

**WEST SOUND UTILITY DISTRICT
RESOLUTION 422-13**

**A RESOLUTION OF THE
WEST SOUND UTILITY DISTRICT BOARD OF COMMISSIONERS
DESIGNATING THE DISTRICT'S MANAGEMENT TEAM
AS SEPARATE CLASS OF EMPLOYEES**

WHEREAS, it is the desire of the West Sound Utility District Board of Commissioners to establish and maintain a positive and professional work environment that will provide incentive to attract and retain skilled and quality management staff; and

WHEREAS, the Board of Commissioners approved Resolution 402-12 on December 3, 2012, which sets forth the designation of the District's management staff as being exempt employment positions pursuant to the Fair Labor Standards Act; and

WHEREAS, the District's management staff are considered as a separate class of employees; NOW, THEREFORE,

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

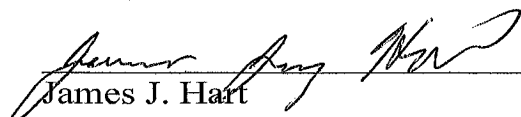
Section 1. The following positions are hereby designated as West Sound Utility District's management staff: General Manager, Plant Manager, Customer (Administrative) Service Manager, Operations Manager, and Information Technology Manager.

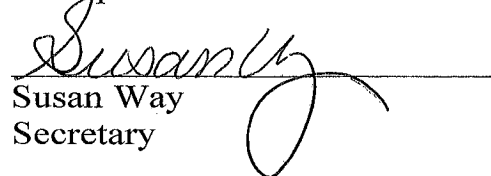
Section 2. The positions of Plant Manager, Information Technology Manager, Customer (Administrative) Services Manager and Operations Manager are hereby designated as department managers and separate class of employees. The department managers shall be employed by the District through the execution of employment agreements with specific salaries and structure of benefits specifically established to meet the employment needs of the employee and District. The General Manager shall negotiate agreements with the department managers and the Board shall approve such agreements.

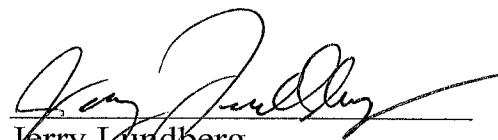
Section 3. The General Manager is exempt from the District's salary schedule and shall be employed by the District through a separate employment agreement negotiated with and approved by the Board of Commissioners.


APPROVED and ADOPTED by the Board of Commissioners of West Sound Utility District at a Board meeting scheduled on March 26, 2013.

WEST SOUND UTILITY DISTRICT
Kitsap County, Washington


James J. Hart
Chairperson


Susan Way
Secretary


Jerry Lundberg
Vice Chairperson


Jeannie Screws
Commissioner