

RESOLUTION NO. 2022-009

A RESOLUTION of the Board of Commissioners of Public Utility District No. 1 of Jefferson County, Washington (“the PUD”), establishing Titles and Bi-weekly Salary Ranges for non-represented Employees.

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 salary ranges; and

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

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

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


WHEREAS, the Commission authorizes the General Manager to administer salary range adjustment increases, employee promotions, demotions, transfers, equity and market adjustments, and other administrative actions that conform to the limitations set within the Titles and Bi-weekly Salary Ranges for non-represented employees, and that annual performance reviews have been conducted on a regular basis, now, therefore, be it


RESOLVED, RESOLUTION 2020-001, be rescinded, and any prior Motions approving and revising Titles and Bi-weekly Salary Ranges for non-represented Employees, and that this Resolution becomes entirely effective February 15, 2022.

1. That the General Manager is hereby authorized, on behalf of the District to administer salary range adjustments, for employees of the District, not represented under any Collective Bargaining Agreements and excluding the General Manager.
2. The Commission authorizes the General Manager to administer salary adjustment increases, which are supported by regularly conducted annual performance reviews, 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 non-represented employees limitations set within and in accordance with the Titles and Biweekly Salary Ranges for Staff non-represented employees (attached) as hereby approved by the Commission.
3. That the General Manager shall include within the annual budget sufficient funds to support salary adjustment 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 non-represented employee salary range as outlined in the Titles and Bi-weekly Salary Ranges for non-represented 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 15th day of February 2022.

DocuSigned by:

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Kenneth Collins, President

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Jeff Randall, Vice President

ATTEST:

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Dan Toepper, Secretary