

3.10
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**SILVER LAKE WATER AND SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 803**

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE SILVER LAKE WATER AND SEWER DISTRICT, SNOHOMISH COUNTY, WASHINGTON, AMENDING CHAPTER 3.10, ENTITLED “EMPLOYEE ON-CALL AND OVERTIME RULES”, AND CHAPTER 3.13, ENTITLED “EMPLOYEE CLASSIFICATIONS AND SALARY RANGES”, OF THE DISTRICT CODE

WHEREAS, the Board of Commissioners adopted Resolution No. 785 on December 12, 2019, which adopted new salary ranges with updated salary information of peer agencies; and

WHEREAS, the Board of Commissioners reviewed 2021 Salary, Wage, and Benefit costs as part of their 2021 Financial Planning process on October 24, 2020; and

WHEREAS, the Board of Commissioners reviewed and approved the General Manager’s recommendation to provide additional On-Call Backup staffing for the District on midweek holidays or potential bad weather events at the October 24, 2020 meeting; and

WHEREAS, the October 2020 to October 2020 CPI-W for the Seattle Metropolitan Area was 2.112% and directed staff to provide most employees to a cost of living increase of 2.112%; and

WHEREAS, the Board of Commissioners reviewed October 2019 to October 2020 CPI-W for the Seattle Metropolitan Area and directed staff to increase the 2021 Salary Range Table by a factor of 2.112%; and

WHEREAS, the General Manager has reviewed the performance of employees with the Board of Commissioners and made recommendations for each employee’s 2021 monthly salary; and

WHEREAS, the first payroll paid on January 31, 2021 will have a starting date of December 27, 2020 and the ending date of January 25, 2021, for determination of hours worked, paid time off, and other compensated time.

BE IT RESOLVED by the Board of Commissioners of the Silver Lake Water and Sewer District, Snohomish County, Washington as follows:

Section 1: Chapter 3.10, Subsection (2), of the District’s Code, entitled “Employee On-call and Overtime Rules” and Chapter 3.13, Subsection (1), entitled, “Employee Classification and Salary Ranges”, as set forth in Exhibit 1, attached hereto and incorporated by reference.

Section 2: This resolution shall be effective on December 27, 2020.

ADOPTED by the Board of Commissioners at a public meeting of the Silver Lake Water and Sewer District, Snohomish County, Washington this 10th day of December 2020.


President and Commissioner


Vice President and Commissioner


Secretary and Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 803 adopted by the Board of Commissioners of the Silver Lake Water and Sewer District this this 10th day of December 2020, as said Resolution appears in the records of the Silver Lake Water and Sewer District.

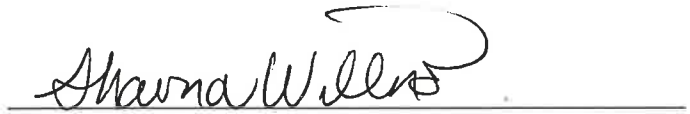

Secretary of the Silver Lake Water and Sewer District

EXHIBIT 1 TO RESOLUTION NO. 803

Chapter 3.10 Employee On-call and Overtime Rules

Amended Chapter 3.10.010 Subsection (2)

3.10.010

On-Call Program.

(2) On-Call Back-Up Status. For any period of time during the year in which the District's administrative office is not open for business for any portion of the day for three or more consecutive days or by direction of the General Manager, or designee, the district shall have a qualified district employee in an on-call back-up status. This means that the back-up employee must follow the same standards and restrictions set forth above for on-call employees, and be prepared to respond to call-backs on an as-needed basis, as determined by the district. Employees designated as "back-up" are eligible for compensation in accordance with the same criteria and formulas as the primary on-call person.

Amended Chapter 3.13.030 Subsection (1)

3.13.030

Salary Ranges and Other Allowances

(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 of 2021 with the payroll cycle starting December 27, 2020, shall be within the following ranges as directed by the Board of Commissioners:

Job Classification	Regular Full Time - Annual Salary Ranges		
	Low	Mid	High
General Manager	147,952	183,042	218,129
District Engineer	111,259	137,645	164,032
Finance Manager	111,259	137,645	164,032
Operations and Maintenance Manager	108,447	133,966	159,483
Technical Services Manager	101,298	125,132	148,967
IT Program Manager	83,991	102,561	123,467
Administrative Manager	81,528	100,569	119,846
Utility Supervisor	81,528	100,569	119,846
Senior Maintenance Electrician	81,065	100,291	119,515
Maintenance Electrician	77,206	95,516	113,825
Construction Inspector - Senior	72,508	89,547	106,587
IT Technician	70,916	87,602	104,287
GIS Analyst	69,116	85,509	101,900
Water Quality Coordinator	68,936	85,156	101,377
Utility Maintenance II	65,247	80,720	96,195
Payroll/Accounts Payable Coordinator	64,205	79,312	94,419
Utility Billing Coordinator	63,069	78,027	92,984
GIS Technician	60,109	74,254	88,396
Purchasing Inventory Control	59,825	74,014	88,201
Utility Clerk II	56,476	69,868	83,262
Administrative Clerk II	56,476	69,868	83,262
Utility Maintenance I	54,945	67,976	81,005
Utility Clerk I	50,794	62,837	74,884
Administrative Clerk I	50,794	62,837	74,884
Building and Grounds Maintenance	48,012	55,620	70,578
Utility Clerk	45,109	55,807	66,504
Utility Maintenance	44,643	55,230	65,818

Regular Part-Time - Hourly Pay Ranges

Classification	Low	Mid	High
Regular Part Time - IT Program Manager	39.55	48.29	58.13
Regular Part Time - Electrician	38.17	47.22	56.27
Regular Part Time - Utility Clerk I	23.91	29.59	35.26