

CORBETT WATER DISTRICT APPROVED MINUTES

Special Meeting: 6:00 P.M.

Thursday, March 15, 2007
Corbett, Oregon

Commissioners Present: Bob Gaughan, Marion Kirkham, Robert Colclessor, Jeff Hargens, and Malcolm Freund.

Present was District Clerk Jamie Simms.

Audience Members: None.

Chairman Gaughan called the meeting to order at 6:00 p.m. at the Corbett Water District office.

Review / Approve Agenda.

Commissioner Freund moved to approve the agenda. Motion seconded by Commissioner Hargens. Motion passed unanimously.

Chairman Gaughan moved for executive sessions pursuant to **ORS 192.660(2)(a)** 'The governing body of a public body may hold an executive session: To consider the employment of a public officer, employee, staff member or individual agent.' Present by phone during the executive session was Tim Dornfeld. Executive session was adjourned at 7:46 pm. Chairman Gaughan said no decisions had been made in Executive session.

District Manager Position.

Commissioner Colclessor said Tom Arnbrister had made a counter offer for employment.

Commissioner Colclessor moved for Jamie to send Tom Arnbrister an email stating we had received his counter offer and the Board has it under consideration at this time. Motion seconded by Commissioner Hargens. Motion passed unanimously.

Commissioner Hargens moved for Commissioner Freund to call Tim Dornfeld and offer him a starting wage of \$46,000/year during his six month probation. Upon the end of probation Tim would move to \$48,000/year if both parties are happy and the two licenses needed Distribution and Treatment certification each carry a \$2,000 annual wage increase upon being received.

Commissioner Colclessor would also like to find out about his insurance coverage needs. Chairman Gaughan believed it would now be legal to ask Tim about his current insurance coverage.

Commissioner Hargens added to his motion to ask Tim about his current insurance coverage, whether it was full coverage for his family or he paid a portion, so the Board would have time to consider. Commissioner Freund summarized that he was asking for what the insurance coverage covered, for example: Medical, vision, dental, etc. and who paid the premiums. Commissioner Hargens said then the Board could take his information in to consideration and decide how it best fit into the District's budget. Commissioner Hargens said if Tim was agreeable to the terms then the District would fly him out to tour the District prior to employment so he could meet the Board, the employees and then the Board would consider him for employment.

Jamie summarized the entire motion as the following: Commissioner Freund will call Tim and offer him \$46,000/year during his six month probation period, upon completion of his probationary period his wage will increase to \$48,000/year. Once he received his Treatment and Distribution license he would earn \$50,000/year upon obtaining one license and then he will earn \$52,000/year upon obtaining the second license. Commissioner Freund will also ask about his current health insurance coverage and his future health insurance needs.

Motion seconded by Commissioner Colclesser.

Chairman Gaughan asked if when Tim arrived that he passes both exams immediately if he would receive the \$4,000 wage increase right away. The Board replied yes as soon as he had the license he would receive the yearly salary increase.

Chairman Gaughan said Tim would also be eligible for admittance into the Oregon PERS program. Commissioner Colclesser would like to see the license increase wage tied to Tim's health insurance coverage needs. He said the license wage increase could be \$1,500 instead of \$2,000 to help cover the cost of his insurance. Commissioner Hargens said his motion had included insurance as part of the negotiation.

Commissioner Colelesser would also like to know how the District's insurance would work for adding an additional employee with a family. Jamie said the employee could be added after the 30 day wait period. The employee could add his family for coverage but the employee would be responsible for paying the additional cost for his family. The District could then, if they chose to, reimburse the employee for that additional expense. With the current plan, the difference between a single (\$264.62) and a family (\$740.86) plan was \$476.24/month or \$5,714.88/year.

Commissioner Freund also said Tim could stay on a continuation plan with his previous employer. Jamie said that in Oregon a continuation plan could not be chosen if an employee was offered insurance as a part of their new job. Jamie will call Tory Dittman at Health Net and find out the affects this would have with the Health Net coverage.

Commissioner Hargens suggested the license agreement be a \$2,000 wage increase with each license earned with single person health insurance coverage or \$1,000 wage increase with each license earned with a family health insurance plan. He said the cost of Health insurance for the family plan would still be a \$5,000 increase for the year. Commissioner Colclesser said once the insurance was straightened out the manuals would have to be changed.

Commissioner Hargens moved to amend his motion to state the license agreement be \$2,000 with a single health insurance coverage and \$1,000 with a family plan. Commissioner Colclesser moved to accept the amendment. Motion passed unanimously as amended.

Commissioner Hargens moved to adjourn. Motion seconded by Chairman Gaughan. Commissioner Hargens then stated he had one more item to be discussed by the Board.

Commissioner Hargens then moved that if Tim was agreeable to the terms previously stated the District would fly him out to visit with the Board and set an agreement. Motion seconded by Chairman Gaughan. Motion passed unanimously.

Commissioner Hargens again moved to adjourn. Motion seconded by Chairman Gaughan. Motion passed unanimously. The meeting adjourned at 8:06 p.m.