

CORBETT WATER DISTRICT



BOARD OF COMMISSIONERS SPECIAL BOARD MEETING
Special Board Meeting 4 p.m August 30th, 2022
Virtual Electronic Meeting through ZOOM

BOARD MEMBERS PRESENT: Fred Sanchez, Sara Grigsby, Jeff Hargens and Kelly Piper

STAFF PRESENT: District Clerk Ana Linden, Interim District Manager David Jacob

COMMUNITY MEMBERS PRESENT: Cloudy Sears, Michael Arion

AGENDA

1. Call to Order by Board President Jeff Hargens at 4:07 p.m.

2. Roll Call – Jeff Hargens, Fred Sanchez, Kelly Piper, and Sara Grigsby Via Zoom, and Dan Graff joins at 4:10 p.m.

3. Approval of the Agenda – Jeff Hargens Moves HR Answers recommendations to #2

Jeff Hargens moved to approve the agenda as amended. Sara Grigsby seconded. - *(motion passed 4 yes votes, 0 no)*

OLD BUSINESS

- 1. Form a policy review committee** - Jeff Hargens introduces Lynda's suggestion to form a policy review committee because of the length of time it took in the last special meeting. The policy review committee would review policy and changes being suggested and come back to the board with a brief presentation. Kelly Piper and Sara Grigsby volunteer to be a part of the policy review committee.
- 2. Review HR Answer's recommendations** – Jeff Hargens states that he is looking for direction from the board in regards to HR Answers. He has communicated and clarified questions with HR Answers in regards to the org. charts being presented. He goes on to say that after the last meeting on Tuesday August 23rd it became clear that the board wanted to look more closely at 2 examples presented by HR Answers. One of those examples was the operations manager being in charge, and the other option is having the administrations manager be in charge. Jeff Hargens goes on to say that the board discussed in the last meeting the necessity of having only one person interacting with the board. Sara Grigsby points out that the beginning of the presentation prepared by HR Answers emphasizes the importance of "Soft skills" when it comes to someone in a managerial role. The board discusses if they should pursue the chain of command options HR Answers gave them, or stick with the current org. chart and structure the district already has. Sara Grigsby presents an org. chart where there is a provisional manager that is overseen and trained by the interim manager who would help develop that persons skills. Sara Grigsby and Kelly Piper both voice that "provisional" would mean further training and education, whether it be "soft" or "hard" skills needed. Kelly Piper suggests the board put a pay range on the provisional manager role to allow for hiring flexibility. Fred Sanchez comments that despite not being able to hire someone that fit their original criteria's, the chain of command structure we have right now does work. Dan Graff says that the salary structure gives the Water District options and flexibility to hire a probationary manager. He concludes that if the board is not getting the answers they want from HR then they need to offer a probationary position and continue with the traditional

standard set up. Jeff Hargens proposes that they stop using HR answers and call another meeting that's an executive session about hiring a district manager position.

Sara Grigsby left at 4:46 p.m

- 3. Building direction and roofing bids** – Jeff Hargens asks if both of the roofs are currently leaking. Ana Linden replies yes, an inspector went up there the last time it rained and there was standing water on the roof. Ana Linden presents bid info to the board. Kelly Piper inquires about the small price difference between the lowest re-roofing bid and sealant bid. Fred Sanchez says he has experience with putting sealants on commercial buildings and has observed that they lose their effectiveness after a few years. Fred Sanchez goes on to say that they need to protect the Corbett Water Districts assets and recommends going with a new roof. Jeff Hargens also voices concerns about sealant. Ana Linden brings up that they will need a site review to re- roof and going forward with remodeling. Jeff Hargens made a motion to award the re-roofing project to the Ahos in order to replace the roof of district office building. Kelly Piper seconded this motion. - *(motion passed 4 yes votes, 0 no votes)*

ADJOURNMENT OF MEETING

THIS IS A PUBLIC MEETING