

**RESOLUTION NO. 1464**

**A Resolution Adopting the District's Wage and Salary Grade Program**

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

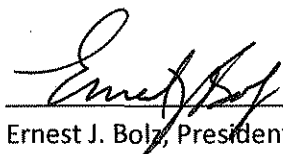
**WHEREAS**, the Board of Commissioners desire to maintain a compensation program that accurately reflects the job duties being performed by District employees and the appropriate market value of those job duties, and


**WHEREAS**, the Board of Commissioners further desires to implement a compensation program designed to attract and retain competent, qualified employees, and

**WHEREAS**. The District staff, with the assistance of Cooperative Benefits and Financial Services (CBFS) have developed a compensation program designed to appropriately compensate employees based on the job duties performed and the market value of those job duties, and


**WHEREAS**, each position with a position ranking and a salary range is attached as Exhibit A to this resolution.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Commissioners of Public Utility District No. 1 of Okanogan County adopts the Compensation Program attached hereto as part of this Resolution.

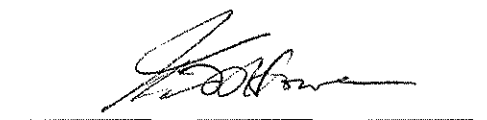
  
Ernest J. Bolz, President

  
Trish Butler, Vice President

ATTEST:

  
David A. Womack, Secretary

APPROVED:

  
Michael D. Howe, Legal Counsel

|   | GR | MIN    | LWR    | MP     | UPR    | MAX    |
|---|----|--------|--------|--------|--------|--------|
|   |    |        | THD    |        | THD    |        |
| Projects Assistant (Limited Assignment) | 6  | 23,403 | 26,800 | 28,498 | 30,197 | 33,594 |
| Secretary/Bookkeeper                    | 7  | 30,516 | 35,015 | 37,265 | 39,514 | 44,013 |
| Payroll/Employee Records Coordinator    | 8  | 37,286 | 42,869 | 45,660 | 48,451 | 54,034 |
| Distribution Engineer                   | 8  | 37,286 | 42,869 | 45,660 | 48,451 | 54,034 |
| Engineering Aid                         | 8  | 37,286 | 42,869 | 45,660 | 48,451 | 54,034 |
| GIS Technician                          | 8  | 37,286 | 42,869 | 45,660 | 48,451 | 54,034 |
| Distribution Engineer                   | 8  | 37,286 | 42,869 | 45,660 | 48,451 | 54,034 |
| Energy Services Coordinator             | 9  | 43,715 | 50,361 | 53,684 | 57,008 | 63,654 |
| Customer Records Coordinator            | 9  | 43,715 | 50,361 | 53,684 | 57,008 | 63,654 |
| Energy Services Coordinator             | 9  | 43,715 | 50,361 | 53,684 | 57,008 | 63,654 |
| Administrative/Executive Assistant      | 9  | 43,715 | 50,361 | 53,684 | 57,008 | 63,654 |
| Information Systems Technician          | 10 | 49,806 | 57,494 | 61,338 | 65,182 | 72,869 |
| Information Systems Technician          | 10 | 49,806 | 57,494 | 61,338 | 65,182 | 72,869 |
| Financial Analyst                       | 10 | 49,806 | 57,494 | 61,338 | 65,182 | 72,869 |
| Environmental Coordinator               | 10 | 49,806 | 57,494 | 61,338 | 65,182 | 72,869 |
| Sr. Distribution Engineer               | 10 | 49,806 | 57,494 | 61,338 | 65,182 | 72,869 |
| Accountant                              | 10 | 49,806 | 57,494 | 61,338 | 65,182 | 72,869 |
| Sr. Distribution Engineer               | 10 | 49,806 | 57,494 | 61,338 | 65,182 | 72,869 |
| Environmental Coordinator               | 10 | 49,806 | 57,494 | 61,338 | 65,182 | 72,869 |
| Right of Way Superintendent             | 11 | 55,562 | 64,267 | 68,620 | 72,973 | 81,679 |
| Systems Engineer                        | 13 | 66,076 | 76,740 | 82,072 | 87,404 | 98,068 |
| Chief Accountant/Deputy Treasurer       | 13 | 66,076 | 76,740 | 82,072 | 87,404 | 98,068 |

| <b>Abbreviations:</b> |                      |
|-----------------------|----------------------|
| <b>GR:</b>            | Grade                |
| <b>MIN:</b>           | Minimum              |
| <b>LWR THD:</b>       | Lower Third Quartile |
| <b>MP:</b>            | Mid-Point            |
| <b>UPR THD:</b>       | Upper Third Quartile |
| <b>MAX:</b>           | Maximum              |

|  | GR | MIN    | LWR     | MP      | UPR     | MAX     |
|--|----|--------|---------|---------|---------|---------|
|  |    |        | THD     |         | THD     |         |
| Treasurer/Accountant                           | 13 | 66,076 | 76,740  | 82,072  | 87,404  | 98,068  |
| Systems Engineer                               | 13 | 66,076 | 76,740  | 82,072  | 87,404  | 98,068  |
| Assistant Supt.                                | 13 | 66,076 | 76,740  | 82,072  | 87,404  | 98,068  |
| Customer Service Supervisor                    | 14 | 70,840 | 82,441  | 88,241  | 94,042  | 105,642 |
| Purchasing Agent/Facilities Manager            | 14 | 70,840 | 82,441  | 88,241  | 94,042  | 105,642 |
| Information Systems Supervisor                 | 15 | 75,279 | 87,786  | 94,040  | 100,293 | 112,801 |
| Telecommunications Network Engineer            | 15 | 75,279 | 87,786  | 94,040  | 100,293 | 112,801 |
| Construction Superintendent                    | 15 | 75,279 | 87,786  | 94,040  | 100,293 | 112,801 |
| Director of Regulatory & Environmental Affairs | 16 | 79,394 | 92,776  | 99,467  | 106,158 | 119,539 |
| Area Manager                                   | 16 | 79,394 | 92,776  | 99,467  | 106,158 | 119,539 |
| Area Manager                                   | 16 | 79,394 | 92,776  | 99,467  | 106,158 | 119,539 |
| Human Resources Director                       | 16 | 79,394 | 92,776  | 99,467  | 106,158 | 119,539 |
| Chief Engineer                                 | 20 | 92,681 | 109,204 | 117,466 | 125,728 | 142,251 |
| Director of Finance/Auditor                    | 21 | 95,221 | 112,432 | 121,038 | 129,644 | 146,856 |
| Manager of Operations                          | 21 | 95,221 | 112,432 | 121,038 | 129,644 | 146,856 |
| Power Resource Manager/Telecom Manager         | 21 | 95,221 | 112,432 | 121,038 | 129,644 | 146,856 |
|  |    |        |         |         |         |         |
|  |    |        |         |         |         |         |

| <b>Abbreviations:</b> |                      |
|-----------------------|----------------------|
| <b>GR:</b>            | Grade                |
| <b>MIN:</b>           | Minimum              |
| <b>LWR THD:</b>       | Lower Third Quartile |
| <b>MP:</b>            | Mid-Point            |
| <b>UPR THD:</b>       | Upper Third Quartile |
| <b>MAX:</b>           | Maximum              |