



25TH ANNIVERSARY EDITION

WELL KNOWN PUB REACHES MILESTONE

by Liz Pleasant

Getting Started

“The whole neighborhood was against it,” explains Jocelyn, whose parents opened the Harbour Public House in 1991. Neighbors remembered the Bloody Bucket, a “rough bar” that had been down the street, and they didn’t want to deal with that headache again. But Jocelyn’s parents, Jim and Judy Evans, had dreamed of opening a pub for years—inspired by Jim’s English heritage—and they were determined.



JOCelyn (EVANS) WAITE

The couple had moved to Seattle in 1966, after Jim was offered a job teaching civil engineering at the University of Washington. The appeal of waterfront property and the cheap land prices of those days quickly brought the couple across the water to Bainbridge Island.

Both Jocelyn and her brother, Chris, grew up on the island. And after a brief stint of the family living on a sailboat (Jim and Judy also dreamed of sailing across the world with the whole family one day), the couple bought the property where the Harbour Public House sits today.

There were two homes on the land and years later one of them would be remodeled into the Pub. It was an old house; with floors so slanted that Jocelyn remembers being able to let go of her toy car in one corner of the house and watch it roll across the floor to the other.

The idea of opening a business stayed with Jocelyn’s parents as they watched their kids grow up. And in the 1980s, they began the process of renovating the house into a pub.

All in all, it took about five years

before the doors opened. The first step was getting the necessary permits, which was difficult since a year-long teaching job took Jim and Judy to New Zealand during the first part of the process. Although she was just a senior in high school, Jocelyn was tasked with going to the required city council meetings on their behalf and listening to the ‘Bloody Bucket’ worries of neighbors.

Eventually, the permits were granted and construction began. By this time, Jim was back at the UW and decided to take advantage of his class of civil engineering students. He posed the question of how to remodel his old home into a functioning bar as a final exam. The winning design was used in the actual building renovations.

The Early Days

After high school, Jocelyn went to college in California and spent some time traveling abroad in Italy and England. When her senior year rolled around, her parents still hadn’t opened the pub. They were stalling. The realities of their dream business was daunting.

But Jocelyn insisted they had to bite the bullet and give the pub a shot. And finally, during her senior year of college, they opened it. She came to help them with their first few weeks of operation, and then returned to school.

Not long before her graduation, Jocelyn got a call from her parents asking her to move back to the island to manage the pub. As it turned out, neighbor’s liked the Harbour Public House. It was nothing like they’d imagined. But Jim and Judy didn’t have experience managing a bar, and they needed help running the place. Jocelyn wasn’t interested. But they kept calling.

“I had this mental block about

living in my hometown,” explains Jocelyn about her apprehension to move home to run the pub.

In the end she agreed to come for one year. When that was up, she agreed to stay for one more year. And when that was up...

“I had applied to law school,” she explains. She had every intention to leave. The past couple of years had been difficult showing up as the owner’s daughter and managing a large staff of people — most older than she was.

But at the same time, she was surprised at how much she enjoyed the life she’d built on Bainbridge.

“Until I started working at the pub, I always considered myself an introvert,” she explains. “When I started working at the pub I could make jokes and people thought I was funny. That had never been the case before.”

Jocelyn enjoyed customer service, managing staff, and being a part of the Bainbridge community. It also didn’t hurt that she had recently met her future husband, Jeff, and wanted to stick around to see how their relationship would unfold.

After a little deliberation, she “gave in to the inertia and stayed.”

Part of the Community

Jocelyn worked full time at the pub for 23 years. She got married at the Pub. She’s met some of her best friends at the Pub. She’s watched as friends and staff members have met their future husbands and wives there too.

“My favorite thing about owning the Pub is the community aspect,” says Jocelyn. “We’re living in a community and we’re an intricate part of it.”

And when they had their first child, Jeff and Jocelyn were able to split the business responsibilities, allowing Jocelyn to be a full-time mom with a full-time career without putting her kids in daycare.

“It was the best thing I ever did,” Jocelyn says about her decision to embrace the opportunities she had on Bainbridge.

The Battle for Equitable Pay

CHANGES TO THE GUESTCHECK MANDATED

Early in the Pub’s 25-year history the owners followed a straightforward tip out system to make sure that, on a busy night, the entire staff earned a fair share of the night’s earnings.

