

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**RESOLUTION 2022-01**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING AN AMENDED 2022 SALARY SCALE FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.**

**WHEREAS**, the 2022 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2021-13 on November 18, 2021; and

**WHEREAS**, it is now necessary to amend the 2022 Salary Scale to reflect a new level on the salary scale between manager and administrator,

**NOW THEREFORE BE IT RESOLVED** by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the attached Amended 2022 Salary Scale dated January 20, 2022, be adopted, and authorized to replace and supercede the 2022 Salary Scale adopted on November 18, 2021 in Resolution 2021-13.

**PASSED** by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 20th day of January, 2022, the undersigned commissioners being present.

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

BY: \_\_\_\_\_  
Kenneth R. DeWitt

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

BY: \_\_\_\_\_  
Tom Goodlin

BY: \_\_\_\_\_  
Dawn Janow

ATTEST: \_\_\_\_\_  
John Thomas Swolgaard

**BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT**

**2022 Salary Scale**

**Exhibit A**

FULL TIME SALARY SCALE (40 hours equivalent)

| POSITION   | Hourly/Salary  | 2021   | 2022   |        |        |        |        |        |        |        |        |        |        |        |
|--|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|  |                | 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         | 22.20  | 23.09  | 23.78  | 24.49  | 25.23  | 25.99  | 26.77  | 27.57  | 28.40  | 29.25  | 30.12  | 31.03  | 31.96  |
|  | Monthly Equiv. | 3,466  | 3,994  | 4,114  | 4,237  | 4,365  | 4,496  | 4,630  | 4,769  | 4,912  | 5,060  | 5,212  | 5,368  | 5,529  |
|  | Annual Equiv.  | 41,597 | 47,931 | 49,369 | 50,850 | 52,375 | 53,946 | 55,565 | 57,232 | 58,949 | 60,717 | 62,539 | 64,415 | 66,347 |
| Maintenance Tech                                   | Hourly         | 23.31  | 24.24  | 24.97  | 25.72  | 26.49  | 27.29  | 28.10  | 28.95  | 29.82  | 30.71  | 31.63  | 32.58  | 33.56  |
|  | Monthly Equiv. | 4,040  | 4,202  | 4,328  | 4,458  | 4,592  | 4,729  | 4,871  | 5,017  | 5,168  | 5,323  | 5,483  | 5,647  | 5,816  |
|  | Annual Equiv.  | 48,481 | 50,423 | 51,936 | 53,494 | 55,099 | 56,752 | 58,454 | 60,208 | 62,014 | 63,875 | 65,791 | 67,765 | 69,798 |
| Rec Prog Specialist                                | Hourly         | 24.42  | 25.40  | 26.16  | 26.94  | 27.75  | 28.58  | 29.44  | 30.33  | 31.23  | 32.17  | 33.14  | 34.13  | 35.16  |
