

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2024-18

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING 2025 SALARIES FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2025 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 2025 includes changes reflected in the 2025 General Fund budget which include a 4% 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, 2025.
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 21st day of November, 2024, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
John Thomas Swolgaard

BY: _____
Dawn Janow

BY: 
Kenneth R. DeWitt

BY: _____
Jay C. Kinney

ATTEST: 
Tom Goodlin

**Bainbridge Island Metro Park and Recreation
2025 Salary Scale**

Exhibit A

FULL TIME 2025 SALARY SCALE (40 hours equivalent)

BAINBRIDGE ISLAND METRO PARK AND RECREATION DISTRICT

POSITION	Hourly/Salary	2024		2025										
		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	25.82	26.85	27.65	28.48	29.34	30.22	31.12	32.06	33.02	34.01	35.03	36.08	37.16
	Monthly Equiv.	4,475	4,653.64	4,793.25	4,937	5,085	5,238	5,395	5,557	5,723	5,895	6,072	6,254	6,442
	Annual Equiv.	53,696	55,843.63	57,518.94	59,245	61,022	62,852	64,738	66,680	68,681	70,741	72,863	75,049	77,301
Maintenance Tech	Hourly	27.11	28.19	29.04	29.91	30.80	31.73	32.68	33.66	34.67	35.71	36.78	37.89	39.02
	Monthly Equiv.	4,698	4,886.32	5,032.91	5,184	5,339	5,500	5,665	5,835	6,010	6,190	6,376	6,567	6,764
	Annual Equiv.	56,381	58,635.80	60,394.88	62,207	64,073	65,995	67,975	70,014	72,115	74,278	76,506	78,802	81,166
Rec Prog Specialist	Hourly	28.40	29.53	30.42	31.33	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88
	Monthly Equiv.	4,922	5,119.00	5,272.57	5,431	5,594	5,761	5,934	6,112	6,296	6,485	6,679	6,880	7,086
	Annual Equiv.	59,065	61,427.97	63,270.81	65,169	67,124	69,138	71,212	73,348	75,549	77,815	80,150	82,554	85,031
Senior Office Specialist	Hourly	28.40	29.53	30.42	31.33	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88
	Monthly Equiv.	4,922	5,119.00	5,272.57	5,431	5,594	5,761	5,934	6,112	6,296	6,485	6,679	6,880	7,086
	Annual Equiv.	59,065	61,427.97	63,270.81	65,169	67,124	69,138	71,212	73,348	75,549	77,815	80,150	82,554	85,031
Accounting Coordinator	Hourly	32.27	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46
	Monthly Equiv.	5,593	5,817.06	5,991.57	6,171	6,356	6,547	6,744	6,946	7,154	7,369	7,590	7,818	8,052
	Annual Equiv.	67,120	69,804.71	71,898.85	74,056	76,277	78,566	80,923	83,350	85,851	88,427	91,079	93,812	96,626
Recreation Program Coord	Hourly	32.27	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46
	Monthly Equiv.	5,593	5,817.06	5,991.57	6,171	6,356	6,547	6,744	6,946	7,154	7,369	7,590	7,818	8,052
	Annual Equiv.	67,120	69,804.71	71,898.85	74,056	76,277	78,566	80,923	83,350	85,851	88,427	91,079	93,812	96,626
Maintenance Coordinator	Hourly	32.27	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46
	Monthly Equiv.	5,593	5,817.06	5,991.57	6,171	6,356	6,547	6,744	6,946	7,154	7,369	7,590	7,818	8,052
	Annual Equiv.	67,120	69,804.71	71,898.85	74,056	76,277	78,566	80,923	83,350	85,851	88,427	91,079	93,812	96,626
Office Supervisor	Hourly	32.27	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46
	Monthly Equiv.	5,593	5,817.06	5,991.57	6,171	6,356	6,547	6,744	6,946	7,154	7,369	7,590	7,818	8,052
	Annual Equiv.	67,120	69,804.71	71,898.85	74,056	76,277	78,566	80,923	83,350	85,851	88,427	91,079	93,812	96,626

