

RESOLUTION NO. 2303-23

A RESOLUTION OF THE COMMISSION OF PUBLIC UTILITY DISTRICT NO. 1 OF SKAGIT COUNTY, WASHINGTON, ESTABLISHING POSITIONS AND SALARY RANGES FOR NON-UNION STAFF AND SUPERVISING EMPLOYEES.

WHEREAS, R.C.W. 54.12.090 authorizes the Commission to create positions by resolution, and

WHEREAS, the Commission has delegated authority to set position titles to the General Manager, including the creation of new positions with salary ranges created by market research or deletion of positions no longer necessary to the operation of the District; and

WHEREAS, the General Manager has reviewed the organization of the District and established positions for non-union staff and supervisory employees required to efficiently administer the affairs of the District; and

WHEREAS, R.C.W. 54.16.100 requires that the Manager recommend to the Commission salary ranges for said employees; and

WHEREAS, salaries for all employees, *except* the General Manager will be set by the General Manager. Salary for the General Manager will be set by the Commission.

WHEREAS, the General Manager has recommended the salary ranges for such positions become effective January 1, 2024.

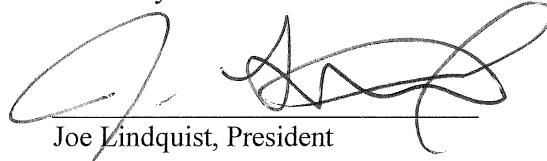
NOW, THEREFORE, BE IT RESOLVED by the Commission of Public Utility District No. 1 of Skagit County, Washington, that the Positions and Salary Ranges listed below shall become effective January 1, 2024.

DEPARTMENT/POSITION TITLES	MINIMUM	MIDPOINT	MAXIMUM
Administration			
Executive Assistant/Clerk of the Board	39.78	47.74	57.29
Finance/Customer Service			
A/P Accountant	34.38	41.26	49.51
GL Accountant	34.38	41.26	49.51
Customer Service Supervisor	49.43	59.32	71.18
Finance Manager/Treasurer	68.95	82.74	99.29
Information Technology			
Financial Systems Administrator	48.68	58.41	70.09
IT Desktop Support	36.02	43.22	51.86
IT Manager	67.32	80.78	96.94
IT Systems Administrator	40.52	48.62	58.34
Network Systems Administrator	45.02	54.02	64.82
Community Relations			
Community Relations Manager	66.89	80.27	96.32
Human Resources			
Human Resources Manager	66.47	79.76	95.71
Payroll and HR Admin	39.40	47.28	56.74
Safety			
Safety/Risk Coordinator	48.46	58.15	69.78
Operations			
Distribution Superintendent	59.41	71.29	85.55
Maintenance Superintendent	59.41	71.29	85.55
Operations Manager	67.68	81.22	97.46
Operations Project Manager	44.11	52.93	63.52
Water Quality Lab Analyst/Supervisor	45.77	54.92	65.90
WTP Plant Superintendent	59.79	71.75	86.10
Engineering			
Engineering Administrative Assistant	32.16	38.59	46.31
Asset Analyst	40.81	48.97	58.76

Asset Analyst - GIS	40.81	48.97	58.76
Asset Management Supervisor	52.52	63.02	75.62
Capital Project Engineer	51.53	61.83	74.20
Capital Project Manager	57.54	69.05	82.86
Capital Program Manager	57.54	69.05	82.86
Contract Coordinator	36.78	44.14	52.97
Cross Connection Control Coordinator	40.81	48.97	58.76
Data Technician	28.81	34.57	41.48
Engineering Manager	70.93	85.11	102.13
Engineering Supervisor	60.29	72.35	86.82
Engineering Tech I	32.64	39.17	47.00
Engineering Tech II	36.73	44.08	52.90
Engineering Tech III	40.81	48.97	58.76
Engineering Tech III/Inspector	40.81	48.97	58.76
Engineering Tech IV	44.89	53.87	64.64
Locator Technician	32.64	39.17	47.00
Project Manager	50.57	60.68	72.82
Project Manager-Envir Compliance	50.57	60.68	72.82
Surveyor/Locator II	36.73	44.08	52.90
<i>a. Salary Ranges for On-Call, Part-Time Positions: i.e. Flaggers, Surveyors, Maintenance/Grounds, Seasonal Positions and Interns will be determined by market research prior to hiring.</i>			

BE IT FURTHER RESOLVED that Resolution No. 2298-22 is hereby superseded.

ADOPTED by the Commission of Public Utility District No. 1 of Skagit County, Washington, at a regular open public meeting thereof this 12th Day of December 2023.



Joe Lindquist, President



Andrew Miller, Vice President



Corrin Hamburg, Secretary

ATTEST