

**HARTSTENE POINTE WATER SEWER DISTRICT
MASON COUNTY, WASHINGTON**

RESOLUTION 2026-01

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF HARTSTENE
POINTE WATER SEWER DISTRICT, MASON COUNTY, WASHINGTON
ADJUSTING WAGE RANGES & SALARIES FOR DISTRICT EMPLOYEES**

WHEREAS, Hartstene Pointe Water-Sewer District (the "District") is a special purpose district and municipal corporation organized under and governed by Title 57 RCW; and

WHEREAS, the Board of Commissioners (Board) approved wage ranges and set salaries for exempt positions in 2018; and,

WHEREAS, at its meeting of January 20, 2022, the Board considered & approved Cost of Living Adjustments (COLA) to wage ranges based on Consumer Price Index data and practices set forth by other utility districts; and,

WHEREAS, the Board recognizes the importance of competitively and fairly compensating employees; and,

WHEREAS, the Board considers it a priority to review wages and salaries at least once every fiscal year; now, therefore

BE IT RESOLVED by the Board of Commissioners of the Hartstene Pointe Water Sewer District, Mason County, Washington, as follows:

Section 1. Wage ranges for non-exempt positions and salaries for exempt positions will be reviewed by the Board annually. Additionally, compensation package data compiled from similar, regional utilities may be considered for comparison to ensure employees' compensations are both competitive and reasonably in line with utility industries at large.

Section 2. COLAs will be considered based on data from the appropriate Consumer Price Index(es). COLAs will be applied for each employee no earlier than twelve (12) months after any previous COLA.

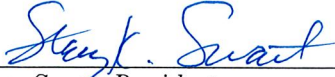
Section 3. All adjustments to wage ranges for employee positions and salaries for exempt positions are to be approved by commissioners at open public meetings, following the standard practice of the Board since 2018.

Section 4. It is in the General Manager's purview to raise non-exempt employee wages at his/her discretion based upon evaluations of employee performance and/or an employee attaining a state certification valued by the District. Wages must remain within Board-approved ranges, certifications & budgets.

[signatures on following page]

ADOPTED by the District Board of Commissioners at its scheduled meeting on this 2nd
day of January, 2026

Hartstene Pointe Water-Sewer District
Mason County, Washington



Stacy Swart, President



Carl Anderson, Secretary



Stefan Birgh, Audit Commissioner

