

**PUBLIC UTILITY DISTRICT NO.1  
OF  
JEFFERSON COUNTY**

**RESOLUTION NO. 2018-005**

A RESOLUTION of the Board of Commissioners of Public Utility District No. 1 of Jefferson County, Washington ("the PUD"), establishing a wage increase for Non-Represented Employees.

WHEREAS, RCW 54.16.100 requires that the General Manager recommend to the Commission compensation for employees; and

WHEREAS, RCW 54.12.090 authorizes the Commission to fix salaries; and

WHEREAS, RESOLUTION 2017-008 was approved on the 21<sup>st</sup> day of March, 2017 to update titles and biweekly salary ranges and benefits for non-represented employees; and

WHEREAS, the Assistant Manager has recommended Non-Represented employees receive a 3.5% salary increase for 2018; and

WHEREAS, the PUD desires to attract and retain qualified employees to fill authorized positions of the PUD; and

WHEREAS, the Commission approves the annual budget, which includes staff allocation and funding to meet the operational requirements of the PUD; and

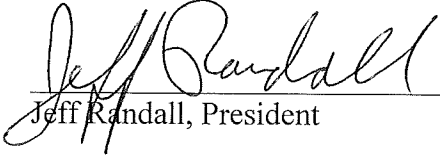
WHEREAS, the Commission authorizes the Assistant General Manager to administer merit pay increases, employee promotions, demotions, transfers, equity and market adjustments and other administrative actions.

WHEREAS, the initial proposal regarding Non-Represented Employee wage increase for 2018 was presented to the Board of Commissioners on February 20, 2018.

RESOLVED, RESOLUTION 2017-008 be revised to include the adjusted rates of pay and that this resolution becomes effective on March 19, 2018:

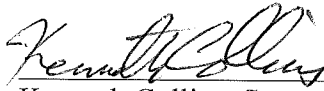
1. That the Assistant General Manager is hereby authorized, on behalf of the PUD to administer pay increases, for employees of the PUD not represented under the Collective Bargaining Agreements.
2. That the Assistant General Manager shall include within the annual budget sufficient funds to support merit pay requirements for the year.

**ADOPTED** by the Commission of Public Utility District No. 1 of Jefferson County, Washington, at a regular open meeting held this 6th day of March 2018.

  
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Jeff Randall, President

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Wayne King, Vice President

ATTEST:

  
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Kenneth Collins, Secretary