

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2022-17

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2023 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2023 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 2023 includes changes reflected in the 2023 General Fund Budget which include a 7% cost of living adjustment for all staff based on a rise in the consumer price index;

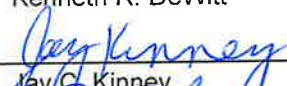
NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, as follows:

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, 2023.
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 17th day of November, 2022, the undersigned commissioners being present.

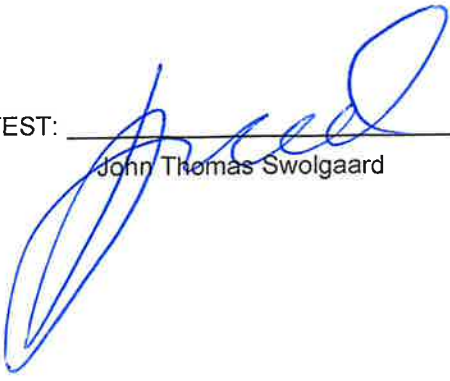
BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Kenneth R. DeWitt

BY: 
Jay C. Kinney

BY: 
Tom Goodlin

BY: _____
Dawn Janow

ATTEST: 
John Thomas Swolgaard

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

Exhibit A

2023 Salary Scale

FULL TIME SALARY SCALE (40 hours equivalent)

BAINBRIDGE ISLAND METRO PARK AND RECREATION DISTRICT

POSITION	Hourly/Salary	2022		2023											
		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	23.09	24.70	25.45	26.21	26.99	27.80	28.64	29.50	30.38	31.29	32.23	33.20	34.20	
	Monthly Equiv.	3,994	4,274	4,402	4,534	4,670	4,810	4,955	5,103	5,256	5,414	5,576	5,744	5,916	
	Annual Equiv.	47,931	51,286	52,824	54,409	56,041	57,723	59,454	61,238	63,075	64,967	66,916	68,924	70,992	
Maintenance Tech	Hourly	24.24	25.94	26.72	27.52	28.34	29.19	30.07	30.97	31.90	32.86	33.84	34.86	35.91	
	Monthly Equiv.	4,202	4,496	4,631	4,770	4,913	5,060	5,212	5,369	5,530	5,695	5,866	6,042	6,224	
	Annual Equiv.	50,423	53,953	55,571	57,239	58,956	60,724	62,546	64,423	66,355	68,346	70,396	72,508	74,683	
Rec Prog Specialist	Hourly	25.40	27.17	27.99	28.83	29.69	30.59	31.50	32.45	33.42	34.42	35.46	36.52	37.62	
	Monthly Equiv.	4,402	4,710	4,851	4,997	5,147	5,301	5,460	5,624	5,793	5,967	6,146	6,330	6,520	
	Annual Equiv.	52,824	56,522	58,218	59,964	61,763	63,616	65,525	67,490	69,515	71,600	73,748	75,961	78,240	
Senior Office Specialist	Hourly	25.40	27.17	27.99	28.83	29.69	30.59	31.50	32.45	33.42	34.42	35.46	36.52	37.62	
	Monthly Equiv.	4,402	4,710	4,851	4,997	5,147	5,301	5,460	5,624	5,793	5,967	6,146	6,330	6,520	
	Annual Equiv.	52,824	56,522	58,218	59,964	61,763	63,616	65,525	67,490	69,515	71,600	73,748	75,961	78,240	
Accounting Coordinator	Hourly	28.86	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29	41.50	42.75	
	Monthly Equiv.	5,002	5,352	5,513	5,678	5,849	6,024	6,205	6,391	6,583	6,780	6,984	7,193	7,409	
	Annual Equiv.	60,028	64,230	66,156	68,141	70,185	72,291	74,460	76,693	78,994	81,364	83,805	86,319	88,909	
Recreation Program Coord	Hourly	28.86	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29	41.50	42.75	
	Monthly Equiv.	5,002	5,352	5,513	5,678	5,849	6,024	6,205	6,391	6,583	6,780	6,984	7,193	7,409	
	Annual Equiv.	60,028	64,230	66,156	68,141	70,185	72,291	74,460	76,693	78,994	81,364	83,805	86,319	88,909	
Maintenance Coordinator Rec Program Coordinator	Hourly	28.86	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29	41.50	42.75	
	Monthly Equiv.	5,002	5,352	5,513	5,678	5,849	6,024	6,205	6,391	6,583	6,780	6,984	7,193	7,409	
	Annual Equiv.	60,028	64,230	66,156	68,141	70,185	72,291	74,460	76,693	78,994	81,364	83,805	86,319	88,909	
Office Supervisor	Hourly	28.86	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29	41.50	42.75	
	Monthly Equiv.	5,002	5,352	5,513	5,678	5,849	6,024	6,205	6,391	6,583	6,780	6,984	7,193	7,409	
	Annual Equiv.	60,028	64,230	66,156	68,141	70,185	72,291	74,460	76,693	78,994	81,364	83,805	86,319	88,909	

