

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2023-12

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2024 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2024 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 2024 includes changes reflected in the 2024 General Fund Budget which include a 4.5% cost of living adjustment for all staff based on a rise in the consumer price index;

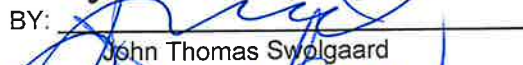
NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, as follows:

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, 2024.
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 16th day of November, 2023, 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: 
Tom Goodlin

**Bainbridge Island Metro Park and Recreation
2024 Salary Scale**

Exhibit A

FULL TIME SALARY SCALE (40 hours equivalent)

BAINBRIDGE ISLAND METRO PARK AND RECREATION DISTRICT

POSITION	Hourly/Salary	2023	2024	B Step	C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step
		A Step	A Step											
Office Specialist	Hourly	24.70	25.82	26.59	27.39	28.21	29.06	29.93	30.83	31.75	32.70	33.68	34.69	35.74
	Monthly Equiv.	4,282	4,475	4,609	4,747	4,890	5,036	5,187	5,343	5,503	5,668	5,838	6,014	6,194
	Annual Equiv.	51,384	53,696	55,307	56,966	58,675	60,435	62,248	64,116	66,039	68,020	70,061	72,163	74,328
Maintenance Tech	Hourly	25.94	27.11	27.92	28.76	29.62	30.51	31.42	32.37	33.34	34.34	35.37	36.43	37.52
	Monthly Equiv.	4,496	4,698	4,839	4,985	5,134	5,288	5,447	5,610	5,778	5,952	6,130	6,314	6,504
	Annual Equiv.	53,953	56,381	58,072	59,814	61,609	63,457	65,361	67,321	69,341	71,421	73,564	75,771	78,044
Rec Prog Specialist	Hourly	27.17	28.40	29.25	30.13	31.03	31.96	32.92	33.91	34.93	35.97	37.05	38.16	39.31
	Monthly Equiv.	4,710	4,922	5,070	5,222	5,379	5,540	5,706	5,877	6,054	6,235	6,422	6,615	6,813
	Annual Equiv.	56,522	59,065	60,837	62,662	64,542	66,479	68,473	70,527	72,643	74,822	77,067	79,379	81,760
Senior Office Specialist	Hourly	27.17	28.40	29.25	30.13	31.03	31.96	32.92	33.91	34.93	35.97	37.05	38.16	39.31
	Monthly Equiv.	4,710	4,922	5,070	5,222	5,379	5,540	5,706	5,877	6,054	6,235	6,422	6,615	6,813
	Annual Equiv.	56,522	59,065	60,837	62,662	64,542	66,479	68,473	70,527	72,643	74,822	77,067	79,379	81,760
Accounting Coordinator	Hourly	30.88	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.10	43.37	44.67
	Monthly Equiv.	5,352	5,593	5,761	5,934	6,112	6,295	6,484	6,679	6,879	7,085	7,298	7,517	7,742
	Annual Equiv.	64,230	67,120	69,134	71,208	73,344	75,544	77,810	80,145	82,549	85,025	87,576	90,204	92,910
Recreation Program Coord	Hourly	30.88	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.10	43.37	44.67
	Monthly Equiv.	5,352	5,593	5,761	5,934	6,112	6,295	6,484	6,679	6,879	7,085	7,298	7,517	7,742
	Annual Equiv.	64,230	67,120	69,134	71,208	73,344	75,544	77,810	80,145	82,549	85,025	87,576	90,204	92,910
Maintenance Coordinator Rec Program Coordinator	Hourly	30.88	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.10	43.37	44.67
	Monthly Equiv.	5,352	5,593	5,761	5,934	6,112	6,295	6,484	6,679	6,879	7,085	7,298	7,517	7,742
	Annual Equiv.	64,230	67,120	69,134	71,208	73,344	75,544	77,810	80,145	82,549	85,025	87,576	90,204	92,910
Office Supervisor	Hourly	30.88	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.10	43.37	44.67
	Monthly Equiv.	5,352	5,593	5,761	5,934	6,112	6,295	6,484	6,679	6,879	7,085	7,298	7,517	7,742
	Annual Equiv.	64,230	67,120	69,134	71,208	73,344	75,544	77,810	80,145	82,549	85,025	87,576	90,204	92,910
Head Swim Coach	Monthly	5,352	5,593	5,761	5,934	6,112	6,295	6,484	6,678	6,879	7,085	7,298	7,517	7,742
	Annual	30.88	32.27	33.24	34.23	35.26	36.32	37.41	38.53	39.69	40.88	42.10	43.37	44.67
		64,226	67,116	69,130	71,203	73,340	75,540	77,806	80,140	82,544	85,021	87,571	90,198	92,904

