

RESOLUTION NO. 2020- 00 /

A RESOLUTION of the Board of Commissioners of Public Utility District No. 1 of Jefferson County, Washington (“the PUD” or “the District”), establishing Titles and Bi-weekly Salary Ranges for Staff Employees plus establishing a set month for each calendar year for non-exempt salaries to be given a COLA, provided each employee has a performance review on an annual basis.

WHEREAS, RCW 54.16.100 requires that the General Manager recommend to the Commission compensation for employees; and

WHEREAS, RCW 54.12.090 authorizes the Commission to create positions and fix salaries; and

WHEREAS RESOLUTION NO. 2019-19 was approved the 6th day of August, 2019 to establish Titles and Bi-weekly Salary Ranges for Staff Employees plus incorporating benefits for Non-represented Employees;

WHEREAS, the PUD will be increasing staff levels and compensation to better support the PUD with growing needs of the PUD; and

WHEREAS, the General Manager will set a specific month, the 1st of February (to be paid the first payroll period of February) of each calendar year for the COLA increase for Non-represented employees;

WHEREAS, the General Manager has reviewed the organization of the District, the positions and salary ranges required to efficiently manage and achieve the goals of the District; and

WHEREAS, the Commission approves the annual budget, which includes staff allocation and funding to meet the operational requirements of the District, and

WHEREAS, the Commission authorizes the General Manager to administer merit pay increases, employee promotions, demotions, transfers, equity and market adjustments, and other administrative actions that conform to the limitations set within the Titles and Biweekly Salary Ranges for Staff Employees limitations, now, therefore, be it

RESOLVED, RESOLUTION 2019-19, be rescinded and that this Resolution becomes entirely effective January 21, 2020.

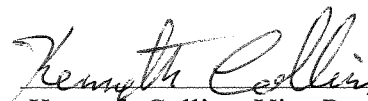
1. That the General Manager is hereby authorized, on behalf of the District to administer merit pay increases, based on performance for employees of the District, not represented under the Collective Bargaining Agreements and excluding the General Manager.

2. The Commission also authorizes the General Manager to administer employee promotions, demotions, transfers, equity and market adjustments, and other administrative actions that conform to the limitations set within the Titles and Biweekly Salary Ranges for Staff Employees limitations set within and in accordance with the Titles and Biweekly Salary Ranges for Staff Employees (attached as Exhibit A) as hereby approved by the Commission.
3. That the General Manager shall include within the annual budget sufficient funds to support merit pay requirements for the year.
4. That the General Manager shall receive Commission approval for all modifications to the Titles and Bi-weekly Salary Ranges for Staff Employees.
5. That the General Manager shall be authorized to amend the current exempt employee salary ranges as outlined in the Titles and Bi-weekly Salary Ranges for Staff Employees, Exhibit "A" this Resolution.

ADOPTED by the Commission of Public Utility District No. 1 of Jefferson County, Washington, at a Regular open meeting held this 21st day of January, 2020

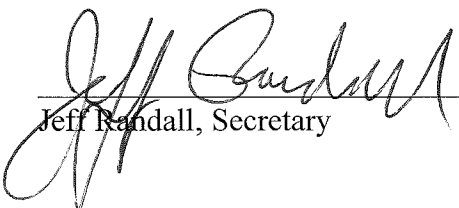


Dan Toepper, President



Kenneth Collins, Vice President

ATTEST:



Jeff Randall, Secretary