

**BOARD OF COMMISSIONERS REGULAR MONTHLY BOARD MEETING  
HYBRID MEETING: IN-PERSON ~ VIRTUAL MEETING VIA ZOOM**

**Tuesday, April 16, 2024, 6:30 p.m. ~ Corbett Fire Hall 36930 E Hist. Col. Riv. Hwy**

**BOARD MEMBERS PRESENT: Michael Arion, Dan Graff, Sara Grigsby, Angie Kimpo, Kelly Piper**

**STAFF MEMBERS PRESENT: District Manager Ana Linden, Assistant District Clerk Lynda Ronell, DRC David Jacob**

**AGENDA**

- 1. Call to Order** – Board President Kelly Piper called the meeting to order at 6:30pm.
- 2. Roll Call** – All Board Members are present.
- 3. Approval of the Agenda** – Sara Grigsby moved to approve the agenda as presented. Michael Arion seconded. *(motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes)*
- 4. Approval of the Minutes:** Angie Kimpo moved to approve the 02/20/24 Special Meeting Minutes, seconded by Michael Arion. *(motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes)* Dan Graff moved to approve the 02/28/24 Regular Meeting Minutes, seconded by Sara Grigsby. *(motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes)*
- 5. Treasurer’s Report March 2024** – Treasurer Sara Grigsby
  - There is nothing extremely extraordinary to report this month. There was a \$1000 flagging charge, which was for about 8 hours of work. We bought a laptop computer to be used during weather events and when workers are on call. This month there was a net income of about \$58,000, since this was a month where bimonthly bills were due.
  - Budget vs. actual, we are about 3/4 of the way through the year. We’ve spent below budget in the Infrastructure and Treatment Plant categories, but for the most part there are not huge overages, spending is mostly under projections.
  - Overall, when compared to last year, we are up 30% on total income, and we are up 65% in terms of net income.

Angie Kimpo made a motion to approve the Treasurer’s Report as presented. Seconded by Michael Arion. *(motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes)*

**6. Manager’s Report** – District Manager Ana Linden

- Ana wanted to give a post-storm check in. We’ve purchased generators, traction devices for employees to wear on their shoes, snow chains for all vehicles, backup treatment pumps, tarps for PRV vaults, electric heaters, gas cans to keep extra fuel with the generators, extension cords. We had to replace the raw water meter at the treatment plant, and a level transducer at Larch Mountain reservoir. We can now log in to the reservoir telemetry on our phones. Utility Workers Steve and Alivia attended a Cla-Val class about PRV maintenance. We installed fiber internet at the treatment plant. We formed an Emergency Response committee that will update our Emergency Response Plan. Ana met with Multnomah County Emergency Management. She attended a Multnomah County Community Wildfire Protection Plan annual stakeholder meeting. We’re making sure that the County knows about us since we are unincorporated.

