

RESOLUTION NO. 1559

**A Resolution of the Board of Commissioners
of Public Utility District No. 1 of Okanogan County
Amending 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 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, Resolution No. 1551 was approved by the Board of Commissioners on December 18, 2012, establishing salary ranges by position ranking for 2013; and

WHEREAS, updates to the District's organizational chart were made in February, 2013 to implement job titles that more accurately reflect job duties and work flows; and

WHEREAS, employee titles no longer match those listed under Resolution No. 1551;

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 19th day of March, 2013.



David A. Womack, President




Steve Houston, Vice President

ATTEST:


Ernest J. Bolz, Secretary

APPROVED as to form:


Michael D. Howe, Legal Counsel

Resolution No. 1559 - Exhibit A
2013 Revised Salary Range

TITLE	GRADE	MIN	LWR THD	MP	UPR THD	MAX
Mapping / 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
Energy Services Coordinator	8	45,581	52,406	55,818	59,231	66,055
Executive Assistant	8	45,581	52,406	55,818	59,231	66,055
Accounting Technician	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
Customer Records Specialist	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
Broadband 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
Operations Superintendent	12	73,696	85,416	91,276	97,136	108,855
Finance Manager	12	73,696	85,416	91,276	97,136	108,855
System Engineer	12	73,696	85,416	91,276	97,136	108,855
Accounting Manager	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
Construction Design Manager	14	85,747	99,789	106,809	113,830	127,872
Information Systems Manager	14	85,747	99,789	106,809	113,830	127,872
Network Manager / Engineer	14	85,747	99,789	106,809	113,830	127,872
Operations Manager	14	85,747	99,789	106,809	113,830	127,872
Director of 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 Resource / Customer Service Manager	15	91,279	106,445	114,028	121,610	136,776
Director of Accounting, Finance & Administration	20	114,114	134,459	144,631	154,804	175,149
Director of Engineering & Operations	20	114,114	134,459	144,631	154,804	175,149
Director of Power Resources & Broadband Services	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