

RESOLUTION NO. 1640

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, has 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. 1559 was approved by the Board of Commissioners on March 19, 2013, establishing salary ranges by position ranking for 2013; and

WHEREAS, updates to the District's organizational chart were made in May 2017 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. 1559; and

WHEREAS, each position, 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 hereby adopts the salary ranges attached hereto as part of this Resolution on this 10th day of July, 2017.



Scott Vejraska, President



Steve Houston, Vice President

ATTEST:



Jerry Asmussen, Secretary

APPROVED as to form:



Heidi E. Smith, Legal Counsel

Resolution No. 1640 - Exhibit A
2017 Revised Salary Range

Title	Grade	Range		
		Entry		Target
Mapping / GIS Technician	7	42,147	48,361	51,467
Engineering Assistant	7	42,147	48,361	51,467
Energy Services Coordinator	8	50,966	58,596	62,412
Accounting Technician	8	50,966	58,596	62,412
Administrative Assistant	8	50,966	58,596	62,412
Customer Records Specialist	9	59,354	68,377	72,889
Distribution Engineer	9	59,354	68,377	72,889
System Tech 1	10	67,314	77,705	82,900
Information Systems Technician	10	67,314	77,705	82,900
Right of Way Superintendent/Construction Permit Coordinator	10	67,314	77,705	82,900
Broadband Network Analyst	10	67,314	77,705	82,900
Accountant	10	67,314	77,705	82,900
System Tech 2	11	74,851	86,579	92,443
Environmental Coordinator	11	74,851	86,579	92,443
Financial Analyst	11	74,851	86,579	92,443
Accountant / Deputy Treasurer	11	74,851	86,579	92,443
Finance Manager	12	81,967	95,002	101,519
System Engineer	12	81,967	95,002	101,519
WECC Compliance/Pwr Res Analyst	12	81,967	95,002	101,519
Accounting Manager	13	88,664	102,974	110,128
Customer Service Supervisor	13	88,664	102,974	110,128
Purchasing Agent/Facilities Manager	13	88,664	102,974	110,128
Operations Superintendent	13	88,664	102,974	110,128
Human Resource Manager	14	94,948	110,496	118,271
Information Systems Manager	14	94,948	110,496	118,271
Construction Design Manager	14	94,948	110,496	118,271
Network Manager / Engineer	14	94,948	110,496	118,271
Operations Manager	14	94,948	110,496	118,271
Director of Regulatory & Environmental Affairs	15	100,820	117,571	125,946
Director of Accounting, Finance & Administration	20	124,123	146,252	157,317
Director of Engineering & Operations	20	124,123	146,252	157,317
Director of Power Resources & Broadband Services	20	124,123	146,252	157,317

Qualified Premium(s): a premium of up to .2 of the target may be given to an employee if certain qualifications are met. Qualifications may include knowledge, skills, abilities or experience above what is required for the particular position; or additional education or certifications; years of experience or performance that consistently exceed expectations. Qualified premium adders will be reviewed and approved by the General Manager on a case-by-case basis.

Updated 07/06/17