

RESOLUTION No. 942
A RESOLUTION OF THE BOARD OF COMMISSIONERS FOR GM TO
UPDATE NON-UNION, EXEMPT PAY SCALES

WHEREAS, the General Manager is authorized by RCW 54.16.100 to set the scale of compensation for employees of different classes of service. Therefore, the GM has evaluated salary ranges and job descriptions to ensure appropriate wage range for non-union, exempt positions using the Millimans 2015 Northwest Utilities Salary and wage survey, published September 2015; and

WHEREAS, the current District procurement policy adopted on April 26, 2016 under Resolution No. 899 of the Board of Commissioners granted the General Manager authority to approve power sales agreements and other approved contracts; and

WHEREAS, the attached, Addendum A, outlines the current pay ranges for approved exempt positions of the District. The ranges include a 2.5% annual step increase, available to employees under two conditions; 2.5% wage increase is approved in the annual budget by the Board of Commissioners and the employees must have an acceptable performance evaluation by his or her supervisor.

NOW, THEREFORE, BE IT RESOLVED, that the Commissioners of Kittitas County PUD No.1 hereby authorize the General Manager to negotiate terms and sign employment agreements and/or offer letters of employment for exempt positions of the District utilizing the pay ranges in the attached Addendum A.

IN WITNESS WHEREOF, the undersigned, being all the members of the Board of Commissioners of Kittitas County PUD No.1, have executed this Resolution of the Board of Commissioners on this 27th day of June 2017.



Shan Rowbotham, President



Paul Rogers, Vice President



Joe O'Leary, Secretary

Resolution No.942 - Addendum A

| Job Title | Millimans 2015 Survey (Blended Ranges by Job Titles) | | | 2017 Pay Range | | | | Annual Increase |
|-----------------|---------------------------------------------------------|----------|---------|----------------|-------|------------------|---------|--------------------|
| | Avg Min | Avg Mdpt | Avg Max | Hourly | | Full Time Salary | | |
| | | | | Low | High | Low | High | |
| Finance Manager | 101,642 | 127,796 | 153,949 | 48.87 | 62.55 | 101,642 | 130,111 | 2.5% |
| System Engineer | 84,614 | 105,683 | 126,752 | 40.68 | 52.07 | 84,614 | 108,312 | 2.5% |