

**WEST SLOPE WATER DISTRICT**

**RESOLUTION NO. 04-2021**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE  
WEST SLOPE WATER DISTRICT ADJUSTING DISTRICT  
EMPLOYEE SALARY SCHEDULES**

**WHEREAS**, a regular meeting open to the public was held by the Board of Commissioners of the West Slope Water District on March 17, 2021 to discuss adjusting the District Employee Salary Schedules for Fiscal Year Ending June 30, 2022, effective July 1, 2021, and

**WHEREAS**, in accordance with the District's Adopted Budget Calendar for Fiscal Year Ending June 30, 2022; and

**WHEREAS**, based upon the General Manager's recommendations and testimony considered by the Board at the regular meeting, the Board of Commissioners finds that:

- (1) The District shall increase the Fiscal Year Ending June 30, 2022 District Employee Salary Schedule for six District positions equal to the change in the Official U.S. Dept. of Labor, Bureau of Labor Statistics, Consumer Price Index – All Urban Consumers (CPI-U), Pacific Size in the amount of 2.6%, as published January 2020 and 1.5% as published January 2021 for a total of 4.1%, and
- (2) The Salary Schedule for the District's Utility Worker I, Utility Worker III, and the Customer Service Specialist positions shall be adjusted to align the salary ranges with the average salary ranges of similar positions at other Portland Metro Area water utilities.

**BE IT RESOLVED:**

Section 1: The 2021-2022 Salary Schedule in Exhibit "A", attached hereto and by this reference shall be increased for each identified District position in the amount of 4.1%

Section 2: An additional adjustment shall be made to the Utility Worker I position, the Utility Worker III position, and the Customer Service Specialist position in the amount of 2.3%, 3.1%, and 13.1%, respectively to align these District salary ranges with the average salary ranges for Portland Metropolitan Area water utilities.

Section 3: The General Manager has the authority and discretion to pay entry level employees 80-percent of the minimum salary schedule and employees with demonstrated

skills and experience up to 10-percent over the maximum salary schedule with the approval by the Board of Commissioners.

**ADOPTED** this 17<sup>th</sup> Day of March 2021.

**WEST SLOPE WATER DISTRICT**

By Charles Conrad  
Charles Conrad, Chair

ATTEST:

By Andrew Smith  
Andrew Smith, Secretary

**RESOLUTION NO. 04-2021  
Exhibit "A"**

**West Slope Water District  
Current Salary Schedules  
Current July 1, 2019 - June 30, 2021**

Job Code	1019 Utility Worker I	1018 Utility Worker II	1064 Cross Connection Insp	1016 Utility Worker III	1014 Operations Mgr	527 Cust Svrc Specialist	444 Finance & CS Mgr
Minimum	3,908	4,561	4,662	5,030	6,856	3,736	6,856
Mid-point	4,539	5,336	5,455	5,724	8,035	4,385	7,492
Maximum	5,171	6,111	6,248	6,418	9,214	5,034	8,128

Adopted by the Board of Commissioners, February 20, 2019  
Resolution No. 02-2019

**West Slope Water District  
Salary Schedules with CPI-U Adjustment**

Job Code	1019 Utility Worker I	1018 Utility Worker II	1064 Cross Connection Insp	1016 Utility Worker III	1014 Operations Mgr	527 Cust Svrc Specialist	444 Finance & CS Mgr
Minimum	4,068	4,748	4,853	5,236	7,137	3,889	7,137
Mid-point	4,725	5,555	5,679	5,959	8,364	4,565	7,799
Maximum	5,383	6,362	6,504	6,681	9,592	5,240	8,461

Adjusted salary schedule by both the 2019 CPI-U Pacific Size Class B/C (2.6%) and 2020 CPI-U Pacific (1.5%)

**West Slope Water District  
Salary Schedules with Metro Area Market Adjustments to 3 Positions**

Proposed for July 1, 2020 - June 30, 2021

Job Code	1019 Utility Worker I	1018 Utility Worker II	1064 Cross Connection Insp	1016 Utility Worker III	1014 Operations Mgr	527 Cust Svrc Specialist	444 Finance & CS Mgr
Minimum	4,162	4,748	4,853	5,409	7,137	4,399	7,137
Mid-point	4,834	5,555	5,679	6,155	8,364	5,163	7,799
Maximum	5,507	6,362	6,504	6,902	9,592	5,927	8,461

Proposed for Adoption by the Board of Commissioners on March 17, 2021  
Proposed as Resolution No. 04-2021