

RESOLUTION NO. 2251-17

A RESOLUTION OF THE COMMISSION OF PUBLIC UTILITY DISTRICT NO. 1 OF SKAGIT COUNTY, WASHINGTON, PROVIDING FOR RECOGNITION OF EXPERIENCE AND YEARS OF SERVICE BY EMPLOYEES

WHEREAS, Public Utility District No. 1 of Skagit County has determined that experience, well trained and loyal employees are an essential and valuable component to the efficient operation of the District, providing more knowledgeable service to customers, better performance and morale among its employees, and

WHEREAS, the District believes individuals awarded for achievements in loyalty, knowledge, performance and length of service should be recognized when possible, before the entire District staff, and

WHEREAS, the District recognizes that it is in its best interest to provide incentive and length of service awards to these employees.

NOW, THEREFORE, BE IT RESOLVED that the District may provide non cash incentive awards to employees on an occasional and infrequent basis to be determined by the General Manager. The incentive awards shall be uniform in nature, non discriminatory and shall not exceed \$75.00 in cost for any individual employee.

BE IT FURTHER RESOLVED that the District may provide non cash length of service recognition awards to employees on an occasional and infrequent basis to be determined by the General Manager. The length of service awards shall be uniform in nature, non discriminatory and the amount shall be limited as follows:

<u>Completion of:</u>	<u>Amount Not to Exceed:</u>
One year of service	\$ 75.00
Five years of service	\$125.00
Ten years of service	\$150.00
Fifteen years of service	\$175.00
Twenty years of service	\$200.00
Twenty-five years of service	\$225.00
Thirty years of service	\$250.00

The District may also provide a service award and/or recognition ceremony for employees separating from service who are eligible to receive a retirement benefit from the State of Washington Public Employees Retirement System (PERS), Plans 1, 2 or 3 at the time of separation. The cost of such award and/or ceremony shall not exceed \$1,000.00.

BE IT FURTHER RESOLVED, that Resolution No. 2105-07 is hereby rescinded.

ADOPTED by the Commission of Public Utility District No. 1 of Skagit County, Washington, at a regular open public meeting thereof this 6th day of November, 2007.

Robbie Robertson, President

Eron Berg, Vice President

ATTEST

Al Littlefield, Secretary