
**KENNEWICK IRRIGATION DISTRICT
RESOLUTION 2012-20**

**RESOLUTION MODIFYING RESOLUTION 2011-17
ADOPTING A SALARY SYSTEM AND
SETTING SALARY RANGES FOR THE DISTRICT**

WHEREAS, the Board of Directors of Kennewick Irrigation District is required to set salaries and hourly pay rates for all staff of the District; and

WHEREAS, the District contracted for professional services to perform a salary survey to determine what the range of appropriate salaries are at comparable government agencies; and

WHEREAS, the Board received the report of the consultant and, after review by the Board, the unions, and senior management, accepted the recommended salary ranges proposed by the consultant according to the terms of Resolution 2011-17; and

WHEREAS, Resolution 2011-17 stated that the District would adjust the ranges effective January 1st of each year by 85% of the annual increase in consumer pricing, as published the previous May for the Seattle metropolitan area, and if the consumer pricing has actually decreased, the rates will not be changed and when the ranges are increased, the employees will receive a corresponding "cost of living adjustment" equal to the increase in the ranges herein described unless the Board restricts or increases said increase based on budgetary limitations and/or collective bargaining agreements. Additionally, if the consumer pricing has actually decreased, the rates will not be changed until subsequent increases added to any decreases are greater than zero.

WHEREAS, the District, through collective bargaining agreement negotiation and grievance settlement negotiations with the unions representing District employees, has agreed to adjust the adopted salary schedule annually by the previous April's published rates, specifically 85% of the Consumer Price Index – Urban Wage Earners and Clerical Workers (CPI-W) U.S. City Average (All Cities index April to April) instead of the Seattle scale.

NOW THEREFORE BE IT RESOLVED that the Board of Directors herein approves this Resolution 2012-20, adopting the salary system and 2012 ranges attached, including annual increases hereafter of 85% of the Consumer Price Index-Urban Wage Earners and Clerical Workers (CPI-W) U.S. City Average. Further, the Board agrees that this schedule, along with any newly created positions, will be modified in the future as part of the annual Budget.

Resolution 2012-20 is hereby adopted by the Board of Directors of the Kennewick Irrigation District, Benton County, Washington, at a meeting with a quorum present in open public session thereof, this 19th day of June, 2012.



Gene A. Huffman

ABSENT

David McKenzie



Patrick McGuire



Kirk Rathbun