

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**RESOLUTION 2015-20**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2016 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.**

**WHEREAS**, the 2016 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 2016 includes changes reflected in the 2016 General Fund Budget which include: 1) 1% cost of living adjustment for all District employees in 2016; and 2) merit (step) increases for those employees who are determined eligible,


**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, 2016.
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 5th day of November, 2015, the undersigned commissioners being present.

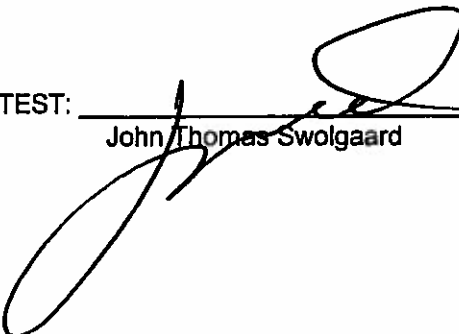
**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

BY:   
Kirk B. Robinson

BY:   
Lee Cross

BY:   
Kenneth R. DeWitt

BY: \_\_\_\_\_  
Jay C. Kinney

ATTEST:   
John Thomas Swolgaard

# EXHIBIT A

FULL TIME SALARY SCALE Cola 1%	BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT												
	2016 SALARY SCALE												
POSITION TITLE	2016 SALARY SCALE												
	2015 A	A	B	C	D	E	F	G	H	I	J	K	L
Accounting Coordinator	3,679	3,716	3,828	3,942	4,061	4,182	4,308	4,437	4,570	4,707	4,849	4,994	5,144
Accounting Coordinator	44,151	44,592	45,930	47,308	48,727	50,189	51,695	53,245	54,843	56,488	58,183	59,928	61,726
Administrative Manager	4,710	4,757	4,900	5,047	5,198	5,354	5,515	5,680	5,851	6,026	6,207	6,393	6,585
Administrative Manager	56,519	57,084	58,796	60,560	62,377	64,248	66,176	68,161	70,206	72,312	74,482	76,716	79,018
Aquatic Center Administrator	4,710	4,757	4,900	5,047	5,198	5,354	5,515	5,680	5,851	6,026	6,207	6,393	6,585
Aquatic Center Administrator	56,519	57,084	58,796	60,560	62,377	64,248	66,176	68,161	70,206	72,312	74,482	76,716	79,018
Facility Maintenance Technician	3,897	3,936	4,054	4,175	4,301	4,430	4,562	4,699	4,840	4,986	5,135	5,289	5,448
Facility Maintenance Technician	46,760	47,228	48,645	50,104	51,607	53,155	54,750	56,392	58,084	59,827	61,621	63,470	65,374
Community Outreach Program Manager	3,897	3,936	4,054	4,175	4,301	4,430	4,562	4,699	4,840	4,986	5,135	5,289	5,448
Community Outreach Program Manager	46,760	47,228	48,645	50,104	51,607	53,155	54,750	56,392	58,084	59,827	61,621	63,470	65,374
Cultural Program Manager	4,710	4,757	4,900	5,047	5,198	5,354	5,515	5,680	5,851	6,026	6,207	6,393	6,585
Cultural Program Manager	56,519	57,084	58,796	60,560	62,377	64,248	66,176	68,161	70,206	72,312	74,482	76,716	79,018
Finance Officer/Human Resource Mgr.	5,411	5,465	5,629	5,797	5,971	6,151	6,335	6,525	6,721	6,923	7,130	7,344	7,564
Finance Officer/Human Resource Mgr.	64,927	65,576	67,544	69,570	71,657	73,807	76,021	78,302	80,651	83,070	85,562	88,129	90,773
*Maint Pers S/rnow Park Maintenance III	4,091	4,132	4,256	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720
*Maint Pers S/rnow Park Maintenance III	49,092	49,583	51,071	52,603	54,181	55,806	57,480	59,205	60,981	62,810	64,695	66,635	68,634
Marketing Specialist	3,356	3,390	3,491	3,596	3,704	3,815	3,929	4,047	4,169	4,294	4,423	4,555	4,692
Marketing Specialist	40,272	40,675	41,895	43,152	44,446	45,780	47,153	48,568	50,025	51,526	53,071	54,663	56,303

