
KENNEWICK IRRIGATION DISTRICT RESOLUTION 2016-16

Increase for District Manager 2016 Salary Range and creation of Temporary Special Assignment Operations Superintendent position

A **RESOLUTION** for the purpose of revising two Kennewick Irrigation District salary ranges.

WHEREAS, the Kennewick Irrigation District Board of Directors recognize that the District's fundamental water rights have in the last few years and are currently being actively questioned and seriously threatened at the Federal Level; and

WHEREAS, the Kennewick Irrigation District Board of Directors recognize the need for a vigorous, pro-active, sophisticated, and multi-faceted defense of these core water rights; and

WHEREAS, the Kennewick Irrigation District Board of Directors understands that the District currently has an Executive Director and Senior Management Team that are extremely knowledgeable, exceptionally well qualified, and uniquely positioned to defend and ultimately secure the District's water rights; and

WHEREAS, the Kennewick Irrigation District Board of Directors also understands that maintaining the continuity of this Senior Management Team is a critical factor in mounting a successful defense of the District's water rights because critical staff turnover would delay and seriously impair the District's on going responses to this threat to its water rights; and

WHEREAS, the Kennewick Irrigation District Board of Directors also understands that the loss of critical staff would result in the loss of vital institutional and situational knowledge and crucial professional working relationships critical players in this process including District and community members, other irrigation districts, consultants and regional irrigation committees and associations, local businesses and agricultural concerns, and local, state and federal agency staff and elected officials; and

WHEREAS, the Kennewick Irrigation District Board of Directors recognizes that the current District Manager has crafted a very strong response to this threat on the District's water rights and developed an excellent multifaceted response strategy that has steadily defended and improved the District's position in this process:

WHEREAS, the Kennewick Irrigation District Board of Directors recognizes the absolute importance of the efforts of the current District Manager in the defense of the District's water rights; and

WHEREAS, the Kennewick Irrigation District Board of Directors has reviewed salary survey information gathered by staff for other regional Water District Managers and Tri cities' City Managers and determined that the District's salary range for the District Manager is significantly below the current local market rates for similarly qualified managers,

WHEREAS, the Kennewick Irrigation District Board of Directors recognize the critical need for the District to continue to retain the services of the current District Manager so as to in significant part to safeguard the District's water right; and

WHEREAS, the Kennewick Irrigation District Board of Directors wish to increase the District's Managers pay range to be in line with the current local rates for similarly qualified managers per attachment one:

WHEREAS, the Kennewick Irrigation District Board of Directors recognize that this increase is due both to the extraordinary circumstance of the Districts' water rights being threatened and the extreme competence that the current District Manager has demonstrated and continues demonstrate in defending the District's water rights, and

WHEREAS, Kennewick Irrigation District Board of Directors also recognize that when the District's water right is ultimately secured and the current District Manager is no longer employed by the District that the KID District Manager's pay range will revert to the 2016 Board approved budget pay range; and

WHEREAS, Kennewick Irrigation District Board of Directors also recognize that the are other critical employees critical to the ongoing success of the District; and

WHEREAS, Kennewick Irrigation District Board of Directors in response to the District Manager's recommendation want to create a Temporary Special Assignment Operations Superintendent position to facilitate the professional advancement of a key staff member and the orderly succession planning of staff within KID; and

WHEREAS, the Kennewick Irrigation District Board of Directors is resolved to increase the pay ranges of the District Manager and the Temporary Special Assignment Operations Superintendent to address the these concerns; and

WHEREAS, these changes that will help to maintain critical staff continuity to both support the Districts water rights and support and enhance service delivery to its rate payers and community.

NOW, THEREFORE, BE IT RESOLVED:

That the Kennewick Irrigation District increase the pay range for the District Manager to low of \$11,983,75 per month and a high of \$14,678.17 per month.

That the Kennewick Irrigation District create a temporary position for Jeff Green, the Temporary Special Assignment Operations Superintendent, with a pay range of a low of \$30.91/hr and a high of \$38.75/hr.

That Resolution 2016-16 is hereby adopted by the Board of Directors of Kennewick Irrigation District, Benton County, Washington, at an open public meeting thereof this 17th day of May, 2016.




David McKenzie, President

via telephone

Gene Huffman, Vice-President



Dean Dennis, Director



Patrick McGuire, Director



Kirk Rathbun, Director

**Salary ranges and positions- Per approved 2016 Budget
And proposed changes for District Manager & Temp Special Assign Ops Lead**

For Board Meeting 12/1/15		2016 Approved Ranges Mo. Salary or Hrly Rate		May 17, 2106 Proposed Change in Salary Range		Number of Authorized Positions	Total FTE's Per Dept
EXECUTIVE DEPT		Bottom	Top				
District Manager		8,906.62	11,368.17	11,983.75	14,678.17	1	
Executive Assistant		3,808.62	5,105.21			1	
Public Relations Coordinator (Salary for a .7 FTE)		2,662.79	3,475.36			0.7	
						EXECUTIVE:	2.7
FINANCE DEPT		Bottom	Top				
Comptroller/Treasurer		7,308.88	9,797.47			1.2	Overlap
Customer Account Supervisor		5,835.56	7,447.73			1	
Senior Accountant		4,677.82	6,253.94			1	
Accounting Technician		20.57	26.85			2	
Accounting Clerk		18.50	24.79			1	
Customer Service Specialist III		21.17	24.52			1	
Customer Service Specialist II		16.74	21.84			2.6	
Receptionist		15.70	20.48			0.5	
Information Technology & Purchasing Specilst (Change 2015)		23.59	31.51			1	
						FINANCE	
ENGINEERING DEPT		Bottom	Top				
Engineering/Operations Manager		7,595.60	10,177.97			1	
Assistant Engineering Manager		5,844.58	7,830.04			1	
Executive Assistant		3,808.62	5,105.21			1	
Staff Engineer, EIT		28.29	37.62			3	
Construction Inspector/CAD Technician		22.20	28.96			1	
Engineering Technician - Locator		21.21	27.65			1	
CAD Specialist		23.85	31.11			1	
Engineering Intern (2@.35 FTE ea)		12.00	15.30			0.7	
Code Enforcement-Temp-up to 4 mos, 1 week		27.11	27.11			0.3	
Instrumentation Technician- Add 1 additional July 15		27.40	32.86			2	
						ENGINEERING	12
OPERATIONS DEPT		Bottom	Top				
Assistant Ops/Maintenance Manager		5,844.58	7,830.04			1	
Temporary Special Assignment Ops Lead				30.91	38.75	1	
Operations Lead		28.10	32.32			2	
Pump Technician		23.83	27.41			4	
Mechanic/Warehouse		22.72	26.12			1	
Maintenance		21.99	25.31			9	
Canal Patrol		21.99	25.31			2	
Vegetation Control Specialist		22.98	26.44			1	
Vegetation Control Technician		20.89	24.02			1	
Maintenance Laborer		13.35	15.35			3	
Pump & Control Specialist		24.25	28.09			1	
Pump & Control Specialist		25.23	29.22				
Administrative Assistant- Ops		17.80	23.86			1	
Seasonal Temps-Winter up to 4.25 mos x 8 Temps		12.47	12.47				
						OPERATIONS	27
PLANNING DEPT		Bottom	Top				
Planning Manager		7,289.04	9,766.81			1	
Real Property Manager (Temp. 1.6 FTE to Feb 2015)		4,677.82	6,008.68			1	
GIS Specialist		26.07	34.01			1	
						PLANNING	3
						Total FTE'S*:	56