

**SILVER LAKE WATER & SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 708**

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 DECEMBER 30, 2014 FOR THE JANUARY 2015 PAYROLL, AND REPEALING RESOLUTION NO. 699.

WHEREAS, the Board of Commissioners adopted Resolution No. 636 on December 11, 2008, based on a survey of salaries of peer agencies conducted by HR Answers, Inc.; and

WHEREAS, the Board of Commissioners reviewed 2015 Salary, Wage, and Benefit costs as part of their 2015 financial planning process on December 11, 2014; and

WHEREAS, the Board of Commissioners executed contracts for medical, dental, vision, and other employee benefit insurances starting December 1, 2014; 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 October 2013 to October 2014 CPI-W for the Seattle Metropolitan Area was 2.058%; and

WHEREAS, the Board of Commissioners care to ensure the District maintains hiring competitiveness to ensure employee retention and satisfaction, internal pay equity between job classifications, and establish the District as a preferred employer; and

WHEREAS, the Board of Commissioners reviewed updated peer agency salary and wage information for 2014 using the model provided by HR Answers, Inc., for the 2008 Salary Survey report; and,

WHEREAS, the Board of Commissioners reviewed a 2015 Salary Table that established a job classification's salary range at either the 80th percentile of their peer agencies or a 5% increase to their 2014 Salary Table's range, inclusive of the 2014 CPI-W adjustment; and,

WHEREAS, the District would like more flexibility to hire new personnel into either Maintenance Worker II, Maintenance Worker I, Maintenance Worker, Utility Clerk II, Utility Clerk I, and Utility Clerk job classifications, depending on their experience, certifications, training, and skills; and,

WHEREAS, the first payroll paid on January 31, 2015 will have a starting date of December 30, 2014 and the ending date of January 27, 2015 for determination of hours worked, paid time off, and other compensated time.


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 2015, with the payroll cycle starting December 30, 2014, shall be within the following ranges as directed by the Board of Commissioners:

Job Classification	Annual Salary Range		
	Low	Mid	High
General Manager	127,769	148,488	172,661
District Engineer	96,082	111,662	129,840
Finance Manager	96,082	111,662	129,840
Facilities Manager	74,301	86,349	100,406
Field Supervisor	74,301	86,349	100,406
GIS Administrator	73,557	85,485	99,401
Electrician/Mechanic	66,673	77,485	90,099
Utility Lead	60,545	70,363	81,817
Water Quality Supervisor	60,545	70,363	81,817
Executive Assistant	59,707	69,389	80,685
Accountant	58,874	68,421	79,560
Utility Maintenance II	56,346	65,483	76,143
Utility Billing Coord.	54,466	63,298	73,603
GIS Technician	51,664	60,042	69,817
Utility Clerk II	48,772	56,680	65,907
Utility Maintenance I	47,449	55,144	64,120
Utility Clerk I	43,863	50,976	59,275
Utility Clerk	38,955	45,272	52,642
Utility Maintenance	38,552	44,804	52,098

2. On recommendation from the General Manager and approval by the Board of Commissioners, an employee can be compensated in an amount above or below 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.

ADOPTED by the Board of Commissioners at a special meeting of the Silver Lake Water & Sewer District, Snohomish County, Washington this 23rd day of December 2014.



President and Commissioner

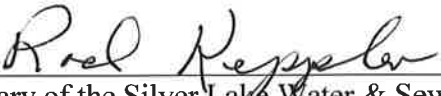


Secretary and Commissioner



Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 708 adopted by the Board of Commissioners of the Silver Lake Water & Sewer District this 23rd day of December 2014, as said Resolution appears in the records of the Silver Lake Water & Sewer District.



Secretary of the Silver Lake Water & Sewer District