

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2019-09

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2020 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2020 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 2020 includes changes reflected in the 2020 General Fund Budget which include: 1) Salary scale adjustments for all staff based on consultant recommendations, market research, and WA State minimum wage increases which has resulted in a compaction of the Park District's salary scale: 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, 2020.
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 21st day of November, 2019, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Jay C. Kinney

BY: 
John Thomas Swolgaard

BY: 
Dawn Janow

BY: 
Kenneth R. DeWitt

ATTEST: 
Michael Pollock

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2020 Salary Scale

FULL TIME SALARY SCALE (40 hours equivalent)

POSITION	Current 2020														
	Hourly/Salar y	A Step	A Step	% Increase	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step
Office Specialist	Hourly	19.86	20.00	0.7%	20.60	21.22	21.85	22.51	23.19	23.88	24.60	25.34	26.10	26.88	27.68
	Monthly Equiv	3,442	3,466		3,570	3,678	3,788	3,901	4,019	4,139	4,263	4,391	4,523	4,659	4,798
	Annual Equiv.	41,309	41,597		42,845	44,130	45,454	46,818	48,222	49,669	51,159	52,694	54,274	55,903	57,580
Maintenance Tech	Hourly	19.86	21.00	5.4%	21.63	22.28	22.95	23.64	24.34	25.08	25.83	26.60	27.40	28.22	29.07
	Monthly Equiv	3,442	3,640		3,749	3,861	3,977	4,097	4,219	4,346	4,476	4,611	4,749	4,891	5,038
	Annual Equiv.	41,309	43,677		44,987	46,337	47,727	49,158	50,633	52,152	53,717	55,328	56,988	58,698	60,459
Rec Prog Specialist	Hourly	20.80	22.00	5.5%	22.66	23.34	24.04	24.76	25.50	26.27	27.06	27.87	28.71	29.57	30.45
	Monthly Equiv	3,604	3,813		3,927	4,045	4,167	4,292	4,420	4,553	4,690	4,830	4,975	5,124	5,278
	Annual Equiv.	43,251	45,756		47,129	48,543	49,999	51,499	53,044	54,636	56,275	57,963	59,702	61,493	63,338
Senior Office Specialist	Hourly	21.20	22.00	3.6%	22.66	23.34	24.04	24.76	25.50	26.27	27.06	27.87	28.71	29.57	30.45
	Monthly Equiv	3,674	3,813		3,927	4,045	4,167	4,292	4,420	4,553	4,690	4,830	4,975	5,124	5,278
	Annual Equiv.	44,091	45,756		47,129	48,543	49,999	51,499	53,044	54,636	56,275	57,963	59,702	61,493	63,338
Accounting Coordinator	Hourly	24.11	25.00	3.6%	25.75	26.52	27.32	28.14	28.98	29.85	30.75	31.67	32.62	33.60	34.61
	Monthly Equiv	4,178	4,333		4,463	4,597	4,735	4,877	5,023	5,174	5,329	5,489	5,654	5,823	5,998
	Annual Equiv.	50,142	51,996		53,556	55,163	56,817	58,522	60,278	62,086	63,949	65,867	67,843	69,878	71,975
Aquatics Program Coord	Hourly	24.35	25.00	2.6%	25.75	26.52	27.32	28.14	28.98	29.85	30.75	31.67	32.62	33.60	34.61
	Monthly Equiv	4,221	4,333		4,463	4,597	4,735	4,877	5,023	5,174	5,329	5,489	5,654	5,823	5,998
	Annual Equiv.	50,656	51,996		53,556	55,163	56,817	58,522	60,278	62,086	63,949	65,867	67,843	69,878	71,975
Maintenance Coordinator	Hourly	24.11	25.00	3.6%	25.75	26.52	27.32	28.14	28.98	29.85	30.75	31.67	32.62	33.60	34.61
	Monthly Equiv	4,178	4,333		4,463	4,597	4,735	4,877	5,023	5,174	5,329	5,489	5,654	5,823	5,998
	Annual Equiv.	50,142	51,996		53,556	55,163	56,817	58,522	60,278	62,086	63,949	65,867	67,843	69,878	71,975
Marketing Coordinator	Hourly	24.11	25.00	3.6%	25.75	26.52	27.32	28.14	28.98	29.85	30.75	31.67	32.62	33.60	34.61
	Monthly Equiv	4,178	4,333		4,463	4,597	4,735	4,877	5,023	5,174	5,329	5,489	5,654	5,823	5,998
	Annual Equiv.	50,142	51,996		53,556	55,163	56,817	58,522	60,278	62,086	63,949	65,867	67,843	69,878	71,975
Office Supervisor	Hourly	24.11	25.00	3.6%	25.75	26.52	27.32	28.14	28.98	29.85	30.75	31.67	32.62	33.60	34.61
	Monthly Equiv	50,142	4,333		4,463	4,597	4,735	4,877	5,023	5,174	5,329	5,489	5,654	5,823	5,998
	Annual Equiv.	50,142	51,996		53,556	55,163	56,817	58,522	60,278	62,086	63,949	65,867	67,843	69,878	71,975