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- We are waiting for Aho Construction to finish the remodel to move the office around. Michael is doing research on generators because our current generator is not repairable.
- We have a new volunteer who will be helping us with getting a GIS up and running. She and Ana are investigating a program called Diamond Maps, which would cost \$50.00 per month with unlimited users. Ana feels that the program has a lot of promise.
- We will close our office on Monday April 22nd to have all staff work on the lead and copper line inventory. It's a new requirement from the Environmental Protection Agency for all water systems nationwide to track all lead in their systems. It is due in October. We shouldn't have a problem here, it is just mostly data entry to create the inventory list. Then we might have to send the Utility Workers out to do visual inspections. Dan said that he thought Corbett was small enough to be exempt. Ana responded that she didn't think so. David Jacob said that all community water systems are responsible, and if we test for lead, we have to do it.
- We had over 30 leak adjustments this month. Kudos to the Assistant Clerks for tracking all of those. Ana wants the Board to think about allowing the office to do a 100% leak adjustment for people who replace their entire customer line and their PRV. She will bring that proposal back to the Board for further discussion.
- We have ordered a rebuild of the altitude valve at Larch Mountain reservoir. We aren't sure when it was last rebuilt. We hope to do phase 2 and 3 of the geotechnical analysis for Larch Mountain reservoir. We continue to monitor the overflow, the manhole, and the telemetry at the reservoir. We also have two level transducers on hand, because that is the part that failed during the storm. One is hooked up, and the other is wired into the system so that we can switch over to it without having to climb on top of the tank.
- We finished the rebuild at Camp Angelos, which frees up the nearby hydrant (it used to be that if the water was turned off at Camp Angelos, the hydrant was off as well), and also installed a valve to isolate the camp, so that we can deal with a large leak in the future without affecting the whole area.
- We started an intake repair at the Treatment Plant. The pipe has been leaking for several years, and we can't fix it with a repair band because it has already been repaired with a lot of bands. It is at the point that we need to replace a section of the pipe. Ana doesn't like to use PVC pipe, because it has been known to melt in a fire, releasing chemicals into the water. However, her plan is to do small repairs with PVC pipe as it's cheaper, and use ductile iron when replacing a whole pipe because it will be stronger and will last longer. Angie agrees that there are long term consequences with using PVC pipe, so it would be good to move away from that when we can.
- We cleaned ponds 1 and 3. Both are leaking, which might help us find grant money.
- Ana will be making a staffing change. We have a Clerk going on medical leave, and an Assistant Clerk who is resigning at the end of the school year. When all clerk hours are added up, it is more than two full time (40 hour per week) positions. Ana wants to keep the District Clerk job description the same and add another clerk at 40 hours per week. Assistant Clerk Lynda will help to fill in during the transition when the new person is starting and the current Clerk is on medical leave. Ana believes it will lead to better efficiency and communication, because there won't be three people trying to keep track of information. Also, both Clerks would be completely cross trained. Dan Graff asked if we could stagger the Clerk schedules to have office hours on Friday. Ana said that she hadn't planned on that, and expanding office hours would mean having more Clerk hours than is currently planned.

**7. Customer # 5775-00 Leak Adjustment** – This customer requested a larger leak adjustment from the Board because the leak cost almost \$900 and they replaced with new pipe from the meter to the house. They've spent a large amount of money, so they would like a bigger leak adjustment. Sara said that she is suspicious of automatically giving larger adjustments to people who replace their pipe without an end date. Dan said that he felt that we should give a complete adjustment. Angie and Michael agreed. Dan Graff moved that the customer's bill be reduced to average usage for this time of

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year, over the last three years, as calculated by the Clerks. Angie Kimpo seconded. (*motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes*)

**8. Customer # 2535-00 Leak Adjustment** – This customer has already received two leak adjustments. However, in the January storm, a utility truck parked on her line and broke it. She has a very long customer line, which lies next to her driveway. In both of the other leaks, they weren't discovered until the bill came due and there was significantly higher usage. This leak caused by the utility truck was very obvious because a large amount of water was gushing from the pipe. The customer lives across the street from the Women's Forum, and her customer line is very close to the overflow parking that has been proposed. The customer experiences a lot of tourists parking on her grass, and over her water line. She created signs to post on her property to try to stop people parking on her property, but it didn't work. She's also trying to think of different options, like boulders to block access, etc. Kelly and Sara both expressed sympathy because they have had similar experiences. Sara wonders if we can suspend a decision on this additional leak adjustment as we try to get together with someone from the Parks and Recreation Department to see if they can help resolve the problem. Dan asked if breaks in the line had occurred anywhere else than at the road. The customer said no. Kelly thinks that if we suspend the decision for an additional leak adjustment, it might provide the customer leverage when she calls the Parks Department to address the problem. Sara offered to try to facilitate a conversation about parking. Dan said that we should table the conversation for now. Ana offered to connect the customer with Sara so that they can try to engage with Parks.

## **OLD BUSINESS**

**1. Deliberate on Potential Rate Increase** – Angie said that she feels that the District needs to raise capital if they want to think about another ASR well project, to deal with results from the hydraulic study, and the leak study. However, she is reluctant to raise rates without also developing an assistance program for people under a certain income level. The economic situation of our customers is very diverse. But we'd have to be very thoughtful about developing a program due to our level of staffing and the administration of the program. Kelly agreed that an assistance program is a good idea. Sara wants to talk further about this topic, but she believes that we need to tie any rate increase to the needs of the budget. Also, we would need to factor in the loss of income from an assistance program into the rate increase. Michael doesn't want to put off a rate increase until next year as we figure out an assistance program and who/how many customers would qualify for assistance. Dan said that he doesn't want to raise rates for the upcoming Fiscal Year. He feels that next year we'll have better data of how the most recent rate increase has affected revenue. He also doesn't want to raise rates without a clear plan on how the money will be spent. There are a lot of one-off projects in the budget, so if we can start saving for those, we can free up money in the budget. He also thinks that we need to have a prioritized list of projects in order to properly plan for future expenditures. Angie said that the major reason to start stockpiling money for an ASR well is that we can try to access FEMA money if there was a natural disaster affecting us within the last 10 years, such as the Eagle Creek fire in 2017. Also, FEMA money might be a larger grant than anything available from Oregon State. Sara suggested that we table the discussion about raising rates for another month so that the budget can be complete. Community member Jack Garrison said that he believes that the base rate will be reduced by \$25 when our loan is paid off in December 2025. Kelly suggested that we look into that before we count on having extra money in the budget after the loan is paid off. Michael asked if we still had to make a decision about a rate for private fire lines? Ana said yes, she's soliciting opinions from the owners of our private fire lines so that we can talk about that more knowledgeably in a future meeting. Community member Jeff Aho asked if the Board was still considering rate structures, specifically the tiered rate structure? Kelly

