

**WEST SOUND UTILITY DISTRICT
RESOLUTION 443-13**

**A RESOLUTION OF THE
WEST SOUND UTILITY DISTRICT BOARD OF COMMISSIONERS
APPROVING A DEPARTMENT MANAGER'S EMPLOYMENT AGREEMENT
FOR GLEN "RANDY" SCREWS**

WHEREAS, Glen "Randy" Screws was appointed on July 16, 2012, by West Sound Utility District to serve as the Acting Plant Manager for the South Kitsap Water Reclamation Facility; and

WHEREAS, it is the desire of the District to: 1) continue to retain and secure the services of Mr. Screws and provide inducement for him to remain in such employment, 2) ensure Mr. Screws peace of mind with respect to future security, 3) act as a deterrent against malfeasance or dishonesty for personal gain on the part of Mr. Screws, and 4) provide a just means for termination of the Mr. Screws' services at such time as he may be unable to fully discharge his duties or when the District's General Manager desires to terminate his employment; and

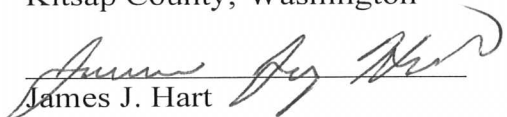
WHEREAS, in order to accomplish the District's interests, an employment agreement for Mr. Screws has been prepared and it is recommended by the District's General Manager for the Board of Commissioners to approve such agreement; NOW, THEREFORE,

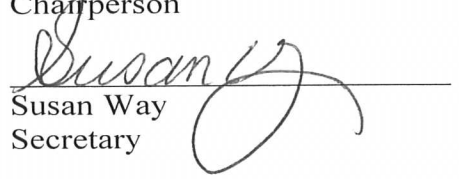
**THE BOARD OF COMMISSIONERS OF WEST SOUND UTILITY DISTRICT
HEREBY RESOLVES:**

Section 1. West Sound Utility District hereby approves the employment agreement for Glen "Randy" Screws (Exhibit "A") and further authorizes the General Manager to execute this employment agreement with Mr. Screws.

APPROVED and ADOPTED by the Board of Commissioners of West Sound Utility District at a regular scheduled meeting on July 16, 2013.

WEST SOUND UTILITY DISTRICT
Kitsap County, Washington


James J. Hart
Chairperson


Susan Way
Secretary


Jerry Lundberg
Vice Chairperson

Jeannie Screws
Commissioner