

WEST SLOPE WATER DISTRICT

RESOLUTION NO. 04-2022

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE
WEST SLOPE WATER DISTRICT TO ESTABLISH A COST OF
LIVING ADJUSTMENT POLICY FOR DISTRICT EMPLOYEE
POSITION SALARY SCHEDULES AND DISTRICT EMPLOYEE
SALARIES**

WHEREAS, the Board has the authority to adjust District employee position salary ranges to reflect an annual cost of living adjustment as well as to reflect market comparisons to similar positions with other Portland metropolitan area water utilities, and

WHEREAS, the Board annually approves the cost of living adjustment value (percentage increase) applied to the salary ranges; and

WHEREAS, the District has followed a general rule of applying the Board approved cost of living adjustment to actual District employee salaries, and

WHEREAS, Board resolutions in the past approving cost of living adjustments to District employee salary ranges have not specifically included a reference to specific District employee salaries;

WHEREAS, the purpose of this Resolution is to provide simplicity, clarity, and assurance to all parties by establishing a District policy for employee salary cost of living adjustments.

BE IT RESOLVED:

The Board of Commissions resolves to establish a District policy for employee salary cost of living adjustments by:

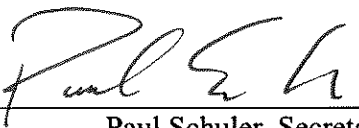
- 1) Any cost of living adjustment approved by the Board shall be applied to each District employee position salary range, and
- 2) Any cost of living adjustment approved by the Board shall be applied to individual employee salaries.

ADOPTED this 16th Day of February, 2022.

WEST SLOPE WATER DISTRICT

By  _____
Andrew Smith, Chair

ATTEST:

By  _____
Paul Schuler, Secretary