

**SILVER LAKE WATER AND SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 836**

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 AND AMENDING CHAPTER 3.25.010, ENTITLED “HEALTH INSURANCE” OF THE DISTRICT CODE

WHEREAS, the Board of Commissioners adopted Resolution No. 818 on November 23, 2021, which adopted the District’s HRA VEBA Program as required under the Affordable Healthcare Act, and authorized the monthly amount of \$2,265.00 to be provided to each covered employee and Commissioner for medical, dental, vision, and HRA VEBA deposits; and

WHEREAS, the Board of Commissioners adopted Resolution No. 820 on December 23, 2021, which adopted new salary ranges with updated salary information of peer agencies; and

WHEREAS, the Board of Commissioners reviewed 2023 Salary, Wage, and Benefit costs as part of their 2022 Financial Planning process on October 27, 2022; and

WHEREAS, on October 27, 2022, and November 10, 2022, the Board of Commissioners reviewed increased health care insurance costs and directed staff to prepare a resolution that increased the monthly stipend amount by \$260.00 per month to address the increased costs of medical, dental and vision benefits to a monthly benefit stipend of \$2,525.00; and

WHEREAS, the last payroll of December, paid on December 30, 2022, will provide the employee benefit check for the new 2023 medical, dental and vision benefit; and

WHEREAS, the October 2021 to October 2022 CPI-W for the Seattle Metropolitan Area was 9.408% and directed staff to provide most employees a cost-of-living increase of 9.408%; and

WHEREAS, the Board of Commissioners reviewed October 2021 to October 2022 CPI-W for the Seattle Metropolitan Area and directed staff to increase the 2022 Salary Range Table by a factor of 9.408%; and

WHEREAS, the General Manager has reviewed the performance of employees with the Board of Commissioners and made recommendations for each employee’s 2023 monthly salary; and

WHEREAS, the first payroll paid on January 31, 2022, will have a starting date of December 27, 2022, and the ending date of January 25, 2023, 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 3.13, Subsection (1), entitled, "Employee Classification and Salary Ranges", is hereby amended as set forth in Exhibit 1, attached hereto and incorporated by reference.


Section 2: Chapter 3.25.010 of the District's Code, entitled "Health Insurance", Sections 1 and 2, are hereby amended as set forth in Exhibit 1, attached hereto and incorporated by reference.


Section 3: The General Manager is authorized to apply the monthly stipend amount, insurance rates, and coverage plans authorized by Resolution No. 836 with the District's regular December 2022 payroll process, employee and vendor payment checks issued on December 30, 2022, to provide payment to insurance providers effective January 1, 2023.

Section 4: This resolution shall be effective on December 27, 2022.

ADOPTED by the Board of Commissioners at a public meeting of the Silver Lake Water and Sewer District, Snohomish County, Washington this 8th day of December 2022.


President and Commissioner


Vice President and Commissioner


Secretary and Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 836 adopted by the Board of Commissioners of the Silver Lake Water and Sewer District this this 8th day of December 2022, as said Resolution appears in the records of the Silver Lake Water and Sewer District.

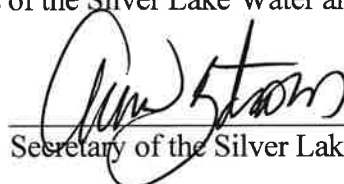

Secretary of the Silver Lake Water and Sewer District

EXHIBIT 1 TO RESOLUTION NO. 836
Chapter 3.13.030
Employee Compensation and Salary Ranges

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 2023 with the payroll cycle starting December 27, 2022, shall be within the following ranges as directed by the Board of Commissioners:

Job Classification	2023		
	Regular Full Time - Annual Salary Ranges		
	Low	Mid	High
General Manager	172,110	212,929	253,746
District Engineer	129,425	160,120	190,815
Finance Manager	129,425	160,120	190,815
Operations and Maintenance Manager	126,154	155,840	185,523
Technical Services Manager	117,838	145,564	173,290
Administrative Manager	94,840	116,990	139,414
Utility Supervisor	94,840	116,990	139,414
Senior Maintenance Electrician	94,301	116,666	139,029
Maintenance Electrician	89,812	111,112	132,410
GIS & Asset Management Coordinator	88,554	115,298	131,135
Construction Inspector - Senior	84,347	104,168	123,991
IT Technician	82,495	101,906	118,538
Water Quality Coordinator	80,192	99,060	117,930
Pump Station Mechanic	79,696	98,596	117,497
Associate Engineer (EIT)	78,034	96,760	114,710
Utility Maintenance II	75,901	93,901	111,901
Payroll/Accounts Payable Coordinator	74,688	92,262	109,836
Utility Billing Coordinator	73,367	90,767	108,166
GIS Technician	69,924	86,379	102,829
Purchasing Inventory Control	69,593	86,099	102,603
Utility Clerk II	65,697	81,276	96,857
Administrative Clerk II	65,697	81,276	96,857
Building and Grounds Maintenance II	65,098	80,415	95,732
Utility Maintenance I	63,916	79,075	94,232
Utility Clerk I	59,088	73,097	87,111
Administrative Clerk I	59,088	73,097	87,111
Building and Grounds Maintenance I	55,852	64,702	82,102
Utility Clerk	52,474	64,919	77,362
Utility Maintenance	51,933	64,248	76,565

Classification	Regular Part-Time - Hourly Pay Ranges		
	Low	Mid	High
Regular Part Time - Electrician	45.00	56.00	67.00
Regular Part Time - Utility Clerk I	28.00	35.00	42.00

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

**Chapter 3.25.010
Health Insurance**

Amended Chapter 3.25.010 - Subsections 1 and 2:

- The District shall provide to each eligible employee an amount up to \$2,525.00 per month to pay directly for medical, dental, and vision insurance coverage. Employees that select medical, dental, and vision coverage that costs less than the monthly amount provided by the District, shall then deposit seventy-five percent of the remaining amount to their HRA VEBA Trust Account. Should the cost of such health care plan or policy exceed the amount paid by the District, the employee or Commissioner must cover the excess cost through personal funds to obtain the insurance coverage selected by said employee or Commissioner.

Calculation Example		
District's Monthly Stipend		\$ 2,525.00
Cost of Employee's Medical Coverage	1,695.87	
Cost of Employee's Dental Coverage	115.85	
Cost of Employee's Vision Coverage	0	
Less Total Cost of Employee's Health Coverage		1,811.72
Employee's Remaining Amount		\$ 713.28
District Factor		75%
Employee's Deposit Amount to HRA VEBA		\$ 534.96

- Regular part-time employees who are expected to work 30 hours or more per week or more than an average of 130 hours per month, will be eligible to a prorated medical, dental, vision, and HRA VEBA contribution based on their monthly hours worked divided by 168 hours per month.

Calculation Example		
District's Monthly Stipend		\$ 2,525.00
Hours Worked	135	
Hours per Month	168	
Part-Time Hours Worked Factor	80.36%	
Part-Time Employee's Monthly Stipend		\$ 2,029.02
Cost of Employee's Medical Coverage	1,695.87	
Cost of Employee's Dental Coverage	115.85	
Cost of Employee's Vision Coverage	-	
Less Total Cost of Employee's Health Coverage		1,811.72
Employee's Remaining Amount		\$ 217.30
District Factor		75%
Employee's Deposit Amount to HRA VEBA		\$ 162.98