

BOARD OF DIRECTORS
METROPOLITAN DOMESTIC WATER IMPROVEMENT DISTRICT
PIMA COUNTY, ARIZONA

November 21, 1994
7235 North Paseo del Norte
Tucson, Arizona 85704

MINUTES

Board Members Present: Herb Johnson, Chairman
Jim Tripp, Vice Chairman
Kate O'Rielly, Member
Pete Schlegel, Member

District Staff Present: Mark Stratton, General Manager
Michael Block, District Hydrologist
Scott Eisenfeld, Development Supervisor
Robert Gomez, Construction Supervisor
Christopher Hill, Utility Superintendent
Mark Michaels, Draftsman
Marilyn Roberts, Customer Service Representative
Steve Shepard, Back Flow Specialist
Katherine Tanner, Customer Service Representative
Warren Tenney, Clerk
Sheila Willis, Administration Manager

I. CALL TO ORDER AND ROLL CALL

- A. The meeting was called to order at 5:03 p.m. by Mr. Herb Johnson, Chairman of the Board of Directors of the Metropolitan Domestic Water Improvement District (District). Mr. Jim Tripp, Ms. Kate O'Rielly and Mr. Pete Schlegel were present.
- B. Mr. Tripp moved that the Board approve the special meeting notice and agenda for November 21, 1994. Ms. O'Rielly seconded and the motion passed unanimously.

II. COMMENTS FROM THE PUBLIC

There was no comment from the public.

III. Items for Discussion and Possible Action

1. Cost of Living Adjustment for District Staff.

Mr. Mark Stratton said that the report provided to the Board for this meeting is basically the same report as provided at the November 14, 1994 Board meeting. It is noted in the November 21, 1994 report that since the last cost of living increase for District staff, Pima County has received two different cost of living increases, a two percent increase and a two and a half percent increase, for a total of a four and a half percent increase during the last two years.

Mr. Tripp made the motion to authorize a cost of living increase of three percent for District staff to be effective December 1, 1994. Ms. O'Rielly seconded the motion.

Ms. O'Rielly said that she hoped conditions have improved for District employees since the District took over the Metropolitan Water Company. The Board of Directors should continue to show an on-going support for staff. She noted that issues that members of the Board may have needs to be discussed with the General Manager. She recommended that concerns and questions regarding agenda items should be discussed with the General Manager prior to a Board meeting in order to avoid handling issues in this similar manner. The new Board members are bringing a lot of expertise to the Board and they could be a positive resource for similar issues. However, Board members should have individually settled this item prior the meeting. The cost of living increase had already been included in the approved budget.

Mr. Schlegel said that the issue at the November 14, 1994 Board meeting was a question of what could be done legally. Information provided by legal counsel was ambiguous and clarification was requested. Even legal counsel at the meeting was uncertain about the matter. The Board did not deny anything of the employees but only wanted to do what was legally correct; and therefore, the item was continued until a legal opinion could be obtained. Shortly after that, District employees sent a letter regarding the Board's action at the November 14, 1994. Mr. Schlegel said that he has personally worked hard for the District. He is dedicated to make the District the best operation in the state. The Board has given staff everything and then some, including new headquarters, the finest equipment, the finest office supplies, and decent raises. People have stopped him and asked why staff have received raises and benefits. The answer has been that as an extension of the County, District employees have been brought up to the same level as the County. This particular recommendation is above what the County wanted and received in the last few months. Mr. Schlegel said he hoped that we can continue to work together in the best interest of all parties. The Board's intention was not to deny the increase but to determine what could be done legally. He said he was not certain of the political ramifications of the District giving benefits better than the County. No other reason should have been thought otherwise of the Board's action at the November 14, 1994 meeting.

Ms. O'Rielly said that the issue of a cost of living adjustment was a legitimate item on the November 14, 1994 Board meeting agenda. The questioning of the legalities by Mr. Schlegel had to do with if it could be discussed in executive session. Mr. Schlegel said it was an issue

of should it be discussed in executive session. Legal counsel said an opinion could be provided and the Board decided to continue the item to the next meeting.

Mr. Johnson noted that the special meeting had been called to resolve the matter. He called for a vote for the motion regarding the cost of living adjustment. The motion passed unanimously.

IV. Adjournment

The meeting was adjourned at 5:13 p.m.


Herb Johnson, Chairman

ATTEST:


Clerk