

## RESOLUTION NO. 1806

### A Resolution of the Board of Commissioners of Public Utility District No. 1 of Okanogan County Adopting the 2024 Wage and Salary Program

WHEREAS, the Board of Commissioners of Public Utility District No. 1 of Okanogan County (District) has adopted a compensation program for non-bargaining unit employees; and

WHEREAS, the Board of Commissioners desires to maintain a compensation program that accurately reflects the job duties being performed by District employees and the appropriate market value of those job duties; and

WHEREAS, the Board of Commissioners desires to maintain a compensation program designed to attract and retain competent, qualified employees; and

WHEREAS, Resolution No. 1783 was approved by the Board of Commissioners on November 14, 2022, establishing salary ranges by position ranking for 2023; and

WHEREAS, the Board of Commissioners desires to update Energy Services Coordinator and Public Relations Coordinator salary grades to better align with essential functions and comparable market positions; and

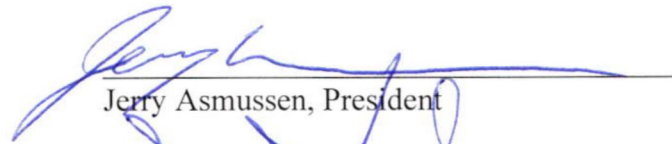
WHEREAS, the Board of Commissioners desires to update the job title to reflect the essential functions of the Director of Customer Service and Regulatory Affairs; and

WHEREAS, the Board of Commissioners desires to include a new position title of Distribution Engineering Supervisor, grade 12, in anticipation of potential changes to job duties within the Engineering Department; and

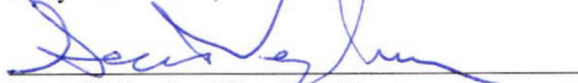
WHEREAS, the Board of Commissioners desires to add two new positions: HR Assistant, salary grade 8 and Capital Improvement Project Manager, salary grade 14; and

WHEREAS, the Board of Commissioners desires to amend the established salary range by 3.6%;

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Public Utility District No. 1 of Okanogan County hereby adopts the District's 2024 Wage and Salary Grade Program as described in Exhibit A attached hereto this 27th day of November, 2023.



Jerry Asmussen, President



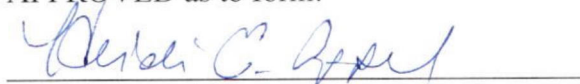
Scott Vejraska, Vice President

ATTEST:



William C. Colyar, Secretary

APPROVED as to form:



Heidi E. Appel, General Counsel

**Resolution No. 1806 - Exhibit A**  
**2024 Salary Ranges**

<b>TITLE</b>	<b>Grade</b>	<b>MIN</b>	<b>LWR THD</b>	<b>MP</b>	<b>UPR THD</b>	<b>MAX</b>
Engineering and Operations Aide	8	67,854	74,080	78,904	83,727	93,375
Accounting Technician	8	67,854	74,080	78,904	83,727	93,375
Administrative Assistant	8	67,854	74,080	78,904	83,727	93,375
Human Resources Assistant	8	67,854	74,080	78,904	83,727	93,375
Energy Services Coordinator	9	79,022	86,445	92,150	97,854	109,262
Customer Records Specialist	9	79,022	86,445	92,150	97,854	109,262
Distribution Engineer	9	79,022	86,445	92,150	97,854	109,262
Lead Distribution Engineer	10	89,619	98,238	104,806	111,374	124,509
System Tech 1	10	89,619	98,238	104,806	111,374	124,509
Information Systems Technician	10	89,619	98,238	104,806	111,374	124,509
Right of Way Superintendent/ Construction Permit Coordinator	10	89,619	98,238	104,806	111,374	124,509
Broadband Network Analyst	10	89,619	98,238	104,806	111,374	124,509
Accountant	10	89,619	98,238	104,806	111,374	124,509
GIS Analyst	10	89,619	98,238	104,806	111,374	124,509
Public Relations Coordinator	11	99,654	109,457	116,871	124,284	139,111
Information Systems Security Officer	11	99,654	109,457	116,871	124,284	139,111
System Tech 2	11	99,654	109,457	116,871	124,284	139,111
Environmental Coordinator	11	99,654	109,457	116,871	124,284	139,111
Senior Accountant, (Deputy) Treasurer/Auditor/Analyst	12	109,128	120,106	128,345	136,585	153,065
System Engineer	12	109,128	120,106	128,345	136,585	153,065
WECC Compliance/Pwr Res Analyst	12	109,128	120,106	128,345	136,585	153,065
Distribution Engineering Supervisor	12	109,128	120,106	128,345	136,585	153,065
Safety Coordinator	12	109,128	120,106	128,345	136,585	153,065
Customer Service Supervisor	13	118,044	130,184	139,229	148,275	166,366
Purchasing Agent/Facilities Director	13	118,044	130,184	139,229	148,275	166,366
Operations Superintendent	13	118,044	130,184	139,229	148,275	166,366
Information Systems Manager	14	126,410	139,694	149,524	159,352	179,010
Network Manager/Engineer	14	126,410	139,694	149,524	159,352	179,010
Human Resources Manager	14	126,410	139,694	149,524	159,352	179,010
Capital Improvement Project Manager	14	126,410	139,694	149,524	159,352	179,010
Engineering Manager	15	134,228	148,639	159,227	169,815	190,992
Chief Engineer	15	134,228	148,639	159,227	169,815	190,992
Operations Manager	15	134,228	148,639	159,227	169,815	190,992
Director of Customer Service & Regulatory Affairs	15	134,228	148,639	159,227	169,815	190,992
Director of Accounting, Finance, Administration	20	165,253	184,899	198,887	212,876	240,852
Director of Power Resources & Broadband Services	20	165,253	184,899	198,887	212,876	240,852

<b>Abbreviations</b>	
MIN:	Minimum
LWR THD:	Lower third quartile
MP:	Mid-point
UPR THD:	Upper third quartile
MAX:	Maximum