At most restaurants, servers and bartenders who receive tips, rake in much more money than the cooks and kitchen staff, who rely on an hourly wage. To spread the money more equitably, the Pub staff pooled tips at the end of the night. The money was then distributed using a system that everyone on staff understood. The tip-pooling practice was believed to foster a sense of teamwork, resulting in better service for the patron.

By 1998, the staff had grown quite significantly in both the front and back of the house. The Pub replaced tip-pooling with a tip-sharing system. In that system part of the server’s tips were distributed to the kitchen staff — the cooks and dishwashers — based on a percentage of the server’s sales.

Both systems appeared to be legal, as far as the state and federal governments defined the law. But now, thanks to a February, 2016, decision reversal from the Ninth Circuit Court of Appeals, hundreds of Washington restaurateurs who employ similar tip-sharing systems are compelled to change how they pay workers to ensure they don’t get sued.

“Welcome to the debate around tip sharing, the latest flash point in the critical discussion the restaurant industry is having around its flawed labor system,” repeats Pub co-owner, Jeff Waite.

Following the February decision, in Washington (and six other states) cooks and dishwashers are now prohibited from participating in tip-pooling schemes. Additionally, the U.S. Department of Labor announced that it would now enforce its tip-sharing prohibitions in all 50 states.

With the given risk, financial consultants and industry experts are instructing most restaurants to stop sharing tips with the kitchen and simply raise wages instead. Raising wages, though, means raising prices — and Waite frets over how much he can raise the price

of a burger. “The worst part about it,” Waite goes on, “is I don’t know who this ruling reversal protects.”

Over the past 18 months, in the Seattle Area, where restaurants are booming and minimum wages are already mandated at \$15 per hour, many multi-unit restaurateurs have been testing new ways to un-break the system. Introducing an automatic gratuity charge or making menu prices service-inclusive are two methods that give business owners legal control over the money they bring in and distribute to staff. But those strategies result in much higher taxes, and smaller operators are terrified diners won’t take to no-tipping models.

Regardless, many of the most popular Seattle restaurants, and the ones getting much of the press, have instituted a 20 percent service charge on the total bill.

Waite and his staff have devised a hybrid system. “We felt preserving the best parts of both a service charge, for staff wage equity, while keeping a tipping model, for familiarity, was prudent at this moment in time” he explains. Albeit, a much smaller service charge, 5% of the total bill, before retail sales tax, will be collected and distributed among the kitchen workers. A tip line will also be included on the guest check for patrons to add the customary gratuity at an amount that the patron is comfortable with. The tips from the tip line will be kept by the serving staff in accordance with the February ruling. *Patrons are reminded that tipping on the 5% service charge (or sales tax) is not necessary.*

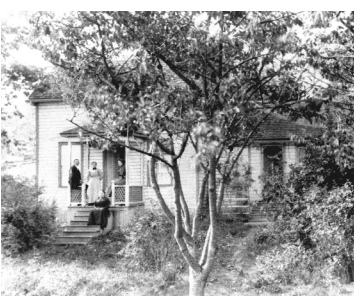
Waite freely admits that to many, the change will only seem like semantics. “But that is the goal — despite the legal ramifications, our desire is to keep the average guest check from being inflated too much.”

“But if the result is that I have to spend a bunch of time getting involved in the intricacies of defending our tip pool, it’s not worth it. We want to focus on serving great food and drink.”



Ambrose F. Grow

Ambrose Grow and his wife, Amanda, and their family came to Eagle Harbor in 1881. He was a Civil War veteran and came because of the descriptive letters he had read in the New York and Kansas papers telling of the virtues of Bainbridge Island. Selling his large farm in Manhattan, Kansas, he homesteaded 160 acres here along the waterfront. In addition to being a charter member of the Eagle Harbor Congregational Church and the Madrone Schools, he was a prolific correspondent to the happenings in Eagle Harbor and environs.



