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Executive Assistant
Kennewick Irrigation District
12 West Kennewick Avenue
Kennewick, WA 99336

**KENNEWICK IRRIGATION DISTRICT
RESOLUTION 2012-26**

**RESOLUTION MODIFYING RESOLUTION 2012-20 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

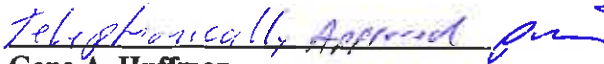
The Board has need for and has authorized the creation of two new positions that will replace existing positions, one being the Assistant Engineering & Operations Manager and the second being the Senior Accountant; and

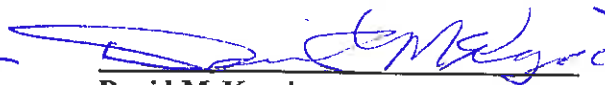
The District has contracted for professional services to perform an addendum to our previous salary survey to determine what the range of similar salaries are at comparable government agencies and has received the report of the consultant with their recommended ranges for the two new positions, which are both exempt non-represented positions; and

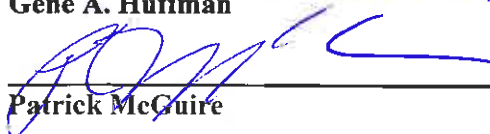
The Board has agreed to adjust all ranges effective January 1st of each year by 85% of the previous April's published rates, specifically 85% of the Consumer Price Index – Urban Wage Earners and Clerical Workers (CPI-W) U.S. City Average (All Cities index April to April). If the consumer pricing has actually decreased, the rates will not be changed. When the ranges are increased, the employees will receive a corresponding “cost of living adjustment” equal to the cumulative increase (taking into account the decrease and subsequent increase) in the ranges herein described unless the Board restricts said increase based on budgetary limitations and/or collective bargaining agreements.

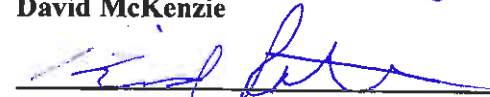
NOW THEREFORE BE IT RESOLVED that the Board of Directors herein approves Resolution 2012-26, adopting the revised salary system with the additional 2012 exempt position ranges as attached. The Board confirms that the 2012 ranges will be adjusted annually effective January 1st each year by 85% of the Consumer Price Index-Urban Wage Earners and Clerical Workers (CPI-W) U.S. City Average (All Cities index April to April) as previously set out in Resolution 2012-20. Further, the Board confirms that this schedule, along with any newly created positions, will be modified in the future as part of the annual Budget Resolution.

Resolution 2012-26 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 21st day of August, 2012.

Telephonically Approved

Gene A. Huffman


David McKenzie


Patrick McGuire


Kirk Rathbun

2012 Authorized Salary Schedule- Effective 1/1/2012

CHANGES ARE IN RED

(As Revised on 8/21/12- Changes are to Exempt Positions Only; Union Positions are Unchanged from previous Resolution)

	2011 Approved Range		2012 Range Approved (2.7% CPI Adj.)	
	Bottom	Top	Bottom	Top
Exempt				
District Manager	8,413	9,739	8,640	10,002
Engineering/Operations Manager	6,833	8,720	7,017	8,955
District Planner	6,557	8,369	6,734	8,595
Assistant Engineering/Operations Manager			6,414	8,595
Assistant Operations Manager	5,256	6,708	5,398	6,889
Comptroller/Treasurer	6,576	8,393	6,754	8,620
Accounting Manager	5,250	6,700	5,392	6,881
Senior Accountant			4,321	5,778
Executive Assistant	3,427	4,374	3,520	4,492
Customer Account Supervisor	3,842	5,149	5,392	6,881

As adopted by Resolution 2012-26 on August 21, 2012

Note: Change in Engineering position will be approximately \$3910/yr increase less overtime saved

Note: Change in Accounting position will be approximately \$18,624/yr decrease if hire at 3rd step