

**SPECIAL MEETING MINUTES
KING COUNTY WATER DISTRICT No. 125**

Tuesday, May 3, 2016

Commissioner Thornton called the meeting of the King County Water District No. 125 Board of Commissioners to order at 10:00 a.m. at the District Office located at 3460 S 148th ST STE 110, Tukwila, Washington.

Present:

Commissioners: Jerry Thornton, President, John Thompson, Commissioner and Jim Rick, Secretary **Staff:** Shane Young, General Manager,

Agenda: The Board removed the VEBA presentation from the agenda due to a last minute cancelation. The general manager salary schedule was added to the agenda. The agenda was unanimously approved as revised.

General Salary Schedule: Young presented the Board with a proposal for a salary schedule for the general manager position. (Exhibit A) Young also presented a salary survey conducted by Valley View Sewer District showing the pay for management level employees in the area. (Exhibit B) The Commissioners noted that the District General Manager performs the duties of both a financial manager and general manager and that should be reflected in the pay scale.

Commissioner Rick made a motion to approve the General Manager Salary schedule in Proposal 3. General Manager Shane Young will be placed in Step 2 of the salary schedule. This salary shall be effective retroactively to May 1, 2016. Commissioner Thompson seconded the motion which carried unanimously.

Adjournment: Commissioner Thompson made a motion to adjourn the meeting; the motion was seconded by Commissioner Rick and carried unanimously. The meeting was adjourned at 10:25 a.m.



Commissioner



Commissioner



Commissioner

Exhibit A - King County Water District Meeting Minutes May 3, 2016

DISTRICT	SALARY SCHEDULE	
	General Manager	Annual
SOOS CREEK	16,449.00	197,388.00
ALDERWOOD	16,051.00	192,612.00
LAKEHAVEN	15,605.00	187,260.00
WOODINVILLE	15,259.00	183,108.00
SOUTHWEST	13,000.00	156,000.00
HIGHLINE	12,850.00	154,200.00
CROSSVALLEY	11,733.00	140,796.00
COAL CREEK	11,500.00	138,000.00
MIDWAY	10,728.00	128,736.00
VALLEY VIEW	9,697.00	116,364.00
RONALD	9,737.00	116,844.00
SKYWAY	9,573.00	114,876.00
WD #125	8,811.00	105,732.00

DISTRICT	SALARY SCHEDULE		Notes
	Finance Officer	Annual	
LAKEHAVEN	13,487.00	161,844.00	
ALDERWOOD	11,037.00	132,444.00	
HIGHLINE	10,263.00	123,156.00	
WOODINVILLE	9,755.00	117,060.00	
RONALD	9,737.00	116,844.00	FO is GM
SOUTHWEST	9,081.00	108,972.00	
CROSSVALLEY	8,943.00	107,316.00	
WD #125	8,811.00	105,732.00	FO is GM
MIDWAY	8,653.00	103,836.00	
SKYWAY	7,767.00	93,204.00	
VALLEY VIEW	6,597.00	79,164.00	

	Proposal 1				
	Step 1	Step 2	Step 3	Step 4	Step 5
Annual	\$103,998.00	\$110,237.88	\$113,357.82	\$116,477.76	\$119,597.70
Monthly	\$8,666.50	\$9,186.49	\$9,446.49	\$9,706.48	\$9,966.48
Hourly	\$50.00	\$53.00	\$54.50	\$56.00	\$57.50

	Proposal 2				
	Step 1	Step 2	Step 3	Step 4	Step 5
Annual	\$106,077.96	\$111,277.86	\$114,397.80	\$118,557.72	\$122,717.64
Monthly	\$8,839.83	\$9,273.16	\$9,533.15	\$9,879.81	\$10,226.47
Hourly	\$51.00	\$53.50	\$55.00	\$57.00	\$59.00

	Proposal 3				
	Step 1	Step 2	Step 3	Step 4	Step 5
Annual	\$100,445.40	\$112,317.84	\$116,477.76	\$120,637.68	\$124,797.60
Monthly	\$8,370.45	\$9,359.82	\$9,706.48	\$10,053.14	\$10,399.80
Hourly	\$50.00	\$54.00	\$56.00	\$58.00	\$60.00

	Proposal 4				
	80	85	90	95	100%
Annual	\$96,000.00	\$102,000.00	\$108,000.00	\$114,000.00	\$120,000.00
Monthly	\$8,000.00	\$8,500.00	\$9,000.00	\$9,500.00	\$10,000.00
Hourly	\$46.15	\$49.04	\$51.92	\$54.81	\$57.69

