

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

RESOLUTION 2025-30

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT, KITSAP COUNTY, WASHINGTON, AUTHORIZING AN AMENDED 2026 SALARY SCALE FOR PERSONNEL OF THE BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT.

WHEREAS, the 2026 Salary Scale for personnel of the Bainbridge Island Metropolitan Park & Recreation District was adopted by the Board of Commissioners in Resolution 2025-21 on November 20, 2025; and

WHEREAS, percentage-based commission compensation for certain positions incentivizes quality instruction and commitment, encourages program growth and enrollment, enhances staff retention and morale, and aligns instructor and organizational goals; and

WHEREAS, the 2026 Salary Scale must be amended to include a commission-based incentive structure for private or specialized tennis coaching,

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, that the Amended 2026 Salary Scale dated December 12, 2025, and attached hereto as "Exhibit A", be adopted, and authorized to replace and supersede the 2026 Salary Scale adopted on November 20, 2025 in Resolution 2025-21.

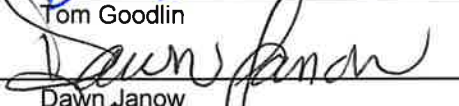
PASSED by the Board of Commissioners of the Bainbridge Island Metropolitan Park & Recreation District, Kitsap County, Washington, at a regular meeting thereof held this 18th day of December, 2025, the undersigned commissioners being present.

BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT

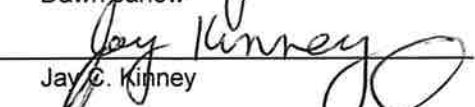
BY:


Tom Goodlin

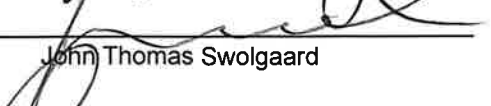
BY:


Dawn Janow

BY:


Jay C. Kinney

BY:


John Thomas Swolgaard

ATTEST:


Kenneth R. DeWitt

BAINBRIDGE ISLAND METROPOLITAN PARK AND RECREATION DISTRICT

Exhibit A

Step Scale from A to L is 3%

FULL-TIME OR REGULAR PART-TIME 2026 SALARY SCALE

NOTE MONTHLY AND ANNUAL EQUIV IS IF AN EMPLOYEE WORKS 40 HOURS EACH WEEK.

