

**WEST SOUND UTILITY DISTRICT  
RESOLUTION 477-14**

**A RESOLUTION OF THE  
WEST SOUND UTILITY DISTRICT BOARD OF COMMISSIONERS  
CONFIRMING WAGE STEP INCREASES AND PROMOTION  
OF DISTRICT EMPLOYEES**

**WHEREAS**, Dale Webb, Brian McCown, Deena Carpenter, Joy Ramsdell and Heidi Hill were promoted to new positions/classifications on effective January 1, 2013 and their one year anniversary of their promotion to new positions is January 1, 2014; and

**WHEREAS**, satisfactory performance evaluations of Kyle Galpin, Mr. Webb, Mr. McCown, Ms. Carpenter, Ms. Ramsdell and Ms. Hill were recently conducted by their supervisors and reviewed by the General Manager; and

**WHEREAS**, Mr. Galpin, Mr. Webb, Ms. Ramsdell, Ms. Hill, Ms. Carpenter and Mr. McCown are currently eligible to receive a wage increase and the General Manager recommends such salary increase be confirmed by the Board;

**WHEREAS**, Mr. Erik Roloff was hired on January 1, 2013, to work as a Utility Specialist Trainee, and Mr. Roloff has performed to a level this past year which warrants his promotion and hire as a Utility Specialist 1; NOW, THEREFORE,

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

Section 1. Effective December 1, 2013, Kyle Galpin's salary shall be increased from Pay Grade 14, Step 4 (\$4,796.08) to Pay Grade 14, Step 5 (\$5,035.88). Effective January 1, 2013, Kyle Galpin's salary shall be increased to \$5,111.42.

Section 2. Effective January 1, 2014, Dale Webb's salary shall be increased from Pay Grade 14, Step 3 (\$4,567.69) to Pay Grade 14, Step 4 (\$4,868.02).

Section 3. Effective January 1, 2014, Brian McCown's salary shall be increased from Pay Grade 15, Step 1 (\$4,350.18) to Pay Grade 15, Step 2 (\$4,636.21).

Section 4. Effective January 1, 2014, Deena Carpenter's salary shall be increased from Pay Grade 10, Step 3 (\$3,757.85) to Pay Grade 10, Step 4 (\$4,004.93).


Section 5. Effective January 1, 2014, Joy Ramsdell's salary shall be increased from Pay Grade 13, Step 1 (\$3,945.74) to Pay Grade 13, Step 3 (\$4,415.44).

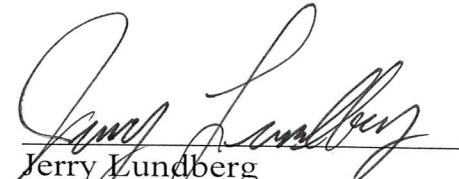
Section 6. Effective January 1, 2014, Heidi Hill's half-time salary (20 hr. work week) shall be increased from Pay Grade 10, Step 4 (\$1,972.87) to Pay Grade 10, Step 5 (\$2,102.59).

Section 7. Effective January 1, 2014, Erik Roloff shall be promoted to the position of Utility Specialist I and his salary shall be increased from Pay Grade 8, Step 1 (\$3,091.59) to Pay Grade 10, Step 1 (\$3,459.61).

**APPROVED and ADOPTED** by the Board of Commissioners of West Sound Utility District at a regular scheduled meeting on January 13, 2014.

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

  
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James J. Hart  
Commissioner

  
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Jerry Lundberg  
Commissioner

  
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Susan Way  
Commissioner