

RESOLUTION No. 971
A RESOLUTION OF THE BOARD OF COMMISSIONERS
AUTHORIZING NON-UNION SALARY AND WAGE SCALE

WHEREAS, RCW 54.16.100 authorizes the General Manager to set the scale of compensation for employees of different classes of service.

WHEREAS, since 2012, the Milliman Northwest Utilities Salary and Wage Survey has been used to develop salary and wage scales for non-union positions at Kittitas PUD No. 1. Periodically, using the current Milliman Northwest Utilities Salary and Wage Survey, the General Manager shall evaluate these ranges and determine the appropriate scale for non-union positions; and

WHEREAS, the General Manager, using the same methodology determined appropriate for other non-union positions, may determine the appropriate scale for new or revised budgeted positions; and

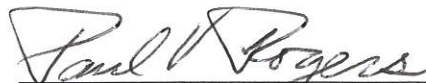
WHEREAS, employees receiving an acceptable performance evaluation by their supervisor shall be eligible for annual step increases as determined by the scale.

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 positions of the District based on a scale determined by the current Milliman Northwest Utilities Salary and Wage Survey.

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 28th day of November 2017.



Shan Rowbotham, President



Paul Rogers, Vice President



Joe O'Leary, Secretary

Resolution No. 971 - Addendum A

Job Title	2018 Pay Range			
	Hourly		Full Time Salary	
	Low	High	Low	High
Customer Service Rep 3	17.85	22.85	37,123	47,520
Customer Service Rep 2	21.16	27.09	44,022	56,352
Customer Service Rep 1	27.46	35.15	57,114	73,111
Finance 2	29.97	38.36	62,331	79,789
Finance 1	32.24	41.26	67,049	85,828
Administrative Assistant	25.61	32.78	53,268	68,188
GIS Specialist	31.59	40.44	65,713	84,118
Project Manager	39.83	50.98	82,836	106,037
Finance Manager	51.67	66.14	107,477	137,579
General Accounting Supervisor	41.69	53.36	86,707	110,992
System Engineer	42.49	54.39	88,377	113,131
Line Operations Superintendent	45.37	58.08	94,379	120,813