**Bainbridge Island Metro Park and Recreation
2025 Salary Scale**

BAINBRIDGE ISLAND METRO PARK AND RECREATION DISTRICT

POSITION	Hourly/Salary	2024	2025											
		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	5,593	5,816.72	5,991.23	6,171	6,356	6,547	6,743	6,945	7,154	7,368	7,590	7,817	8,052
	Annual	67,116	69,800.68	71,894.70	74,052	76,273	78,561	80,918	83,346	85,846	88,421	91,074	93,806	96,620
Parks Program Manager	Monthly	5,929	6,166.44	6,351.43	6,542	6,738	6,940	7,149	7,363	7,584	7,811	8,046	8,287	8,536
	Annual	71,151	73,997.26	76,217.18	78,504	80,859	83,285	85,783	88,357	91,007	93,738	96,550	99,446	102,430
Accounting Program Manager	Monthly	5,929	6,166.44	6,351.43	6,542	6,738	6,940	7,149	7,363	7,584	7,811	8,046	8,287	8,536
	Annual	71,151	73,997.26	76,217.18	78,504	80,859	83,285	85,783	88,357	91,007	93,738	96,550	99,446	102,430
Rec Prog Manager	Monthly	5,929	6,166.44	6,351.43	6,542	6,738	6,940	7,149	7,363	7,584	7,811	8,046	8,287	8,536
	Annual	71,151	73,997.26	76,217.18	78,504	80,859	83,285	85,783	88,357	91,007	93,738	96,550	99,446	102,430
Exec Services Manager	Monthly	5,929	6,166.44	6,351.43	6,542	6,738	6,940	7,149	7,363	7,584	7,811	8,046	8,287	8,536
	Annual	71,151	73,997.26	76,217.18	78,504	80,859	83,285	85,783	88,357	91,007	93,738	96,550	99,446	102,430
Facility Maint Manager	Monthly	6,433	6,690.03	6,890.73	7,097	7,310	7,530	7,756	7,988	8,228	8,475	8,729	8,991	9,261
	Annual	77,193	80,280.31	82,688.72	85,169	87,724	90,356	93,067	95,859	98,735	101,697	104,748	107,890	111,127
Natural Resource Manager	Monthly	6,433	6,690.03	6,890.73	7,097	7,310	7,530	7,756	7,988	8,228	8,475	8,729	8,991	9,261
	Annual	77,193	80,280.31	82,688.72	85,169	87,724	90,356	93,067	95,859	98,735	101,697	104,748	107,890	111,127
Program Administrator	Monthly	6,936	7,213.57	7,429.98	7,653	7,882	8,119	8,363	8,613	8,872	9,138	9,412	9,694	9,985
	Annual	83,233	86,562.83	89,159.72	91,835	94,590	97,427	100,350	103,361	106,461	109,655	112,945	116,333	119,823
Parks/Recreation Superintendent	Monthly	8,055	8,377.05	8,628.36	8,887	9,154	9,428	9,711	10,003	10,303	10,612	10,930	11,258	11,596
	Annual	96,658	100,524.58	103,540.32	106,647	109,846	113,141	116,536	120,032	123,633	127,342	131,162	135,097	139,150
Senior Planner	Monthly	8,055	8,377.05	8,628.36	8,887	9,154	9,428	9,711	10,003	10,303	10,612	10,930	11,258	11,596
	Annual	96,658	100,524.58	103,540.32	106,647	109,846	113,141	116,536	120,032	123,633	127,342	131,162	135,097	139,150
IT Director	Monthly		9,075.14	9,347.39	9,628	9,917	10,214	10,521	10,836	11,161	11,496	11,841	12,196	12,562

**Bainbridge Island Metro Park and Recreation
2025 Salary Scale**

BAINBRIDGE ISLAND METRO PARK AND RECREATION DISTRICT

POSITION	Hourly/Salary	2024	2025		C Step	D Step	E Step	F Step	G Step	H Step	I Step	J Step	K Step	L Step
		A Step	A Step	B Step										
	Annual		108,901.63	112,168.68	115,534	119,000	122,570	126,247	130,034	133,935	137,953	142,092	146,355	150,745
Division Director	Monthly	8,726	9,075.14	9,347.39	9,628	9,917	10,214	10,521	10,836	11,161	11,496	11,841	12,196	12,562
	Annual	104,713	108,901.63	112,168.68	115,534	119,000	122,570	126,247	130,034	133,935	137,953	142,092	146,355	150,745
Assistant Executive Director	Monthly	9,599	9,982.65	10,282.13	10,591	10,908	11,236	11,573	11,920	12,277	12,646	13,025	13,416	13,818
	Annual	115,184	119,791.79	123,385.54	127,087	130,900	134,827	138,872	143,038	147,329	151,749	156,301	160,990	165,820

