

**SILVER LAKE WATER & SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 719**

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 29, 2015 FOR THE JANUARY 2016 PAYROLL, AND REPEALING RESOLUTION NO. 708.

WHEREAS, the Board of Commissioners adopted Resolution No. 708 on December 23, 2014, which adopted new salary ranges with updated salary information of peer agencies; and

WHEREAS, the Board of Commissioners reviewed 2016 Salary, Wage, and Benefit costs as part of their 2016 Financial Planning process on November 23, 2015; and

WHEREAS, the Board of Commissioners executed contracts for medical, dental, vision, and other employee benefit insurances starting December 1, 2015 with no increase to the monthly benefit stipend of \$2,215; 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 2014 to October 2015 CPI-W for the Seattle Metropolitan Area was .826%; and

WHEREAS, the October 2014 to October 2015 CPI-W for the Seattle Metropolitan Area was influenced heavily by significant reductions in fuel and energy costs, which might not best reflect actual cost of living for employees; and

WHEREAS, the Board of Commissioners have approved a flat dollar increase to certain employees in addition to a Cost of Living Increase for 2016 as recommended by the General Manager; and

WHEREAS, the extended leave and retirement of the Facility Supervisor has required certain District employees to perform job responsibilities outside their normal job duties for an extended period of time; and

WHEREAS, the General Manager is reviewing current job descriptions and the organizational structure of the District to address current and future job responsibilities with a final report to the Board of Commissioner expected by the second quarter of 2016; 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 General Manager has reviewed the performance of employees with the Board of Commissioners and made recommendations for each employee’s 2016 monthly salary; and

WHEREAS, the first payroll paid on January 31, 2016 will have a starting date of December 29, 2015 and the ending date of January 26, 2016 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 2016, with the payroll cycle starting December 29, 2015, shall be within the following ranges as directed by the Board of Commissioners:

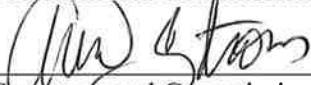
Job Classification	Annual Salary Range		
	Low	Mid	High
General Manager	128,824	159,376	189,927
District Engineer	96,875	119,850	142,824
Finance Manager	96,875	119,850	142,824
Field Supervisor	74,914	92,681	110,447
Facilities Manager	74,914	92,681	110,447
GIS Administrator	74,165	91,754	109,342
Electrician/Mechanic	67,224	83,167	99,109
Utility Lead	61,045	75,522	89,999
Water Quality Supervisor	61,045	75,522	89,999
Executive Assistant	60,200	74,477	88,754
Accountant	59,360	73,438	87,516
Utility Maintenance II	56,811	70,284	83,757
Utility Billing Coord.	54,916	67,940	80,963
GIS Technician	52,091	64,445	76,798
Utility Clerk II	49,174	60,836	72,498
Utility Maintenance I	47,841	59,187	70,532
Utility Clerk I	44,226	54,714	65,202
Utility Clerk	39,277	48,592	57,906
Utility Maintenance	38,871	48,090	57,308

2. The 2016 Salary Table reflects a 10% increase to the High Range, a .826% increase to the Low Range, and an adjusted Mid-Range from the 2015 Salary Table.
3. 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 job classification range.
4. 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.
5. 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.
6. 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.
7. 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.
8. For the purposes of monthly salary calculation, the General Manager, or designee, may round to the nearest whole dollar.

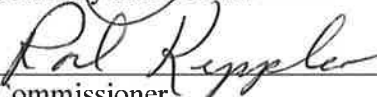
ADOPTED by the Board of Commissioners at a regular meeting of the Silver Lake Water & Sewer District, Snohomish County, Washington this 10th day of December 2015.



President and Commissioner



Secretary and Commissioner



Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 719 adopted by the Board of Commissioners of the Silver Lake Water & Sewer District this 10th day of December 2015, as said Resolution appears in the records of the Silver Lake Water & Sewer District.

A handwritten signature in black ink, appearing to read "Dan Starn", is written over a horizontal line.

Secretary of the Silver Lake Water & Sewer District