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responded that yes, that is still part of the conversation. Jeff responded that he would like to make a public comment before any new rates are decided. Sara invited him to make his public comment now, instead of in the regular comment time.

- Community member Jeff Aho said that his biggest problem with the current rate structure is the tiered system. The higher rates for large numbers of units can be a situation where you are hitting people when they are down, like when they have a large leak. Additionally, many customers are trying to grow food, or purchase from small farms. We already have seen a large jump in costs due to inflation, and this water structure makes it even worse. It is hard to be a small farmer at the current costs because he can't charge customers enough to cover his costs. Compared to the old rates, his costs went up 56% for water. He believes that the tiered rate structure is hurting more people than it's helping. He suggests returning to a flat rate per unit. Sara responded that this situation might be part of a customer assistance program.

**2. Filter Pond Sand** – Ana said that she would like to move forward with the Hydra Engineering sand variance plan. There is one more assurance she would like to get, so she reached out to Carrie Gentry at Oregon Health Authority, who will take the 3-year plan to her boss and get approval from a higher level in OHA. However, due to her research, Ana believes that this is a good plan that will work and save the District a lot of money. Ana would like approval from the Board to spend the \$9,000 for the testing, assuming we get the assurances from OHA. Then we can move forward with the project after the sand passes the tests. Angie read the initial approval from OHA and has a concern about one line. She sent Ana an email with her question and would like Ana to ask OHA when she is in contact with them. Michael Arion moved to go ahead with the testing, provided that we receive the assurances from OHA. Sara Grigsby seconded. *(motion passed 4 yes votes: M. Arion, S. Grigsby, A. Kimpo, K. Piper; 1 no vote: D. Graff)*

**3. PRV Update & Training for Utility Workers** – Utility Worker Alivia Pence talked about the research, education, and action she and Utility Worker Steve Young have done on PRVs since the January storm. They've decided that it is very important that they go to each PRV and check for damage. They have been checking at least two PRV vaults per week since the storm. So far, they've found two PRV that have leaks, which have now been replaced with new PRV. They've discovered one more that is leaking, but the repair is on hold as they deal with a leak in the main intake line from North Fork. At the beginning of March, both workers attended a Cla-Val class which taught them about check valves, PRV, and air release valves. They learned a lot in the class, and have tried to apply that knowledge by checking upstream pressure, downstream pressure, and ensuring the valves are opening and closing as they should. At the class they also learned about a free app from Cla-Val that helps water systems track each PRV, including pictures, serial number, the type of valve, upstream and downstream pressure, a list of maintenance, etc. If we have a problem, our expert can access that information and provide specific help. One of our local reps will be coming out soon to teach them more about the app. Kelly asked if checking the PRV will be a continual project? Alivia answered yes, and their goal is two PRV per week, and they have already done at least fifteen. They will also be watching an expert rebuild the Larch Mountain reservoir PRV so that they can get some hands on knowledge about rebuilding the valves. Kelly asked if we can print reports from the app? Alivia answered yes, it is very user friendly. Dan concurred that it is a great app, especially for systems that don't have a GIS, and said that the workers will learn a lot from watching our expert rebuild the PRV at Larch Mountain.

