

RESOLUTION NO. 1501

**A Resolution of the Board of Commissioners
of Public Utility District No. 1 of Okanogan County
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) 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 further desires to maintain 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 salary ranges attached hereto as part of this Resolution on this 2nd day of March, 2010.



David A. Womack, President




Ernest Bolz, Vice President

ATTEST:



Trish Butler, Secretary

APPROVED:


Michael D. Howe, Legal Counsel

Resolution No. 1501 - Exhibit A

TITLE	GR	MIN	LWR THD	MP	UPR THD	MAX
Accounts Payable Clerk	7	\$31,271	\$35,881	\$38,186	\$40,492	\$45,102
Payroll/Employee Records Coord.	8	\$38,773	\$44,578	\$47,481	\$50,384	\$56,189
Distribution Engineer	8	\$38,773	\$44,578	\$47,481	\$50,384	\$56,189
GIS Technician	8	\$38,773	\$44,578	\$47,481	\$50,384	\$56,189
Engineering Assistant	8	\$38,773	\$44,578	\$47,481	\$50,384	\$56,189
Energy Services Coordinator	9	\$45,901	\$52,879	\$56,368	\$59,857	\$66,836
Customer Records Coord.	9	\$45,901	\$52,879	\$56,368	\$59,857	\$66,836
Administrative/Executive Assistant	9	\$45,901	\$52,879	\$56,368	\$59,857	\$66,836
Credit/Collections Specialist	9	\$45,901	\$52,879	\$56,368	\$59,857	\$66,836
Sr. Distribution Engineer	10	\$52,656	\$60,784	\$64,848	\$68,911	\$77,039
Information Systems Technician	10	\$52,656	\$60,784	\$64,848	\$68,911	\$77,039
Financial Analyst	10	\$52,656	\$60,784	\$64,848	\$68,911	\$77,039
Accountant	10	\$52,656	\$60,784	\$64,848	\$68,911	\$77,039
Environmental Coordinator	10	\$52,656	\$60,784	\$64,848	\$68,911	\$77,039
Right of Way Superintendent	11	\$59,043	\$68,294	\$72,919	\$77,545	\$86,796
Treasurer-Accountant	13	\$70,720	\$82,134	\$87,841	\$93,547	\$104,961
System Engineer	13	\$70,720	\$82,134	\$87,841	\$93,547	\$104,961
Chief Accountant/Deputy Treasurer	13	\$70,720	\$82,134	\$87,841	\$93,547	\$104,961
Assistant Superintendent	13	\$70,720	\$82,134	\$87,841	\$93,547	\$104,961
Customer Service Supervisor	14	\$76,017	\$88,465	\$94,690	\$100,914	\$113,363
Purchasing Agent/Facilities Manager	14	\$76,017	\$88,465	\$94,690	\$100,914	\$113,363
Construction Superintendent	15	\$80,956	\$94,406	\$101,131	\$107,857	\$121,307
Information Systems Supervisor	15	\$80,956	\$94,406	\$101,131	\$107,857	\$121,307
Network Engineer	15	\$80,956	\$94,406	\$101,131	\$107,857	\$121,307
Director, Regulatory & Environmental Affairs	16	\$85,539	\$99,957	\$107,165	\$114,374	\$128,791
Human Resources Director	16	\$85,539	\$99,957	\$107,165	\$114,374	\$128,791
Area Manager	16	\$85,539	\$99,957	\$107,165	\$114,374	\$128,791
Chief Engineer	20	\$100,381	\$118,278	\$127,226	\$136,174	\$154,070
Director of Finance/Auditor	21	\$103,232	\$121,892	\$131,222	\$140,552	\$159,212
Manager of Operations	21	\$103,232	\$121,892	\$131,222	\$140,552	\$159,212
Power Resource Manager/Telecom Mgr.	21	\$103,232	\$121,892	\$131,222	\$140,552	\$159,212

Abbreviations	
GR:	Grade
MIN:	Minimum
LWR THD:	Lower Third Quartile
MP:	Mid-Point
UPR THD:	Upper Third Quartile
MAX:	Maximum