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2023 Salary Scale

BAINBRIDGE ISLAND METRO PARK AND RECREATION DISTRICT

POSITION	Hourly/Salary	2022		2023										
		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	5,002	5,352	5,513	5,678	5,848	6,024	6,205	6,391	6,582	6,780	6,983	7,193	7,409
	Annual	60,024	64,226	66,153	68,137	70,181	72,287	74,455	76,689	78,990	81,359	83,800	86,314	88,904
IT Manager <i>*scale change in 2023</i>	Monthly	5,753	6,637	6,837	7,042	7,253	7,470	7,695	7,925	8,163	8,408	8,660	8,920	9,188
	Annual	69,036	79,649	82,039	84,500	87,035	89,646	92,335	95,105	97,959	100,897	103,924	107,042	110,253
Facility Maint Manager	Monthly	5,753	6,156	6,340	6,531	6,727	6,928	7,136	7,350	7,571	7,798	8,032	8,273	8,521
	Annual	69,036	73,869	76,085	78,367	80,718	83,140	85,634	88,203	90,849	93,574	96,382	99,273	102,251
Natural Resource Manager	Monthly	5,753	6,156	6,340	6,531	6,727	6,928	7,136	7,350	7,571	7,798	8,032	8,273	8,521
	Annual	69,036	73,869	76,085	78,367	80,718	83,140	85,634	88,203	90,849	93,574	96,382	99,273	102,251
Parks Program Manager	Monthly	5,303	5,674	5,844	6,019	6,200	6,386	6,578	6,775	6,978	7,188	7,403	7,625	7,854
	Annual	63,633	68,087	70,130	72,234	74,401	76,633	78,932	81,300	83,739	86,251	88,838	91,504	94,249
Rec Prog Manager	Monthly	5,303	5,674	5,844	6,019	6,200	6,386	6,578	6,775	6,978	7,188	7,403	7,625	7,854
	Annual	63,633	68,087	70,130	72,234	74,401	76,633	78,932	81,300	83,739	86,251	88,838	91,504	94,249
Exec Services Manager	Monthly	5,303	5,674	5,844	6,020	6,200	6,386	6,578	6,775	6,979	7,188	7,404	7,626	7,854
	Annual	63,633	68,087	70,130	72,234	74,401	76,633	78,932	81,300	83,739	86,251	88,838	91,504	94,249
Program Administrator	Monthly	6,203	6,637	6,837	7,042	7,253	7,470	7,695	7,925	8,163	8,408	8,660	8,920	9,188
	Annual	74,439	79,649	82,039	84,500	87,035	89,646	92,335	95,105	97,959	100,897	103,924	107,042	110,253
Parks/Recreation Superintendent	Monthly	7,204	7,708	7,939	8,177	8,423	8,675	8,936	9,204	9,480	9,764	10,057	10,359	10,670
	Annual	86,445	92,496	95,271	98,129	101,073	104,105	107,228	110,445	113,758	117,171	120,686	124,307	128,036
Senior Planner	Monthly	7,204	7,708	7,939	8,177	8,423	8,675	8,936	9,204	9,480	9,764	10,057	10,359	10,670
	Annual	86,445	92,496	95,271	98,129	101,073	104,105	107,228	110,445	113,758	117,171	120,686	124,307	128,036
Division Director	Monthly	7,804	8,350	8,601	8,859	9,125	9,398	9,680	9,971	10,270	10,578	10,895	11,222	11,559
	Annual	93,649	100,204	103,210	106,306	109,496	112,780	116,164	119,649	123,238	126,935	130,743	134,666	138,706

