

RECORD OF PROCEEDINGS

UPPER YAMPA WATER CONSERVANCY DISTRICT
EXECUTIVE COMMITTEE MEETING
FEBRUARY 19, 2015 12:00 PM
3310 CLEAR WATER TRAIL, STEAMBOAT SPRINGS

MINUTES

Chairman John Redmond called the meeting to order and declared a quorum present. In addition to Chairman Redmond, the Board members present were Tom Sharp, Doug Monger, Ken Brenner, and Webster Jones. General Manager Kevin McBride and Office Manager Karina Craig were also present. Attending by phone was General Counsel Bob Weiss, Consultant Candy Siderius, of Mountain States Employers Council and Peter Fleming, Counsel for the Colorado River District.

The following agenda was proposed:

- (1) Call to Order;
- (2) Approval of Meeting Agenda;
- (3) Compensation Review;
- (4) Legislative Bills for CWC State Affairs Committee;
- (5) Executive Session with under CRS § 24-6-402(4)(f)(l) to discuss Personnel Matters: General manger compensation.
- (6) Adjournment.

Meeting Agenda Director Jones moved to approve of the agenda. Director Monger seconded the motion which was unanimously approved.

Compensation Review Director Monger requested that before discussing salaries for each position, the Board discuss and express opinions on whether or not steps ought to be part of salary ranges. Directors Monger and Jones were in favor of a step program, stating it would provide predictability to employees, and predictability in budget preparation. Director Brenner stated that as he recalled, in the previous Board meeting an understanding had been reached by the Board that a minimum, a middle, and a maximum point would be set for salaries, instead of a range with specific steps.

There was agreement to proceed first with discussions of salary minimum, mid and middle points.

Manager McBride presented salary survey reviews, which Ms. Siderius discussed and explained in detail for each position, including data and methodology used and answering multiple questions. Miscellaneous details and job matching process used were discussed, for each position. Criteria to

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assess advancement within the range was discussed, including performance, training or specific job requirements, and seniority.

The subject of steps or minimum, middle and maximum range points was further discussed. Director Sharp noticed and requested a correction to the calculation of the midpoint in the Office Manager salary range. The pay ranges for each position and calculations were reviewed and discussed. Director Sharp made a motion to approve the middle points presented, including that as amended for the Office Manager position, and to set a minimum and maximum range points at 20% below and above the middle point, respectively. Director Monger seconded the motion, which was unanimously approved.

Robert Weiss, as counsel for the District, stated that in his opinion discussion of personnel matters concerning the General Manager compensation be discussed in executive session. He further stated that the session should be recorded.

Director Sharp made a motion to go into executive session. It was seconded by Director Brenner and unanimously agreed to go into Executive Session to perform the Manager Compensation Review pursuant to C.R.S. § 24-6-402 (4)(f) (l). . The Executive Session commenced at about 1:30 PM and concluded at about 1:45 PM. Minutes and recording of the Executive Session for manager review were kept separately.

The Chairman then announced that if any person who participated in the executive session believed that any substantial discussion of any matters not included in the motion to go into executive session occurred in the executive session, or that any improper action occurred during the executive session in violation of the Open Meetings Law, that such person state their concerns for the record. No one stated concerns

Director Sharp made a motion for the General Manager to be compensated at 65% of the salary scale, at \$138,330, for the fiscal year of 2016; and was recommending that a compensation review be performed by the Board with a frequency of no more than 3 years, and no less than 5 years. The motion was seconded by Director Monger and unanimously approved.

Director Sharp requested and Manager McBride confirmed, a policy outlining criteria for salary advancement would be developed and brought back for the Board to review.

Legislative Bills for CWC State Affairs Committee A February 16 2016 Colorado Water Congress (CWC) State of Affairs Committee Summary was presented, reviewed and discussed. Issues regarding newly proposed water storage legislation was discussed, and in particular the storage of rain water in 225 gallon barrels, which individuals would be permitted to store for later use in gardens or for other domestic uses.

Peter Fleming of the Colorado River District Spoke; he made reference to two preliminary versions of the bill, both of which had received support from the Colorado River District. Director Monger stated the County supported the bill, although some discontent had been expressed in regards to prior appropriation. Manager McBride stated the Western Resource Advocates has inquired about the District's position about the rain barrel bill. The proposed bill was further discussed; there was general agreement the District would support the proposed bill.

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Next Mr. Fleming made reference to bill SB16, a bill in which the Colorado River District proposes the formation of Sub-Districts, with a process requiring land owners signing a petition for that purpose. The Sub-districts would be created to cover areas in the state of Colorado currently not covered by other Districts. Different aspects of the proposal were discussed, including fiduciary responsibility of existing Districts, mill levies, process in which the Sub-districts may be created, overlapping jurisdictions and process in setting district boundaries. Director Monger expressed his opinion that there could be a benefit to UYWCD area, however, he was against participating with a mill levy. Director Sharp expressed his opinion that further discussion would be required before the Upper Yampa Water Conservancy District could express an opinion; and requested the subject be included in the March 2016 Board meeting agenda.

Report from General Counsel Counsel Weiss gave a brief update regarding the Stahl matter. The District has sent a recent communication to Stahl's attorneys. A response is pending; the District requested it be provided by February 24th.

The meeting was adjourned at 2:40 PM.

I certify that the foregoing constitutes a true and correct summary of the proceedings at the above referenced meeting.



Kevin McBride, District Secretary/Manager