

RESOLUTION NO. 2282-20

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, 2021.

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, 2021.

DEPARTMENT/POSITION TITLES	MINIMUM	MIDPOINT	MAXIMUM
Administration			
Executive Assistant/Clerk of the Board	31.49	37.79	46.28
Finance/Customer Service			
A/P Accounting Tech	25.77	30.93	37.10
Finance Manager/Treasurer	56.36	67.63	81.16
Payroll Accountant/Deputy Treasurer	31.16	37.40	44.88
Senior Acct Lead	33.85	40.61	48.74
Customer Service Billing Clerk	26.84	32.21	38.66
Customer Service Representative	22.31	26.78	32.12
Customer Service Supervisor	35.40	42.46	50.97
Information Technology			
Financial Systems Administrator	38.84	46.61	55.93
IT Manager	48.40	58.07	69.68
IT Systems Analyst	31.38	37.66	45.19
Network Systems Administrator	33.13	39.77	47.71
Community Relations			
Community Relations Manager	44.56	53.47	64.18
Human Resources			
Human Resources Manager	50.13	60.16	72.18
Safety			
Safety/Risk Coordinator	40.59	48.70	58.45
Operations			
Operations Manager	50.48	60.58	72.70
Operations Project Coordinator	36.08	43.28	51.94
Water Quality Lab Analyst/Supervisor	37.34	44.80	53.76
WTP Plant Superintendent	44.03	52.84	63.41
Distribution Superintendent	45.25	54.30	65.17


Engineering			
Engineering Administrative Assistant	26.42	31.70	38.05
Asset Analyst	30.61	36.73	44.09
Capital Projects Manager	48.47	58.16	69.79
Capital Projects Inspector	35.35	42.41	50.90
Contract Coordinator	31.82	38.18	45.83
Cross Connection Control Coordinator	30.61	36.73	44.09
Data Technician	22.32	26.79	32.15
Engineering Manager	61.36	73.62	88.35
Engineering Supervisor	50.48	60.57	72.68
Engineering Tech I	25.49	30.58	36.70
Engineering Tech II	27.94	33.50	40.22
Engineering Tech III	30.61	36.73	44.09
Engineering Tech III/Inspector	30.61	36.73	44.09
Engineering Tech IV	34.65	41.57	49.88
Environmental Compliance Coordinator	30.61	36.73	44.09
GIS Analyst	29.42	35.30	42.36
GIS/Asset Mgmt Lead	38.39	46.06	55.29
Locator Technician	24.37	29.24	35.09
Maintenance Superintendent	41.93	50.32	60.38
Planning Engineer	38.08	45.69	54.83
Project Manager	40.09	48.09	57.71
Surveyor/Locator II	27.37	32.85	39.43


*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.*

BE IT FURTHER RESOLVED that Resolution No. 2268-19 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 8<sup>th</sup> day of December 2020.

  
[Joe Lindquist \(Dec 8, 2020 18:41 PST\)](#)  
 Joe Lindquist, President

  
[Al littlefield \(Dec 9, 2020 08:51 PST\)](#)  
 Al Littlefield, Vice President

ATTEST   
[Germaine Kornegay \(Dec 11, 2020 22:14 PST\)](#)  
 Germaine Kornegay, Secretary