|  | Monthly Equiv. | 4,232  | 4,402  | 4,534  | 4,670  | 4,810  | 4,955  | 5,103  | 5,256  | 5,414  | 5,576  | 5,744  | 5,916  | 6,093  |
|  | Annual Equiv.  | 50,790 | 52,824 | 54,409 | 56,041 | 57,723 | 59,454 | 61,238 | 63,075 | 64,967 | 66,916 | 68,924 | 70,991 | 73,121 |
| Senior Office Specialist                           | Hourly         | 24.42  | 25.40  | 26.16  | 26.94  | 27.75  | 28.58  | 29.44  | 30.33  | 31.23  | 32.17  | 33.14  | 34.13  | 35.16  |
|  | Monthly Equiv. | 4,232  | 4,402  | 4,534  | 4,670  | 4,810  | 4,955  | 5,103  | 5,256  | 5,414  | 5,576  | 5,744  | 5,916  | 6,093  |
|  | Annual Equiv.  | 50,790 | 52,824 | 54,409 | 56,041 | 57,723 | 59,454 | 61,238 | 63,075 | 64,967 | 66,916 | 68,924 | 70,991 | 73,121 |
| Accounting Coordinator                             | Hourly         | 27.75  | 28.86  | 29.73  | 30.62  | 31.54  | 32.48  | 33.46  | 34.46  | 35.49  | 36.56  | 37.66  | 38.79  | 39.95  |
|  | Monthly Equiv. | 4,810  | 5,002  | 5,152  | 5,307  | 5,466  | 5,630  | 5,799  | 5,973  | 6,152  | 6,337  | 6,527  | 6,723  | 6,924  |
|  | Annual Equiv.  | 57,716 | 60,028 | 61,828 | 63,683 | 65,594 | 67,562 | 69,588 | 71,676 | 73,826 | 76,041 | 78,322 | 80,672 | 83,092 |
| Recreation Program Coord                           | Hourly         | 27.75  | 28.86  | 29.73  | 30.62  | 31.54  | 32.48  | 33.46  | 34.46  | 35.49  | 36.56  | 37.66  | 38.79  | 39.95  |
|  | Monthly Equiv. | 4,810  | 5,002  | 5,152  | 5,307  | 5,466  | 5,630  | 5,799  | 5,973  | 6,152  | 6,337  | 6,527  | 6,723  | 6,924  |
|  | Annual Equiv.  | 57,716 | 60,028 | 61,828 | 63,683 | 65,594 | 67,562 | 69,588 | 71,676 | 73,826 | 76,041 | 78,322 | 80,672 | 83,092 |
| Maintenance Coordinator<br>Rec Program Coordinator | Hourly         | 27.75  | 28.86  | 29.73  | 30.62  | 31.54  | 32.48  | 33.46  | 34.46  | 35.49  | 36.56  | 37.66  | 38.79  | 39.95  |
|  | Monthly Equiv. | 4,810  | 5,002  | 5,152  | 5,307  | 5,466  | 5,630  | 5,799  | 5,973  | 6,152  | 6,337  | 6,527  | 6,723  | 6,924  |
|  | Annual Equiv.  | 57,716 | 60,028 | 61,828 | 63,683 | 65,594 | 67,562 | 69,588 | 71,676 | 73,826 | 76,041 | 78,322 | 80,672 | 83,092 |
| Office Supervisor                                  | Hourly         | 27.75  | 28.86  | 29.73  | 30.62  | 31.54  | 32.48  | 33.46  | 34.46  | 35.49  | 36.56  | 37.66  | 38.79  | 39.95  |
|  | Monthly Equiv. | 4,810  | 5,002  | 5,152  | 5,307  | 5,466  | 5,630  | 5,799  | 5,973  | 6,152  | 6,337  | 6,527  | 6,723  | 6,924  |
|  | Annual Equiv.  | 57,716 | 60,028 | 61,828 | 63,683 | 65,594 | 67,562 | 69,588 | 71,676 | 73,826 | 76,041 | 78,322 | 80,672 | 83,092 |

**BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT**

**2022 Salary Scale**

| POSITION                        | Hourly/Salary | 2021   |        | 2022   |        |         |         |         |         |         |         |         |         |         |
|---------------------------------|---------------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                 |               | 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                 | Monthly       | 4,810  | 5,002  | 5,152  | 5,307  | 5,466   | 5,630   | 5,799   | 5,973   | 6,152   | 6,336   | 6,526   | 6,722   | 6,924   |
|                                 | Annual        | 57,716 | 60,024 | 61,825 | 63,680 | 65,590  | 67,558  | 69,584  | 71,672  | 73,822  | 76,037  | 78,318  | 80,667  | 83,088  |
| IT Manager                      | Monthly       |        | 5,753  | 5,926  | 6,103  | 6,286   | 6,475   | 6,669   | 6,869   | 7,075   | 7,288   | 7,506   | 7,732   | 7,963   |
|                                 | Annual        |        | 69,036 | 71,107 | 73,240 | 75,438  | 77,701  | 80,032  | 82,433  | 84,906  | 87,453  | 90,076  | 92,779  | 95,562  |
| Facility Maint Manager          | Monthly       |        | 5,753  | 5,926  | 6,103  | 6,286   | 6,475   | 6,669   | 6,869   | 7,075   | 7,288   | 7,506   | 7,732   | 7,963   |
|                                 | Annual        |        | 69,036 | 71,107 | 73,240 | 75,438  | 77,701  | 80,032  | 82,433  | 84,906  | 87,453  | 90,076  | 92,779  | 95,562  |
| Natural Resource Manager        | Monthly       |        | 5,753  | 5,926  | 6,103  | 6,286   | 6,475   | 6,669   | 6,869   | 7,075   | 7,288   | 7,506   | 7,732   | 7,963   |
|                                 | Annual        |        | 69,036 | 71,107 | 73,240 | 75,438  | 77,701  | 80,032  | 82,433  | 84,906  | 87,453  | 90,076  | 92,779  | 95,562  |
| Parks Program Manager           | Monthly       | 5,099  | 5,303  | 5,462  | 5,626  | 5,794   | 5,968   | 6,147   | 6,332   | 6,522   | 6,717   | 6,919   | 7,126   | 7,340   |
|                                 | Annual        | 61,186 | 63,633 | 65,542 | 67,508 | 69,533  | 71,619  | 73,768  | 75,981  | 78,261  | 80,608  | 83,027  | 85,517  | 88,083  |
| Rec Prog Manager                | Monthly       | 5,099  | 5,303  | 5,462  | 5,626  | 5,794   | 5,968   | 6,147   | 6,332   | 6,522   | 6,717   | 6,919   | 7,126   | 7,340   |
|                                 | Annual        | 61,186 | 63,633 | 65,542 | 67,508 | 69,533  | 71,619  | 73,768  | 75,981  | 78,261  | 80,608  | 83,027  | 85,517  | 88,083  |
| Exec Services Manager           | Monthly       | 5,099  | 5,303  | 5,462  | 5,626  | 5,795   | 5,969   | 6,148   | 6,332   | 6,522   | 6,718   | 6,919   | 7,127   | 7,341   |
|                                 | Annual        | 61,186 | 63,633 | 65,542 | 67,508 | 69,533  | 71,620  | 73,768  | 75,981  | 78,261  | 80,608  | 83,027  | 85,517  | 88,083  |
| Program Administrator           | Monthly       | 5,965  | 6,203  | 6,389  | 6,581  | 6,778   | 6,982   | 7,191   | 7,407   | 7,629   | 7,858   | 8,094   | 8,337   | 8,587   |
|                                 | Annual        | 71,576 | 74,439 | 76,672 | 78,972 | 81,341  | 83,781  | 86,295  | 88,884  | 91,550  | 94,297  | 97,125  | 100,039 | 103,040 |
| Parks/Recreation Superintendent | Monthly       | 6,927  | 7,204  | 7,420  | 7,642  | 7,872   | 8,108   | 8,351   | 8,602   | 8,860   | 9,125   | 9,399   | 9,681   | 9,972   |
|                                 | Annual        | 83,120 | 86,445 | 89,038 | 91,709 | 94,461  | 97,294  | 100,213 | 103,220 | 106,316 | 109,506 | 112,791 | 116,175 | 119,660 |
| Senior Planner                  | Monthly       | 6,927  | 7,204  | 7,420  | 7,642  | 7,872   | 8,108   | 8,351   | 8,602   | 8,860   | 9,125   | 9,399   | 9,681   | 9,972   |
|                                 | Annual        | 83,120 | 86,445 | 89,038 | 91,709 | 94,461  | 97,294  | 100,213 | 103,220 | 106,316 | 109,506 | 112,791 | 116,175 | 119,660 |
| Division Director               | Monthly       | 7,504  | 7,804  | 8,038  | 8,279  | 8,528   | 8,784   | 9,047   | 9,318   | 9,598   | 9,886   | 10,183  | 10,488  | 10,803  |
|                                 | Annual        | 90,047 | 93,649 | 96,458 | 99,352 | 102,332 | 105,402 | 108,564 | 111,821 | 115,176 | 118,631 | 122,190 | 125,856 | 129,631 |

# BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

## 2022 Salary Scale

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

| POSITION                                     | 2021     |          | 2022   |        |        |        |        |        |        |        |        |        |        |
|--|----------|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|  | 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    | \$ 15.00 | \$ 15.59 | 16.06  | 16.54  | 17.04  | 17.55  | 18.08  | 18.62  | 19.18  | 19.76  | 20.35  | 20.96  | 21.59  |
| Park Aide                                    | \$ 15.00 | \$ 15.59 | 16.06  | 16.54  | 17.04  | 17.55  | 18.08  | 18.62  | 19.18  | 19.76  | 20.35  | 20.96  | 21.59  |
| Camp Counselor                               | \$ 15.00 | \$ 15.59 | 16.06  | 16.54  | 17.04  | 17.55  | 18.08  | 18.62  | 19.18  | 19.76  | 20.35  | 20.96  | 21.59  |
| Recreation Assistant                         | \$ 15.00 | \$ 15.59 | 16.06  | 16.54  | 17.04  | 17.55  | 18.08  | 18.62  | 19.18  | 19.76  | 20.35  | 20.96  | 21.59  |
| Front Desk Clerk                             | \$ 16.10 | \$ 16.74 | 17.24  | 17.76  | 18.29  | 18.84  | 19.40  | 19.99  | 20.59  | 21.20  | 21.84  | 22.50  | 23.17  |
| Senior Recreation Assistant                  | \$ 16.10 | \$ 16.74 | 17.24  | 17.76  | 18.29  | 18.84  | 19.40  | 19.99  | 20.59  | 21.20  | 21.84  | 22.50  | 23.17  |
| Lifeguard                                    | \$ 16.65 | \$ 17.32 | 17.84  | 18.37  | 18.92  | 19.49  | 20.07  | 20.68  | 21.30  | 21.94  | 22.59  | 23.27  | 23.97  |
| Recreation Instructor                        | \$ 16.65 | \$ 17.32 | 17.84  | 18.37  | 18.92  | 19.49  | 20.07  | 20.68  | 21.30  | 21.94  | 22.59  | 23.27  | 23.97  |
| Aquatics Instructor                          | \$ 17.76 | \$ 18.47 | 19.02  | 19.60  | 20.18  | 20.79  | 21.41  | 22.05  | 22.72  | 23.40  | 24.10  | 24.82  | 25.57  |
| Recreation Program Leader                    | \$ 17.76 | \$ 18.47 | 19.02  | 19.60  | 20.18  | 20.79  | 21.41  | 22.05  | 22.72  | 23.40  | 24.10  | 24.82  | 25.57  |
| Senior Lifeguard                             | \$ 18.87 | \$ 19.62 | 20.21  | 20.82  | 21.44  | 22.09  | 22.75  | 23.43  | 24.14  | 24.86  | 25.61  | 26.37  | 27.17  |
| Camp Program Supervisor                      | \$ 18.87 | \$ 19.62 | 20.21  | 20.82  | 21.44  | 22.09  | 22.75  | 23.43  | 24.14  | 24.86  | 25.61  | 26.37  | 27.17  |
| Recreation Specialist                        | \$ 18.87 | \$ 19.62 | 20.21  | 20.82  | 21.44  | 22.09  | 22.75  | 23.43  | 24.14  | 24.86  | 25.61  | 26.37  | 27.17  |
| Teen Center Program Supervisor               | \$ 18.87 | \$ 19.62 | 20.21  | 20.82  | 21.44  | 22.09  | 22.75  | 23.43  | 24.14  | 24.86  | 25.61  | 26.37  | 27.17  |
| Senior Student Conservation Corp             | \$ 18.87 | \$ 19.62 | 20.21  | 20.82  | 21.44  | 22.09  | 22.75  | 23.43  | 24.14  | 24.86  | 25.61  | 26.37  | 27.17  |
| Office Assistant                             | \$ 19.98 | \$ 20.78 | 21.40  | 22.04  | 22.71  | 23.39  | 24.09  | 24.81  | 25.56  | 26.32  | 27.11  | 27.93  | 28.76  |
| Event Assistant                              | \$ 19.98 | \$ 20.78 | 21.40  | 22.04  | 22.71  | 23.39  | 24.09  | 24.81  | 25.56  | 26.32  | 27.11  | 27.93  | 28.76  |
| Recreation Program Coordinator               | \$ 21.09 | \$ 21.93 | 22.59  | 23.27  | 23.97  | 24.69  | 25.43  | 26.19  | 26.98  | 27.78  | 28.62  | 29.48  | 30.36  |
| Assistant Swim Coach                         | \$ 21.09 | \$ 21.93 | 22.59  | 23.27  | 23.97  | 24.69  | 25.43  | 26.19  | 26.98  | 27.78  | 28.62  | 29.48  | 30.36  |
| Senior Recreation Instructor                 | \$ 21.09 | \$ 21.93 | 22.59  | 23.27  | 23.97  | 24.69  | 25.43  | 26.19  | 26.98  | 27.78  | 28.62  | 29.48  | 30.36  |
| Swim Coach - Assistant                       | \$ 21.09 | \$ 21.93 | 22.59  | 23.27  | 23.97  | 24.69  | 25.43  | 26.19  | 26.98  | 27.78  | 28.62  | 29.48  | 30.36  |
| Student Conservation/Trails Crew Coordinator | \$ 21.09 | \$ 21.93 | 22.59  | 23.27  | 23.97  | 24.69  | 25.43  | 26.19  | 26.98  | 27.78  | 28.62  | 29.48  | 30.36  |
| Office Specialist                            | \$ 22.20 | \$ 23.09 | 23.78  | 24.49  | 25.23  | 25.99  | 26.77  | 27.57  | 28.40  | 29.25  | 30.12  | 31.03  | 31.96  |
| Maintenance Tech                             | \$ 23.31 | \$ 24.24 | 24.97  | 25.72  | 26.49  | 27.29  | 28.10  | 28.95  | 29.82  | 30.71  | 31.63  | 32.58  | 33.56  |
| CDL Driver                                   | \$ 27.20 | \$ 28.28 | 29.13  | 30.01  | 30.91  | 31.83  | 32.79  | 33.77  | 34.78  | 35.83  | 36.90  | 38.01  | 39.15  |

