

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**RESOLUTION 2018-13**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2019 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.**

**WHEREAS**, the 2019 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 2019 includes changes reflected in the 2019 General Fund Budget which include: 1) 5% cost of living adjustment for exempt employees and 6% cost of living adjustment for non-exempt employees; 2) merit (step) increases for those employees who are determined eligible; 3) 2019 minimum age requirement of \$12/hour.

**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, 2019.
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, 2018, the undersigned commissioners being present.

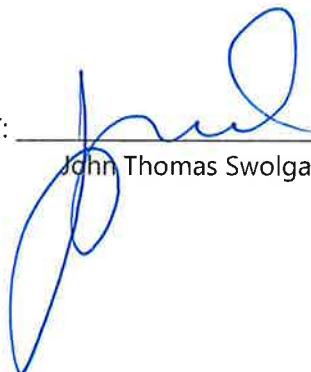
**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

BY:   
Jay C. Kinney

BY:   
Lee Cross

BY: \_\_\_\_\_  
Michael Pollock

BY:   
Kenneth R. DeWitt

ATTEST:   
John Thomas Swolgaard

# EXHIBIT A

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT														
FULL TIME SALARY SCALE		2019 SALARY SCALE														
Cola 5% or 6%		DRAFT														
POSITION TITLE	COLA	2018	A	2019	A	B	C	D	E	F	G	H	I	J	K	L
Accounting Coordinator	monthly	6%	3,942	4,178	4,304	4,433	4,566	4,703	4,844	4,989	5,139	5,293	5,452	5,616	5,784	
Accounting Coordinator	annual	6%	47,303	50,142	51,646	53,195	54,791	56,435	58,128	59,872	61,668	63,518	65,424	67,386	69,408	
Administrative Manager	monthly	5%	5,046	5,299	5,457	5,621	5,790	5,964	6,142	6,327	6,517	6,712	6,913	7,121	7,334	
Administrative Manager	annual	5%	60,555	63,582	65,490	67,455	69,478	71,563	73,709	75,921	78,198	80,544	82,961	85,449	88,013	
Aquatic Facility Manager	monthly	5%	5,046	5,299	5,457	5,621	5,790	5,964	6,142	6,327	6,517	6,712	6,913	7,121	7,334	
Aquatic Facility Manager	annual	5%	60,555	63,582	65,490	67,455	69,478	71,563	73,709	75,921	78,198	80,544	82,961	85,449	88,013	
Facility Maintenance Technician	monthly	5%	4,175	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720	5,891	6,068	
Facility Maintenance Technician	annual	5%	50,099	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636	70,696	72,816	
Community Outreach Program Manager	monthly	5%	4,175	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720	5,891	6,068	
Community Outreach Program Manager	annual	5%	50,099	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636	70,696	72,816	
Marketing Specialist	monthly	6%	3,596	3,811	3,926	4,043	4,165	4,290	4,418	4,551	4,688	4,828	4,973	5,122	5,276	
Marketing Specialist	annual	6%	43,148	45,737	47,109	48,522	49,978	51,477	53,021	54,612	56,250	57,938	59,676	61,466	63,310	
Masters Team Head Coach	monthly	5%	3,900	4,095	4,218	4,345	4,475	4,609	4,748	4,890	5,037	5,188	5,343	5,504	5,669	
Masters Team Head Coach	annual	5%	46,803	49,143	50,617	52,136	53,700	55,311	56,970	58,679	60,440	62,253	64,121	66,044	68,025	
Office Specialist I	monthly	6%	3,248	3,442	3,546	3,652	3,762	3,874	3,991	4,110	4,234	4,361	4,492	4,626	4,765	
Office Specialist I	annual	6%	38,971	41,309	42,548	43,825	45,139	46,493	47,888	49,325	50,805	52,329	53,899	55,516	57,181	
Office Specialist II	monthly	6%	3,466	3,674	3,784	3,898	4,015	4,135	4,259	4,387	4,519	4,654	4,794	4,938	5,086	
Office Specialist II	annual	6%	41,595	44,091	45,414	46,776	48,180	49,625	51,114	52,647	54,227	55,853	57,529	59,255	61,032	
Office Supervisor	monthly	6%	3,942	4,178	4,304	4,433	4,566	4,703	4,844	4,989	5,139	5,293	5,452	5,616	5,784	
Office Supervisor	annual	6%	47,303	50,142	51,646	53,195	54,791	56,435	58,128	59,872	61,668	63,518	65,424	67,386	69,408	
Park/Rec Maintenance I	monthly	6%	3,248	3,442	3,546	3,652	3,762	3,874	3,991	4,110	4,234	4,361	4,492	4,626	4,765	
Park/Rec Maintenance I	annual	6%	38,971	41,309	42,548	43,824	45,139	46,493	47,888	49,325	50,805	52,329	53,899	55,515	57,181	

