

**PUBLIC UTILITY DISTRICT NO. 1**

**OF**

**JEFFERSON COUNTY**

**RESOLUTION NO. 2019-15**

A RESOLUTION of the Board of Commissioners of Public Utility District No. 1 of Jefferson County, Washington (the "PUD"), for the appointment of a General Manager for the PUD.

WHEREAS, the Commissioners of PUD No. 1 of Jefferson County seek to appoint a General Manager in accordance with RCW 54.16.100; and

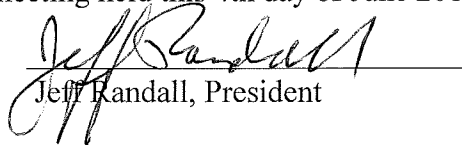
WHEREAS, the Commissioners of PUD No. 1 of Jefferson County seek to appoint Kevin Streett, the current Assistant General Manager to the position of General Manager of the PUD pursuant to the terms and conditions contained in an offer letter; and

WHEREAS, the offer letter is attached to this resolution.

NOW, THEREFORE BE IT RESOLVED, the Board of Commissioners of the PUD hereby appoints Kevin Streett as the General Manager of the District, effective June 4, 2019, subject to the offer letter, and the President of the PUD is hereby authorized to execute the offer letter on behalf of the PUD in a form that contains the same terms and conditions.

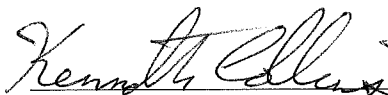
**INTRODUCED** by the Commission of Public Utility District No. 1 of Jefferson County, Washington, at a regular open meeting held this 21st day of May, 2019.

**ADOPTED** by the Commission of Public Utility District No. 1 of Jefferson County, Washington, at a regular open meeting held this 4th day of June 2019.

  
\_\_\_\_\_  
Jeff Randall, President

\_\_\_\_\_  
Dan Toepper, Vice President

ATTEST:

  
\_\_\_\_\_  
Kenneth Collins, Secretary





Board of Commissioners:

Jeff Randall, District 1  
Kenneth Collins, District 2  
Dan Toepper, District 3

June 4, 2019

Mr. Kevin Street  
1306 McClellan St.  
Port Townsend, WA 98368

Dear Kevin:

It is my pleasure to offer you the position of General Manager for Jefferson County PUD No. 1 (the "PUD"). The experience and institutional knowledge you bring to this position will be of great value as the PUD continues to mature and move forward. The previous successes you have achieved since joining the PUD in 2012, and your flexibility in performing a variety of management functions with the utility over the previous seven years is much appreciated.

When you returned to the PUD as Assistant General Manager in December 2018 after a brief absence you were provided detailed information regarding benefits and working conditions which are still applicable unless superseded by conditions in this offer letter. Please refer to that December 20, 2018 letter if you have any questions regarding those.

The General Manager position is an "at-will" position, meaning your employment may be terminated at any time, with or without notice, and with or without cause. Should the PUD elect to terminate your employment, the intent is that you will be provided sufficient advance notification to allow for a smooth leadership transition. Should you voluntarily elect to terminate your employment, we hope that you would do the same, unless such advance notification is not possible. Regardless, this does not alter the "at will" nature of your position.

To facilitate your success as General Manager for the PUD, clear and reasonable expectations/goals, performance and accountability measures and a schedule for providing you on-going and regular feedback on your performance will be provided in a separate document. This process is expected to be a collaborative effort between the Board of Commissioners and you.

Kevin Streett  
June 4, 2019  
Page 2

Should you choose to accept this offer, your annual salary as General Manager for Jefferson PUD will be set at One Hundred and Eighty-Five Thousand Dollars (\$185,000), annually. The effective date for your new position will be June 4, 2019.

Additionally, you will be provided 35 days of Paid Time Off ("PTO"), subject to all the terms provided in your prior offer letter. The same health care benefits will be available for you and eligible dependents, as well as the same retirement options.

On behalf of the Board of Commissioners and the staff of Jefferson County PUD No. 1, we are looking forward to your leadership of the PUD and building a strong and collaborative relationship. There are many challenges that we must face moving forward and having someone with your background and desire to move the PUD in a positive direction as General Manager is a key step in that process.

If these conditions of employment are acceptable to you, please indicate by your signature below.

Sincerely,

Jeff Randall, President  
PUD Board of Commissioners.

I have read and accept all the provisions of this offer for the position General Manager with Jefferson County PUD No. 1, as described in this letter.

I understand that my employment with the PUD, and by my signature below acknowledges that my employment at the PUD is "at will." I understand that I have the right to terminate my employment at any time, with or without cause, and that the PUD has the same right. The PUD retains the right to change all applicable policies and benefits, as it deems necessary.

  
Kevin Streett

6-4-19  
Date

c: Payroll  
Personnel File