

**RESOLUTION NO. 1658**

**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 (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. 1640 was approved by the Board of Commissioners on July 10, 2017, establishing salary ranges by position ranking for 2017; and

**WHEREAS**, the 2018 Adopted Budget was approved by the Board of Commissioners to add two new positions – Lead Distribution Engineer and Community Relations Coordinator; and


**WHEREAS**, the position titles, grades and salary ranges for the District's 2018 Wage and Salary Grade Program are described in Exhibit A attached hereto;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Commissioners of Public Utility District No. 1 of Okanogan County hereby adopts the District's 2018 Wage and Salary Grade Program as described in Exhibit A attached hereto this 20<sup>th</sup> day of February, 2018.

ATTEST:

  
  
\_\_\_\_\_  
Scott Vejraska, Secretary

  
\_\_\_\_\_  
Jerry Asmussen, President

  
\_\_\_\_\_  
William C. Colyar, Vice President

APPROVED as to form:

  
\_\_\_\_\_  
Heidi E. Appel, General Counsel

Resolution No. 1658 - Exhibit A  
2018 Wage and Salary Grade Program

TITLE	GRADE	MIN	LWR THD	MP	UPR THD	MAX
Mapping / GIS Technician	7	42,147	48,361	51,467	54,574	60,788
Engineering Assistant	7	42,147	48,361	51,467	54,574	60,788
Energy Services Coordinator	8	50,966	58,596	62,412	66,227	73,858
Accounting Technician	8	50,966	58,596	62,412	66,227	73,858
Administrative Assistant	8	50,966	58,596	62,412	66,227	73,858
Community Relations Coordinator	9	59,354	68,377	72,889	77,401	86,425
Customer Records Specialist	9	59,354	68,377	72,889	77,401	86,425
Distribution Engineer	9	59,354	68,377	72,889	77,401	86,425
Lead Distribution Engineer	10	67,314	77,705	82,900	88,095	98,485
System Tech 1	10	67,314	77,705	82,900	88,095	98,485
Information Systems Technician	10	67,314	77,705	82,900	88,095	98,485
Right of Way Superintendent/Construction Permit Coordinator	10	67,314	77,705	82,900	88,095	98,485
Broadband Network Analyst	10	67,314	77,705	82,900	88,095	98,485
Accountant	10	67,314	77,705	82,900	88,095	98,485
System Tech 2	11	74,851	86,579	92,443	98,307	110,035
Environmental Coordinator	11	74,851	86,579	92,443	98,307	110,035
Financial Analyst	11	74,851	86,579	92,443	98,307	110,035
Accountant / Deputy Treasurer	11	74,851	86,579	92,443	98,307	110,035
Finance Manager	12	81,967	95,002	101,519	108,037	121,072
System Engineer	12	81,967	95,002	101,519	108,037	121,072
WECC Compliance/Pwr Res Analyst	12	81,967	95,002	101,519	108,037	121,072
Accounting Manager	13	88,664	102,974	110,128	117,283	131,593
Customer Service Supervisor	13	88,664	102,974	110,128	117,283	131,593
Purchasing Agent/Facilities Manager	13	88,664	102,974	110,128	117,283	131,593
Operations Superintendent	13	88,664	102,974	110,128	117,283	131,593
Human Resource Manager	14	94,948	110,496	118,271	126,045	141,594
Information Systems Manager	14	94,948	110,496	118,271	126,045	141,594
Construction Design Manager	14	94,948	110,496	118,271	126,045	141,594
Network Manager / Engineer	14	94,948	110,496	118,271	126,045	141,594
Operations Manager	14	94,948	110,496	118,271	126,045	141,594
Director of Regulatory & Environmental Affairs	15	100,820	117,571	125,946	134,321	151,072
Director of Accounting, Finance & Administration	20	124,123	146,252	157,317	168,381	190,511
Director of Engineering & Operations	20	124,123	146,252	157,317	168,381	190,511
Director of Power Resources & Broadband	20	124,123	146,252	157,317	168,381	190,511

Abbreviations	
GR:	Grade
MIN:	Minimum
LWR THD:	Lower third quartile
MP:	Mid-Point
UPR THD:	Upper third quartil
MAX:	Maximum