

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2020-18

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2021 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

**WHEREAS**, the 2021 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 2021 includes changes reflected in the 2021 General Fund Budget which include a salary scale adjustment 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.

**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, 2021.
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 19th day of November, 2020, the undersigned commissioners being present.


BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY:   
John Thomas Swolgaard

BY:   
Dawn Janow

BY:   
Kristine Cox

BY:   
Jay C. Kinney

ATTEST:   
Kenneth R. DeWitt

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

**EXHIBIT A**

2021 Salary Scale

FULL TIME SALARY SCALE (40 hours equivalent)

POSITION	Current			2020			2021															
	A Step	A Step	A Step	A Step	A Step	A Step	A Step	A Step	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 Specialist	Hourly	19.86	20.00	22.20	22.87	23.55	24.26	24.99	25.74	26.51	27.30	28.12	28.97	29.83	30.73	31.66	32.61	33.58	34.57	35.58	36.61	
	Monthly Equiv.	3,442	3,466	3,466	3,570	3,678	3,788	3,901	4,019	4,139	4,263	4,391	4,523	4,659	4,798	4,940	5,085	5,233	5,384	5,538	5,695	5,855
	Annual Equiv.	41,309	41,597	41,597	42,845	44,130	45,454	46,818	48,222	49,669	51,159	52,684	54,244	55,841	57,471	59,134	60,831	62,562	64,327	66,127	67,962	69,832
Maintenance Tech	Hourly	19.86	21.00	23.31	24.01	24.73	25.47	26.24	27.02	27.83	28.67	29.53	30.41	31.33	32.27	33.23	34.21	35.21	36.23	37.27	38.33	39.41
	Monthly Equiv.	3,442	3,640	4,040	4,161	4,286	4,415	4,547	4,684	4,824	4,969	5,118	5,271	5,430	5,592	5,756	5,923	6,093	6,266	6,442	6,620	6,801
	Annual Equiv.	41,309	43,677	48,481	49,936	51,434	52,977	54,566	56,203	57,889	59,626	61,414	63,257	65,155	67,109	69,119	71,186	73,311	75,495	77,738	80,041	82,404
Rec Prog Specialist	Hourly	20.80	22.00	24.42	25.15	25.91	26.68	27.48	28.31	29.16	29.16	30.03	30.93	31.86	32.82	33.80	34.79	35.80	36.83	37.88	38.94	40.02
	Monthly Equiv.	3,604	3,813	4,232	4,359	4,490	4,625	4,764	4,907	5,054	5,205	5,362	5,523	5,688	5,857	6,030	6,207	6,388	6,573	6,761	6,952	7,146
	Annual Equiv.	43,251	45,756	50,790	52,313	53,883	55,499	57,164	58,879	60,646	62,465	64,339	66,269	68,257	70,305	72,414	74,584	76,815	79,107	81,461	83,877	86,355
Senior Office Specialist	Hourly	21.20	22.00	24.42	25.15	25.91	26.68	27.48	28.31	29.16	29.16	30.03	30.93	31.86	32.82	33.80	34.79	35.80	36.83	37.88	38.94	40.02
	Monthly Equiv.	3,674	3,813	4,232	4,359	4,490	4,625	4,764	4,907	5,054	5,205	5,362	5,523	5,688	5,857	6,030	6,207	6,388	6,573	6,761	6,952	7,146
	Annual Equiv.	44,091	45,756	50,790	52,313	53,883	55,499	57,164	58,879	60,646	62,465	64,339	66,269	68,257	70,305	72,414	74,584	76,815	79,107	81,461	83,877	86,355
Accounting Coordinator	Hourly	24.11	25.00	27.75	28.58	29.44	30.32	31.23	32.17	33.13	34.13	35.15	36.21	37.29	38.41	39.56	40.73	41.93	43.15	44.39	45.65	46.93
	Monthly Equiv.	4,178	4,333	4,810	4,954	5,103	5,256	5,413	5,576	5,743	5,915	6,093	6,275	6,464	6,658	6,857	7,061	7,270	7,484	7,703	7,927	8,156
	Annual Equiv.	50,142	51,996	57,716	59,447	61,230	63,067	64,959	66,908	68,915	70,983	73,112	75,306	77,565	79,892	82,286	84,741	87,257	89,834	92,472	95,171	97,931
Aquatics Program Coord	Hourly	24.35	25.00	27.75	28.58	29.44	30.32	31.23	32.17	33.13	34.13	35.15	36.21	37.29	38.41	39.56	40.73	41.93	43.15	44.39	45.65	46.93
	Monthly Equiv.	4,221	4,333	4,810	4,954	5,103	5,256	5,413	5,576	5,743	5,915	6,093	6,275	6,464	6,658	6,857	7,061	7,270	7,484	7,703	7,927	8,156
	Annual Equiv.	50,656	51,996	57,716	59,447	61,230	63,067	64,959	66,908	68,915	70,983	73,112	75,306	77,565	79,892	82,286	84,741	87,257	89,834	92,472	95,171	97,931
Maintenance Coordinator	Hourly	24.11	25.00	27.75	28.58	29.44	30.32	31.23	32.17	33.13	34.13	35.15	36.21	37.29	38.41	39.56	40.73	41.93	43.15	44.39	45.65	46.93
	Monthly Equiv.	4,178	4,333	4,810	4,954	5,103	5,256	5,413	5,576	5,743	5,915	6,093	6,275	6,464	6,658	6,857	7,061	7,270	7,484	7,703	7,927	8,156
	Annual Equiv.	50,142	51,996	57,716	59,447	61,230	63,067	64,959	66,908	68,915	70,983	73,112	75,306	77,565	79,892	82,286	84,741	87,257	89,834	92,472	95,171	97,931
Marketing Coordinator	Hourly	24.11	25.00	27.75	28.58	29.44	30.32	31.23	32.17	33.13	34.13	35.15	36.21	37.29	38.41	39.56	40.73	41.93	43.15	44.39	45.65	46.93
	Monthly Equiv.	4,178	4,333	4,810	4,954	5,103	5,256	5,413	5,576	5,743	5,915	6,093	6,275	6,464	6,658	6,857	7,061	7,270	7,484	7,703	7,927	8,156
	Annual Equiv.	50,142	51,996	57,716	59,447	61,230	63,067	64,959	66,908	68,915	70,983	73,112	75,306	77,565	79,892	82,286	84,741	87,257	89,834	92,472	95,171	97,931
Office Supervisor	Hourly	24.11	25.00	27.75	28.58	29.44	30.32	31.23	32.17	33.13	34.13	35.15	36.21	37.29	38.41	39.56	40.73	41.93	43.15	44.39	45.65	46.93
	Monthly Equiv.	50,142	4,333	4,810	4,954	5,103	5,256	5,413	5,576	5,743	5,915	6,093	6,275	6,464	6,658	6,857	7,061	7,270	7,484	7,703	7,927	8,156
	Annual Equiv.	50,142	51,996	57,716	59,447	61,230	63,067	64,959	66,908	68,915	70,983	73,112	75,306	77,565	79,892	82,286	84,741	87,257	89,834	92,472	95,171	97,931

**BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT**

**2021 Salary Scale**

POSITION	Hourly/Salary	2021															
		Current	A Step	A Step	A Step	A Step	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	4,810	4,954	5,103	5,256	5,413	5,576	5,743	5,915	6,093	6,275	6,464	6,658		
	Annual	49,143	51,996	57,716	59,447	61,230	63,067	64,959	66,908	68,915	70,983	73,112	75,306	77,565	79,992		
Aquatics Maint Manager	Monthly	4,384	4,594	5,099	5,252	5,409	5,572	5,739	5,911	6,088	6,271	6,459	6,653	6,852	7,058		
	Annual	52,604	55,122	61,186	63,021	64,912	66,859	70,931	73,059	75,251	77,508	79,833	82,228	84,695			
Parks Program Manager	Monthly	4,384	4,594	5,099	5,252	5,409	5,572	5,739	5,911	6,088	6,271	6,459	6,653	6,852	7,058		
	Annual	52,604	55,122	61,186	63,021	64,912	66,859	70,931	73,059	75,251	77,508	79,833	82,228	84,695			
Rec Prog Manager	Monthly	4,384	4,594	5,099	5,252	5,409	5,572	5,739	5,911	6,088	6,271	6,459	6,653	6,852	7,058		
	Annual	52,604	55,122	61,186	63,021	64,912	66,859	70,931	73,059	75,251	77,508	79,833	82,228	84,695			
Exec Services Admin	Monthly	5,299	5,374	5,965	6,144	6,328	6,518	6,713	6,915	7,122	7,336	7,556	7,782	8,016	8,256		
	Annual	63,582	64,482	71,576	73,723	75,935	78,213	80,559	82,976	85,465	88,029	90,670	93,390	96,192	99,077		
Aquatics Program Administrator	Monthly	5,299	5,374	5,965	6,144	6,328	6,518	6,713	6,915	7,122	7,336	7,556	7,782	8,016	8,256		
	Annual	63,582	64,482	71,576	73,723	75,935	78,213	80,559	82,976	85,465	88,029	90,670	93,390	96,192	99,077		
Superintendent	Monthly	6,087	6,240	6,927	7,134	7,349	7,569	7,796	8,030	8,271	8,519	8,774	9,038	9,309	9,588		
	Annual	73,042	74,883	83,120	85,614	88,182	90,827	93,552	96,359	99,250	102,227	105,294	108,453	111,706	115,058		
Senior Planner	Monthly	6,087	6,240	6,927	7,134	7,349	7,569	7,796	8,030	8,271	8,519	8,774	9,038	9,309	9,588		
	Annual	73,042	74,883	83,120	85,614	88,182	90,827	93,552	96,359	99,250	102,227	105,294	108,453	111,706	115,058		
Division Director	Monthly	6,615	6,760	7,504	7,729	7,961	8,200	8,446	8,699	8,960	9,229	9,506	9,791	10,085	10,387		
	Annual	79,382	81,123	90,047	92,748	95,531	98,396	101,348	104,389	107,520	110,746	114,068	117,490	121,015	124,646		

# BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

## 2021 Salary Scale

### PART-TIME SALARY SCALE FOR 2021 - ALL HOURLY

POSITION	2020		2021												
	A Step	A Step	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	13.50	\$ 15.00	15.44	15.91	16.39	16.88	17.38	17.90	18.44	19.00	19.57	20.15	20.76		
Park Aide	13.50	\$ 15.00	15.44	15.91	16.39	16.88	17.38	17.90	18.44	19.00	19.57	20.15	20.76		
Camp Counselor	13.50	\$ 15.00	15.44	15.91	16.39	16.88	17.38	17.90	18.44	19.00	19.57	20.15	20.76		
Recreation Assistant	13.50	\$ 15.00	15.44	15.91	16.39	16.88	17.38	17.90	18.44	19.00	19.57	20.15	20.76		
Front Desk Clerk	14.50	\$ 16.10	16.58	17.08	17.59	18.12	18.66	19.22	19.79	20.39	21.00	21.63	22.28		
Senior Recreation Assistant	14.50	\$ 16.10	16.58	17.08	17.59	18.12	18.66	19.22	19.79	20.39	21.00	21.63	22.28		
Lifeguard	15.00	\$ 16.65	17.15	17.66	18.19	18.74	19.30	19.88	20.48	21.09	21.72	22.38	23.05		
Recreation Instructor	15.00	\$ 16.65	17.15	17.66	18.19	18.74	19.30	19.88	20.48	21.09	21.72	22.38	23.05		
Aquatics Instructor	16.00	\$ 17.76	18.29	18.84	19.41	19.99	20.59	21.21	21.84	22.50	23.17	23.87	24.58		
Recreation Program Leader	16.00	\$ 17.76	18.29	18.84	19.41	19.99	20.59	21.21	21.84	22.50	23.17	23.87	24.58		
Senior Lifeguard	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12		
Camp Program Supervisor	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12		
Recreation Specialist	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12		
Teen Center Program Supervisor	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12		
Senior Student Conservation Corp	17.00	\$ 18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12		
Office Assistant	18.00	\$ 19.98	20.58	21.20	21.83	22.49	23.16	23.86	24.57	25.31	26.07	26.85	27.66		
Event Assistant	18.00	\$ 19.98	20.58	21.20	21.83	22.49	23.16	23.86	24.57	25.31	26.07	26.85	27.66		
Recreation Program Coordinator	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19		
Assistant Swim Coach	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19		
Senior Aquatics Instructor	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19		
Swim Coach 1	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19		
Student Conservation/Trails Crew Coordinator	19.00	\$ 21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19		
Office Specialist	20.00	\$ 22.20	22.87	23.55	24.26	24.99	25.74	26.51	27.30	28.12	28.97	29.83	30.73		
Maintenance Tech	21.00	\$ 23.31	24.01	24.73	25.47	26.24	27.02	27.83	28.67	29.53	30.41	31.33	32.27		
CDL Driver	24.50	\$ 27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45	34.45	35.48	36.55	37.64		

Step Scale from A to L is 3%  
 Minimum wage in 2021 is \$15.00  
 Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2021 Salary Scale

REGULAR PART-TIME SALARY SCALE FOR 2021 - ALL HOURLY

POSITION	Current		2021												
	A Step	2020	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	19.98	20.58	21.20	21.83	22.49	23.16	23.86	24.57	25.31	26.07	26.85	27.66	
Head Lifeguard	18.26	19.00	21.09	21.72	22.37	23.05	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19	
Office Specialist	19.28	20.00	22.20	22.87	23.55	24.26	24.99	25.74	26.51	27.30	28.12	28.97	29.83	30.73	
Maintenance Tech	19.85	21.00	23.31	24.01	24.73	25.47	26.24	27.02	27.83	28.67	29.53	30.41	31.33	32.27	
Rec. Program Specialist	20.80	22.00	24.42	25.15	25.91	26.68	27.48	28.31	29.16	30.03	30.93	31.86	32.82	33.80	
Maintenance Coordinator	24.10	25.00	27.75	28.58	29.44	30.32	31.23	32.17	33.13	34.13	35.15	36.21	37.29	38.41	

Step Scale from A to L is 3%

Minimum wage in 2021 is \$15.00

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