The Grow Family Homestead Still stands today as home to Harbour Public House



Stop Waiting. Get in Line from Your Phone

1. DOWNLOAD THE APP from the Android or iPhone app stores
2. SELECT THE PUB and add yourself to the waitlist
3. ARRIVE ON TIME and check-in with the host



HORSE PROJECT, ALIVE & WELL



The mechanical HORSE is During startup, the Pub and the temporarily employed adjas- engineers from Impact BioEn- ergy have met a few challeng- es. So far, each one has been the Pub was able to negoti- over- come and the unit is oper- ate one six-month extension ating as expected.

to keep the unit operating for demonstration purposes. The As of printing, we are generat- self-contained HORSE, which ing 2.7ft³ of biogas (methane) stands for High solids Organic per lb. of food waste (currently waste Recycling System with 3.3 MMBTU/ton of food waste) Electrical output imitates other — the goal is to come as close biological ruminants (barnyard to 5.7 MMBTU/ton as possible. animals). When optimized, it When we can reach 5.7 MMB- steadily “eats” or otherwise di- TU/ton of food we will be able verts over 100 pounds of our to say “1 ton of food scraps is carbon-based wastes from our yielding the equivalent energy waste bins. in 1 barrel of crude oil.”

Partnered with Puget Sound The goals of this particular Energy and Impact BioEnergy, demonstration have remained the Pub’s HORSE pilot demon- the same:

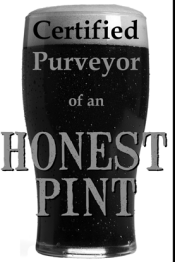
1. Demonstrate to the commu- nity that this project and ones the unit has been put into full like it are viable.
2. Inspire a public dialogue production mode over the past few months. Because this is about resource recovery the first unit using nothing but through coordinated projects food waste, the Pub is docu- like this one.
3. Develop strategies for lo- best with its particular blend of cating and funding permanent food wastes and volume. projects.

BAINBRIDGE'S NEIGHBOURHOOD PUB

231 parfitt way sw, on the waterfront, 206.842.0969

SINCE 1991

UNIQUELY
BAINBRIDGE



The wheat gluten free designation means the menu item includes no wheat in its regular preparation. However, wheat flour is still used in our kitchen. For an extra \$2 you may also substitute Udi's® Gluten-Free Burger Bun.

BAR FOOD

PAUL'S ALBACORE TUNA SLIDERS	\$10
Seared medallions of sashimi-grade tuna On a Pane d'Amore® mini-bun with ginger aioli & pub-made kimchi	
Standard order of 2 - Each Additional Slider	\$4
OYSTER SHOOTER*	\$3
A single locally farmed Pacific in a shot glass with cocktail sauce	
OYSTER SLIDERS	\$8
A single locally farmed Pacific lightly rice panko (gluten-free) crusted & fried Served on a Pane D'Amore® mini-bun with our tartar sauce Standard order of 2 - Each Additional Slider	
FLASH FRIED CALAMARI	\$15
Rings & tentacles dusted with gluten-free flour, deep-fried & served with our pesto aioli	
PULLED BBQ PORK or BBQ CHICKEN SLIDERS	\$8
Order of two with Pub-made BBQ sauce, cheddar cheese & cole slaw on Pane D'Amore® burger mini-buns	
Standard order of two Each Additional Slider:	\$3
GARDEN GREEN® HUMMUS	\$8
Green chickpeas, tahini & roasted garlic Served with fresh veggies & naan bread	
PUB QUESADILLA	\$13
Roasted & pulled free-range chicken or Natural® pork between two grilled flour tortillas, chipotle glaze, melted cheddar & black bean aioli Topped with pico de gallo, sour cream & sliced avocado	
PUB NACHOS	\$11
Tortilla chips, cheddar, tomatoes, olives, green onions & Pub-made pico de gallo with sour cream	
Add 1/2 Avocado	\$3
Add pulled chicken or Natural® pork	\$5
or black beans	\$3
CHORIZO SCRAMBLE	\$12
Pub-made chorizo sautéed with peppers & onions, 2 farm-fresh organic scrambled eggs & flour tortilla strips Topped with melted pepper jack cheese, sour cream & Pub-made pico de gallo	
KIMCHI FRIED BROWN RICE	\$7
with fried egg & locally made red sriracha	
PUB-CUT FRIES	small side \$2 plate \$4
Hand-cut russet or yam Double-fried in trans-fat free canola oil	

We deep fry exclusively in trans-fat free Canola oil.

The waste fryer oil is recycled into biofuel and other products.



