

**SILVER LAKE WATER & SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 680**

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 APRIL 1, 2012, AND PAID IN ACCORDANCE WITH RESOLUTION NO 676 AND REPEALING RESOLUTION NO. 636.

WHEREAS, the Board of Commissioners adopted Resolution No. 636 on December 11, 2008; and

WHEREAS, the Salary and Wage table adopted within Resolution No. 636 was based on a Salary and Wage survey prepared by HR Answers; and

WHEREAS, the Board of Commissioners reviewed 2012 Salary, Wage, and Benefit costs as part of their 2012 financial planning process; and

WHEREAS, the Board of Commissioners adopted Resolution No. 676 on December 22, 2011, that moved the determination date of Salary, Wages, and Benefit costs from January 1st to March 31st of each year, and provided a one-time salary adjustment equal to three months (January-February-March) of a respective employee's monthly salary increase so that the Board of Commissioners had the actual 2012 medical, dental, and vision insurance rate increases to consider when determining the overall 2012 annual compensation adjustments for District employees; and

WHEREAS, Snohomish County provided the District with 2012 insurance rate increases and changes to the insurance coverage programs on Wednesday March 14, 2012 ; and

WHEREAS, the General Manager has recommended the creation of an Information Service Technician position and job description; and

WHEREAS, an employee has been performing the work of an Information Service Technician since January 1, 2012, their one-time salary adjustment will be based on the salary range of the Information Service Technician; and

WHEREAS, the Salary and Wage Survey prepared by HR Answers identified that the current salaries paid to the District Accountant and Utility Billing Coordinator positions, exceeded the salary range established by the Salary and Wage Survey. HR Answers recommended the salaries paid for each of the employees of these positions be frozen until

the market ranges for these positions equaled the salary ranges currently being earned by the incumbents; and

WHEREAS, the District has continued to review the Accountant and Utility Billing Coordinator's salary amounts with their peers, and while these positions' salaries still exceed their peers, changes to peer job descriptions and the method peer agencies have used to address revenue constraints on their salary adjustments have effected and increased the expected length of time these District positions salary ceilings have remained frozen; and

WHEREAS, both employees are long term employees and have continued to perform and complete their respective job tasks in a timely and efficient manner; and

WHEREAS, the Commissioners have determined that for this salary adjustment period only each position will receive one-half the CPI-W adjustment all in accordance with Resolution No. 676; and

WHEREAS, the salary data contained within the compensation report was based on 2008 salary information and the CPI-W for the Seattle Metropolitan Area for the 12 month period ending December 2012 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, the classification and compensation report's final recommendations have been reviewed by the Commissioners of the Silver Lake Water & Sewer District; 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 and 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 2012 shall be within the following ranges as directed by the Board of Commissioners and provided in accordance with Resolution No. 676:

Job Classification	Low	Mid	High
General Manager	111,756	129,848	150,870
District Engineer	86,432	100,425	116,684
Finance Manager	82,500	95,855	111,373
Facilities Manager	67,062	77,919	90,533
Field Supervisor	65,925	76,599	89,000
Electrician/Mechanic	59,183	68,764	79,897
I/S Technician	57,782	67,891	75,684
Utility Lead	54,645	63,492	73,772
Water Quality Supervisor	54,645	63,492	73,772
Executive Assistant	53,890	62,615	72,751
Accountant	51,553	59,900	69,597
Utility Maintenance II	50,856	59,090	68,656
Utility Billing Coord.	45,053	52,347	60,822
Utility Clerk II	44,020	51,146	59,427
Utility Maintenance I	42,826	49,759	57,815
Utility Clerk	39,590	45,999	53,447

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.

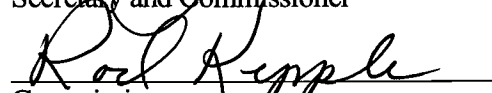
ADOPTED by the Board of Commissioners at a Special meeting of the Silver Lake Water & Sewer District, Snohomish County, Washington this 20th day of March 2012.



President and Commissioner

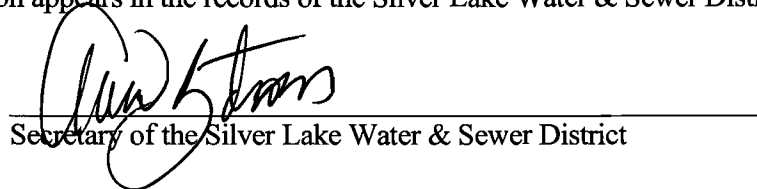


Secretary and Commissioner



Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 680 adopted by the Board of Commissioners of the Silver Lake Water & Sewer District this 20th day of March 2012, as said Resolution appears in the records of the Silver Lake Water & Sewer District.



Secretary of the Silver Lake Water & Sewer District