BAINBRIDGE ISLAND METROPOLITAN PARK RECREATION DISTRICT

2025 Salary Scale

REGULAR PART-TIME SALARY SCALE FOR 2025 - ALL HOURLY

	2024	2025											
POSITION	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	23.23	24.16	24.89	25.64	26.40	27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45
Head Lifeguard	24.53	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31
Office Specialist	25.82	26.85	27.65	28.48	29.34	30.22	31.12	32.06	33.02	34.01	35.03	36.08	37.16
Maintenance Tech	27.11	28.19	29.04	29.91	30.80	31.73	32.68	33.66	34.67	35.71	36.78	37.89	39.02
Rec. Program Specialist	28.40	29.53	30.42	31.33	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88
Maintenance Coordinator	32.27	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46

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 Metro Park Recreation District 2025 Salary Scale

PART-TIME SALARY SCALE FOR 2025 - ALL HOURLY

POSITION	2024	2025											
	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	\$ 17.43	\$ 18.13	18.68	19.24	19.82	20.41	21.02	21.65	22.30	22.97	23.66	24.37	25.10
Park Aide	\$ 17.44	\$ 18.13	18.68	19.24	19.82	20.41	21.02	21.65	22.30	22.97	23.66	24.37	25.10
Camp Counselor	\$ 17.44	\$ 18.13	18.68	19.24	19.82	20.41	21.02	21.65	22.30	22.97	23.66	24.37	25.10
Recreation Assistant	\$ 17.44	\$ 18.13	18.68	19.24	19.82	20.41	21.02	21.65	22.30	22.97	23.66	24.37	25.10
Front Desk Clerk	\$ 18.72	\$ 19.47	20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94
Senior Recreation Assistant	\$ 18.72	\$ 19.47	20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94
Janitor		\$ 20.00	20.60	21.22	21.85	22.51	23.19	23.88	24.60	25.34	26.10	26.88	27.68
Front Desk Lead		\$ 20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94	27.75
Lifeguard	\$ 19.36	\$ 20.14	20.74	21.36	22.00	22.66	23.34	24.04	24.77	25.51	26.27	27.06	27.87
Recreation Instructor	\$ 19.36	\$ 20.14	20.74	21.36	22.00	22.66	23.34	24.04	24.77	25.51	26.27	27.06	27.87
Aquatics Instructor	\$ 20.65	\$ 21.48	22.12	22.79	23.47	24.17	24.90	25.65	26.42	27.21	28.02	28.87	29.73
Recreation Program Leader	\$ 20.65	\$ 21.48	22.12	22.79	23.47	24.17	24.90	25.65	26.42	27.21	28.02	28.87	29.73
Senior Lifeguard	\$ 21.94	\$ 22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59
Camp Program Supervisor	\$ 21.94	\$ 22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59
Recreation Specialist	\$ 21.94	\$ 22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59
Teen Center Program Supervisor	\$ 21.94	\$ 22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59
Senior Student Conservation Corp	\$ 21.94	\$ 22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59
Office Assistant	\$ 23.23	\$ 24.16	24.89	25.64	26.40	27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45
Event Assistant	\$ 23.23	\$ 24.16	24.89	25.64	26.40	27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45
Assistant Recreation Program Coordinator	\$ 24.53	\$ 25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31
Assistant Swim Coach	\$ 24.53	\$ 25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31

Bainbridge Island Metro Park Recreation District 2025 Salary Scale

POSITION	2024	2025											
	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
Senior Recreation Instructor	\$ 24.53	\$ 25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31
Swim Coach - Assistant	\$ 24.53	\$ 25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31
Student Conservation/Trails Crew Coordinator	\$ 24.53	\$ 25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31
Office Specialist	\$ 25.82	\$ 26.85	27.65	28.48	29.34	30.22	31.12	32.06	33.02	34.01	35.03	36.08	37.16
Maintenance Tech	\$ 27.11	\$ 28.19	29.04	29.91	30.80	31.73	32.68	33.66	34.67	35.71	36.78	37.89	39.02
CDL Driver	\$ 31.62	\$ 32.89	33.88	34.89	35.94	37.02	38.13	39.27	40.45	41.66	42.91	44.20	45.53

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.

Minimum wage: \$16.66