

RESOLUTION NO. 1534

**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

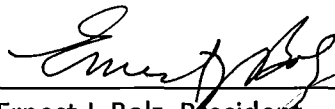
WHEREAS, the Board of Commissioners desires to maintain a compensation program that accurately reflects the job duties being performed by District employees and the appropriate market value of those job duties; and

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 20th day of December, 2011.

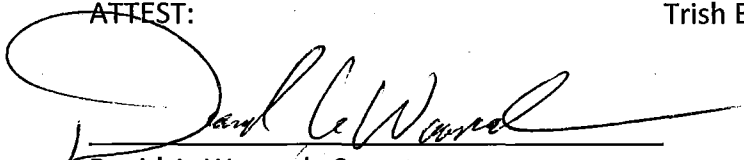


Ernest J. Bolz, President



Trish Butler, Vice President

ATTEST:



David A. Womack, Secretary

APPROVED:



Michael D. Howe, Legal Counsel

Resolution No. 1534 - Exhibit A

2012 Proposed Salary Range

TITLE	GRADE	MIN	LWR THD	MP	UPR THD	MAX
Accounts Payable Clerk	7	\$33,868	\$38,861	\$41,358	\$43,855	\$48,848
Payroll/Employee Records Coord.	8	\$40,694	\$46,787	\$49,833	\$52,880	\$58,973
GIS Technician	8	\$40,694	\$46,787	\$49,833	\$52,880	\$58,973
Engineering Assistant	8	\$40,694	\$46,787	\$49,833	\$52,880	\$58,973
Energy Services Coordinator	9	\$47,356	\$54,555	\$58,155	\$61,755	\$68,954
Customer Records Coord.	9	\$47,356	\$54,555	\$58,155	\$61,755	\$68,954
Administrative/Executive Assistant	9	\$47,356	\$54,555	\$58,155	\$61,755	\$68,954
Credit/Collections Specialist	9	\$47,356	\$54,555	\$58,155	\$61,755	\$68,954
Sr. Distribution Engineer	10	\$53,854	\$62,167	\$66,323	\$70,479	\$78,792
Information Systems Technician	10	\$53,854	\$62,167	\$66,323	\$70,479	\$78,792
Financial Analyst	10	\$53,854	\$62,167	\$66,323	\$70,479	\$78,792
Accountant	10	\$53,854	\$62,167	\$66,323	\$70,479	\$78,792
Environmental Coordinator	10	\$53,854	\$62,167	\$66,323	\$70,479	\$78,792
WECC Compliance/Pwr Res Analyst	10	\$53,854	\$62,167	\$66,323	\$70,479	\$78,792
Right of Way Superintendent	11	\$60,191	\$69,622	\$74,338	\$79,053	\$88,484
Treasurer-Accountant	13	\$72,384	\$84,065	\$89,906	\$95,747	\$107,429
System Engineer	13	\$72,384	\$84,065	\$89,906	\$95,747	\$107,429
Chief Accountant/Deputy Treasurer	13	\$72,384	\$84,065	\$89,906	\$95,747	\$107,429
Assistant Superintendent	13	\$72,384	\$84,065	\$89,906	\$95,747	\$107,429
Customer Service Supervisor	14	\$78,241	\$91,054	\$97,460	\$103,867	\$116,679
Purchasing Agent/Facilities Manager	14	\$78,241	\$91,054	\$97,460	\$103,867	\$116,679
Construction Superintendent	15	\$83,941	\$97,887	\$104,861	\$111,834	\$125,780
Information Systems Supervisor	15	\$83,941	\$97,887	\$104,861	\$111,834	\$125,780
Network Engineer	15	\$83,941	\$97,887	\$104,861	\$111,834	\$125,780
Director, Regulatory & Environmental Affairs	16	\$89,484	\$104,566	\$112,107	\$119,648	\$134,731
Human Resources Director	16	\$89,484	\$104,566	\$112,107	\$119,648	\$134,731
Area Manager	16	\$89,484	\$104,566	\$112,107	\$119,648	\$134,731
Chief Engineer	20	\$110,112	\$129,743	\$139,559	\$149,374	\$169,005
Director of Finance/Auditor	21	\$114,888	\$135,654	\$146,037	\$156,421	\$177,187
Manager of Operations	21	\$114,888	\$135,654	\$146,037	\$156,421	\$177,187
Power Resource Manager/Telecom Mgr.	21	\$114,888	\$135,654	\$146,037	\$156,421	\$177,187

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