

**SILVER LAKE WATER AND SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 820**

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

WHEREAS, the Board of Commissioners adopted Resolution No. 803 on December 10, 2020, which adopted new salary ranges with updated salary information of peer agencies; and

WHEREAS, the Board of Commissioners reviewed 2022 Salary, Wage, and Benefit costs as part of their 2021 Financial Planning process on October 28, 2021; and

WHEREAS, the October 2020 to October 2021 CPI-W for the Seattle Metropolitan Area was 6.325% and directed staff to provide most employees a cost-of-living increase of 6.325%; and

WHEREAS, the Board of Commissioners reviewed October 2020 to October 2021 CPI-W for the Seattle Metropolitan Area and directed staff to increase the 2021 Salary Range Table by a factor of 6.325%; and

WHEREAS, the General Manager has reviewed the performance of employees with the Board of Commissioners and made recommendations for each employee’s 2022 monthly salary; and

WHEREAS, the first payroll paid on January 31, 2022 will have a starting date of December 28, 2021 and the ending date of January 25, 2022, for determination of hours worked, paid time off, and other compensated time.

WHEREAS, the Operations Manager was previously assigned a special upfitted utility truck including equipment, to respond to after-hours calls for service, but in 2022 will reside at a new location and the frequency of after-hours response to calls is expected to be reduced. A vehicle allowance is now deemed more appropriate; and

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

Section 1: Chapter 3.13, 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 28, 2021.

ADOPTED by the Board of Commissioners at a public meeting of the Silver Lake Water and Sewer District, Snohomish County, Washington this 23rd day of December 2021.



President and Commissioner



Vice President and Commissioner



Secretary and Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 820 adopted by the Board of Commissioners of the Silver Lake Water and Sewer District this this 23rd day of December 2021, 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. 820

Chapter 3.10 Employee On-call and Overtime Rules

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 2022 with the payroll cycle starting December 27, 2021, shall be within the following ranges as directed by the Board of Commissioners:

Job Classification	Resolution No. 820		
	Regular Full Time - Annual Salary Ranges		
	Low	Mid	High
General Manager	157,310	194,619	231,926
District Engineer	118,296	146,351	174,407
Finance Manager	118,296	146,351	174,407
Operations and Maintenance Manager	115,306	142,439	169,570
Technical Services Manager	107,705	133,047	158,389
IT Program Manager	89,303	109,048	131,276
Administrative Manager	86,685	106,930	127,426
Utility Supervisor	86,685	106,930	127,426
Senior Maintenance Electrician	86,192	106,634	127,074
Maintenance Electrician	82,089	101,557	121,024
Construction Inspector - Senior	77,094	95,211	113,329
IT Technician	75,401	93,143	110,883
GIS Analyst	73,488	90,917	108,345
Water Quality Coordinator	73,296	90,542	107,789
Associate Enginner (EIT)	71,324	88,440	104,846
Utility Maintenance II	69,374	85,826	102,279
Payroll/Accounts Payable Coordinator	68,266	84,328	100,391
Utility Billing Coordinator	67,058	82,962	98,865
GIS Technician	63,911	78,951	93,987
Purchasing Inventory Control	63,609	78,695	93,780
Utility Clerk II	60,048	74,287	88,528
Administrative Clerk II	60,048	74,287	88,528
Building and Grounds Maintenance II	59,500	73,500	87,500
Utility Maintenance I	58,420	72,275	86,129
Utility Clerk I	54,007	66,811	79,620
Administrative Clerk I	54,007	66,811	79,620
Building and Grounds Maintenance I	51,049	59,138	75,042
Utility Clerk	47,962	59,337	70,710
Utility Maintenance	47,467	58,723	69,981

Classification	Regular Part-Time - Hourly Pay Ranges		
	Low	Mid	High
Regular Part Time - IT Program Manager	42.94	52.43	63.11
Regular Part Time - Electrician	41.45	51.27	61.09
Regular Part Time - Utility Clerk I	25.95	32.12	38.28

Classification	Seasonal - Hourly Ranges		
	Low	Mid	High
Seasonal - College Intern - Professional	20.00	22.50	25.00
Seasonal - Office/GIS/Engineering (Non College)	19.00	21.50	24.00
Seasonal - Field Worker	18.00	19.50	23.00

- (2) The general manager, district engineer, and operations manager will each be provided a monthly job-related vehicle expense allowance of \$300.00, in addition to other salary and benefits. This allowance is to be used to purchase, lease, own, operate, and maintain a personal vehicle that will be used for work. The allowance is intended to apply in lieu of the district providing the general manager, district engineer, and operations manager with a vehicle or reimbursing the general manager, district engineer, and operations manager based upon actual expenses incurred in use of their personal vehicles for district purposes. The general manager, district engineer, operations manager shall be responsible for paying for liability, property damage, and comprehensive auto insurance coverage for the vehicle.