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2020 Salary Scale

POSITION	Current		2020												
	Hourly/Salar y	A Step	A Step	% Increase	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step
Head Swim Coach 2	Monthly	4,095	4,333	5.5%	4,463	4,597	4,735	4,877	5,023	5,174	5,329	5,489	5,654	5,823	5,998
	Annual	49,143	51,996	5.5%	53,556	55,163	56,817	58,522	60,278	62,086	63,949	65,867	67,843	69,878	71,975
Aquatics Maint Manager	Monthly	4,384	4,594	4.6%	4,731	4,873	5,019	5,170	5,325	5,485	5,649	5,819	5,993	6,173	6,358
	Annual	52,604	55,122	4.6%	56,776	58,479	60,233	62,040	63,902	65,819	67,793	69,827	71,922	74,080	76,302
Parks Program Manager	Monthly	4,384	4,594	4.6%	4,731	4,873	5,019	5,170	5,325	5,485	5,649	5,819	5,993	6,173	6,358
	Annual	52,604	55,122	4.6%	56,776	58,479	60,233	62,040	63,902	65,819	67,793	69,827	71,922	74,080	76,302
Rec Prog Manager	Monthly	4,384	4,594	4.6%	4,731	4,873	5,019	5,170	5,325	5,485	5,649	5,819	5,993	6,173	6,358
	Annual	52,604	55,122	4.6%	56,776	58,479	60,233	62,040	63,902	65,819	67,793	69,827	71,922	74,080	76,302
Exec Services Admin	Monthly	5,299	5,374	1.4%	5,535	5,701	5,872	6,048	6,229	6,416	6,609	6,807	7,011	7,222	7,438
	Annual	63,582	64,482	1.4%	66,417	68,409	70,462	72,576	74,753	76,995	79,305	81,684	84,135	86,659	89,259
Administrator	Monthly	5,299	5,374	1.4%	5,535	5,701	5,872	6,048	6,229	6,416	6,609	6,807	7,011	7,222	7,438
	Annual	63,582	64,482	1.4%	66,417	68,409	70,462	72,576	74,753	76,995	79,305	81,684	84,135	86,659	89,259
Superintendent	Monthly	6,087	6,240	2.5%	6,427	6,620	6,819	7,023	7,234	7,451	7,675	7,905	8,142	8,386	8,638
	Annual	73,042	74,883	2.5%	77,129	79,443	81,827	84,281	86,810	89,414	92,096	94,859	97,705	100,636	103,655
Senior Planner	Monthly	6,087	6,240	2.5%	6,427	6,620	6,819	7,023	7,234	7,451	7,675	7,905	8,142	8,386	8,638
	Annual	73,042	74,883	2.5%	77,129	79,443	81,827	84,281	86,810	89,414	92,096	94,859	97,705	100,636	103,655
Division Director	Monthly	6,615	6,760	2.1%	6,963	7,172	7,387	7,609	7,837	8,072	8,314	8,564	8,821	9,085	9,358
	Annual	79,382	81,123	2.1%	83,557	86,064	88,645	91,305	94,044	96,865	99,771	102,764	105,847	109,023	112,293