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**2019 SALARY SCALE**

DRAFT

FULL TIME SALARY SCALE	2019 SALARY SCALE													
	DRAFT													
POSITION TITLE	2018						2019							
	COLA	A	B	C	D	E	F	G	H	I	J	K	L	
Volunteer Specialist	6%	3,248	3,442	3,546	3,652	3,762	3,874	3,991	4,110	4,234	4,361	4,492	4,626	4,765
Volunteer Specialist	6%	38,971	41,309	42,548	43,824	45,139	46,493	47,888	49,325	50,805	52,329	53,899	55,515	57,181
Park/Rec Maintenance Coordinator	6%	3,942	4,178	4,304	4,433	4,566	4,703	4,844	4,989	5,139	5,293	5,452	5,616	5,784
Park/Rec Maintenance Coordinator	6%	47,303	50,142	51,646	53,195	54,791	56,435	58,128	59,872	61,668	63,518	65,423	67,386	69,408
Park Services Manager	5%	4,175	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720	5,891	6,068
Park Services Manager	5%	50,099	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636	70,696	72,816
Senior Park Manager	5%	4,801	5,041	5,192	5,348	5,509	5,674	5,844	6,019	6,200	6,386	6,578	6,775	6,978
Senior Park Manager	5%	57,614	60,495	62,310	64,179	66,104	68,087	70,130	72,234	74,401	76,633	78,932	81,300	83,739
Parks/Recreation Service Superintendent	5%	5,797	6,087	6,269	6,457	6,651	6,851	7,056	7,268	7,486	7,711	7,942	8,180	8,426
Parks/Recreation Service Superintendent	5%	69,563	73,042	75,233	77,490	79,814	82,209	84,675	87,215	89,832	92,527	95,303	98,162	101,107
Rec Prog Coord - All Rec Dept	6%	3,982	4,221	4,348	4,478	4,612	4,751	4,893	5,040	5,191	5,347	5,507	5,673	5,843
Rec Prog Coord - All Rec Dept	6%	47,789	50,656	52,176	53,741	55,354	57,014	58,725	60,486	62,301	64,170	66,095	68,078	70,120

		BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT													
FULL TIME SALARY SCALE		2019 SALARY SCALE													
Cola 5% or 6%		DRAFT													
POSITION TITLE		2018						2019							
		COLA	A	A	B	C	D	E	F	G	H	I	J	K	L
Rec Prog Manager - All	monthly	5%	4,175	4,384	4,515	4,651	4,790	4,934	5,082	5,234	5,391	5,553	5,720	5,891	6,068
Rec Prog Manager - All	annual	5%	50,099	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636	70,696	72,816
Rec Prog Specialist II - All Rec Dept	monthly	6%	3,400	3,604	3,712	3,824	3,938	4,057	4,178	4,304	4,433	4,566	4,703	4,844	4,989
Rec Prog Specialist II - All Rec Dept	annual	6%	40,803	43,251	44,549	45,885	47,262	48,680	50,140	51,644	53,194	54,789	56,433	58,126	59,870
Division Director	monthly	5%	6,300	6,615	6,814	7,018	7,229	7,445	7,669	7,899	8,136	8,380	8,631	8,890	9,157
Division Director	annual	5%	75,602	79,382	81,764	84,217	86,743	89,346	92,026	94,787	97,630	100,559	103,576	106,683	109,884
Swim Team Head Coach*	monthly	5%	4,638	4,869	5,016	5,166	5,321	5,481	5,645	5,814	5,989	6,168	6,354	6,544	6,740
Swim Team Head Coach*	annual	5%	55,651	58,433	60,186	61,992	63,852	65,767	67,740	69,772	71,866	74,021	76,242	78,529	80,885
Senior Planner	monthly	5%	5,797	6,087	6,269	6,457	6,651	6,851	7,056	7,268	7,486	7,711	7,942	8,180	8,426
Senior Planner	annual	5%	69,563	73,042	75,233	77,490	79,814	82,209	84,675	87,215	89,832	92,527	95,303	98,162	101,107

