

**NORTH BEACH WATER DISTRICT  
PACIFIC COUNTY, WASHINGTON**

**RESOLUTION NO. 09-2012**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF NORTH  
BEACH WATER DISTRICT, PACIFIC COUNTY, WASHINGTON,  
ADOPTING 2012 EMPLOYEE COMPENSATION POLICY.**

**WHEREAS**, the Board of Commissioners (Board) as the governing body of North Beach Water District is charged by law with certain powers and duties to conduct the business of North Beach Water District; and

**WHEREAS**, the Board determines the adoption of an employee evaluation and compensation policy to provide documentation and feedback to employees on performance evaluations and pay rate increases now, therefore

**BE IT RESOLVED** by the Board of Commissioners of North Beach Water District as follows:

The North Beach Water District 2012 compensation policy is hereby adopted and attached as Exhibit "A" and incorporated herein by this reference.

**ADOPTED** by the Board of Commissioners of North Beach Water District, Pacific County, Washington, at its Regular Meeting held on the 19<sup>th</sup> day of March, 2012.

  
Gwen Brake, Commissioner

  
Brian Sheldon, Commissioner

  
R D Williams, Commissioner



## Attachment "A"

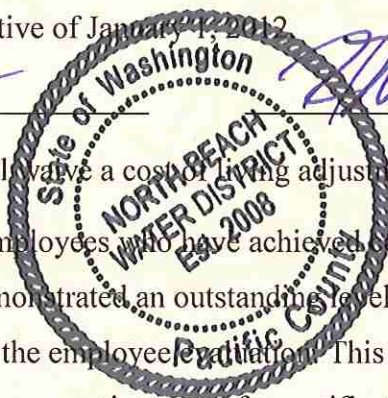
### North Beach Water District 2012 Compensation Policy

North Beach Water District employees are vital to the success of North Beach Water District's operations. They are the face of North Beach Water District to the community in that they are visible and noticed by the customers on a day to day basis. The skills and knowledge they possess are valuable and the commitment they demonstrate is invaluable.

The District needs Washington State Department of Health Certified Waterworks Operators to operate and maintain the water system. It takes time and effort for the employees to qualify for the varied and required certifications. North Beach Water District invests in training and testing for these employees to obtain and retain the certifications. It is in the best interest of North Beach Water District to provide a pay and benefit package that will retain these valuable employees.

North Beach Water District employees will receive a cost of living adjustment of two. five percent (2.5 %) retroactive of January 1, 2012.

Initials: \_\_\_\_\_



The General Manager will waive a cost of living adjustment for 2012.

Merit pay increases for employees who have achieved certifications, have increased the level of their certifications, or have demonstrated an outstanding level of performance and professionalism will be considered once a year at the employee's evaluation. This policy authorizes the General Manager to increase an employee by one pay tier a year for certification achievements or significant advancements in performance or professionalism.

Merit increases in pay for the General Manager must be approved by the Board of Commissioners.

The 2012 Operations Budget for 2012 has budgeted sufficient funds to implement this policy.