

**SILVER LAKE WATER & SEWER DISTRICT  
SNOHOMISH COUNTY, WASHINGTON  
RESOLUTION NO. 636**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE SILVER LAKE WATER & SEWER DISTRICT, SNOHOMISH COUNTY, WASHINGTON, ADJUSTING THE RANGE OF CURRENT AND NEW HIRE EMPLOYEE SALARIES AND WAGES EFFECTIVE JANUARY 1, 2009**

**WHEREAS**, the Commissioners of the Silver Lake Water & Sewer District have reviewed a classification and compensation report by HR Answers, a current employee productivity and performance report and have been advised by the General Manager; and

**WHEREAS**, the classification and compensation report provided the Commissioners with recommendations on pay ranges and job classifications; and

**WHEREAS**, the classification and compensation report's final recommendations have been reviewed by the Commissioners of the Silver Lake Water & Sewer District; and

**WHEREAS**, the Commissioners have determined that the classification and compensation report failed to find comparable positions from responding agencies for the District position of Electrician/Mechanic which resulted in recommendation of a compensation range that substantially undervalues the position of Electrician/Mechanic; and

**WHEREAS**, the Commissioners believe many agencies surveyed reported on the salary range for utilities maintenance 1 and 2 workers where such workers job duties are confined to either the water system or sewer system but not both and the Commissioners find that this practice of has resulted in the classification and compensation report understating the compensation range for utility worker 1 and 2; and

**WHEREAS**, the utility worker 1 and 2 positions comprises an integral work force for District operations; and

**WHEREAS**, the salary data contained within the compensation report was based on 2008 salary information, the CPI-W for the Seattle Metropolitan Area for October 2008 should be included in the District compensation ranges; and

**WHEREAS**, the Commissioners care to ensure the District maintains hiring competitiveness to ensure employee retention and satisfaction, and establish the District as a preferred employer; and

**WHEREAS**, classification and compensation report by HR Answers recommended the District adjust the salary ranges of various positions to achieve better internal equity for District employees; and

**WHEREAS**, by direction of the Commissioners staff prepared new and updated salary ranges for employment positions of the District to provide the District with better competitive ranges with improved internal equity among job positions in the District.

**NOW THEREFORE, BE IT RESOLVED, by the Board of Commissioners of the Silver Lake Water & Sewer District:**

1. The following ranges of monthly salaries and wages of all current employees and for any new hires for the position held by such current or new employee during the calendar year 2009 and effective January 1, 2009 shall be within the following ranges as directed by the Board of Commissioners:

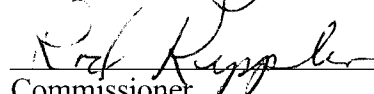
Job Classification	Annual Salary		
	Low	Mid	High
General Manager	107,675	125,107	145,361
District Engineer	83,276	96,758	112,423
Finance Manager	79,487	92,355	107,306
Facilities Manager	64,613	75,074	87,227
Field Supervisor	63,518	73,802	85,750
Electrician/Mechanic	57,022	66,253	76,979
Utility Lead	52,649	61,174	71,078
Water Quality Supervisor	52,649	61,174	71,078
Executive Assistant	51,922	60,328	70,095
Accountant	49,671	57,713	67,056
Utility Maintenance II	48,999	56,932	66,149
Utility Billing Coord.	43,408	50,436	58,601
Utility Clerk II	42,412	49,278	57,257
Utility Maintenance I	41,262	47,942	55,704
Utility Clerk	38,144	44,320	51,495

2. On recommendation from the General Manager and approval by the Board of Commissioners, an employee can be compensated in an amount that exceeds their classification range.
3. On recommendation from the General Manager and approval by the Board of Commissioners, a new employee can be hired at a compensation level in an amount above or below their job classification range.
4. Part time employees of the District shall be paid an hourly rate of between \$12.50 and \$17.50 per hour, based on the experience and education of such part time employee.
5. For the purposes of monthly salary calculation, the General Manager, or designee may round to the nearest whole dollar.

**ADOPTED** by the Board of Commissioners at a regular meeting of the Silver Lake Water & Sewer District, Snohomish County, Washington this 11th day of December 2008.

  
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President and Commissioner

  
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Secretary and Commissioner

  
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Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 636 adopted by the Board of Commissioners of the Silver Lake Water & Sewer District this 11<sup>th</sup> day of December 2008 as said Resolution appears in the records of the Silver Lake Water & Sewer District.

  
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Secretary of the Silver Lake Water & Sewer District