

**SILVER LAKE WATER AND SEWER DISTRICT  
SNOHOMISH COUNTY, WASHINGTON  
RESOLUTION NO. 849**

**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. 836 on December 8, 2022, which amended the District’s HRA VEBA Program as required under the Affordable Healthcare Act, and authorized the monthly amount of \$2,525.00 to be provided to each covered employee and Commissioner for medical, dental, vision, and HRA VEBA deposit; and

**WHEREAS**, the Board of Commissioners adopted Resolution No. 836 on December 8, 2022, which set new salary ranges reflecting the year-to-year change in the CPI-W; and

**WHEREAS**, the Board of Commissioners reviewed 2024 Salary, Wage, and Benefit costs as part of their 2023 Financial Planning process on November 21, 2023; and

**WHEREAS**, on October 26, 2023, and November 21, 2023, the Board of Commissioners reviewed increased health care insurance costs and directed staff to prepare a resolution to increase the monthly stipend amount by \$75.00 per month to address the change in costs of medical, dental and vision benefits, setting a monthly benefit stipend of \$2,600.00; and

**WHEREAS**, the last payroll of December, paid on December 29, 2023, will provide the employee benefit check for the new 2023 medical, dental and vision benefit; and

**WHEREAS**, the Board of Commissioners reviewed the October 2022 to October 2023 CPI-W for the Seattle Metropolitan Area which was 4.408% and directed staff to provide most employees a cost-of-living increase of 4.408% Area and directed staff to increase the 2023 Salary Range Table by a factor of 4.408%; and

**WHEREAS**, the General Manager has reviewed the performance of employees with the Board of Commissioners and made recommendations merit adjustments within the salary range adopted for each employee; and

**WHEREAS**, the first payroll paid on January 31, 2023, will have a starting date of December 27, 2023, and the ending date of January 25, 2024, 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.

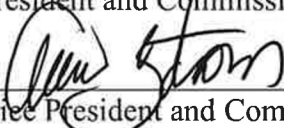
**Section 2:** Chapter 3.25.010 of the District’s Code, entitled “Health Insurance”, Sections 1 and 2, are hereby amended as set forth in Exhibit 1, attached hereto and incorporated by reference.

**Section 3:** The General Manager is authorized to apply the monthly stipend amount, insurance rates, and coverage plans authorized by Resolution No. 849 with the District’s regular December 2023 payroll process, employee and vendor payment checks issued on December 29, 2023, to provide payment to insurance providers effective January 2, 2024.

**Section 4:** This resolution shall be effective on December 27, 2024.

**ADOPTED** by the Board of Commissioners at a public meeting of the Silver Lake Water and Sewer District, Snohomish County, Washington this 14<sup>th</sup> day of December 2023.

  
\_\_\_\_\_  
President and Commissioner

  
\_\_\_\_\_  
Vice President and Commissioner

  
\_\_\_\_\_  
Secretary and Commissioner

**I CERTIFY** the above to be a true and correct copy of Resolution No. 849 adopted by the Board of Commissioners of the Silver Lake Water and Sewer District this 14<sup>th</sup> day of December 2023, as said Resolution appears in the records of the Silver Lake Water and Sewer District.

  
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Secretary of the Silver Lake Water and Sewer District

**EXHIBIT 1 TO RESOLUTION NO. 849**  
**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 2024 with the payroll cycle starting December 27, 2023, shall be within the following ranges as directed by the Board of Commissioners:

<b>Job Classification</b>	<b>2024</b>		
	<b>Regular Full Time - Annual Salary Ranges</b>		
	<b>Low</b>	<b>Mid</b>	<b>High</b>
General Manager	179,697	222,315	264,931
District Engineer	135,130	167,178	199,226
Finance Manager	135,130	167,178	199,226
Operations and Maintenance Manager	131,715	162,709	193,701
Technical Services Manager	123,032	151,980	180,929
Administrative Manager	99,021	122,147	145,559
Utility Supervisor	99,021	122,147	145,559
Senior Maintenance Electrician	98,458	121,809	145,157
Maintenance Electrician	93,771	116,010	138,247
GIS & Asset Management Coordinator	92,457	120,380	136,915
Construction Inspector - Senior	88,065	108,760	129,457
IT Technician	86,131	106,398	123,763
Water Quality Coordinator	83,727	103,427	123,128
Pump Station Mechanic	83,209	102,942	122,676
Associate Engineer (EIT)	81,474	101,025	119,766
Utility Maintenance II	79,247	98,040	116,834
Payroll/Accounts Payable Coordinator	77,980	96,329	114,678
Utility Billing Coordinator	76,601	94,768	112,934
GIS Technician	73,006	90,187	107,362
Purchasing Inventory Control	72,661	89,894	107,126
Utility Clerk II	68,593	84,859	101,126
Administrative Clerk II	68,593	84,859	101,126
Building and Grounds Maintenance II	67,968	83,960	99,952
Utility Maintenance I	66,733	82,561	98,386
Utility Clerk I	61,693	76,319	90,951
Administrative Clerk I	61,693	76,319	90,951
Building and Grounds Maintenance I	58,314	67,554	85,721
Utility Clerk	54,787	67,781	80,772
Utility Maintenance/Apprentice	54,222	67,080	79,940

<b>Classification</b>	<b>Regular Part-Time - Hourly Pay Ranges</b>		
	<b>Low</b>	<b>Mid</b>	<b>High</b>
Regular Part Time - Utility Clerk I	27.00	34.00	40.00

<b>Classification</b>	<b>Seasonal - Hourly Ranges</b>		
	<b>Low</b>	<b>Mid</b>	<b>High</b>
Seasonal - College Intern - Professional	21.00	23.00	26.00
Seasonal - Office/GIS/Engineering (Non College)	20.00	22.00	25.00
Seasonal - Field Worker	19.00	20.00	24.00

## 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 \$2,600.00 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		
<b>District's Monthly Stipend</b>		<b>\$ 2,600.00</b>
Cost of Employee's Medical Coverage	1,536.02	
Cost of Employee's Dental Coverage	148.55	
Cost of Employee's Vision Coverage	-	
Less Total Cost of Employee's Health Coverage	1,684.57	
<b>Employee's Remaining Amount</b>		<b>\$ 915.43</b>
District Factor		75%
<b>Employee's Deposit Amount to HRA VEBA</b>		<b>\$ 686.57</b>

- 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		
<b>District's Monthly Stipend</b>		<b>\$ 2,600.00</b>
Hours Worked	135	
Hours per Month	168	
Part-Time Hours Worked Factor	80.36%	
<b>Part-Time Employee's Monthly Stipend</b>		<b>\$ 2,089.29</b>
Cost of Employee's Medical Coverage	1,536.02	
Cost of Employee's Dental Coverage	148.55	
Cost of Employee's Vision Coverage	-	
Less Total Cost of Employee's Health Coverage	1,684.57	
<b>Employee's Remaining Amount</b>		<b>\$ 404.72</b>
District Factor		75%
<b>Employee's Deposit Amount to HRA VEBA</b>		<b>\$ 303.54</b>