
KENNEWICK IRRIGATION DISTRICT
RESOLUTION 2019-06

2019 COLA and Authorized Positions and Salary Range Revisions

A **RESOLUTION** for the purpose of revising the Kennewick Irrigation District position list and salary ranges establishing positions and salary ranges.

WHEREAS, a revision is needed to the COLA for 2019. The variation in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from month to month when comparing annual changes can be significant. A review of the changes from April of 2017 to April of 2018 revealed the need to make an upward adjustment of 0.19556% (from 2.0058% to 2.20136%), to reflect 85% of the growth in the CPI-W during this period, as dictated by the current Field and Office Collective Bargaining Agreements; and

WHEREAS, the overall impact for the COLA revision for the 2019 budgeted FTEs is estimated to be less than \$8,300, and this amount will be easily absorbed by the previously Board-approved 2019 gross salary budget of \$4,115,200; and

WHEREAS, due to challenges in recruiting staff for the Pump and Control Specialist positions, staff has recommended to change this to the Electrician I position, which includes an acceptable qualification in the education and experience allowed for an individual who has successfully completed two years in an electrical apprenticeship; and

WHEREAS, there will be no budget impact to the change of the position from Pump and Control Specialist to Electrician I, since the wage range will not change;

NOW, THEREFORE, BE IT RESOLVED, as follows:

1. The COLA for 2019 will be revised upward by 0.19556% (from 2.0058% to 2.20136%), and staff will make the necessary corrections and issue the appropriate back pay for all staff retroactive to January 1, 2019;
2. The Pump and Control Specialist position shall be replaced by the Electrician I position, with the identical wage range; and

Resolution 2019-06 is hereby adopted by the Board of Directors of Kennewick Irrigation District, Benton County, Washington, at an open public meeting thereof this 19th day of February, 2019.

ABSENT

Dean Dennis, President


Gene Huffman, Vice President

via telephone

Kirk Rathbun, Director


David McKenzie, Director


Raman Venkata, Director

Positions and Salary Ranges including 2.20136% COLA Resolution 2019-06 February 19, 2019	Positions, FTEs, & Ranges Monthly Salary or Hourly Rate		Number of Authorized Positions	Total FTE's Per Dept
EXECUTIVE DEPT	Bottom	Top		
* District Manager	12,742.37	15,607.33	1	
Executive Assistant	4,049.72	5,428.38	1	
PUBLIC RELATIONS DIVISION				
Public Relations Coordinator	4,044.79	5,279.09	1	
	Executive:			3.00
FINANCE DEPT	Bottom	Top		
* Comptroller/Treasurer	10,417.68	12,103.93	1	
Accountant I	4,973.95	6,649.83	1	
Accountant II	5,376.90	7,526.34	1	
Accounting Clerk	19.67	26.37	1	
Accounting Technician	21.87	28.56	2	
CUSTOMER SERVICE DIVISION				
Customer Account Supervisor	6,204.97	7,919.18	1	
Customer Service Specialist II	17.79	23.23	3	
Customer Service Specialist III	22.50	26.07	1	
Janitor/Handy-Person	14.20	16.32	1	
	Finance:			11.00
ENGINEERING / OPERATIONS DEPT	Bottom	Top		
* Engineering/Operations Manager	10,610.06	13,291.29	1	
Assistant Engineering/Operations Manager	7,382.08	9,892.19	1	
Assistant Engineering Manager	6,214.56	8,325.70	0	
Project Manager	6,409.59	8,589.36	1	
Executive Assistant	4,049.72	5,428.38	1	
CAD Specialist	25.37	33.07	1	
Construction Inspector/Locator	23.60	30.79	1	
Locator/Engineering Technician	22.55	29.39	1	
Staff Engineer I (EIT)	30.09	40.00	3	
Staff Engineer II	32.42	44.33	0	
	Engineering:			10.00
Engineering Intern (2@.35 FTE ea)	12.75	16.27	2	
Staff Engineer I (Temporary, EIT)	30.09	40.00	0	
Temporary Code Enforcement (Temp-up to 4 mos)	28.82	28.82	0	
	Temp Engineering:			2.00
OPERATIONS DEPT	Bottom	Top		
Assistant Operations Manager	6,214.56	8,325.70	0	
Administrative Assistant	18.93	25.38	1	
Canal Patrol	23.38	26.92	1	
Instrumentation Technician	29.14	34.94	2	
Maintenance	23.38	26.92	12	
Maintenance Laborer	14.20	16.32	5	
Mechanic/Warehouser	24.15	27.77	2	
Operations Lead	29.87	34.37	4	
Electrician I	26.82	31.07	2	
Pump Technician	25.35	29.15	3	
Temporary Operations Superintendent	32.87	41.21	1	
Vegetation Control Specialist	24.44	28.12	1	
Vegetation Control Technician	22.22	25.54	0	
	Operations:			34.00
Shop Hand / Mechanics Assistant - Temporary	14.20	14.20	1	
Temporary Carpenter	18.40	23.38	5	
Temporary Landscaper / Street Restoration Worker	14.20	14.20	15	
Temporary Operators	23.38	23.38	5	
Temporary System Electrician	26.06	26.06	1	
Temporary Welder / Fabricator	17.72	22.93	2	
Water Off Seasonal Employees	14.20	14.20	15	
	Temp Operations:			44.00
	Operations/Engineering:			90.00
LAND AND WATER RESOURCES DEPT	Bottom	Top		
* Land & Water Resources Manager	10,385.09	12,086.21	1	
IT DIVISION				
GIS Analyst/Developer	31.26	43.29	1	
Information Technology & Purchasing Specialist	25.08	33.50	1	
REALTY DIVISION				
Real Property Manager	4,973.95	6,649.83	1	
	Land/Water:			4.00
* District Manager, Treasurer, Eng./Ops Manager, & Land & Water Resources Manager ranges are special onetime ranges that reflect the Districts special current need to defend its water rights at this time and the exceptional qualifications of the incumbents. When the current incumbents leave the District the ranges will revert to their previous lower levels.				Total FTEs*: 62.00
				Total Temps: 46.00
Normal District Manager	9,284.74	11,850.79		
Normal Comptroller/Treasurer	7,619.17	10,213.41		
Normal Engineering/Operations Manager	7,918.06	10,610.06		
Normal Land & Water Resources Manager	7,598.49	10,181.45		
	Total			108.00

****Note**

The following positions are underfilled as staff are trained to fill vacant positions
Electrician I - Underfill