

**RESOLUTION NO. 1551**

**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

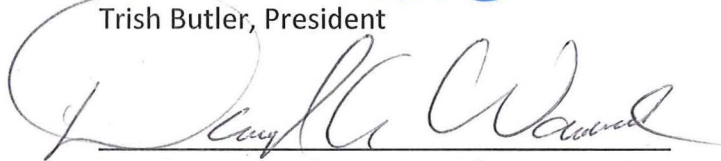
**WHEREAS**, the District staff, with the assistance of Intandem Consultants, have developed a compensation program designed to appropriately compensate employees based on the job duties performed and the market value of those job duties; and

**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 18th day of December, 2012.



Trish Butler, President



David A. Womack, Vice President

ATTEST:



Ernest J. Bolz, Secretary

APPROVED:



Michael D. Howe, Legal Counsel

**Resolution No. 1551 - Exhibit A**

2013 Proposed Salary Range

TITLE	GRADE	MIN	LWR THD	MP	UPR THD	MAX
GIS Technician	7	37,702	43,260	46,039	48,819	54,377
Engineering Assistant	7	37,702	43,260	46,039	48,819	54,377
Accounts Payable Clerk	7	37,702	43,260	46,039	48,819	54,377
Energy Services Coordinator	8	45,581	52,406	55,818	59,231	66,055
Administrative/Executive Assistant	8	45,581	52,406	55,818	59,231	66,055
Payroll/Employee Records Coord.	8	45,581	52,406	55,818	59,231	66,055
Sr. Distribution Engineer	9	53,118	61,194	65,231	69,269	77,345
Credit/Collections Specialist	9	53,118	61,194	65,231	69,269	77,345
Customer Records Coord.	9	53,118	61,194	65,231	69,269	77,345
Information Systems Technician	10	60,314	69,624	74,279	78,933	88,243
Network Analyst	10	60,314	69,624	74,279	78,933	88,243
WECC Compliance/Pwr Res Analyst	10	60,314	69,624	74,279	78,933	88,243
Accountant	10	60,314	69,624	74,279	78,933	88,243
Right of Way Superintendent	10	60,314	69,624	74,279	78,933	88,243
Environmental Coordinator	11	67,173	77,698	82,960	88,222	98,747
Financial Analyst	11	67,173	77,698	82,960	88,222	98,747
Accountant / Deputy Treasurer	11	67,173	77,698	82,960	88,222	98,747
Construction Design Manager	12	73,696	85,416	91,276	97,136	108,855
Assistant Superintendent	12	73,696	85,416	91,276	97,136	108,855
Treasurer-Accountant	12	73,696	85,416	91,276	97,136	108,855
System Engineer	12	73,696	85,416	91,276	97,136	108,855
Chief Accountant	13	79,886	92,779	99,225	105,672	118,565
Customer Service Supervisor	13	79,886	92,779	99,225	105,672	118,565
Purchasing Agent/Facilities Manager	13	79,886	92,779	99,225	105,672	118,565
Information Systems Supervisor	14	85,747	99,789	106,809	113,830	127,872
Network Engineer	14	85,747	99,789	106,809	113,830	127,872
Construction Superintendent	14	85,747	99,789	106,809	113,830	127,872
Director, Regulatory & Environmental Affairs	15	91,279	106,445	114,028	121,610	136,776
Area Manager	15	91,279	106,445	114,028	121,610	136,776
Human Resources Director	15	91,279	106,445	114,028	121,610	136,776
Director of Finance/Auditor	20	114,114	134,459	144,631	154,804	175,149
Manager of Operations	20	114,114	134,459	144,631	154,804	175,149
Power Resource Manager/Telecom Mgr.	20	114,114	134,459	144,631	154,804	175,149

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