**Bainbridge Island Metro Park and Recreation
2024 Salary Scale**

BAINBRIDGE ISLAND METRO PARK AND RECREATION DISTRICT

POSITION	Hourly/Salary	2023		2024										
		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
IT Manager <i>*scale change in 2023</i>	Monthly	6,637	6,936	7,144	7,359	7,579	7,807	8,041	8,282	8,531	8,786	9,050	9,322	9,601
	Annual	79,649	83,233	85,730	88,302	90,951	93,680	96,490	99,385	102,367	105,438	108,601	111,859	115,215
Facility Maint Manager	Monthly	6,156	6,433	6,626	6,824	7,029	7,240	7,457	7,681	7,911	8,149	8,393	8,645	8,904
	Annual	73,869	77,193	79,508	81,894	84,350	86,881	89,487	92,172	94,937	97,785	100,719	103,740	106,853
Natural Resource Manager	Monthly	6,156	6,433	6,626	6,824	7,029	7,240	7,457	7,681	7,911	8,149	8,393	8,645	8,904
	Annual	73,869	77,193	79,508	81,894	84,350	86,881	89,487	92,172	94,937	97,785	100,719	103,740	106,853
Parks Program Manager	Monthly	5,674	5,929	6,107	6,290	6,479	6,673	6,874	7,080	7,292	7,511	7,736	7,968	8,207
	Annual	68,087	71,151	73,286	75,484	77,749	80,081	82,484	84,958	87,507	90,132	92,836	95,621	98,490
Rec Prog Manager	Monthly	5,674	5,929	6,107	6,290	6,479	6,673	6,874	7,080	7,292	7,511	7,736	7,968	8,207
	Annual	68,087	71,151	73,286	75,484	77,749	80,081	82,484	84,958	87,507	90,132	92,836	95,621	98,490
Exec Services Manager	Monthly	5,674	5,929	6,107	6,290	6,479	6,673	6,874	7,080	7,292	7,511	7,736	7,968	8,207
	Annual	68,087	71,151	73,286	75,484	77,749	80,081	82,484	84,958	87,507	90,132	92,836	95,621	98,490
Program Administrator	Monthly	6,637	6,936	7,144	7,359	7,579	7,807	8,041	8,282	8,531	8,786	9,050	9,322	9,601
	Annual	79,649	83,233	85,730	88,302	90,951	93,680	96,490	99,385	102,367	105,438	108,601	111,859	115,215
Parks/Recreation Superintendent	Monthly	7,708	8,055	8,296	8,545	8,802	9,066	9,338	9,618	9,906	10,204	10,510	10,825	11,150
	Annual	92,496	96,658	99,558	102,545	105,621	108,790	112,053	115,415	118,877	122,444	126,117	129,901	133,798
Senior Planner	Monthly	7,708	8,055	8,296	8,545	8,802	9,066	9,338	9,618	9,906	10,204	10,510	10,825	11,150
	Annual	92,496	96,658	99,558	102,545	105,621	108,790	112,053	115,415	118,877	122,444	126,117	129,901	133,798
Division Director	Monthly	8,350	8,726	8,988	9,258	9,535	9,821	10,116	10,419	10,732	11,054	11,386	11,727	12,079
	Annual	100,204	104,713	107,854	111,090	114,423	117,856	121,391	125,033	128,784	132,647	136,627	140,726	144,947