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT												
		2016 SALARY SCALE												
		2015												
		A	B	C	D	E	F	G	H	I	J	K	L	
POSITION TITLE														
Full Time Salary Scale														
Costs 1%														
Masters Team Head	monthly	3,640	3,787	3,901	4,018	4,138	4,262	4,390	4,522	4,658	4,797	4,941	5,089	
Coach	annual	43,684	45,444	46,807	48,212	49,658	51,148	52,682	54,262	55,890	57,567	59,294	61,073	
Office Specialist I	monthly	3,031	3,153	3,248	3,345	3,446	3,549	3,655	3,765	3,878	3,994	4,114	4,238	
Office Specialist I	annual	36,373	37,839	38,974	40,143	41,348	42,588	43,866	45,182	46,537	47,933	49,371	50,853	
Office Specialist II	monthly	3,235	3,366	3,467	3,571	3,678	3,788	3,902	4,019	4,139	4,263	4,391	4,523	
Office Specialist II	annual	38,823	40,388	41,599	42,847	44,133	45,457	46,820	48,225	49,672	51,162	52,697	54,278	
Office Supervisor	monthly	3,679	3,828	3,942	4,061	4,182	4,308	4,437	4,570	4,707	4,849	4,994	5,144	
Office Supervisor	annual	44,151	45,930	47,308	48,727	50,189	51,695	53,245	54,843	56,488	58,183	59,928	61,726	
Park/Rec Maintenance I	monthly	3,031	3,153	3,248	3,345	3,446	3,549	3,655	3,765	3,878	3,994	4,114	4,238	
Park/Rec Maintenance I	annual	36,373	37,839	38,974	40,143	41,348	42,588	43,866	45,182	46,537	47,933	49,371	50,852	
Park/Rec Maintenance Coordinator	monthly	3,679	3,827	3,942	4,061	4,182	4,308	4,437	4,570	4,707	4,849	4,994	5,144	
Park/Rec Maintenance Coordinator	annual	44,151	45,930	47,308	48,727	50,189	51,695	53,245	54,843	56,488	58,183	59,928	61,726	
Park Services Assistant Manager	monthly	3,897	4,054	4,175	4,301	4,430	4,562	4,699	4,840	4,986	5,135	5,289	5,448	
Park Services Assistant Manager	annual	46,760	48,645	50,104	51,607	53,155	54,750	56,392	58,084	59,827	61,621	63,470	65,374	
Park Services Manager	monthly	4,526	4,662	4,802	4,946	5,094	5,247	5,404	5,566	5,733	5,905	6,083	6,265	
Park Services Manager	annual	-	55,941	57,619	59,348	61,128	62,962	64,851	66,797	68,801	70,865	72,991	75,180	
Parks/Recreation Service Superintendent	monthly	5,411	5,629	5,797	5,971	6,151	6,335	6,525	6,721	6,923	7,130	7,344	7,564	
Parks/Recreation Service Superintendent	annual	64,927	67,544	69,570	71,657	73,807	76,021	78,302	80,651	83,070	85,562	88,129	90,773	
Rec Prog Coord - All Rec Dept	monthly	3,717	3,867	3,983	4,102	4,225	4,352	4,483	4,617	4,756	4,898	5,045	5,197	
Rec Prog Coord - All Rec Dept	annual	44,604	46,401	47,794	49,227	50,704	52,225	53,792	55,406	57,068	58,780	60,543	62,360	

