

SPECIAL BOARD MEETING  
APPROVED MINUTES

December 28, 2006

DIRECTORS PRESENT: President Ron Treabess; Vice President Lou Reinkens  
Directors Kelly Atchley, Dan Wilkins

STAFF PRESENT: Bob Lourey, General Manager  
Jim Dykstra, Director of Accounting  
Matt Homolka, Engineer  
Jack Beckman, Construction Project Manager  
Cindy Gustafson, Assistant General Manager  
Ginger Charlton, District Clerk

**A. CALL TO ORDER**

*President Treabess called the meeting to order at 3:03 p.m. Mr. Beckman led the audience in the Pledge.*

**B. RESOLUTIONS/ORDINANCES**

1. Resolution to Call for Bids on the Harbor Master Sewer Pump Station Project

*Mr. Lourey reported that it's time to advertise for bids for the project even though there are still some issues that need to be finalized. The financing associated with the project will be outlined when the recommendation to award bid is brought to the Board. Mr. Homolka explained that the plans and specs are ready to go and TRPA is ready to work on the last permit issue. The projected startup is scheduled for May 1 or earlier.*

**Motion to approve Resolution #06-40: Reinkens/Atchley/4-0 by roll call vote**

2. Resolution Approving and Authorizing Execution of MOU with Local 39

*Mr. Lourey reported that after eight negotiating sessions with the Union, the District negotiators issued their Last, Best and Final Offer on November 21st. He noted that they worked very closely with the Personnel Committee on the process throughout negotiations. On December 21<sup>st</sup>, they completed a mediation process with a state-provided mediator. Mr. Lourey reported that these negotiations were very important because a reform for the post-retirement health program was agreed upon that will reduce the long-term financial liability to the District. He went over the key things that changed from the Last, Best and Final to the Tentative Agreement. He then went over an outline that showed the costs of the terms as reached in the Tentative Agreement. The change to the actuarial for the post-retirement program will be provided later. He noted that the post-retirement program is a significant reduction and brings a \$3.9 million long-term liability down to \$1.9 million.*

*Mr. Dykstra went over a chart showing the new items with a financial impact in the contract. He noted that the total classified cost of new items in the contract was approximately \$48,000.*

*Mr. Lourey noted that in January the Management Group Salary and Benefit Proposal would come to the Board.*

*Director Wilkins said that the District has about the best post-retirement program going and he hopes that everyone remembers that when negotiations begin again three years from now.*

*Director Reinkens made a comment that it is costing the taxpayers a lot of money for an error in the past of not funding the post-retirement program. He asked why items #6 and #7 on the handout were included. Mr. Lourey explained that item #7, 2.5% longevity at 15 years of service, is a reform to the old longevity program. Handling longevity this way is a more traditional style program, more manageable and doesn't complicate future negotiations. Item #6, 2% General Range Adjustment, is pretty common in order to remain competitive to keep the District's pay ranges up with others.*

**Motion to approve Resolution #06-41: Wilkins/Atchley/4-0 by roll call vote**

**C. PUBLIC FORUM**

*None.*

**D. ADJOURNMENT**

*The meeting adjourned at 3:45 p.m.*

---

Lou Reinkens, President

---

Ginger Charlton, District Clerk

Prepared by Ginger Charlton, District Clerk