

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

**RESOLUTION 2021-13**

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

**WHEREAS**, the 2022 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 2022 includes changes reflected in the 2022 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.

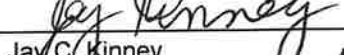
**NOW THEREFORE BE IT RESOLVED** by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, as follows:

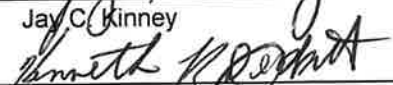
1. That monthly salaries for full time personnel and that hourly wage rates for regular part-time and part-time employees are established and attached hereto as Exhibit "A" for the year, 2022.
2. That the Park District Executive Director may authorize scheduled/periodic salary step increases based on 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 18th day of November, 2021, the undersigned commissioners being present.

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT**

BY:   
Dawn Janow

BY:   
Jay C. Kinney

BY:   
Kenneth R. DeWitt

BY:   
John Thomas Swolgaard

ATTEST:   
Asaph Glosser

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

Exhibit A

2022 Salary Scale

FULL TIME SALARY SCALE (40 hours equivalent)

POSITION	2022												
	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	23.09	23.76	24.49	25.23	25.99	26.77	27.57	28.40	29.25	30.12	31.03	31.96
	Monthly Equiv.	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.	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	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.	4,202	4,328	4,458	4,592	4,729	4,871	5,017	5,168	5,323	5,483	5,647	5,816
	Annual Equiv.	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	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	4,534	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	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	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	4,534	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	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	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	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,723	6,924
	Annual Equiv.	57,716	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	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	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,723	6,924
	Annual Equiv.	57,716	61,828	63,683	65,594	67,562	69,588	71,676	73,826	76,041	78,322	80,672	83,092
Maintenance Coordinator	Hourly	27.75	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	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,723	6,924
	Annual Equiv.	57,716	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	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	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,337	6,527	6,723	6,924
	Annual Equiv.	57,716	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	2021		2022												
	A Step	Hourly/Salary	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	4,810	Monthly	5,002	5,152	5,307	5,466	5,630	5,799	5,973	6,152	6,336	6,526	6,722	6,924	
	57,716	Annual	60,024	61,825	63,680	65,590	67,558	69,584	71,672	73,822	76,037	78,318	80,667	83,088	
Aquatics Maint Manager	5,099	Monthly	5,303	5,462	5,626	5,794	5,968	6,147	6,332	6,522	6,717	6,919	7,126	7,340	
	61,186	Annual	63,633	65,542	67,508	69,533	71,619	73,768	75,981	78,261	80,608	83,027	85,517	88,083	
Parks Program Manager	5,099	Monthly	5,303	5,462	5,626	5,794	5,968	6,147	6,332	6,522	6,717	6,919	7,126	7,340	
	61,186	Annual	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	5,099	Monthly	5,303	5,462	5,626	5,794	5,968	6,147	6,332	6,522	6,717	6,919	7,126	7,340	
	61,186	Annual	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 Admin	5,965	Monthly	6,203	6,389	6,581	6,778	6,982	7,191	7,407	7,629	7,858	8,094	8,337	8,587	
	71,576	Annual	74,439	76,672	78,972	81,341	83,781	86,295	88,884	91,550	94,297	97,125	100,039	103,040	
Aquatics Program Administrator	5,965	Monthly	6,203	6,389	6,581	6,778	6,982	7,191	7,407	7,629	7,858	8,094	8,337	8,587	
	71,576	Annual	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	6,927	Monthly	7,204	7,420	7,642	7,872	8,108	8,351	8,602	8,860	9,125	9,399	9,681	9,972	
	83,120	Annual	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	6,927	Monthly	7,204	7,420	7,642	7,872	8,108	8,351	8,602	8,860	9,125	9,399	9,681	9,972	
	83,120	Annual	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	7,504	Monthly	7,804	8,038	8,279	8,528	8,784	9,047	9,318	9,598	9,886	10,183	10,488	10,803	
	90,047	Annual	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	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L 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	\$ 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	\$ 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	\$ 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	\$ 16.10	\$ 16.74	17.24	17.76	18.29	18.84	19.40	19.99	20.59	21.20	21.84	22.50	\$ 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
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	\$ 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	\$ 16.65	\$ 17.32	17.84	18.37	18.92	19.49	20.07	20.68	21.30	21.94	22.59	23.27	\$ 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
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	\$ 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	\$ 17.76	\$ 18.47	19.02	19.60	20.18	20.79	21.41	22.05	22.72	23.40	24.10	24.82	\$ 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
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	\$ 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	\$ 18.87	\$ 19.62	20.21	20.82	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	\$ 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 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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 19.98	\$ 20.78	21.40	22.04	22.71	23.39	24.09	24.81	25.56	26.32	27.11	27.93	\$ 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
Senior Student Conservation Corp	\$ 19.98	\$ 20.78	21.40	22.04	22.71	23.39	24.09	24.81	25.56	26.32	27.11	27.93	\$ 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
Office 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	\$ 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
Event 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	\$ 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
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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 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

POSITION	2022												
	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	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.