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

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT														
2019 SALARY SCALE														
POSITION TITLE	2018	2019	A	B	C	D	E	F	G	H	I	J	K	L
Reflects a 6% COLA														
Regular Part Time														
	2018	2019	A	B	C	D	E	F	G	H	I	J	K	L
MONTHLY RATE														
Head Lifeguard	2,986	3,165	3,260	3,358	3,459	3,563	3,670	3,780	3,893	4,010	4,130	4,254	4,382	
Maintenance Coordinator	3,942	4,178	4,304	4,433	4,566	4,703	4,844	4,989	5,139	5,293	5,452	5,615	5,784	
Maintenance Person I	3,248	3,443	3,546	3,652	3,762	3,875	3,991	4,111	4,234	4,361	4,492	4,627	4,765	
Office Assistant	2,913	3,088	3,181	3,276	3,375	3,476	3,580	3,687	3,798	3,912	4,029	4,150	4,275	
Office Specialist 1	3,153	3,342	3,442	3,546	3,652	3,761	3,874	3,991	4,110	4,234	4,361	4,491	4,626	
Rec. Program Specialist I	2,986	3,165	3,260	3,358	3,459	3,563	3,670	3,780	3,893	4,010	4,130	4,254	4,382	
Rec. Program Specialist II	3,400	3,604	3,712	3,824	3,938	4,056	4,178	4,303	4,433	4,565	4,702	4,844	4,989	
HOURLY RATE														
Head Lifeguard	17.23	18.26	18.81	19.37	19.95	20.55	21.17	21.80	22.46	23.13	23.83	24.54	25.28	
Maintenance Coordinator	22.73	24.10	24.82	25.56	26.33	27.12	27.94	28.77	29.64	30.53	31.44	32.38	33.36	
Maintenance Person I	18.73	19.85	20.45	21.06	21.69	22.34	23.01	23.70	24.41	25.15	25.90	26.68	27.48	
Office Assistant	16.81	17.82	18.35	18.90	19.47	20.05	20.65	21.27	21.91	22.57	23.25	23.94	24.66	
Office Specialist I	18.19	19.28	19.86	20.45	21.07	21.70	22.35	23.02	23.71	24.42	25.15	25.91	26.68	
Rec. Program Specialist I	17.23	18.26	18.81	19.37	19.95	20.55	21.17	21.80	22.46	23.13	23.83	24.54	25.28	
Rec. Program Specialist II	19.62	20.80	21.42	22.07	22.73	23.41	24.11	24.83	25.58	26.35	27.14	27.95	28.79	
Step Scale from A to L is 3%														