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2024 Salary Scale

PART-TIME SALARY SCALE FOR 2024 - ALL HOURLY

POSITION	2023	2024											
	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	\$ 16.68	\$ 17.43	17.95	18.49	19.05	19.62	20.21	20.81	21.44	22.08	22.74	23.43	24.13
Park Aide	\$ 16.69	\$ 17.44	17.96	18.50	19.05	19.63	20.21	20.82	21.45	22.09	22.75	23.43	24.14
Camp Counselor	\$ 16.69	\$ 17.44	17.96	18.50	19.05	19.63	20.21	20.82	21.45	22.09	22.75	23.43	24.14
Recreation Assistant	\$ 16.69	\$ 17.44	17.96	18.50	19.05	19.63	20.21	20.82	21.45	22.09	22.75	23.43	24.14
Front Desk Clerk	\$ 17.91	\$ 18.72	19.28	19.86	20.45	21.07	21.70	22.35	23.02	23.71	24.42	25.15	25.91
Senior Recreation Assistant	\$ 17.91	\$ 18.72	19.28	19.86	20.45	21.07	21.70	22.35	23.02	23.71	24.42	25.15	25.91
Lifeguard	\$ 18.53	\$ 19.36	19.94	20.54	21.16	21.79	22.45	23.12	23.81	24.53	25.26	26.02	26.80
Recreation Instructor	\$ 18.53	\$ 19.36	19.94	20.54	21.16	21.79	22.45	23.12	23.81	24.53	25.26	26.02	26.80
Aquatics Instructor	\$ 19.76	\$ 20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.95	27.76	28.59
Recreation Program Leader	\$ 19.76	\$ 20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.95	27.76	28.59
Senior Lifeguard	\$ 21.00	\$ 21.94	22.60	23.28	23.98	24.70	25.44	26.20	26.99	27.80	28.63	29.49	30.37
Camp Program Supervisor	\$ 21.00	\$ 21.94	22.60	23.28	23.98	24.70	25.44	26.20	26.99	27.80	28.63	29.49	30.37
Recreation Specialist	\$ 21.00	\$ 21.94	22.60	23.28	23.98	24.70	25.44	26.20	26.99	27.80	28.63	29.49	30.37
Teen Center Program Supervisor	\$ 21.00	\$ 21.94	22.60	23.28	23.98	24.70	25.44	26.20	26.99	27.80	28.63	29.49	30.37
Senior Student Conservation Corp	\$ 21.00	\$ 21.94	22.60	23.28	23.98	24.70	25.44	26.20	26.99	27.80	28.63	29.49	30.37
Office Assistant	\$ 22.23	\$ 23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.58	29.43	30.32	31.22	32.16
Event Assistant	\$ 22.23	\$ 23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.58	29.43	30.32	31.22	32.16
Recreation Program Coordinator	\$ 23.47	\$ 24.53	25.26	26.02	26.80	27.60	28.43	29.28	30.16	31.07	32.00	32.96	33.95
Assistant Swim Coach	\$ 23.47	\$ 24.53	25.26	26.02	26.80	27.60	28.43	29.28	30.16	31.07	32.00	32.96	33.95
Senior Recreation Instructor	\$ 23.47	\$ 24.53	25.26	26.02	26.80	27.60	28.43	29.28	30.16	31.07	32.00	32.96	33.95
Swim Coach - Assistant	\$ 23.47	\$ 24.53	25.26	26.02	26.80	27.60	28.43	29.28	30.16	31.07	32.00	32.96	33.95
Student Conservation/Trails Crew Coordinator	\$ 23.47	\$ 24.53	25.26	26.02	26.80	27.60	28.43	29.28	30.16	31.07	32.00	32.96	33.95
Office Specialist	\$ 24.70	\$ 25.82	26.59	27.39	28.21	29.06	29.93	30.83	31.75	32.70	33.68	34.69	35.74
Maintenance Tech	\$ 25.94	\$ 27.11	27.92	28.76	29.62	30.51	31.42	32.37	33.34	34.34	35.37	36.43	37.52
CDL Driver	\$ 30.26	\$ 31.62	32.57	33.55	34.56	35.59	36.66	37.76	38.89	40.06	41.26	42.50	43.78

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

2024 Salary Scale

REGULAR PART-TIME SALARY SCALE FOR 2024 - ALL HOURLY

POSITION	2023	2024											
	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	22.23	23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.58	29.43	30.32	31.22	32.16
Head Lifeguard	23.47	24.53	25.26	26.02	26.80	27.60	28.43	29.28	30.16	31.07	32.00	32.96	33.95
Office Specialist	24.70	25.82	26.59	27.39	28.21	29.06	29.93	30.83	31.75	32.70	33.68	34.69	35.74
Maintenance Tech	25.94	27.11	27.92	28.76	29.62	30.51	31.42	32.37	33.34	34.34	35.37	36.43	37.52
Rec. Program Specialist	27.17	28.40	29.25	30.13	31.03	31.96	32.92	33.91	34.93	35.97	37.05	38.16	39.31
Maintenance Coordinator	30.88	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.10	43.37	44.67

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.