SOUP BOWLS

RIBOLLITA	\$14
A hearty Tuscan bread soup made of tomatoes, garlic, mushrooms, zucchini, spinach, white beans & vegetable broth Ladled over a thick slice of grilled rustic organic bread Seasoned with parmesan cheese	
SOUP OF THE DAY	bowl \$7 cup \$6
Made fresh & served with a Pane D'Amore® bread roll	

LOCAL SEAFOOD

PORTUGUESE CLAMS	\$17
Hood Canal Baywater® Salish Blue clams with pub-made chorizo pork sausage, sautéed peppers & onions & white wine	
PAN FRIED OYSTERS	\$16
Five plump Pacific oysters lightly rice panko (gluten-free) crusted & pan-fried Served with lemon, tartar sauce, Pub-Cut fries & cole slaw	
LITTLE BEN'S FISH TACOS	\$17
Mexican food truck style — Organic corn tortillas with beer batter deep-fried Pacific Cod, chipotle mayo, shredded cabbage, pepperjack cheese & black bean aioli — Plate of three Tacos	
ASIAN SALMON BOWL	\$20
Charbroiled Bristol Bay sockeye filet served over organic brown rice, fresh organic spinach & warm Asian slaw with our ginger vinaigrette	
STEAMED MUSSELS IN BEER	\$16
Washington Coast mussels steaming hot With Pub-cut fries & a side of mayo	
FISH AND CHIPS	\$17
Consistently voted Bainbridge's favourite! Pub-made beer-batter dipped Pacific cod Served with traditional Pub-cut fries fried in trans-fat free canola oil, cole slaw, lemon & Pub-made tartar sauce	
STEAMED CLAMS	\$17
Steamed Baywater® Salish Blue clams in white wine & lots of garlic Served with Pane D'Amore® bread rolls	
PUB FAMOUS CHOWDER	\$18
A New England Classic using the best of the local NW ingredients! Bowl of organic potatoes, onion, bacon, white wine & cream sautéed to order Garnished with a traditional pat of butter With your choice of: In the shell Baywater® Salish Blue Clams, Hood Canal Mussels, Pub-smoked Pacific Sockeye Salmon, or Locally farmed Pacific Oysters	

BURGERS*

All burgers served à la carte (we suggest fries or poutine for the table!)

Grilled to order & served on a Pane d'Amore® burger bun unless otherwise described You're welcome to Substitute a free-range, skinless, boneless Chicken Breast; or a Port Townsend-made Bob's Pecan® Veggie Burger Patty; or a pub-smoked Portabella on any of the Burgers

THE PUB ORIGINAL BURGER	\$13
Pub-ground, Harlow Cattle Co.® Grass-fed Beef, with lettuce, grilled onion, pub-made pickle relish & mayo	
MAKE IT YOURS ADD-ONS:	
Beecher's Flagship® Cheese	\$3
Mt Townsend® Trufflestack Cheese	\$3
Willapa Hills® Big Boy Blue or Lily Pad Alpine	\$4
Goat Cheese or Mt Townsend® Cheese Curd	\$2
Pepperjack Cheese	\$2
Fried Organic Egg	\$2
Sautéed Mkt Veggies	\$2
Sautéed Mushrooms	\$2
2 Bacon Slices	\$3
Caramelized Onions	\$2
TRENCHERMAN BURGER	\$16
Harlow Cattle Co.® grass-fed beef with fried onion straws & Mt Townsend Creamery® Trufflestack cheese	
SAN ANTONIO BURGER	\$15
Harlow Cattle Co.® grass-fed beef with grilled poblano chili, pepperjack cheese & fresh pico de gallo	
BACON BLUE	\$17
Harlow Cattle Co.® grass-fed beef, two strips of Montana Bacon & Willapa Hills® Big Boy Blue cheese	
BO BURGER WITH BACON	\$16
Two slices of Montana bacon, an over-easy fried egg and Beecher's® Flagship Cheese on top of Harlow Cattle Co.® grass-fed beef	
* The Health Department warns that consuming raw or undercooked meats may increase your risk of foodborne illness	
ALT BURGERS	
CHICKEN PANCETTA BURGER	\$15
Char broiled, free-range, ground chicken & Italian bacon With organic greens, pesto aioli & melted goat cheese	
KOREAN BBQ CHICKEN	\$13
Char-broiled PNW-grown, free-range, boneless, skinless thigh meat in a spicy Korean style marinade Served on a Pane d'Amore® bun with organic greens, sliced tomato, mayo & Pub-made kimchi	
SMOKED PORTABELLA REUBEN	\$13
Whole smoked & grilled mushroom with melted Willapa Hills® Lily Pad alpine cheese, Iggy's® kraut & 1000 Island dressing on Pane d'Amore® caraway rye You can Substitute a Beef Patty for the Portabella	
SMOKED SALMON ON RYE	\$13
Pub-smoked Bristol Bay Sockeye on toasted Pane d'Amore® caraway rye with sliced cucumber, tomato, organic greens & our dill dressing	
SMOKED PORTABELLA VEGGIE BURGER	\$15
A whole grilled & applewood smoked mushroom topped with tomato, lettuce, mayo & melted Mt Townsend® Trufflestack cheese	
SMOKE ROASTED PULLED BBQ PORK	\$14
Roasted & pulled Natural® pork Splashed in pub-made North Carolina-style, spicy-vinegar BBQ sauce Served over our Sweet Potato Pie & side of Cole Slaw	
PUB BBB.L.T.	\$13
Six strips (yes six!) of smokey Montana bacon on toasted Pane d'Amore® organic whole wheat bread With lettuce, tomato & mayo You can Substitute Fresh Sliced Avocado for the Bacon	