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**2019 SALARY SCALE**

POSITION	2018						2019							
	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	13.29	14.09	14.79	15.53	16.31	17.13	17.98	15.95	16.91	17.76	18.64	19.58	20.56
Aquatics Instructor 2 *	15.95	16.91	17.76	18.64	19.58	20.56	21.58	18.95	20.09	21.09	22.15	23.26	24.42	25.64
Aquatics Instructor 3 *	18.95	20.09	21.09	22.15	23.26	24.42	25.64	16.90	17.91	18.81	19.75	20.73	21.77	22.86
Aquatics Specialist 2*	16.90	17.91	18.81	19.75	20.73	21.77	22.86	16.90	17.91	18.81	19.75	20.73	21.77	22.86
Assistant Program Coord.	16.90	17.91	18.81	19.75	20.73	21.77	22.86	16.90	17.91	18.81	19.75	20.73	21.77	22.86
Assistant Swim Coach	16.90	17.91	18.81	19.74	20.73	21.77	22.86	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Asst Aquatics Instructor*	12.10	12.82	13.47	14.14	14.85	15.59	16.37	16.90	17.91	18.81	19.75	20.73	21.77	22.86
Boating Program Coord	16.90	17.91	18.81	19.75	20.73	21.77	22.86	15.79	16.74	17.58	18.46	19.38	20.35	21.37
Bus Driver (CDL) - day trip	15.79	16.74	17.58	18.46	19.38	20.35	21.37	14.63	15.51	16.29	17.10	17.96	18.86	19.80
Bus Driver (CDL) - overnight	14.63	15.51	16.29	17.10	17.96	18.86	19.80	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Camp Counselor	12.10	12.82	13.47	14.14	14.85	15.59	16.37	15.79	16.74	17.58	18.46	19.38	20.35	21.37
Camp Director	15.79	16.74	17.58	18.46	19.38	20.35	21.37	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Facility Supervisor	12.10	12.82	13.47	14.14	14.85	15.59	16.37	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Front Desk Clerk	12.10	12.82	13.47	14.14	14.85	15.59	16.37	12.10	12.82	13.47	14.14	14.85	15.59	16.37
Lifeguard 1	12.10	12.82	13.47	14.14	14.85	15.59	16.37	13.29	14.09	14.79	15.53	16.31	17.13	17.98
Lifeguard 2*	13.29	14.09	14.79	15.53	16.31	17.13	17.98	11.50	12.00	12.60	13.23	13.89	14.59	15.32
Maintenance Specialist	11.50	12.00	12.60	13.23	13.89	14.59	15.32	19.07	20.21	21.22	22.29	23.40	24.57	25.80
Maintenance Tech	19.07	20.21	21.22	22.29	23.40	24.57	25.80	22.74	24.11	25.31	26.58	27.91	29.30	30.77
Mobile Stage Driver	22.74	24.11	25.31	26.58	27.91	29.30	30.77	15.79	16.74	17.58	18.46	19.38	20.35	21.37
Office Assistant	15.79	16.74	17.58	18.46	19.38	20.35	21.37	17.84	18.91	19.85	20.84	21.89	22.98	24.13
Office Specialist 1	17.84	18.91	19.85	20.84	21.89	22.98	24.13	11.50	12.00	12.60	13.23	13.89	14.59	15.32
Park/Facility Aide	11.50	12.00	12.60	13.23	13.89	14.59	15.32							

**CONTINUING PART TIME AND  
TEMPORARY SALARY SCALE**

**Reflects a 6% COLA**

POSITION	2018		2019					
	A Step		A Step	B Step	C Step	D Step	E Step	F Step
Recreation Specialist	15.79		16.74	17.58	18.46	19.38	20.35	21.37
Recreation Activity Coordinator	16.90		17.91	18.80	19.74	20.73	21.77	22.86
Recreation Aide	11.50		12.00	12.60	13.23	13.89	14.59	15.32
Recreation Assistant	12.10		12.82	13.47	14.14	14.85	15.59	16.37
Recreation Instructor	13.29		14.09	14.79	15.53	16.31	17.13	17.98
Recreation Program Leader	14.63		15.51	16.29	17.10	17.96	18.86	19.80
Senior Assist Swim Coach *	20.28		21.50	22.57	23.70	24.89	26.13	27.44
Senior Lifeguard	14.63		15.51	16.29	17.10	17.96	18.86	19.80
Senior Park Aide	12.10		12.82	13.47	14.14	14.85	15.59	16.37
Student Conservation Corp 1	11.50		12.00	-	-	-	-	-
Student Conservation Corp 2	16.57		17.56	-	-	-	-	-
Student Conservation Leader	22.08		23.40	24.57	25.80	27.09	28.45	29.87
Teen Center Supervisor	15.79		16.74	17.58	18.46	19.38	20.35	21.37
Volunteer Coordinator	15.79		16.74	17.58	18.46	19.38	20.35	21.37
* position will be phased out								
Step Scale from A to F is 5%								
Minimum wage in 2019 is \$12.00								
<i>Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.</i>								