

**WEST SOUND UTILITY DISTRICT  
RESOLUTION 578-15**

**A RESOLUTION OF THE  
WEST SOUND UTILITY DISTRICT BOARD OF COMMISSIONERS  
APPROVING REVISIONS TO THE DISTRICT'S  
PERSONNEL MANUAL REGARDING DISABILITY DISCRIMINATION**

**WHEREAS**, West Sound Utility District's Personnel Policies (Resolution 542-15) contain a disability discrimination policy which needs to be amended to provide more clarity; **NOW, THEREFORE**,

**THE BOARD OF COMMISSIONERS OF WEST SOUND UTILITY DISTRICT HEREBY RESOLVES:**

Section 1. The following of Section 9, "Employee Health", of West Sound Utility District's Personnel Policies is hereby amended to read as follows:

**9.3 Disability Discrimination**

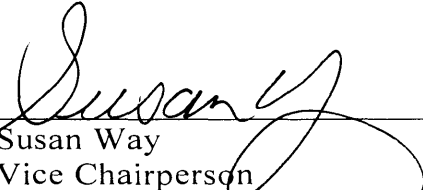
The District will not discriminate against qualified applicants or employees with a sensory, physical or mental disability, ~~unless the disability cannot be reasonably accommodated and prevents proper performance of an essential element of the job.~~ Applicants and employees with a disability must be able to perform the essential functions of the job with reasonable accommodation. The District will reasonably accommodate qualified individuals with disabilities. The District is responsible for determining the reasonableness of any accommodation. Consideration will be given to the net cost of the accommodation, the overall effect on expenses and resources, the type of job being performed, the impact of other employees' ability to perform their duties, and the preferences of the disabled employees.

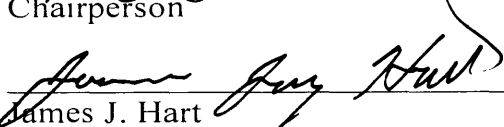
Any employee with a disability who would like to seek accommodation should notify his or her supervisor of the nature of the disability, and the requested accommodation. The District will work with the employee in attempting to identify and implement a reasonable accommodation.

**APPROVED and ADOPTED** by the Board of Commissioners of West Sound Utility District at a Board meeting scheduled on December 14, 2015.

**WEST SOUND UTILITY DISTRICT**  
Kitsap County, Washington

  
\_\_\_\_\_  
Jerry Lundberg  
Chairperson

  
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Susan Way  
Vice Chairperson

  
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James J. Hart  
Secretary