

WEST CENTRAL CONSERVANCY DISTRICT
REGULAR MEETING MINUTES
NOVEMBER 18, 2013

Board Members Present: K. Buetow, C. Dorton, W. Holland, V. Underwood, J. Webb

Board Members Absent: None

WCCD District Manager, Assistant District Manager, Business Manager, Legal Counsel and Engineer Present

Guests as per sign-in log

The Meeting was held in the WCCD Board Room at 5:00 P.M.

Chairman convened the meeting after recognizing that the agenda was posted pursuant to the Indiana Open Door Law and that a quorum was present.

Motion by W. Holland, second by V. Underwood, vote unanimous, to approve the Minutes of the October 21, 2013 Regular Meeting and the Minutes of the November 11, 2013 Special Meeting as presented.

Financial Secretary V. Underwood presented a review of the claims. Motion by V. Underwood, second by J. Webb, vote unanimous, to approve (REV) 24312 – 24418, (EXP) 11037 – 11045, (DEPR) 11054 – 11058, BPR101813, PR101813, PR110113, DC10152013.

Business Manager presented the October 2013 Cash Activity Statement.

Plant Operation report by the District Manager. An update on the OneWater trial operation currently being tested at the Plant will be presented at the December 16, 2013 Regular Board Meeting.

Chairman updated the Board on the Safari Solutions hiring process. Safari Solutions Representative Drew Smith presented the Board the model of the hiring process. Discussion included a Board Member question/answer period with Drew Smith to determine by priority the top five traits desired for consideration of potential candidates for the District Manager position. Other topics included present and future challenges in this position, compensation and benefits package. Safari Solutions will create an employment ad based upon the Board Member and District Manager feedback and present to the Board for further input/final approval before distribution. The prospective candidates will be interviewed and any discussions will take place in scheduled Executive Sessions.

The District Manager presented the proposed 2014 Holiday Schedule for Board Member review and approval. Motion by W. Holland, second by V. Underwood, to accept the 2014 Holiday Schedule with the following amendments to the proposed schedule : Good Friday April 18, 2014 (Full Day) and Christmas Eve Wednesday December 24, 2014 (1/2 Day) to the amended

schedule of Good Friday, April 18, 2014 (1/2 Day) and Christmas Eve Wednesday December 24, 2014 (Full Day). For K. Buetow, W. Holland, V. Underwood, J. Webb. Against C. Dorton. Motion passed 4-1.

District Manager opened discussion with the Board on the 2013 Employee Christmas luncheon. The luncheon will be held Wednesday December 11, 2013 at Papa Joe's Restaurant in Avon. The District Manager invited Board Members to attend.

District Manager opened discussion with the Board on observations since returning September 9, 2013 with a recommendation to the Board to consider a \$1,000.00 bonus per employee due to the exceptional job performance of the individuals. Motion by W. Holland, second by J. Webb, to approve a \$25,000.00 pool to be utilized at the District Manager's discretion for a year-end employee bonus. Upon further discussion, W. Holland amended his motion to approve a \$1,000.00 bonus per employee. Motion passed 5-0. This motion will include a yearly review of a potential year-end bonus pool for employees by the Board based upon employee performance.

Chairman updated the Board on the Washington Township correspondence and recent discussions between Representatives of the District and the Washington Township Trustee's Office. Washington Township Trustee Don Hodson was present and updated the WCCD Board on the recent discussions of the Washington Township Trustee's Board. The Board, by consensus, agreed to continue discussions with the Trustee's Office on this matter.

Public comment time provided.

Motion by W. Holland, second by J. Webb, vote unanimous, to adjourn the meeting at 6:55 P.M.

K. Buetow, Chairman

W. Holland, Secretary