

RESOLUTION NO. 2260-18

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, 2019.

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, 2019.

DEPARTMENT/POSITION TITLES	MINIMUM	MIDPOINT	MAXIMUM
<b>Executive</b>			
Administrative Assistant	25.27	30.32	36.39
Executive Assistant/Clerk of Board	30.12	36.14	44.26
<b>Finance</b>			
A/P Accounting Tech	24.65	29.58	35.49
Finance Manager	43.47	52.16	62.58
Payroll Accounting Tech	26.09	31.30	37.56
Senior Accountant	31.57	37.87	45.45
<b>Information Technology</b>			
Financial Systems Administrator	35.90	43.07	51.69
IT Manager	46.29	55.54	66.65
IT Support Analyst	28.18	33.81	40.57
Network Systems Administrator	31.69	38.04	45.64
<b>Community Relations/Customer Service</b>			
Community Relations Manager	42.62	51.15	61.38
Customer Service Billing Clerk	24.53	29.45	35.33
Customer Service Representative	21.34	25.61	30.72
Customer Service Supervisor	33.86	40.62	48.75
<b>Human Resources</b>			
Human Resources Manager	47.95	57.54	69.04
<b>Safety</b>			
Safety/Risk Coordinator	36.97	44.36	53.23
<b>Operations</b>			
Operations Manager	48.28	57.94	69.53
Operations Project Coordinator	34.51	41.40	49.68
Water Quality Lab Analyst	35.71	42.85	51.42
WTP Plant Superintendent	42.12	50.54	60.65

Engineering			
Asset Analyst	29.28	35.13	42.17
Capital Projects Manager	46.36	55.63	66.75
Construction Superintendent	38.75	46.49	55.80
Contract Administrator	30.44	36.52	43.83
Cross Connection Control Coordinator	29.28	35.13	42.17
Data Technician	21.35	25.62	30.75
Engineering Manager	58.69	70.42	84.51
Engineering Supervisor	48.28	57.93	69.51
Engineering Tech I	24.38	29.25	35.10
Engineering Tech II	26.72	32.05	38.47
Engineering Tech III	29.28	35.13	42.17
Engineering Tech III/Inspector	29.28	35.13	42.17
Engineering Tech IV	33.14	39.76	47.71
Environmental Compliance Coordinator	29.28	35.13	42.17
GIS Analyst	28.14	33.76	40.52
GIS/Asset Program Lead	36.72	44.06	52.88
Locator Technician	23.31	27.97	33.57
Planning Engineer	36.42	43.70	52.44
Project Manager	38.34	46.00	55.20
Surveyor/Locator II	26.18	31.42	37.71
<p>a. One Range maximum has been adjusted by 2.05% to reflect current pay rate outside of current market range.</p> <p>b. 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.</p>			

BE IT FURTHER RESOLVED, that Resolution No. 2256-17 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 11<sup>th</sup> day of December, 2018.



ATTEST

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Robbie Robertson, President

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Eron Berg, Vice President

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Al Littlefield, Secretary