461	60,215	62,021	63,882	65,798	67,772	69,805
Senior Planner	5,150	5,253	5,411	5,573	5,740	5,912	6,090	6,272	6,461	6,654	6,854	7,060	7,271
Senior Planner	61,800	63,036	64,927	66,875	68,881	70,948	73,076	75,268	77,526	79,852	82,248	84,715	87,257

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

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

		2014 SALARY SCALE											
		A	B	C	D	E	F	G	H	I	J	K	L
POSITION TITLE	2013 A	2014 A											
MONTHLY RATE													
Reflects a 2% COLA													
Regular Part Time													
1.02													
Concession Manager	2,653	2,706	2,787	2,871	2,957	3,046	3,137	3,231	3,328	3,428	3,531	3,637	3,746
Head Lifeguard	2,653	2,706	2,787	2,871	2,957	3,046	3,137	3,231	3,328	3,428	3,531	3,637	3,746
Maintenance Coordinator	3,502	3,572	3,679	3,790	3,903	4,020	4,141	4,265	4,393	4,525	4,661	4,801	4,945
Maintenance Person I	2,885	2,943	3,031	3,122	3,216	3,312	3,412	3,514	3,619	3,728	3,840	3,955	4,074
Office Assistant	2,588	2,640	2,719	2,801	2,885	2,972	3,061	3,152	3,247	3,344	3,445	3,548	3,655
Office Specialist 1	2,801	2,857	2,943	3,031	3,122	3,216	3,312	3,411	3,514	3,619	3,728	3,840	3,955
Rec. Program Specialist I	2,653	2,706	2,787	2,871	2,957	3,046	3,137	3,231	3,328	3,428	3,531	3,637	3,746
Rec. Program Specialist II	3,021	3,081	3,174	3,269	3,367	3,468	3,572	3,679	3,789	3,903	4,020	4,141	4,265
HOURLY RATE													
Concession Manager	15.31	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	19.78	20.37	20.98	21.61
Head Lifeguard	15.31	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	19.78	20.37	20.98	21.61
Maintenance Coordinator	20.20	20.60	21.22	21.86	22.51	23.19	23.89	24.60	25.34	26.10	26.88	27.69	28.52
Maintenance Person I	16.64	16.97	17.48	18.01	18.55	19.10	19.68	20.27	20.87	21.50	22.15	22.81	23.49
Office Assistant	14.94	15.23	15.69	16.16	16.65	17.15	17.66	18.19	18.74	19.30	19.88	20.47	21.09
Office Specialist I	16.16	16.48	16.98	17.49	18.01	18.55	19.11	19.68	20.27	20.88	21.51	22.15	22.82
Rec. Program Specialist I	15.31	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	19.78	20.37	20.98	21.61
Rec. Program Specialist II	17.43	17.78	18.31	18.86	19.43	20.01	20.61	21.23	21.86	22.52	23.20	23.89	24.61
Step Scale from A to L is 3%													

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

2014 SALARY SCALE

**CONTINUING PART TIME AND
TEMPORARY SALARY SCALE
Reflects a 2% COLA**

POSITION	2013	2014					
	A Step	A Step	B Step	C Step	D Step	E Step	F Step
Aquatics Instructor	12.04	12.28	12.90	13.54	14.22	14.93	15.67
Aquatics Instructor 2 *		14.74	15.48	16.25	17.06	17.92	18.81
Aquatics Instructor 3 *		17.51	18.39	19.30	20.27	21.28	22.35
Aquatics Specialist 2*	15.31	15.61	16.39	17.21	18.07	18.98	19.93
Assistant Program Coord.	15.31	15.61	16.39	17.21	18.07	18.98	19.93
Assistant Swim Coach		15.61	16.39	17.21	18.07	18.97	19.92
Asst Aquatics Instructor*	10.96	11.18	11.74	12.32	12.94	13.59	14.27
Boating Program Coord	15.31	15.61	16.39	17.21	18.07	18.98	19.93
Bus Driver (CDL) - day trip	14.31	14.59	15.32	16.09	16.89	17.74	18.62
Bus Driver (CDL) - overnight	13.26	13.52	14.20	14.91	15.65	16.44	17.26
Camp Counselor	10.96	11.18	11.74	12.32	12.94	13.59	14.27
Camp Director	14.31	14.59	15.32	16.09	16.89	17.74	18.62
Facility Supervisor	10.96	11.18	11.74	12.32	12.94	13.59	14.27
Front Desk Clerk	10.96	11.18	11.74	12.32	12.94	13.59	14.27
Lifeguard 1	10.96	11.18	11.74	12.32	12.94	13.59	14.27
Lifeguard 2*	-	12.28	12.89	13.54	14.22	14.93	15.67
Maintenance Specialist	9.50	9.69	10.17	10.68	11.21	11.77	12.36
Maintenance Tech	17.27	17.62	18.50	19.42	20.40	21.42	22.49
Mobile Stage Driver	20.60	21.01	22.06	23.17	24.32	25.54	26.82
Office Assistant	14.31	14.59	15.32	16.09	16.89	17.74	18.62
Office Specialist 1	-	16.48	17.30	18.17	19.08	20.03	21.03
Park/Facility Aide	9.31	9.69	10.17	10.68	11.22	11.78	12.37
Recreation Specialist	14.31	14.59	15.32	16.09	16.89	17.74	18.62
Recreation Activity Coordinator	-	15.61	16.39	17.21	18.07	18.97	19.92

CONTINUING PART TIME AND TEMPORARY SALARY SCALE											
Reflects a 2% COLA											
POSITION		2013		2014							
		A Step	B Step	C Step	D Step	E Step	F Step				
Recreation Aide		9.31	10.17	10.68	11.22	11.78	12.37				
Recreation Assistant		10.96	11.74	12.32	12.94	13.59	14.27				
Recreation Instructor		12.04	12.90	13.54	14.22	14.93	15.67				
Recreation Program Leader		13.26	14.20	14.91	15.65	16.44	17.26				
Senior Assist Swim Coach *		13.26	19.68	20.66	21.69	22.78	23.92				
Senior Lifeguard		10.96	14.20	14.91	15.65	16.44	17.26				
Senior Park Aide		10.96	11.74	12.32	12.94	13.59	14.27				
Student Conservation Corp 1		9.49	-	-	-	-	-				
Student Conservation Corp 2		15.31	-	-	-	-	-				
Student Conservation Leader		20.00	21.42	22.49	23.62	24.80	26.04				
Teen Center Supervisor		14.31	15.32	16.09	16.89	17.74	18.62				
Volunteer Coordinator		14.31	15.32	16.09	16.89	17.74	18.62				
* position will be phased out											
Step Scale from A to F is 5%											
Minimum wage in 2014 is \$9.32											
<i>Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.</i>											