

RESOLUTION NO. 2315-25

A RESOLUTION OF THE COMMISSION OF PUBLIC UTILITY DISTRICT NO. 1 OF SKAGIT COUNTY, WASHINGTON, ESTABLISHING POSITIONS AND SALARY RANGES FOR NON-UNION STAFF AND SUPERVISING EMPLOYEES.

WHEREAS, R.C.W. 54.12.090 authorizes the Commission to create positions by resolution, and

WHEREAS, the Commission has delegated authority to set position titles to the General Manager, including the creation of new positions with salary ranges created by market research or deletion of positions no longer necessary to the operation of the District; and

WHEREAS, the General Manager has reviewed the organization of the District and established positions for non-union staff and supervisory employees required to efficiently administer the affairs of the District; and

WHEREAS, R.C.W. 54.16.100 requires that the Manager recommend to the Commission salary ranges for said employees; and

WHEREAS, salaries for all employees, *except* the General Manager will be set by the General Manager. Salary for the General Manager will be set by the Commission.

WHEREAS, the General Manager has recommended the salary ranges for such positions become effective January 1, 2026.

NOW, THEREFORE, BE IT RESOLVED by the Commission of Public Utility District No. 1 of Skagit County, Washington, that the Positions and Salary Ranges listed below shall become effective January 1, 2026.

DEPARTMENT/POSITION TITLES	MINIMUM	MIDPOINT	MAXIMUM
Administration			
Executive Assistant/Clerk of the Board	43.82	52.58	63.10
Finance/Customer Service			
A/P Technician	34.26	41.11	49.33
GL Accountant/Deputy Auditor	42.77	51.32	61.58
Customer Service Supervisor	54.44	65.33	78.40
Finance Manager/Treasurer	78.10	93.72	112.46
Information Technology			
Financial Systems Administrator	54.35	65.22	78.26
IT Desktop Support	39.67	47.60	57.12
IT Manager	75.99	91.19	109.43
IT Systems Administrator	48.51	58.21	69.85
Network Systems Administrator	49.78	59.73	71.68
Community Relations			
Community Relations Manager	75.22	90.26	108.31
Human Resources			
Human Resources Manager	74.44	89.33	107.20
Payroll and HR Admin	44.47	53.36	64.03
Safety			
Safety Manager	60.26	72.31	86.77
Operations			
Distribution Superintendent	65.43	78.51	94.21
Maintenance Superintendent	65.43	78.51	94.21
Operations Manager	76.81	92.17	110.60
Operations Project Manager	49.47	59.36	71.23
Water Quality Lab Analyst/Supervisor	52.85	63.42	76.10
WTP Plant Superintendent	65.85	79.02	94.82
Engineering			

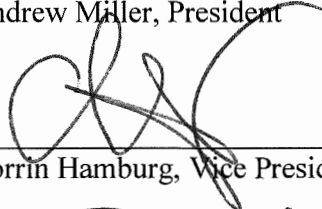
Engineering Administrative Assistant	35.50	42.60	51.12
Asset Analyst	47.33	56.80	68.16
Asset Management Supervisor	57.84	69.41	83.29
Capital Project Manager	63.37	76.04	91.25
Capital Program Manager	63.37	76.04	91.25
Contract Coordinator	40.51	48.61	58.33
Data Technician	35.44	42.53	51.04
Engineering Manager	80.34	96.41	115.69
Engineering Supervisor	67.78	81.34	97.61
Engineering Tech I	39.42	47.30	56.76
Engineering Tech II	44.99	53.99	64.79
Engineering Tech III	46.54	55.85	67.02
Engineering Tech III/Inspector	46.54	55.85	67.02
Engineering Tech III/Cross Connection Control	46.54	55.85	67.02
Engineering Tech IV	49.96	59.95	71.94
GIS Analyst	47.33	56.80	68.16
Locator Technician	39.00	46.80	56.16
Project Manager	55.68	66.82	80.18
Project Manager-Envir Compliance	55.68	66.82	80.18
Surveyor/Locator II	41.73	50.08	60.10
<i>a. Salary Ranges for On-Call, Part-Time Positions: i.e. Flaggers, Surveyors, Maintenance/ Grounds, Seasonal Positions and Interns will be determined by market research prior to hiring.</i>			

BE IT FURTHER RESOLVED that Resolution No. 2311-24 is hereby superseded.

ADOPTED by the Commission of Public Utility District No. 1 of Skagit County, Washington, at a regular open public meeting thereof this 12th of November, 2025.

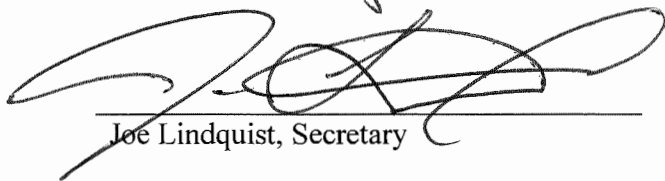


Andrew Miller, President



Corrin Hamburg, Vice President

ATTEST



Joe Lindquist, Secretary