

RESOLUTION NO. 2268-19

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 through resolution.

WHEREAS, the General Manager has recommended the salary ranges for such positions become effective January 1, 2020.

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, 2020.

DEPARTMENT/POSITION TITLES	MINIMUM	MIDPOINT	MAXIMUM
Executive			
Administrative Assistant	25.92	31.10	37.33
Executive Assistant/Clerk of the Board	30.89	37.07	45.40
Finance/Treasury			
A/P Accounting Tech	25.28	30.34	36.40
Finance Manager	55.29	66.35	79.62
Payroll Accounting Tech	26.76	32.10	38.53
Senior Acct Lead	32.38	38.84	46.62
Information Technology			
Financial Systems Administrator	38.10	45.73	54.87
IT Manager	47.48	56.97	68.36
IT Support Analyst	28.90	34.68	41.61
Network Systems Administrator	32.50	39.02	46.81
Community Relations/Customer Service			
Community Relations Manager	43.72	52.46	62.96
Customer Service Billing Clerk	25.16	30.21	36.24
Customer Service Representative	21.89	26.27	31.51
Customer Service Supervisor	34.73	41.66	50.00
Human Resources			
Human Resources Manager	49.18	59.02	70.81
Safety			
Safety/Risk Coordinator	37.92	45.50	54.60
Operations			
Operations Manager	49.52	59.43	71.32
Operations Project Coordinator	35.40	42.46	50.96
Water Quality Lab Analyst/Supervisor	36.63	43.95	52.74
WTP Plant Superintendent	43.20	51.84	62.21
Distribution Superintendent	42.15	50.58	60.69

Engineering			
Asset Analyst	30.03	36.03	43.25
Capital Projects Manager	47.55	57.06	68.47
Contract Administrator/Coordinator	31.22	37.46	44.96
Cross Connection Control Coordinator	30.03	36.03	43.25
Data Technician	21.90	26.28	31.54
Engineering Manager	60.20	72.23	86.68
Engineering Supervisor	49.52	59.42	71.30
Engineering Tech I	25.01	30.00	36.00
Engineering Tech II	27.41	32.87	39.46
Engineering Tech III	30.03	36.03	43.25
Engineering Tech III/Inspector	30.03	36.03	43.25
Engineering Tech IV	33.99	40.78	43.25
Environmental Compliance Coordinator	30.03	36.03	43.25
GIS Analyst	28.86	34.63	41.56
GIS/Asset Mgmt Lead	37.66	45.19	54.24
Locator Technician	23.91	28.69	34.43
Maintenance Superintendent	41.14	49.37	59.24
Planning Engineer	37.36	44.82	53.79
Project Manager	39.33	47.18	56.62
Surveyor/Locator II	26.85	32.23	38.68
<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. 2260-18 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 10th day of December, 2019.



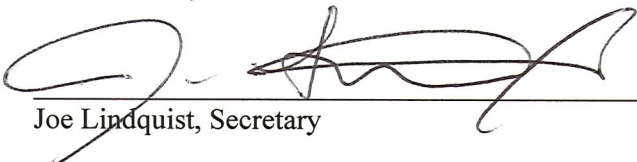


 Eron Berg, President



 Al Littlefield, Vice President

ATTEST



 Joe Lindquist, Secretary