

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2025-15

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

WHEREAS, the 2025 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2024-18 on November 21, 2024; and

WHEREAS, the addition of percentage-based commission compensation for certain positions will incentivize quality instruction and commitment, encourage program growth and enrollment, enhance staff retention and morale, and align instructor and organizational goals; and

WHEREAS, the 2025 Salary Scale must be amended to include a commission-based incentive structure for private swimming, coaching, and therapy instructors,


NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the Amended 2025 Salary Scale dated October 31, 2025, and attached hereto as "Exhibit A", be adopted, and authorized to replace and supersede the 2025 Salary Scale adopted on November 21, 2024 in Resolution 2024-18.

PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 6th day of November, 2025, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

BY: 
Tom Goodlin

BY: 
Dawn Janow

BY: 
Jay C. Kinney

BY: 
John Thomas Swolgaard

ATTEST: 
Kenneth R. DeWitt

**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	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	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

October 31, 2025

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

October 31, 2025

**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
	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

	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
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

October 31, 2025

Bainbridge Island Metro Park Recreation District 2025 Salary Scale

	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
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

Commission based private and therapeutic instruction

***This is in addition to hourly pay, per the salary scale.**

Private Lesson – Tier 1

Private Swim Lessons – Taught by Aquatic Instructor

Participant Fee: \$90 hour

Commission: 15% Per Participant Fee

Private Lesson – Tier 2

Private Coaching- Taught by Assistant Swim Coach

Participant Fee: \$110 hour

Commission: 20% Per Participant Fee

Private Lesson- Tier 3

Private Therapy- Taught by Aquatic Instructor

Participant Fee: \$125 hour

Commission: 30% Per Participant Fee

*All commission rates apply to hourly staff only. Some private lesson responsibilities fall into a full-time staff job description, and no commission will be assessed.