Alivia also talked about the backflow tester class that she just passed. She learned a lot about backflows and about the ways that hazards can affect a water system. She feels strongly that we need to be working to make sure that contaminants don't make their way into our water. Even today, people die from hazards that backflow into their water. The class kind of made her scared, because she knows how many

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potential hazards that our customers have, and she now knows how dangerous it is to have a back pressure or back siphonage event. She urges the Board to take cross connections very seriously to avoid problems, whether that be with surveys or community education. She urges the start of a community outreach program at local events to make customers aware of the dangers. She knows that many times customers are unaware of why they need a backflow prevention device, and that they get annoyed with the cost of installation and yearly testing, but if we framed it in a way of neighbors protecting neighbors, she thinks we can make progress. Dan agreed that a positive outreach effort is better than a punitive one. Ana remarked that we created an online form that customers can fill out instead of dealing with the paper version. Michael said that the annual testing process can actually be pretty seamless, because he's signed up for automatic testing.

**4. Larch Mountain Reservoir Slope Repair Bid** – Ana said that we've received the bids for phase 2 and 3 of the slope repair. Phase 2 is testing the slope with bore holes, and looking for ground water levels, etc. Phase 3 is working with the Board to decide what phase 4 will look like. Then we would go out for bids on creating a scope of work for the repair job itself. Ana mentioned that there might be some money from FEMA or insurance to help with the costs. Angie made a motion to move forward with Phase 2 & 3 of the Larch Mountain slope repair. Seconded by Michael Arion. (*motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes*)

## **NEW BUSINESS**

**1. Draft Plan for Defensible Space Around Treatment Plant** – Angie Kimpo said that the plan has been reviewed by FireWise, and she will incorporate their feedback. It is a plan to communicate with our customers and the landowners about creating defensible space around our Treatment Plant and filter ponds. This will create a buffer around our infrastructure so that if/when there is a fire, there is less of a chance of trees falling into the filter ponds, or causing other damage. Unfortunately, since our plant is on BLM property, we don't qualify for a grant. However, they have said that they are potentially willing to open the land we designate as a "small timber sale." We would need to renew our Memorandum of Understanding and make sure that they don't take the opportunity to log the whole area. She plans on turning in the plan in June, but it might take a few years to coordinate everything. Community member Jeff Aho said that he knows a Forestry instructor at Mt. Hood Community College who will sometimes take his class on trips to do projects. If we need any documentation, etc., we might be able to call on him for help. Ana thanked Angie for writing the plan, and she responded that she had help from volunteer Jim Morgan, Ana, and Utility Workers Alivia and Steve.

**2. Grant Application** – Jim Morgan spoke about how the Grant Committee has been looking at various funding opportunities. He talked about protecting the watershed, which is a long term project. Our next step is to try to address the specific risks that have been identified. The lands around our watershed are primarily public owned, but there are a few private landowners too. We had agreements in the past with some of the public landowners, and several have expired. We need to engage, and we are looking for funds that would pay for that engagement with both landowners and our customers. As we engage, the project would gain momentum. This is a matching engagement grant from the Oregon Watershed Enhancement Board, but we can match with in-kind work. The grant would be around \$30,000 - \$40,000. It is due by the end of April, and we will hear back by the fall. We would then have two years to complete the project, with the possibility of extension. Sara asked about the staff time required and Jim responded that the staff time would be attending meetings and possibly taking groups of people on tours of the watershed. Angie Kimpo moved to have Jim go forward with applying for the engagement grant with the Oregon Watershed Enhancement Board. Seconded by Sara Grigsby. (*motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes*)

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**3. Benefit Package for Staff in Fiscal Year 2024-25** – Ana explained that we need information for the preparation of a resolution about benefits and a potential cost of living increase. The resolution(s) would probably happen in June. The Budget Committee is currently deliberating on the budget for Fiscal Year 2024-25, which includes proposals for each of these things. Sara clarified that the Board’s role is to approve a specific expenditure, but it’s Ana’s prerogative to choose the health plan. Community member Jack Garrison said that in the past the Board approved a dollar amount and let the employees choose whatever level of insurance that they wanted. Ana said that we don’t have enough employees to let everyone choose their own plan. Angie asked if the proposed budget includes all of Ana’s priorities? Ana responded yes, the proposed budget includes her preferences. Kelly pointed out that the Budget Committee would be potentially deciding on an approved budget on April 17th that would include appropriations for these things. Michael agreed that these issues would be potentially decided during the budgeting process. Therefore the issue was tabled, for now.