The Pub has been buying Becky & Mark Weed's Harlow Cattle Co. beef on-the-hoof since January of 2010. One hundred percent grass-fed, antibiotic-free and humanely treated beef ranching on the Western side of our state is hard to come by. Their Spanaway ranch is in it's second generation of management. We feel honored to partner with Harlow Cattle Co. to deliver healthy, flavorful beef. You can really taste the difference!

POUTINE

CLASSIC MONTRÉAL	\$11
The Canadian classic prep of a plate of our fries topped with Mt Townsend Creamery® Cheese Curd smothered in Pub-made beef or chicken gravy	
VANCOUVER	\$11
Roasted chicken with bacon pieces & Pub-made chicken gravy over a plate of Pub-cut fries with Mt. Townsend Creamery® Cheese Curd	
SWEET PAPAS	\$11
Pepper seasoned yam fries with black beans, melted pepperjack cheese, mango salsa & sour cream	
ECUADOR	\$9
Pub-cut yam fries with pub-made chorizo, Mama Lil's® sweet hot peppers Topped with a soft-fried egg	

GREENS & SALADS

WILTED KALE SALAD	\$12
Fresh organic kale wilted in olive oil with roasted yam slices, toasted organic pumpkin seeds & pickled red onion Topped with Mt Townsend® Creamery fromage blanc Tossed with apple cider vinaigrette	
SMOKED SALMON TARTINE	\$15
Pub-smoked, Pacific wild salmon, goat cheese, capers & red onion served on fingers of grilled organic whole wheat sourdough bread On a bed of Butler Green® organic salad greens	
PUB FAVOURITES SALAD	small side \$7 lg \$10
Fresh Butler Green Farms® organic greens & vegetables with your choice of dressing See Additions Below	
PUB CAESAR SALAD	small side \$6 lg \$9
Crisp organic romaine lettuce tossed with traditional Caesar dressing made with garlic, lemon, anchovies & olive oil, with Pub-made garlic croutons & parmesan See Additions Below	
SALAD ADDITIONS (price added to price of salad)	
Grilled boneless, skinless Free-Range Chicken Breast	\$9
Smoke Roasted & pulled BBQ Natural® Pork	\$5
Peppered Cod, Salmon Filet or Smoked Salmon	\$9
Grilled Smoked Portabella Mushroom	\$6
Bob's Vegetarian Pecan® Patty	\$7
Two Pane D'Amore® bread rolls & butter	\$2

WASHINGTON BAKERS

PUB-BAKED RUSSET POTATO	
One large WA baker with butter & sour cream	\$4
Add: Roasted & pulled Ranger® Chicken & Gravy	\$5
Roasted & pulled Natural® Pork & BBQ Sauce	\$5
Sautéed Market Vegetables	Mkt

VISA, MASTERCARD, DISCOVER, AMERICAN EXPRESS & COLD HARD CASH ALWAYS ACCEPTED, NO PERSONAL CHECKS For parties of 8 or more 20% service charge automatically included.