

RESOLUTION NO. 1995-1

RESOLUTION ESTABLISHING POLICY FOR SALARY RANGES,  
PERFORMANCE REVIEWS, AND SALARY INCREASES

WHEREAS, the Board of Directors of the Southern California Public Power Authority (the Authority) has certain full-time employees and may, in the future, have other full-time employees in these or additional positions; and

WHEREAS, the Board in its Resolution No. 1992-45 established the authority of the Executive Director to hire employees and set salaries; and

WHEREAS, the Board of Directors of the Authority wishes to set a policy regarding salary ranges.

NOW, THEREFORE, BE IT RESOLVED that salary ranges shall be approved by the Board for each full-time position. The ranges will be reviewed periodically and adjusted to reflect changes in the cost of living.

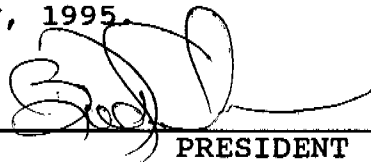
BE IT FURTHER RESOLVED that actual salaries for employees, other than the Executive Director, shall be set within the approved salary range by the Executive Director and approved by the Board as part of the annual budget process. Employees will receive performance reviews at the end of their first six months, and yearly reviews thereafter. Salary increases within the salary ranges and within the approved budget will be at the discretion of the Executive Director, based on the performance reviews.

BE IT FURTHER RESOLVED that the actual salary for the Executive Director will be set by the Board.

BE IT FURTHER RESOLVED that the salary ranges for current employees, as shown on Attachment A to this Resolution, are hereby approved. Salary ranges for new positions shall be approved by the Board at the time the positions are authorized.

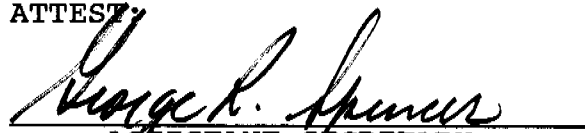
This resolution shall become effective immediately.

THE FOREGOING RESOLUTION is approved and adopted by the Authority, this 16th day of February, 1995.



PRESIDENT  
Southern California  
Public Power Authority

ATTEST:



ASSISTANT SECRETARY  
Southern California Public  
Power Authority

**ATTACHMENT A**

**SALARY RANGES**  
*(Effective February 16, 1995)*

|                                    |                      |
|------------------------------------|----------------------|
| Executive Secretary/Office Manager | \$33,500 to \$40,700 |
| Receptionist/Secretary             | \$21,000 to \$25,500 |