Level	POSITION	Hourly/Salary	2025		2026		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												
1	Head Guard	Hourly	25.51	26.28	27.06	27.88	28.71	29.57	30.46	31.37	32.32	33.28	34.28	35.31	36.37			
		Monthly Equiv.	4,421.65	4,554.30	4,690.93	4,831.65	4,976.60	5,125.90	5,279.68	5,438.07	5,601.21	5,769.25	5,942.33	6,120.60	6,304.21			
		Annual Equiv	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62	54,652.62
2	Office Specialist	Hourly	26.85	27.65	28.48	29.34	30.22	31.12	32.06	33.02	34.01	35.03	36.08	37.16	38.28			
		Monthly Equiv.	4,653.64	4,793.25	4,937.04	5,085.15	5,237.71	5,394.84	5,556.68	5,723.39	5,895.09	6,071.94	6,254.10	6,441.72	6,634.97			
		Annual Equiv	57,512.00	59,238.40	61,027.20	62,857.60	64,729.60	66,684.80	68,681.60	70,740.80	72,862.40	75,046.40	77,292.80	79,622.40				
3	Maintenance Tech	Hourly	28.19	29.04	29.91	30.80	31.73	32.68	33.66	34.67	35.71	36.78	37.89	39.02	40.19			
		Monthly Equiv.	4,886.32	5,032.91	5,183.89	5,339.41	5,499.59	5,664.58	5,834.52	6,009.55	6,189.84	6,375.54	6,566.80	6,763.81	6,966.72			
		Annual Equiv	60,403.20	62,212.80	64,064.00	65,998.40	67,974.40	70,012.80	72,113.60	74,276.80	76,502.40	78,811.20	81,161.60	83,595.20				
4	Rec Prog Specialist	Hourly	29.53	30.42	31.33	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.11			
		Monthly Equiv.	5,119.00	5,272.57	5,430.74	5,593.67	5,761.48	5,934.32	6,112.35	6,295.72	6,484.59	6,679.13	6,879.50	7,085.89	7,298.47			
		Annual Equiv	63,273.60	65,166.40	67,121.60	69,139.20	71,219.20	73,340.80	75,545.60	77,812.80	80,142.40	82,555.20	85,030.40	87,588.80				
4	Senior Office Specialist	Hourly	29.53	30.42	31.33	32.27	33.24	34.24	35.26	36.32	37.41	38.53	39.69	40.88	42.11			
		Monthly Equiv.	5,119.00	5,272.57	5,430.74	5,593.67	5,761.48	5,934.32	6,112.35	6,295.72	6,484.59	6,679.13	6,879.50	7,085.89	7,298.47			
		Annual Equiv	63,273.60	65,166.40	67,121.60	69,139.20	71,219.20	73,340.80	75,545.60	77,812.80	80,142.40	82,555.20	85,030.40	87,588.80				
5	Accounting Coordinator	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85			
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74			
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00				
5	HR Coordinator	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85			
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74			
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00				
5	Recreation Program Coord	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85			
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74			
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00				
5	Maintenance Coordinator	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85			
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74			
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00				
5	Office Supervisor	Hourly	33.56	34.57	35.60	36.67	37.77	38.91	40.07	41.28	42.51	43.79	45.10	46.46	47.85			
		Monthly Equiv.	5,817.06	5,991.57	6,171.32	6,356.46	6,547.15	6,743.57	6,945.87	7,154.25	7,368.88	7,589.94	7,817.64	8,052.17	8,293.74			
		Annual Equiv	71,905.60	74,048.00	76,273.60	78,561.60	80,932.80	83,345.60	85,862.40	88,420.80	91,083.20	93,808.00	96,636.80	99,528.00				
5	Head Swim Coach *see note below	Monthly	5,816.72	5,991.23	6,170.96	6,356.09	6,546.77	6,743.18	6,945.47	7,153.84	7,368.45	7,589.50	7,817.19	8,051.71	8,293.26			
		Annual Equiv	69,800.68	71,894.70	74,051.54	76,273.09	78,561.28	80,918.12	83,345.66	85,846.03	88,421.41	91,074.06	93,806.28	96,620.47	99,519.08			
		Hourly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87			
6	Parks Program Manager *see note below	Monthly	73,997.26	76,217.18	78,503.69	80,858.80	83,284.57	85,783.10	88,356.60	91,007.30	93,737.51	96,549.64	99,446.13	102,429.51	105,502.40			
		Annual Equiv	73,997.26	76,217.18	78,503.69	80,858.80	83,284.57	85,783.10	88,356.60	91,007.30	93,737.51	96,549.64	99,446.13	102,429.51	105,502.40			
		Hourly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87			
6	Accounting Program Manager *see note below	Monthly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87			
		Annual Equiv	73,997.26	76,217.18	78,503.69	80,858.80	83,284.57	85,783.10	88,356.60	91,007.30	93,737.51	96,549.64	99,446.13	102,429.51	105,502.40			
		Hourly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87			
6	Rec Program Manager *see note below	Monthly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87			
		Annual Equiv	73,997.26	76,217.18	78,503.69	80,858.80	83,284.57	85,783.10	88,356.60	91,007.30	93,737.51	96,549.64	99,446.13	102,429.51	105,502.40			
		Hourly	6,166.44	6,351.43	6,541.97	6,738.23	6,940.38	7,148.59	7,363.05	7,583.94	7,811.46	8,045.80	8,287.18	8,535.79	8,791.87			

