



RECORD OF PROCEEDINGS

REGULAR MEETING OF THE BOARD OF DIRECTORS THREE LAKES WATER AND SANITATION DISTRICT MONDAY, MAY 13, 2019 6:30 PM

1. **CALL TO ORDER**

A regular meeting of the Board of Directors was called to order by Chairwoman Farmer, at 6:30 p.m. at the Administration Building, 1111 County Road 48, Grand Lake, CO 80447

Directors Present: Pat Farmer – Chairwoman
Matt Reed – Vice Chairman
Les Shankland – Secretary/Treasurer
Judy Acierno – Director
Scott Huff – Director

Staff Present: Katie Nicholls – District Manager
Mike Gibboni – Chief Operator/Superintendent

2. **COMMENTS BY THE CHAIRWOMAN**

None.

3. **INTRODUCTIONS OF PUBLIC PRESENT**

None.

4. **ACCEPTANCE OF MINUTES**

By **MOTION**, second, and unanimous vote the April 8, 2019 Minutes were approved as amended.

5. **MATTERS BEFORE THE BOARD**

a. **Consideration to revise the Employee Benefits section of the Employee Handbook to change the insurance coverage effective date, and vesting on the 401(a) Money Purchase Plan**

By **MOTION**, second, and unanimous vote the Board approved the revisions to the Employee Benefits section of the Employee Handbook.

b. **PUBLIC HEARING – Consideration of Resolution 2019-5-1: a resolution amending the Rules and Regulations of the District to allow the Board to grant temporary suspension of user fees due to an individual catastrophic event**

Chairwoman Farmer opened the public hearing. District Manager Nicholls stated that based on the discussion at the previous meeting amendments to the Rules and Regulations have been drafted to allow the Board to grant a temporary suspension of quarterly user fees in the event of an individual catastrophic event. There being no public present Chairwoman Farmer closed the public hearing. By **MOTION**, second, and unanimous vote the Board approved Resolution 2019-5-1: a resolution amending the Rules and Regulations of the District and directed Staff to send a letter to the owner of the recent tragic house fire.

c. **Operators compensation study**

District Manager Nicholls presented the operators compensation study. Discussion ensued regarding comparable districts, job descriptions, wage range calculations, budget impact, certifications, and specifics on the Chief Operator position. The Board directed Staff to create a percentage system based upon certification, and calculate the budget impact. By **MOTION**, second and unanimous vote the Board changed the title of Chief Operator Mike Gibboni to Superintendent and increased his annual salary.

6. **PUBLIC COMMENT**

None.

7. **FINANCIAL REPORTS**

By **MOTION**, second, and unanimous vote the checklist for the month of April was approved. The financial documents for April were reviewed and accepted as presented.

8. **MATTERS OF DISCUSSION AS BROUGHT FORTH BY BOARD MEMBERS**

Vice Chairman Reed inquired if the District was going to be in the Memorial Day Parade. Superintendent Gibboni stated he would see if anyone would like to participate.

Vice Chairman Reed inquired if the District could create a scholarship program for Middle Park High School students who reside within the District. A discussion ensued regarding the legality of a special district creating such a program. The Board directed Staff to inquire with SDA at the annual workshop in June.

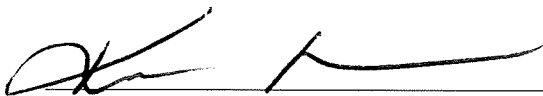
9. **CHIEF OPERATOR REPORT**

Superintendent Gibboni presented the Chief Operator Report. A discussion ensued regarding an opt-out option for the required Backflow Preventer Valves. The Board directed Staff to work with the Attorney to draft up changes to the Rules and Regulations, and create a waiver of liability.

10. **DISTRICT MANAGER REPORT**

District Manager Nicholls presented the District Manager Report.

With no further business before the Board, the meeting was adjourned at 8:10 p.m.



Katie Nicholls, Reporting Secretary



Les Shankland, Secretary/Treasurer