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2023 Salary Scale

PART-TIME SALARY SCALE FOR 2023 - ALL HOURLY

POSITION	2022		2023										
	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	\$ 15.59	\$ 16.68	17.18	17.70	18.23	18.77	19.34	19.92	20.52	21.13	21.77	22.42	23.09
Park Aide	\$ 15.59	\$ 16.69	17.19	17.70	18.23	18.78	19.34	19.92	20.52	21.14	21.77	22.43	23.10
Camp Counselor	\$ 15.59	\$ 16.69	17.19	17.70	18.23	18.78	19.34	19.92	20.52	21.14	21.77	22.43	23.10
Recreation Assistant	\$ 15.59	\$ 16.69	17.19	17.70	18.23	18.78	19.34	19.92	20.52	21.14	21.77	22.43	23.10
Front Desk Clerk	\$ 16.74	\$ 17.91	18.45	19.00	19.57	20.16	20.76	21.39	22.03	22.69	23.37	24.07	24.79
Senior Recreation Assistant	\$ 16.74	\$ 17.91	18.45	19.00	19.57	20.16	20.76	21.39	22.03	22.69	23.37	24.07	24.79
Lifeguard	\$ 17.32	\$ 18.53	19.08	19.66	20.25	20.85	21.48	22.12	22.79	23.47	24.17	24.90	25.65
Recreation Instructor	\$ 17.32	\$ 18.53	19.08	19.66	20.25	20.85	21.48	22.12	22.79	23.47	24.17	24.90	25.65
Aquatics Instructor	\$ 18.47	\$ 19.76	20.36	20.97	21.60	22.24	22.91	23.60	24.31	25.04	25.79	26.56	27.36
Recreation Program Leader	\$ 18.47	\$ 19.76	20.36	20.97	21.60	22.24	22.91	23.60	24.31	25.04	25.79	26.56	27.36
Senior Lifeguard	\$ 19.62	\$ 21.00	21.63	22.28	22.95	23.63	24.34	25.07	25.83	26.60	27.40	28.22	29.07
Camp Program Supervisor	\$ 19.62	\$ 21.00	21.63	22.28	22.95	23.63	24.34	25.07	25.83	26.60	27.40	28.22	29.07
Recreation Specialist	\$ 19.62	\$ 21.00	21.63	22.28	22.95	23.63	24.34	25.07	25.83	26.60	27.40	28.22	29.07
Teen Center Program Supervisor	\$ 19.62	\$ 21.00	21.63	22.28	22.95	23.63	24.34	25.07	25.83	26.60	27.40	28.22	29.07
Senior Student Conservation Corp	\$ 19.62	\$ 21.00	21.63	22.28	22.95	23.63	24.34	25.07	25.83	26.60	27.40	28.22	29.07
Office Assistant	\$ 20.78	\$ 22.23	22.90	23.59	24.30	25.02	25.78	26.55	27.34	28.17	29.01	29.88	30.78
Event Assistant	\$ 20.78	\$ 22.23	22.90	23.59	24.30	25.02	25.78	26.55	27.34	28.17	29.01	29.88	30.78
Recreation Program Coordinator	\$ 21.93	\$ 23.47	24.17	24.90	25.65	26.41	27.21	28.02	28.86	29.73	30.62	31.54	32.49
Assistant Swim Coach	\$ 21.93	\$ 23.47	24.17	24.90	25.65	26.41	27.21	28.02	28.86	29.73	30.62	31.54	32.49
Senior Recreation Instructor	\$ 21.93	\$ 23.47	24.17	24.90	25.65	26.41	27.21	28.02	28.86	29.73	30.62	31.54	32.49
Swim Coach - Assistant	\$ 21.93	\$ 23.47	24.17	24.90	25.65	26.41	27.21	28.02	28.86	29.73	30.62	31.54	32.49
Student Conservation/Trails Crew Coordinator	\$ 21.93	\$ 23.47	24.17	24.90	25.65	26.41	27.21	28.02	28.86	29.73	30.62	31.54	32.49
Office Specialist	\$ 23.09	\$ 24.70	25.45	26.21	26.99	27.80	28.64	29.50	30.38	31.29	32.23	33.20	34.20
Maintenance Tech	\$ 24.24	\$ 25.94	26.72	27.52	28.34	29.19	30.07	30.97	31.90	32.86	33.84	34.86	35.91
CDL Driver	\$ 28.28	\$ 30.26	31.17	32.11	33.07	34.06	35.08	36.14	37.22	38.34	39.49	40.67	41.89

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

2023 Salary Scale

REGULAR PART-TIME SALARY SCALE FOR 2023 - ALL HOURLY

POSITION	2022	2023											
	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 Assistant	20.78	22.23	22.90	23.59	24.30	25.02	25.78	26.55	27.34	28.17	29.01	29.88	30.78
Head Lifeguard	21.93	23.47	24.17	24.90	25.65	26.41	27.21	28.02	28.86	29.73	30.62	31.54	32.49
Office Specialist	23.09	24.70	25.45	26.21	26.99	27.80	28.64	29.50	30.38	31.29	32.23	33.20	34.20
Maintenance Tech	24.24	25.94	26.72	27.52	28.34	29.19	30.07	30.97	31.90	32.86	33.84	34.86	35.91
Rec. Program Specialist	25.40	27.17	27.99	28.83	29.69	30.59	31.50	32.45	33.42	34.42	35.46	36.52	37.62
Maintenance Coordinator	28.86	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29	41.50	42.75

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.