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Kennewick Irrigation District
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Kennewick, WA 99336

KENNEWICK IRRIGATION DISTRICT RESOLUTION 2011-17

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

The Board has received the report of the consultant and, after review by the Board, the unions, and senior management, has accepted the recommended salary ranges proposed by the consultant including the recommendation to expand the range by 5% at each end, low and high ; and

The Board has agreed that employees who are paid outside of the range currently will: 1) Have their salaries set at their current pay level (if above the range) until the top of the annually adjusted range allows for an increase; and, 2) Have their salaries set at 95% of the top of the range if they have the length of service that warrants placement at the top of the range and are currently below that level; and

The Board has agreed to 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. 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 said increase based on budgetary limitations and/or collective bargaining agreements.

NOW THEREFORE BE IT RESOLVED that the Board of Directors herein adopts the salary range system as outlined above and recommended by the Board's consultant.

Resolution 2011-17 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 17th day of May, 2011.


David McKenzie


Patrick McGuire


Gene A. Huffman


John Jaksch


Kirk Rathbun