**4. Advertising for DRC and/or Manager with Certifications** – Ana said that the proposed budget includes a \$60,000 salaried position for a part-time DRC/Field Superintendant, but we’ve also got \$36,500 of DRC charges posted in the Professional Services category. Currently, Hydra Engineering charges \$100/day for DRC and then provides several thousand dollars worth of education to staff, engineering advice, and contracting work. She contacted Highland Water, who also contracts out their DRC. Unfortunately, it doesn’t seem that their contractor does training. The alternate is to advertise for a manager who has all of the qualifications. Ana had a conversation with HR Answers about advertising for both the part-time DRC and the full-time qualified manager, and they advised only advertising for one job. So Ana would like the Board to choose which position to advertise. Ana’s opinion is that it is tough to have one manager who is an effective administrator and who also has the field knowledge, and it would be easier to find the part time DRC/Field Superintendent. She looked up the number of people in Oregon who are qualified to be a DRC. There are 396 people in Oregon, in Multnomah County there are 23, in Hood River there are 2, Clackamas County has 39, and Washington County has 28. She is a bit skeptical that there is a person who could work on our staff for any number of hours and be DRC. Ana has email addresses for the qualified DRC candidates, and can send them job descriptions to try to solicit applications. Sara asked if the Field Superintendent would report to Ana? Ana said yes. Sara asked if this would correlate to an administration manager and an operation (field) manager? Ana said yes, but the details would be sussed out by HR Answers. Angie pointed out that a Manager/DRC who is working elsewhere probably has a back up and is not on call 24/7. Dan pointed out that he makes less than the proposed Manager/DRC, and he is on call 24/7. Sara asked if 20 hours per week is realistic? Dan suggested adding the \$60,000 to a Utility III position. Ana answered that Utility III isn’t in the budget this year, and they were budgeted for \$75,000, so adding \$60,000 would be \$135,000 total. Dan asked Ana what would happen to her if we find a Manager/DRC? She said that there would be a transition period and then she would leave. Angie said that Ana has brought some valuable progress to the District, like better record keeping, and pursuing grants. She would hate to see that trend be lost. Sara asked what would be the budget to advertise for a Utility III who would also serve as DRC? Dan said that if either the Manager or the Utility III/DRC were to leave, there would be a knowledge crossover where one would know a little bit of what the other is doing. Dan asked if we were to get an in-house DRC if that would free up Ana to be in the office more and therefore we’d need less office staff? Ana answered no, she’d still want to be in the field, at least a little bit. Kelly thinks it would be easier to find a part-time DRC than a full-time Utility III/DRC. Dan suggested that the Board table this decision, and discuss it again at a future date.

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Ana asked the Board to pass a motion to approve the plan to have two District Clerks and to eliminate the position of Assistant Clerk. Sara asked if that would mean losing Lynda, and Ana answered that Lynda would return for special projects. Dan asked how that would affect the budget for the office staff, and Ana said that there would be no change. Kelly Piper moved to unfund the position of Assistant Clerk, and replace it with funding for a second District Clerk, while remaining within the Fiscal Year 2024-25 budget. Michael Arion seconded. *(motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes)*

**5. Terminology for Cross Connection Form in Customer Rules and Regulations** – Lynda Ronell spoke about the Board’s expressed desire to change the name of the Cross Connection survey. The suggestion from the Policy committee is “Required Annual Cross Connection Control Program Customer Registration.” The suggestion from the utility workers and office staff is “Cross Connection Registration of Customer Hazards.” The reason to change the name is to remove the word “survey” since it might suggest that it is optional. Michael fears that the word “hazard” may put customers off. Kelly likes having the word “required” to signal to customers that it’s not optional. Kelly suggested “Required Cross Connection Control Program Registration.” Sara moved to make the title “Required Cross Connection Control Program Registration.” Seconded by Angie Kimpo. *(motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes)*

