

WASHINGTON COUNTY WATER CONSERVANCY
DISTRICT

Minutes of Meeting of Board of Trustees
December 20, 2019

Minutes of a public meeting of the board of trustees of the Washington County Water Conservancy District, held on Wednesday, December 20, 2019, at 533 East Waterworks Drive, St. George, Utah beginning at noon. Those board members present for the meeting were: Chair Ed Bowler, Kevin Tervort, Howard Bracken, Chris Hart, and Jon Pike, Victor Iverson, Ken Neilson. Also present were General Manager Ron Thompson, Deputy General Manager Zach Renstrom and Associate General Manager Corey Cram. Roberta McMullin, secretary was also present. There were no other guests present at this meeting.

Ed Bowler conducted the meeting and welcomed those present.

The first item on the agenda was the consideration of the purchase of shares in the St. George Washington Canal Co. Zach Renstrom said Carl Larsen is interested in selling his 31 shares to the district. They would like to do it as soon as possible. However, he is looking for the share certificates so they can move forward if the district wants to buy them. Zach said that since it would be over \$100,000 he would like to have the board approve it.

Chris Hart move to approve the purchase of 31 shares by the district from Carl Larsen in the St. George Washington Canal Company. Ken Neilson seconded the motion and all voted aye.

Ron told the board that the district had a salary survey done by the Employers Council. The loss of some employees prompted it. The survey shows where the market is at and a shows low range to high range for different positions. They recommend getting our staff into the 80% range of the market or minimum, whichever is higher and to start putting pay grades with them because all positions are not equal. Ron said that he had been through employee evaluations with district staff and only had one or two left. He hopes by the end of the year all employees will be inside the 80% range. Ron told the board that after doing employee evaluations he is reminded that the district an excellent staff right now. The staff is dedicated and doing a great job.

Ron told the board they have worked hard to make sure we have keep balance in age classes so the whole staff isn't moving toward retirement with nothing behind it. He said he is proud of the quality of the people in this district and their commitment to the district's mission. Zach added that if people ask about the employee salary survey, we had this done by an outside firm.

Ron said salaries were adjusted and discussed at employee evaluations. He gave each employee a salary review sheet that shows their compensation and hourly rate with benefits.

Zach said after Ron retires at the end of the month, he has agreed to volunteer his time as an expert witness in the impact fee litigation which will take a lot of time. He won't receive any compensation as expert witness.

Zach also explained that in Ron's severance agreement, Ron had some years of retirement that he wasn't compensated for and so they have built this into the budget and agreed to a lump sum payment of \$86,851. The district's Administrative Policy and Procedures Manual adopted by the Board of Trustees provides for a payment to be made to the general manager upon his separation in addition to the unpaid balance of his salary. Ron told the board that other water districts have a similar severance policy. Jon Pike said he felt that the district should stay consistent with other districts. There was discussion after which the following motion was offered:

Jon Pike move to approve the resolution approving the severance agreement and release with Ronald W. Thompson. Kevin Tervort seconded the motion and a roll call vote was taken as follows:

<i>Ed Bowler</i>	<i>Yes</i>
<i>Howard Bracken</i>	<i>Yes</i>
<i>Kevin Tervort</i>	<i>Yes</i>
<i>Victor Iverson</i>	<i>Yes</i>
<i>Jon Pike</i>	<i>Yes</i>
<i>Chris Hart</i>	<i>Yes</i>
<i>Kevin Neilson</i>	<i>Yes</i>

Ron recommended to the board that the general manager salary go to \$170,000 a year. That is what is budgeted if the board is comfortable with it. Ron told the board that Zach does not get his health insurance through the district which saves about \$23,000 a year.

Jon Pike moved to go into a closed session to discuss a personnel matter. Ken Neilson seconded the motion and a roll call vote was taken.

<i>Ed Bowler</i>	<i>Yes</i>
<i>Howard Bracken</i>	<i>Yes</i>
<i>Kevin Tervort</i>	<i>Yes</i>
<i>Victor Iverson</i>	<i>Yes</i>
<i>Jon Pike</i>	<i>Yes</i>
<i>Chris Hart</i>	<i>Yes</i>
<i>Kevin Neilson</i>	<i>Yes</i>

After the closed session, the following motion was made:

Ken Neilson moved to go out of the closed session and return to the public session. Ken Neilson seconded the motion and a roll call vote was taken.

<i>Ed Bowler</i>	<i>Yes</i>
<i>Howard Bracken</i>	<i>Yes</i>
<i>Kevin Tervort</i>	<i>Yes</i>
<i>Victor Iverson</i>	<i>Yes</i>
<i>Jon Pike</i>	<i>Yes</i>
<i>Chris Hart</i>	<i>Yes</i>
<i>Kevin Neilson</i>	<i>Yes</i>

After returning to the public meeting the following motion was made:

Jon Pike made a motion to set the general manager salary for Zachary Renstrom at \$171,000. Kevin Tervort seconded the motion and all voted aye.

There was no further business to come before the board and the ***meeting was adjourned.***

Secretary