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2020 Salary Scale

PART-TIME SALARY SCALE FOR 2020 - ALL HOURLY

POSITION	Current 2020													
	A Step	A Step	% Adjustment	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step
Student Conservation Corp and Trails Crew	12.00	13.50	11%	13.91	14.32	14.75	15.19	15.65	16.12	16.60	17.10	17.61	18.14	18.69
Park Aide	12.00	13.50	11%	13.91	14.32	14.75	15.19	15.65	16.12	16.60	17.10	17.61	18.14	18.69
Camp Counselor	12.82	13.50	5%	13.91	14.32	14.75	15.19	15.65	16.12	16.60	17.10	17.61	18.14	18.69
Recreation Assistant	12.82	13.50	5%	13.91	14.32	14.75	15.19	15.65	16.12	16.60	17.10	17.61	18.14	18.69
Front Desk Clerk	12.82	14.50	12%	14.94	15.38	15.84	16.32	16.81	17.31	17.83	18.37	18.92	19.49	20.07
Senior Recreation Assistant	12.82	14.50	12%	14.94	15.38	15.84	16.32	16.81	17.31	17.83	18.37	18.92	19.49	20.07
Lifeguard	12.82	15.00	15%	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.00	19.57	20.16	20.76
Recreation Instructor	14.09	15.00	6%	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.00	19.57	20.16	20.76
Aquatics Instructor	14.09	15.00	6%	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.00	19.57	20.16	20.76
Recreation Program Leader	15.51	16.00	12%	16.48	16.97	17.48	18.01	18.55	19.10	19.68	20.27	20.88	21.50	22.15
Senior Lifeguard	15.51	16.00	12%	16.48	16.97	17.48	18.01	18.55	19.10	19.68	20.27	20.88	21.50	22.15
Camp Program Supervisor	16.74	17.00	9%	17.51	18.04	18.58	19.13	19.71	20.30	20.91	21.54	22.18	22.85	23.53
Recreation Specialist	16.74	17.00	9%	17.51	18.04	18.58	19.13	19.71	20.30	20.91	21.54	22.18	22.85	23.53
Teen Center Program Supervisor	16.74	17.00	2%	17.51	18.04	18.58	19.13	19.71	20.30	20.91	21.54	22.18	22.85	23.53
Senior Student Conservation Corp	17.56	17.00	-3%	17.51	18.04	18.58	19.13	19.71	20.30	20.91	21.54	22.18	22.85	23.53
Office Assistant	16.74	18.00	7%	18.54	19.10	19.67	20.26	20.87	21.49	22.14	22.80	23.49	24.19	24.92
Event Assistant	16.74	18.00	7%	18.54	19.10	19.67	20.26	20.87	21.49	22.14	22.80	23.49	24.19	24.92
Recreation Program Coordinator	17.91	19.00	6%	19.57	20.16	20.76	21.38	22.03	22.69	23.37	24.07	24.79	25.53	26.30
Assistant Swim Coach	17.91	19.00	6%	19.57	20.16	20.76	21.38	22.03	22.69	23.37	24.07	24.79	25.53	26.30
Senior Aquatics Instructor	20.09	19.00	-6%	19.57	20.16	20.76	21.38	22.03	22.69	23.37	24.07	24.79	25.53	26.30
Swim Coach 1		19.00		19.57	20.16	20.76	21.38	22.03	22.69	23.37	24.07	24.79	25.53	26.30
Student Conservation/Trails Crew Coordinator	23.40	19.00	-23%	19.57	20.16	20.76	21.38	22.03	22.69	23.37	24.07	24.79	25.53	26.30
Office Specialist	18.91	20.00	5%	20.60	21.22	21.85	22.51	23.19	23.88	24.60	25.34	26.10	26.88	27.68
Maintenance Tech	20.21	21.00	4%	21.63	22.28	22.95	23.64	24.34	25.08	25.83	26.60	27.40	28.22	29.07
C/DL Driver	24.11	24.50	2%	25.24	25.99	26.77	27.57	28.40	29.25	30.13	31.04	31.97	32.93	33.91

Step Scale from A to L is 3%
 Minimum wage in 2020 is \$13.50
Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2020 Salary Scale

REGULAR PART-TIME SALARY SCALE FOR 2020 - ALL HOURLY

POSITION	Current		2020												
	A Step	% Adjustment	A Step	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step	
Office Assistant	17.82	18.00	18.54	19.10	19.67	20.26	20.87	21.49	22.14	22.80	23.49	24.19	24.92		
Head Lifeguard	18.26	19.00	19.57	20.16	20.76	21.38	22.03	22.69	23.37	24.07	24.79	25.53	26.30		
Office Specialist	19.28	20.00	20.60	21.22	21.85	22.51	23.19	23.88	24.60	25.34	26.10	26.88	27.68		
Maintenance Tech	19.85	21.00	21.63	22.28	22.95	23.64	24.34	25.08	25.83	26.60	27.40	28.22	29.07		
Rec. Program Specialist	20.80	22.00	22.66	23.34	24.04	24.76	25.50	26.27	27.06	27.87	28.71	29.57	30.45		
Maintenance Coordinator	24.10	25.00	25.75	26.52	27.32	28.14	28.98	29.85	30.75	31.67	32.62	33.60	34.61		

Step Scale from A to L is 3%

Minimum wage in 2020 is \$13.50

Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.