

RESOLUTION NO. 1522

**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

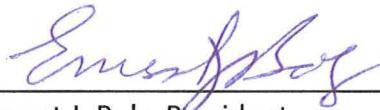
WHEREAS, the Board of Commissioners desires to maintain a compensation program that accurately reflects the job duties being performed by District employees and the appropriate market value of those job duties; and

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

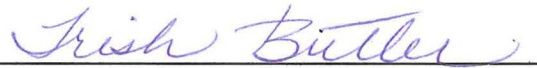
WHEREAS, the District staff, with the assistance of Intandem Consultants, have developed a compensation program designed to appropriately compensate employees based on the job duties performed and the market value of those job duties; and

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 8th day of March, 2011.



Ernest J. Bolz, President



Trish Butler, Vice President

ATTEST:



David A. Womack, Secretary

APPROVED:



Michael D. Howe, Legal Counsel

Resolution No. 1522 - Exhibit A

TITLE	GRADE	MIN	LWR THD	MP	UPR THD	MAX
Accounts Payable Clerk	7	\$ 32,724	\$ 37,548	\$ 39,960	\$ 42,373	\$ 47,197
Payroll/Employee Records Coord.	8	\$ 39,871	\$ 45,841	\$ 48,826	\$ 51,810	\$ 57,780
Distribution Engineer	8	\$ 39,871	\$ 45,841	\$ 48,826	\$ 51,810	\$ 57,780
GIS Technician	8	\$ 39,871	\$ 45,841	\$ 48,826	\$ 51,810	\$ 57,780
Engineering Assistant	8	\$ 39,871	\$ 45,841	\$ 48,826	\$ 51,810	\$ 57,780
Energy Services Coordinator	9	\$ 46,772	\$ 53,883	\$ 57,438	\$ 60,994	\$ 68,105
Customer Records Coord.	9	\$ 46,772	\$ 53,883	\$ 57,438	\$ 60,994	\$ 68,105
Administrative/Executive Assistant	9	\$ 46,772	\$ 53,883	\$ 57,438	\$ 60,994	\$ 68,105
Credit/Collections Specialist	9	\$ 46,772	\$ 53,883	\$ 57,438	\$ 60,994	\$ 68,105
Sr. Distribution Engineer	10	\$ 53,428	\$ 61,675	\$ 65,799	\$ 69,922	\$ 78,169
Information Systems Technician	10	\$ 53,428	\$ 61,675	\$ 65,799	\$ 69,922	\$ 78,169
Financial Analyst	10	\$ 53,428	\$ 61,675	\$ 65,799	\$ 69,922	\$ 78,169
Accountant	10	\$ 53,428	\$ 61,675	\$ 65,799	\$ 69,922	\$ 78,169
Environmental Coordinator	10	\$ 53,428	\$ 61,675	\$ 65,799	\$ 69,922	\$ 78,169
Right of Way Superintendent	11	\$ 59,842	\$ 69,218	\$ 73,907	\$ 78,595	\$ 87,971
Treasurer-Accountant	13	\$ 71,948	\$ 83,559	\$ 89,365	\$ 95,171	\$ 106,782
System Engineer	13	\$ 71,948	\$ 83,559	\$ 89,365	\$ 95,171	\$ 106,782
Chief Accountant/Deputy Treasurer	13	\$ 71,948	\$ 83,559	\$ 89,365	\$ 95,171	\$ 106,782
Assistant Superintendent	13	\$ 71,948	\$ 83,559	\$ 89,365	\$ 95,171	\$ 106,782
Customer Service Supervisor	14	\$ 77,643	\$ 90,358	\$ 96,716	\$ 103,073	\$ 115,788
Purchasing Agent/Facilities Manager	14	\$ 77,643	\$ 90,358	\$ 96,716	\$ 103,073	\$ 115,788
Construction Superintendent	15	\$ 83,103	\$ 96,910	\$ 103,814	\$ 110,717	\$ 124,525
Information Systems Supervisor	15	\$ 83,103	\$ 96,910	\$ 103,814	\$ 110,717	\$ 124,525
Network Engineer	15	\$ 83,103	\$ 96,910	\$ 103,814	\$ 110,717	\$ 124,525
Director, Regulatory & Environmental Affairs	16	\$ 88,328	\$ 103,216	\$ 110,660	\$ 118,103	\$ 132,991
Human Resources Director	16	\$ 88,328	\$ 103,216	\$ 110,660	\$ 118,103	\$ 132,991
Area Manager	16	\$ 88,328	\$ 103,216	\$ 110,660	\$ 118,103	\$ 132,991
Chief Engineer	20	\$ 106,924	\$ 125,987	\$ 135,518	\$ 145,050	\$ 164,113
Director of Finance/Auditor	21	\$ 111,005	\$ 131,070	\$ 141,102	\$ 151,134	\$ 171,199
Manager of Operations	21	\$ 111,005	\$ 131,070	\$ 141,102	\$ 151,134	\$ 171,199
Power Resource Manager/Telecom Mgr.	21	\$ 111,005	\$ 131,070	\$ 141,102	\$ 151,134	\$ 171,199

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