

1 Ms. Sieglaff: Mr. Kendrick?

2

3 Mr. Kendrick: Here.

4

5 Lisa Sieglaff, the Clerk of the Board was also present.

6

7 Mr. Peetoom: "Okay. Item 3."

8

9 **3. Board of Directors' elections for 2009 Chairman and Vice**
10 **Chairman**

11

12 Mr. Peetoom: "As of December the 8th Teresa Cummings was
13 nominated for Chairman and Luis Castaneda was
14 nominated Vice Chairman. Any other
15 nominations?"

16

17 Mr. Preston: "They're open."

18

19 Mr. Castaneda: "Mr. Chairman, before we get started I would like to
20 welcome Mr. Kendrick and welcome him aboard..."

21

22 Mr. Kendrick "Kendrick."

23

24 Mr. Castaneda: "...I look forward and I stand corrected for the
25 record, Kendrick, I want to welcome you aboard and
26 I consider it an honor I look forward to working with
27 you as a Board Member."

28

29 Mr. Kendrick: "Thank you."

30

31 Mr. Castaneda: "With that being said, are you going to be the one
32 who calls for the nominations Sir? "

33

34 Mr. Peetoom: "No, we said that on December the 8th."

35

36 Ms. Cummings: "Yes."

37

38 Mr. Castaneda: "The nominations that you are saying – are you the
39 one that can do the nominations Sir?"

40

41 Mr. