

PUD NO 1 OF KITTITAS COUNTY
RESOLUTION No. 778
A RESOLUTION OF THE BOARD OF COMMISSIONERS
EMPLOYEE HANDBOOK

BACKGROUND: The District needed to develop an outline of the employment policies, programs and benefits available to eligible employees, as well as, the expectations of each employee of the District. This handbook does not create a contract for employment for any specified period or definite duration. Union employees refer to this employee handbook for policies not referenced in the current Collective Bargaining Agreement between PUD No. 1 of Kittitas County and the International Brotherhood of Electrical Workers (IBEW Local 77).

WHEREAS, the District received consultation from human resource professional, legal counsel and public utility agencies while developing the employee handbook. The handbook replaces all previous handbooks and supersedes all earlier oral and written materials about District policies and procedures related to employment with the District. The handbook is not intended to replace all policies, procedures and directives, such as financial and operational policies.

WHEREAS, the District reserves the right to change, add or delete benefits and policies as necessary.

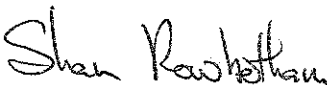
WHEREAS the District management will provide a copy of this handbook to all new and existing employees of the District, and;

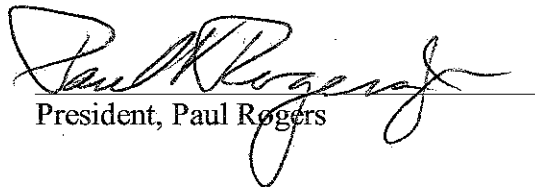
WHEREAS new and existing employees are expected to acknowledge receipt and acceptance of the handbook as a condition of employment;

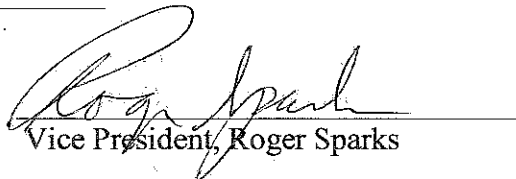
NOW, THEREFORE, BE IT RESOLVED, the Board of Commissioners of the District hereby adopt in its entirety, the Kittitas Public Utility District Employee Handbook.

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 29th day of June, 2013.

Attest:


Secretary, Shan Rowbotham


President, Paul Rogers


Vice President, Roger Sparks