	Proposal 5				
	80	85	90	95	100%
Annual	\$100,000.00	\$106,250.00	\$112,500.00	\$118,750.00	\$125,000.00
Monthly	\$8,333.33	\$8,854.17	\$9,375.00	\$9,895.83	\$10,416.67
Hourly	\$48.08	\$51.08	\$54.09	\$57.09	\$60.10

SALARY SURVEY 2016

DISTRICT	SALARY SCHEDULE											
	General Manager		Assistant Manager		Finance Officer		Customer Service Supervisor		Clerk II-AP		Clerk I-AR	
	From	To	From	To	From	To	From	To	From	To	From	To
VALLEY VIEW	8,697.00	9,697.00	7,758.00	8,686.00	5,897.00	6,597.00	5,269.00	5,717.00	4,709.00	5,157.00	4,149.00	4,597.00
LAKEHAVEN	11,889.00	15,605.00			10,272.00	13,487.00	7,303.00	9,585.00	4,909.00	6,377.00	4,453.00	5,786.00
ALDERWOOD	10,417.00	16,051.00			8,235.00	11,037.00			3,417.00	6,004.00	3,417.00	4,901.00
CROSSVALLEY	8,948.00	11,733.00			6,674.00	8,943.00	3,956.00	5,301.00	3,674.00	4,924.00	3,499.00	4,689.00
WOODINVILLE		15,259.00			7,287.00	9,755.00			4,064.00	5,692.00	4,058.00	5,432.00
SOOS CREEK	10,612.00	16,449.00										
SKYWAY		9,573.00			6,375.00	7,767.00			5,006.00	6,100.00	4,330.00	5,275.00
HIGHLINE	9,895.00	12,850.00			7,902.00	10,263.00	5,652.00	7,349.00	4,820.00	6,259.00	4,120.00	5,355.00
SOUTHWEST		13,000.00			7,784.00	9,081.00	6,518.00	7,067.00	5,521.00	6,360.00	4,440.00	5,411.00
MIDWAY	8,006.00	10,728.00	6,808.00	8,958.00	6,576.00	8,653.00			4,255.00	5,599.00	3,714.00	4,886.00
WD #125	7,049.00	8,811.00			5,374.00	6,718.00	4,871.00	6,089.00				
COAL CREEK		11,500.00				10,833.00		6,559.00		6,559.00		4,266.00
RONALD	9,737.00				9,737.00	FO is GM			2,980.00	3,432.00	3,846.00	4,475.00

DISTRICT	SALARY SCHEDULE															
	Maintenance Superintendent		Maintenance Supervisor		Side Sewer Inspector II		Side Sewer Inspector I		Mechanic		Maint Tech I		Maint Tech II		Utility Worker	
	From	To	From	To	From	To	From	To	From	To	From	To	From	To	From	To
VALLEY VIEW	6,610.00	7,610.00	6,174.00	6,474.00	5,350.00	5,750.00	4,850.00	5,250.00	6,174.00	6,474.00	5,520.00	6,064.00	4,840.00	5,384.00	4,160.00	4,704.00
LAKEHAVEN	8,453.00	11,099.00	6,959.00	9,129.00	4,838.00	7,200.00			4,838.00	7,200.00	4,607.00	6,852.00	3,981.00	5,921.00	3,791.00	5,644.00
ALDERWOOD	7,192.00	9,639.00	6,283.00	8,420.00		6,424.00		6,004.00			3,658.00	6,424.00	3,658.00	4,902.00		
CROSSVALLEY	6,012.00	8,056.00													4,113.00	5,512.00
WOODINVILLE	7,287.00	9,755.00	4,932.00	6,603.00							4,261.00	5,704.00	3,680.00	4,927.00		
SOOS CREEK																
SKYWAY	6,783.00	8,265.00	5,597.00	6,819.00	4,912.00	5,985.00					4,912.00	5,985.00	4,595.00	5,599.00	4,111.00	5,008.00
HIGHLINE	5,977.00	7,762.00			4,874.00	6,336.00					4,874.00	6,336.00	4,490.00	5,835.00	3,796.00	4,936.00
SOUTHWEST	7,784.00	9,081.00	6,518.00	7,067.00	5,521.00	6,360.00	4,440.00	5,411.00			5,521.00	6,360.00	4,440.00	5,411.00	4,440.00	5,411.00
MIDWAY	6,731.00	8,857.00	6,654.00	8,755.00	4,994.00	6,571.00	4,609.00	5,888.00			4,904.00	6,573.00	4,480.00	6,247.00	3,247.00	4,353.00
WD #125	7,049.00	8,811.00	6,147.00	7,684.00							4,230.00	5,288.00	4,428.00	5,535.00		
COAL CREEK		10,833.00				7,247.00								6,495.00		4,439.00
RONALD	8,374.00				6,157.00		5,469.00				4,227.00	5,680.00				