Step Scale from A to L is 3%

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

**BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT**

**2022 Salary Scale**

**REGULAR PART-TIME SALARY SCALE FOR 2021 - ALL HOURLY**

|                         | 2021          | 2022          |               |               |               |               |               |               |               |               |               |               |               |
|-------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>POSITION</b>         | <b>A Step</b> | <b>A Step</b> | <b>B Step</b> | <b>C Step</b> | <b>D Step</b> | <b>E Step</b> | <b>F Step</b> | <b>G Step</b> | <b>H Step</b> | <b>I Step</b> | <b>J Step</b> | <b>K Step</b> | <b>L Step</b> |
| Office Assistant        | 19.98         | 20.78         | 21.40         | 22.04         | 22.71         | 23.39         | 24.09         | 24.81         | 25.56         | 26.32         | 27.11         | 27.93         | 28.76         |
| Head Lifeguard          | 21.09         | 21.93         | 22.59         | 23.27         | 23.97         | 24.69         | 25.43         | 26.19         | 26.98         | 27.78         | 28.62         | 29.48         | 30.36         |
| Office Specialist       | 22.20         | 23.09         | 23.78         | 24.49         | 25.23         | 25.99         | 26.77         | 27.57         | 28.40         | 29.25         | 30.12         | 31.03         | 31.96         |
| Maintenance Tech        | 23.31         | 24.24         | 24.97         | 25.72         | 26.49         | 27.29         | 28.10         | 28.95         | 29.82         | 30.71         | 31.63         | 32.58         | 33.56         |
| Rec. Program Specialist | 24.42         | 25.40         | 26.16         | 26.94         | 27.75         | 28.58         | 29.44         | 30.33         | 31.23         | 32.17         | 33.14         | 34.13         | 35.16         |
| Maintenance Coordinator | 27.75         | 28.86         | 29.73         | 30.62         | 31.54         | 32.48         | 33.46         | 34.46         | 35.49         | 36.56         | 37.66         | 38.79         | 39.95         |

Step Scale from A to L is 3%

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