

**LAKEHAVEN UTILITY DISTRICT
King County, Washington**

Resolution No. 2009-1130

A **RESOLUTION** of the Board of Commissioners of the Lakehaven Utility District, King County, Washington, adopting a program to recognize District employees for service to the ratepayers.

WHEREAS, the District maintains a workforce of dedicated employees committed to the provision of high quality service to the customers of the water and sewer utilities, and

WHEREAS, the Board believes that it is appropriate and beneficial to recognize employees for the quality of service they provide to the District's ratepayers, and

WHEREAS, believing that the adoption of the REWARDS Program as set forth herein to be in the best interests of the District;

NOW THEREFORE BE IT RESOLVED as follows:

1. The Board of Commissioners hereby adopts the REWARDS (**R**ecognizing **E**xcellent **W**ork **A**nd **R**emarkable **D**istrict **S**ervice) Program for the recognition of District employees as follows:

Upon completion of:

- ◆ **Probationary period** – new employees receive a personalized coffee mug w/ District logo and employee's name and hire date.

Upon completion of:

- ◆ **5 years of service** – choice of shopping item in Category A; framed certificate w/ years of service ("YOS"); and 4 hours vacation compensation w/ cash option of vacation pay.
- ◆ **10 years of service** – choice of shopping item in Category B; pen w/ District logo & YOS; and 8 hours vacation compensation w/ cash option of vacation pay.
- ◆ **15 years of service** – choice of shopping item in Category C; pen w/ District logo & YOS; and 12 hours vacation compensation w/ cash option of vacation pay.
- ◆ **20 years of service** – choice of shopping item in Category D; pen w/ District logo & YOS; and 16 hours vacation compensation w/ cash option of vacation pay.

- ◆ **25 years of service** – choice of shopping item in Category E; pen w/ District logo & YOS; and 20 hours vacation compensation w/ cash option of vacation pay.
- ◆ **30 years of service** – watch w/ District logo; and 24 hours vacation compensation w/ cash option of vacation pay.*
- ◆ **35 years of service** – an item to be agreed upon with a value not to exceed \$500.00.

The value of items in each shopping category is as follows:

- A - \$50.00 and under
- B - \$100.00 and under
- C - \$125.00 and under
- D - \$150.00 and under
- E - \$200.00 and under

*employees reaching 30 years of service prior to the initiation of the program will be recognized for the completion of 30 years of service.

2. Except as noted above for employees previously reaching thirty years of service, the vacation hours and other award items will not be provided for service-year milestones previously reached during the employee's career (e.g. an employee reaching twenty years of service during or after the year of the initiation of the program would receive only the award items for the twenty year milestone). Further, an employee will only be recognized during the year they attain a service milestone (e.g. an employee with 11 years of service will not be recognized until reaching 15 years of service). Employees have the option of using the vacation time as leave or receiving the cash equivalent. The benefits herein will be subject to taxes and other normal payroll deductions. Employees will be able to use or receive payment for the vacation time after January 1 of the year following the award.
3. The Board reserves the authority to alter, amend, suspend, clarify or cancel the REWARDS Program at any time and nothing herein shall be construed to create a contractual or other right to such benefits.
4. Employees will receive REWARDS Program recognition at an annual employee luncheon. The District will contribute up to \$1,000.00 for food and non-alcoholic beverage at the lunch.
5. This Resolution shall be effective on the date of adoption below.

ADOPTED by the Board of Commissioners of Lakehaven Utility District, King County, Washington, at an open public meeting this 11th day of June, 2009.

ATTEST:

Charles King
President and Commissioner Yea Nay Abstain

Absent
Vice President and Commissioner Yea Nay Abstain

Donald L. Miller
Secretary and Commissioner Yea Nay Abstain

Ronald D. Espino
Commissioner Yea Nay Abstain

Kimberly Howick
Commissioner Yea Nay Abstain

Approved as to form: Steve H. Pulcher
General Counsel