

**SILVER LAKE WATER DISTRICT  
SNOHOMISH COUNTY, WASHINGTON  
RESOLUTION NO. 577**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE SILVER LAKE WATER DISTRICT, SNOHOMISH COUNTY, WASHINGTON, PROVIDING FOR INCENTIVE PAY FROM JUNE 1 2004 THROUGH NOVEMBER 30, 2004**

**WHEREAS, the Silver Lake Water District Board of Commissioners has reviewed a current salary survey including vacation, holiday and other benefits and have been advised by the General Manager regarding employee compensation; and**

**WHEREAS, the Commissioners recognize the District's implementation of new cost savings programs; and**

**WHEREAS, the start up of these programs involve temporarily running dual systems, old and new, during testing and shake down of the new systems; and**

**Whereas, such new systems include billing and customer information systems, and a new filing and document retrieval and storage system; and**

**WHEREAS, the District will also implement a new geographical interface system and facility inventory and management system for both water and sewer systems to be learned by District employees; and**

**WHEREAS, both Federal and State law mandate the District implement and maintain new and additional testing, and sampling of District water supply and sewer wastewater; and**

**WHEREAS, both Federal and State law require new and increased Best Management Practices to protect water quality and safety procedures to protect District employees and the general public; and**

**WHEREAS, such practices and procedures are time consuming and impact productivity; and**

**WHEREAS, the District plans to accomplish this additional work and abide by the mandated practices and procedures without increasing staff levels above what would otherwise result from growth of the District customer base; and**

**WHEREAS, the Board of Commissioners desires to establish a policy for the prospective payment of incentive compensation to all current or newly hired full time District employees who satisfactorily complete and perform their job duties and responsibilities during the period of June 1, 2004 through November 30, 2004; now, therefore,**

**BE IT RESOLVED** by the Board of Commissioners of the Silver Lake Water District as follows:


1. In addition to such employee's regular monthly salary or wage, any current full time District employee who has continued to work full time for the District for the months of June 2004 through November 2004 and who satisfactorily completes and performs his or her job duties and responsibilities during that period shall each receive one payment of \$ 1500.<sup>00</sup> in December 2004.

2. In addition to the regular monthly salary or wage, any employee newly hired by the District between June 1, 2004 and November 1, 2004 and who satisfactorily completes and performs his or her job duties and responsibilities during the period worked for the District as a full time employee shall each receive one payment equal to such employees percentage of time worked as District full time employee between June 1, 2004 and November 31, 2004 multiplied by the dollar amount set forth in Section 1.

**ADOPTED** by the Board of Commissioners at a regular meeting of the Silver Lake Water District, Snohomish County, Washington this \_\_\_\_\_ day of May, 2004.

  
\_\_\_\_\_  
President and Commissioner

  
\_\_\_\_\_  
Secretary and Commissioner

  
\_\_\_\_\_  
Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. \_\_\_\_\_ adopted by the Board of Commissioners of the Silver Lake Water District this \_\_\_\_\_ day of May 2004 as said Resolution appears in the records of the Silver Lake Water District.

  
\_\_\_\_\_  
Secretary of the Silver Lake Water District