

**SILVER LAKE WATER & SEWER DISTRICT  
SNOHOMISH COUNTY, WASHINGTON  
RESOLUTION NO. 699**

**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, 2014, AND REPEALING RESOLUTION NO. 688.**

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

**WHEREAS**, the Board of Commissioners reviewed 2014 Salary, Wage, and Benefit costs as part of their 2014 financial planning process; and

**WHEREAS**, the Board of Commissioners adopted Resolution No. 688 on March 28, 2013, that moved the determination date of Salary, Wages, and Benefit costs from January 1<sup>st</sup> to March 31<sup>st</sup> of each year using the December to December CPI-W for the Seattle Metropolitan Area; and

**WHEREAS**, the Board of Commissioners adopted Resolution No. 692 on September 30, 2013 authorizing the District to withdraw from Snohomish County's medical, dental, vision, and other employee benefit insurances; and

**WHEREAS**, the Board of Commissioners executed contracts for medical, dental, vision, and other employee benefit insurances starting December 1, 2013 with successive annual renewals each December; and

**WHEREAS**, the District will continue the policy of determining the costs of employee salary, wages, and other employee benefits at the same time each year; and

**WHEREAS**, the Board of Commissioners adopted Resolution No. 696 on November 14, 2013, withdrawing from Snohomish County's Financial Services Agreement and appointing the District Finance Manager as District Treasurer; and

**WHEREAS**, the change to the District operating as its own Treasurer will require the Accountant and Utility Billing Coordinator to perform work at a higher level of responsibility; and

**WHEREAS**, the October 2012 to October 2013 CPI-W for the Seattle Metropolitan Area was 0.59%; 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 Board of Commissioners, staff prepared new and updated salary ranges for employment positions of the District reflective of the October 2011 to October 2012 CPI-W of the Seattle-Tacoma Metropolitan Area.

**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 2014, shall be within the following ranges as directed by the Board of Commissioners:

<b>Job Classification</b>	<b>Low</b>	<b>Mid</b>	<b>High</b>
General Manager	118,041	137,150	159,355
District Engineer	91,293	106,072	123,246
Finance Manager	87,140	101,246	117,637
Facilities Manager	70,833	82,301	95,625
Field Supervisor	69,632	80,907	94,005
Electrician/Mechanic	62,511	73,451	84,390
Network Systems Analyst	62,815	72,383	81,951
I/S Technician	61,031	71,709	79,940
Utility Lead	57,718	67,063	77,921
Water Quality Supervisor	57,718	67,063	77,921
Executive Assistant	56,921	66,137	76,843
Accountant	58,956	67,364	75,771
Utility Maintenance II	53,716	62,414	72,517
Utility Billing Coordinator	49,125	59,612	70,098
Utility Clerk II	46,496	54,022	62,769
Utility Maintenance I	45,234	52,557	61,067
Utility Clerk I	41,817	48,586	56,452

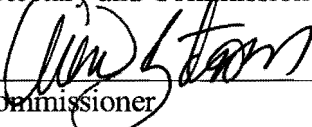
2. On recommendation from the General Manager and approval by the Board of Commissioners, an employee can be compensated in an amount that exceeds their classification range.
3. On recommendation from the General Manager and approval by the Board of Commissioners, a new employee can be hired at a compensation level in an amount above or below their job classification range.
4. The General Manager shall have the authority to adjust the compensation of an employee that is promoted to a higher job classification, as long as such adjusted compensation is within the higher job classification's salary range.
5. On recommendation from the General Manager and approval by the Board of Commissioners, an employee who is assigned work that requires a higher level of responsibility, accountability, or supervision of others, may receive a compensation adjustment during the course of the year.
6. 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.
7. For the purposes of monthly salary calculation, the General Manager, or designee, may round to the nearest whole dollar.

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**ADOPTED** by the Board of Commissioners at a regular meeting of the Silver Lake Water & Sewer District, Snohomish County, Washington this 24th day of December 2013.

  
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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. 699 adopted by the Board of Commissioners of the Silver Lake Water & Sewer District this 24<sup>th</sup> day of December 2013, 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