

PUBLIC UTILITY DISTRICT NO. 1

OF

JEFFERSON COUNTY

RESOLUTION NO. 2025-001

A RESOLUTION of the Board of Commissioners of Public Utility District No. 1 of Jefferson County, Washington (“the PUD” or “the District”), establishing a salary cost of living adjustment (COLA) for Non-Represented employees for 2025.

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. 2023-026 was approved the 2nd day of October 2023 to establish a budget for 2024 including a COLA increase 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 the first day for the pay period of the first payroll of February for the COLA to take effect.

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 has approved the 2025 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 THAT, the Board of Commissioners approve a Five percent (5.0%) COLA effective the 1st of February 2025 to be paid on the first payroll period of February. The Board of Commissioners approves the General Manager to give non-represented employees the same PUD provided benefits for HRA VEBA employer contributions and DCP match.

ADOPTED by the Commission of Public Utility District No. 1 of Jefferson County, Washington, at a Regular open meeting held this 7th day of January 2025.

DocuSigned by:
Jeff Randall
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Jeff Randall, President

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Daniel S. Toepfer
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Dan Toepfer, Vice President

ATTEST:

DocuSigned by:
Kenneth Collins
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Kenneth Collins, Secretary