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT											
		2016 SALARY SCALE											
		2015											
		A	B	C	D	E	F	G	H	I	J	K	L
POSITION TITLE													
FULL TIME SALARY SCALE													
Cola 1%													
Rec Prog Manager - All Rec Dept	monthly	3,897	3,936	4,054	4,175	4,301	4,430	4,562	4,699	4,840	4,986	5,135	5,289
Rec Prog Manager - All Rec Dept.	annual	46,760	47,228	48,645	50,104	51,607	53,155	54,750	56,392	58,084	59,827	61,621	63,470
Rec Prog Specialist II - All Rec Dept	monthly	3,174	3,205	3,302	3,401	3,503	3,608	3,716	3,827	3,942	4,060	4,182	4,308
Rec Prog Specialist II - All Rec Dept	annual	38,084	38,464	39,618	40,807	42,031	43,292	44,591	45,929	47,306	48,726	50,187	51,693
Park Services Division Director	monthly	5,880	5,939	6,117	6,301	6,490	6,684	6,885	7,092	7,304	7,523	7,749	7,982
Park Services Division Director	annual	70,563	71,269	73,407	75,609	77,878	80,214	82,620	85,099	87,652	90,282	92,990	95,780
Swim Team Head Coach	monthly	4,328	4,372	4,503	4,638	4,777	4,920	5,068	5,220	5,377	5,538	5,704	5,875
Swim Team Head Coach	annual	51,942	52,461	54,035	55,656	57,326	59,045	60,817	62,641	64,521	66,456	68,450	70,503
Senior Planner	monthly	5,411	5,465	5,629	5,797	5,971	6,151	6,335	6,525	6,721	6,923	7,130	7,344
Senior Planner	annual	64,927	65,576	67,544	69,570	71,657	73,807	76,021	78,302	80,651	83,070	85,562	88,129

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

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**2016 SALARY SCALE**

**CONTINUING PART TIME AND  
TEMPORARY SALARY SCALE  
Reflects a 1% COLA**

POSITION	2015						2016					
	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	12.65	13.42	14.09	14.79	15.53	16.31	12.78	13.42	14.09	14.79	15.53	16.31
Aquatics Instructor 2 *	15.18	16.10	16.91	17.75	18.64	19.57	15.33	16.10	16.91	17.75	18.64	19.57
Aquatics Instructor 3 *	18.04	19.13	20.08	21.09	22.14	23.25	18.22	19.13	20.08	21.09	22.14	23.25
Aquatics Specialist 2*	16.08	17.05	17.91	18.80	19.74	20.73	16.24	17.05	17.91	18.80	19.74	20.73
Assistant Program Coord.	16.08	17.05	17.91	18.80	19.74	20.73	16.24	17.05	17.91	18.80	19.74	20.73
Assistant Swim Coach	11.51	12.21	12.82	13.46	14.13	14.84	11.63	12.21	12.82	13.46	14.13	14.84
Asst Aquatics Instructor*	16.08	17.05	17.91	18.80	19.74	20.73	16.24	17.05	17.91	18.80	19.74	20.73
Boating Program Coord	15.03	15.94	16.74	17.57	18.45	19.38	15.18	15.94	16.74	17.57	18.45	19.38
Bus Driver (CDL) - day trip	13.93	14.77	15.51	16.28	17.10	17.95	14.07	14.77	15.51	16.28	17.10	17.95
Bus Driver (CDL) - overnight	11.51	12.21	12.82	13.46	14.13	14.84	11.63	12.21	12.82	13.46	14.13	14.84
Camp Counselor	15.03	15.94	16.74	17.57	18.45	19.38	15.18	15.94	16.74	17.57	18.45	19.38
Camp Director	11.51	12.21	12.82	13.46	14.13	14.84	11.63	12.21	12.82	13.46	14.13	14.84
Facility Supervisor	11.51	12.21	12.82	13.46	14.13	14.84	11.63	12.21	12.82	13.46	14.13	14.84
Front Desk Clerk	11.51	12.21	12.82	13.46	14.13	14.84	11.63	12.21	12.82	13.46	14.13	14.84
Lifeguard 1	12.65	13.42	14.09	14.79	15.53	16.31	12.78	13.42	14.09	14.79	15.53	16.31
Lifeguard 2*	9.98	10.58	11.11	11.67	12.25	12.86	10.08	10.58	11.11	11.67	12.25	12.86
Maintenance Specialist	18.15	19.25	20.21	21.22	22.28	23.39	18.33	19.25	20.21	21.22	22.28	23.39
Maintenance Tech	21.64	22.95	24.10	25.30	26.57	27.90	21.86	22.95	24.10	25.30	26.57	27.90
Mobile Stage Driver	15.03	15.94	16.74	17.57	18.45	19.38	15.18	15.94	16.74	17.57	18.45	19.38
Office Assistant	16.97	18.00	18.90	19.85	20.84	21.88	17.14	18.00	18.90	19.85	20.84	21.88
Office Specialist 1	9.98	10.58	11.11	11.67	12.25	12.87	10.08	10.58	11.11	11.67	12.25	12.87
Park/Facility Aide	15.03	15.94	16.74	17.57	18.45	19.38	15.18	15.94	16.74	17.57	18.45	19.38
Recreation Specialist	16.08	17.05	17.90	18.80	19.74	20.73	16.24	17.05	17.90	18.80	19.74	20.73
Recreation Activity Coordinator												



BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT														
2016 SALARY SCALE														
	2015	2016	A	B	C	D	E	F	G	H	I	J	K	L
POSITION TITLE	A													
MONTHLY RATE														
Reflects a 1% COLA														
Regular Part Time														
Concession Manager	2,787	2,815	2,900	2,900	2,986	3,076	3,168	3,263	3,361	3,462	3,566	3,673	3,783	3,897
Head Lifeguard	2,787	2,815	2,900	2,900	2,986	3,076	3,168	3,263	3,361	3,462	3,566	3,673	3,783	3,897
Maintenance Coordinator	3,679	3,716	3,827	3,827	3,942	4,061	4,182	4,308	4,437	4,570	4,707	4,848	4,994	5,144
Maintenance Person I	3,031	3,062	3,153	3,153	3,248	3,345	3,446	3,549	3,656	3,765	3,878	3,995	4,115	4,238
Office Assistant	2,719	2,746	2,829	2,829	2,914	3,001	3,091	3,184	3,279	3,378	3,479	3,583	3,691	3,802
Office Specialist I	2,943	2,972	3,061	3,061	3,153	3,248	3,345	3,446	3,549	3,655	3,765	3,878	3,994	4,114
Rec. Program Specialist I	2,787	2,815	2,900	2,900	2,986	3,076	3,168	3,263	3,361	3,462	3,566	3,673	3,783	3,897
Rec. Program Specialist II	3,173	3,205	3,301	3,301	3,400	3,502	3,607	3,716	3,827	3,942	4,060	4,182	4,307	4,437
HOURLY RATE														
Concession Manager	16.08	16.24	16.73	16.73	17.23	17.74	18.28	18.83	19.39	19.97	20.57	21.19	21.82	22.48
Head Lifeguard	16.08	16.24	16.73	16.73	17.23	17.74	18.28	18.83	19.39	19.97	20.57	21.19	21.82	22.48
Maintenance Coordinator	21.22	21.43	22.07	22.07	22.74	23.42	24.12	24.84	25.59	26.36	27.15	27.96	28.80	29.66
Maintenance Person I	17.48	17.65	18.18	18.18	18.73	19.29	19.87	20.47	21.08	21.71	22.36	23.03	23.73	24.44
Office Assistant	15.69	15.84	16.32	16.32	16.81	17.31	17.83	18.37	18.92	19.49	20.07	20.67	21.29	21.93
Office Specialist I	16.97	17.14	17.66	17.66	18.19	18.73	19.30	19.87	20.47	21.09	21.72	22.37	23.04	23.73
Rec. Program Specialist I	16.08	16.24	16.73	16.73	17.23	17.74	18.28	18.83	19.39	19.97	20.57	21.19	21.82	22.48
Rec. Program Specialist II	18.31	18.50	19.05	19.05	19.62	20.21	20.82	21.44	22.09	22.75	23.43	24.13	24.86	25.60
Step Scale from A to L is 3%														