## **PUBLIC COMMENTS**

- Community member April Eaton said in the past few meetings there’s been discussion about a rate increase, and the budget seems to be nearing approval with very little wiggle room. So April believes that the Board will opt for a rate increase. She would support a rate increase if we had a qualified and experienced Manager and if the performance of the District was satisfactory. However, we don’t have a qualified or experienced Manager, and performance isn’t satisfactory. April referred to the discussion about finding a “unicorn” to be the Manager. She believes that we had the unicorn employee until last year. It also appears that three qualified employees have quit because of the current Manager. She believes that the Board should conduct exit interviews to help retain future employees. In her opinion, four of the Board Members are choosing to keep a Manager who is not suited to the current job. She just wants a qualified Manager, and is upset that CWD had that employee last year, but he is gone now. If we didn’t need to spend money to repair damage at Larch Mountain reservoir, there would be more room in the budget. The damage was preventable by freeze-proofing the regulator, or by having someone check on the reservoir. She doesn’t want the community to have to pay for preventable damage. She is most concerned with the lack of commitment to fire suppression. She is glad to hear about the work done at Camp Angelos to make that hydrant more available, but during the work many customers, including herself, had their water turned off unexpectedly.
- Community member Eric Eaton continued the statement of April Eaton. When the Camp Angelos work was in progress, the Manager texted the Fire Chief with the info that there was a water disruption, but she didn’t say that several roads around the camp were also shut off. This lack of communication also happened during the January storm. Eric said that this was unconscionable, and the excuse at the time was that we didn’t know the number of the Fire Chief. Eric believes that this information is easily accessible. Eric isn’t happy with the general tone of the Manager, and some of the Board Members toward the Corbett community, including threatening to turn off customer water if they don’t fill out a heavy-handed survey, telling someone that we will lock community members out of the office, calling community members “you people,” trying to bury discussion in the Corbett Area Facebook group, and threatening to turn a customer’s water off for a CWD error in billing. This all adds up to a public relations disaster. Eric would like the office to be open normal Monday through Friday business working hours so that we can field questions in the office rather than having people ask questions

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through Facebook. He also suggests that the Board take public comment at the beginning of meetings so that people don't have to wait through a two to three hour meeting before they can speak. If you treat people with respect, apologize when you make mistakes, put community needs first, explain why you need information like in the backflow survey, and refrain from being invasive with information requests, you will gain goodwill within the community. Our system is too fragile for workers and managers to learn on. We need qualified and experienced people with aptitude for their work.

- Community member Erica wants staff to be able to means test aid going forward, such as when there are move-ins and move-outs.
- Community member Jack Garrison wanted to let people know that on April 18th, there will be a meeting at the Fire Hall with the Sheriff's office and Multnomah County Emergency Management about wildfire preparation. About eight years ago, there was a big push in Corbett about backflow prevention and personal PRV. Jack thinks that those items might still have lead left in some of those assemblies. Jack is interested in an aid program for low income folks, but what if there are people who qualify for the program who use large amounts of water? He thinks CWD should have another rate hearing before implementing a program.
- Community member Jeff Aho thanked the Board for having these discussions. He has some experience writing job descriptions, and he doesn't know why you wouldn't want to go after the "unicorn" Manager candidate who can do both the field work and administration, if that is what is best for the District. Efficiency and accountability is important. If we had the ability to find the "unicorn" employee and solve some of the problems, he thinks there is a way to write a job description that lays out minimum requirements for the position, and then specify that preference would be given to candidates who possessed other skills or met a higher standard. You'd then put a minimum pay scale, and then a scale that included all of the extra skills. It seems that there were several problems around CWD, some maybe for good reason. However, the current Manager has said several times that she is not certified for the position, but is doing the best she can. This is commendable, but it is becoming clear that the Board needs to hire a certified DRC and water Manager. With the combined salary, it is certainly a good possibility that we could find that qualified person. He doesn't want to force the current Manager out, but to maximize efficiency by realigning job titles and responsibilities to best utilize each employee's certifications and capabilities. The current Manager has made clear that the water system is on the brink of collapse and it will require an amount of money we do not have in order to right the broken system. Please consider these questions: Does the current management system maximize efficiency and make the best use of our employees' talents? Does the current management system provide a process for accountability when there are system failures and errors? He believes that if a DRC position, who is accountable for the system, reports to a manager who is not accountable for the system, there is an inefficiency and an accountability gap. Is the proposed budget responsible, and are there items in it that are not necessary? He doesn't want the Board to decide on a rate increase before the Budget Committee is done with its work.

**ITEMS NOT ON THE AGENDA** – None

**SUGGESTIONS FOR FUTURE AGENDA ITEMS** – None

**ADJOURNMENT OF MEETING** – Sara Grigsby made a motion to adjourn the meeting at 9:15pm. Michael Arion seconded. (*motion passed 5 yes votes: M. Arion, D. Graff, S. Grigsby, A. Kimpo, K. Piper; 0 no votes*) The meeting was adjourned at 9:15pm.

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