BAINBRIDGE ISLAND METROPOLITAN PARK AND RECREATION DISTRICT

Level	POSITION	Hourly/Salary	2025	2026											
			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
7	Facility Maintenance Manager	Monthly Annual Equiv.	6,690.03 80,280.31	6,890.73 82,688.72	7,097.45 85,169.38	7,310.37 87,724.46	7,529.68 90,356.19	7,755.57 93,066.88	7,988.24 95,858.89	8,227.89 98,734.65	8,474.72 101,696.69	8,728.97 104,747.59	8,990.84 107,890.02	9,260.56 111,126.72	9,538.38 114,460.52
7	Creative Services Manager	Monthly Annual Equiv.	6,690.03 80,280.31	6,890.73 82,688.72	7,097.45 85,169.38	7,310.37 87,724.46	7,529.68 90,356.19	7,755.57 93,066.88	7,988.24 95,858.89	8,227.89 98,734.65	8,474.72 101,696.69	8,728.97 104,747.59	8,990.84 107,890.02	9,260.56 111,126.72	9,538.38 114,460.52
7	Natural Resource Manager	Monthly Annual Equiv.	6,690.03 80,280.31	6,890.73 82,688.72	7,097.45 85,169.38	7,310.37 87,724.46	7,529.68 90,356.19	7,755.57 93,066.88	7,988.24 95,858.89	8,227.89 98,734.65	8,474.72 101,696.69	8,728.97 104,747.59	8,990.84 107,890.02	9,260.56 111,126.72	9,538.38 114,460.52
8	Program Facility Administrator	Monthly Annual Equiv.	7,213.57 86,562.83	7,429.98 89,159.72	7,652.88 91,834.51	7,882.46 94,589.54	8,118.94 97,427.23	8,362.50 100,350.05	8,613.38 103,360.55	8,871.78 106,461.36	9,137.93 109,655.20	9,412.07 112,944.86	9,694.43 116,333.21	9,985.27 119,823.20	10,284.82 123,417.90
8	Executive Services Administrator	Monthly Annual Equiv.	7,213.57 86,562.83	7,429.98 89,159.72	7,652.88 91,834.51	7,882.46 94,589.54	8,118.94 97,427.23	8,362.50 100,350.05	8,613.38 103,360.55	8,871.78 106,461.36	9,137.93 109,655.20	9,412.07 112,944.86	9,694.43 116,333.21	9,985.27 119,823.20	10,284.82 123,417.90
9	Assistant Parks/Recreation/Finance Director Previously superintendent	Monthly Annual Equiv.	8,377.05 100,524.58	8,628.36 103,540.32	8,887.21 106,646.53	9,153.83 109,845.92	9,428.44 113,141.30	9,711.29 116,535.54	10,002.63 120,031.60	10,302.71 123,632.55	10,611.79 127,341.53	10,930.15 131,161.77	11,258.05 135,096.63	11,595.79 139,149.53	11,943.67 143,324.01
9	Senior Planner	Monthly Annual Equiv.	8,377.05 100,524.58	8,628.36 103,540.32	8,887.21 106,646.53	9,153.83 109,845.92	9,428.44 113,141.30	9,711.29 116,535.54	10,002.63 120,031.60	10,302.71 123,632.55	10,611.79 127,341.53	10,930.15 131,161.77	11,258.05 135,096.63	11,595.79 139,149.53	11,943.67 143,324.01
10	IT Director	Monthly Annual Equiv.	9,075.14 108,901.63	9,347.39 112,168.68	9,627.81 115,533.74	9,916.65 118,999.75	10,214.15 122,569.74	10,520.57 126,246.83	10,836.19 130,034.24	11,161.27 133,935.27	11,496.11 137,953.32	11,840.99 142,091.92	12,196.22 146,354.68	12,562.11 150,745.32	12,938.97 155,267.68
10	Division Director	Monthly Annual Equiv.	9,075.14 108,901.63	9,347.39 112,168.68	9,627.81 115,533.74	9,916.65 118,999.75	10,214.15 122,569.74	10,520.57 126,246.83	10,836.19 130,034.24	11,161.27 133,935.27	11,496.11 137,953.32	11,840.99 142,091.92	12,196.22 146,354.68	12,562.11 150,745.32	12,938.97 155,267.68
11	Assistant Executive Director	Monthly Annual Equiv.	9,982.65 119,791.79	10,282.13 123,385.54	10,590.59 127,087.11	10,908.31 130,899.72	11,235.56 134,826.71	11,572.63 138,871.52	11,919.81 143,037.66	12,277.40 147,328.79	12,645.72 151,748.66	13,025.09 156,301.12	13,415.85 160,990.15	13,818.32 165,819.85	14,232.87 170,794.45

* As of January 1, 2026, the minimum salary threshold for exempt employees in Washington State will be \$80,168.40 per year, which is equivalent to \$1,541.70 per week. Anyone earning less than the minimum salary threshold referenced above is eligible for overtime pay per Department of Labor and Industries.

