

CORBETT WATER DISTRICT



BOARD OF COMMISSIONERS SPECIAL BOARD MEETING February 22, 2022 – 6:30 p.m. Virtual Electronic Meeting through ZOOM

Board President Jeff Hargens called the meeting to order at 3:45pm.
All Board Members present (Dan Graff joined the meeting at 5:00pm)
Staff Present: Interim District Manager David Jacob, District Clerks Ana Linden, and Lynda Ronell.
Community Members present: SDAO Consultant Gordon Sletmoe, Malcolm Freund, and Gail Griffith.

NEW BUSINESS – How to proceed with District Manager search.

SDAO Consultant Gordon Sletmoe presented the research that he did over the month proceeding. He considered 2 possible scenarios.

Model A. Would be keeping the current staff structure and raising the District Manager Salary. He showed the board a spreadsheet showing comparable water districts in Oregon. Using cost of living adjustments for the Portland metro area, he showed that the Corbett water district should be offering between 90,000 and 104,833.

Model B. There would be 2 co-managers in this scenario. One manager would be in charge of the administrative portion of the business and the other manager would be responsible for the operational portion of the business. This model would mean a complete restructure of our organization. He would suggest taking 3 job positions (District Manager, District Clerk, and Utility worker III) and rewriting them into 2 job positions.

The discussion continued after his presentation. Commissioner Sara Grigsby asked if he had considered a model B scenario that took only the manager position job duties and broke them into 2 part time pieces. Gordon Sletmoe said that he thought that 2 part time managers would probably cost more, and would probably not be the most effective way to approach the problem. Board President Jeff Hargens asked if there were other districts that had organizations that used Model B. Gordon Sletmoe said that there were but not with equal authority. Jeff Hargens thanked Gordon for his research and presentation. Many ideas were discussed, in the end Gordon suggested that rather than pursuing more than one solution at a time, the board could offer a wide range in the salary and this would enable the board more flexibility in the hiring process. Sara Grigsby left the meeting at 4:45. Kelly Piper said she would need to do more research before going with Model B. Dan Graff asked if there was any financial research done about whether or not the district could afford the increase in salary. Gordon said that they had not done any research considering what the district could pay. Dan Graff replied that he hoped there would be something about the Corbett Water District rates in the Master Plan. Jeff Hargens made a motion to re-advertise for a district manager with a salary range of 80 to 95,000. Fred Sanchez seconded the motion. *(4 yes votes: J.Hargens, F.Sanchez, D.Graff & K. Piper, 0 no votes)*

Gordon Sletmoe said that he would send a new proposed timeline to the board; Interim Manager David Jacob said that he thought that the board was on the right track.

AT 5:10 pm Jeff Hargens moved to adjourn the meeting. Fred Sanchez 2nd. *(4 yes votes: J.Hargens, F.Sanchez, D.Graff & K. Piper, 0 no votes)*