PART-TIME AND SEASONAL SALARY SCALE FOR 2026

Level	POSITION	Hourly/Salary	2025	2026											
			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
N/a	Student Conservation Corp and Trails Crew	Hourly Only	18.13	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86
N/a	Camp Counselor	Hourly Only	18.13	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86
N/a	Park Aide	Hourly Only	18.13	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86
N/a	Recreation Assistant	Hourly Only	18.13	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86
N/a	Front Desk Clerk	Hourly Only	19.47	20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94	27.75
N/a	Senior Recreation Assistant	Hourly Only	19.47	20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94	27.75
N/a	Janitor	Hourly Only	20.00	20.60	21.22	21.85	22.51	23.19	23.88	24.60	25.34	26.10	26.88	27.68	28.52
N/a	Front Desk Lead	Hourly Only	20.05	20.65	21.27	21.91	22.57	23.24	23.94	24.66	25.40	26.16	26.94	27.75	28.59
N/a	Lifeguard	Hourly Only	20.14	20.74	21.36	22.00	22.66	23.34	24.04	24.77	25.51	26.27	27.06	27.87	28.71

BAINBRIDGE ISLAND METROPOLITAN PARK AND RECREATION DISTRICT

Level	POSITION	Hourly/Salary	2025	2026	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											
N/a	Recreation Instructor	Hourly Only	20.14	20.74	21.36	22.00	22.66	23.34	24.04	24.77	25.51	26.27	27.06	27.87	28.71
N/a	Aquatics Instructor	Hourly Only	21.48	22.12	22.79	23.47	24.17	24.90	25.65	26.42	27.21	28.02	28.87	29.73	30.62
N/a	Recreation Program Leader	Hourly Only	21.48	22.12	22.79	23.47	24.17	24.90	25.65	26.42	27.21	28.02	28.87	29.73	30.62
N/a	Camp Program Supervisor	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Recreation Specialist	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Senior Lifeguard	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Senior Student Conservation Corp	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Teen Center Program Supervisor	Hourly Only	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	31.59	32.54
N/a	Event Assistant	Hourly Only	24.16	24.89	25.64	26.40	27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45	34.45
N/a	Office Assistant	Hourly Only	24.16	24.89	25.64	26.40	27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.45	34.45
N/a	Assistant Recreation Program	Hourly Only	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31	36.37
N/a	Assistant Swim Coach	Hourly Only	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31	36.37
N/a	Senior Recreation Instructor	Hourly Only	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31	36.37
N/a	Student Conservation/Trails Crew	Hourly Only	25.51	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31	36.37
N/a	Office Specialist	Hourly Only	26.85	27.65	28.48	29.34	30.22	31.12	32.06	33.02	34.01	35.03	36.08	37.16	38.28
N/a	Maintenance Tech	Hourly Only	28.19	29.04	29.91	30.80	31.73	32.68	33.66	34.67	35.71	36.78	37.89	39.02	40.19
N/a	CDL Driver	Hourly Only	32.89	33.88	34.89	35.94	37.02	38.13	39.27	40.45	41.66	42.91	44.20	45.53	46.89

Executive Director has authority to negotiate hourly pay rates for short term, highly specialized, part-time employees.

There may be some rounding differences

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

Commission: 15% Per Participant Fee

Private Lesson - Tier 2

Private Coaching- Taught by Assistant Swim Coach

Commission: 20% Per Participant Fee

Private Lesson- Tier 3

Private Therapy- Taught Senior Aquatic Instructor

Commission: 30% Per Participant Fee

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

*The commission is due only when the class fees are paid in full.

Private Lesson- Tennis

Private or specialized Tennis- Taught Senior Recreation Instructor

Commission: 30% Per Participant Fee

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

*The commission is due only when the class fees are paid in full.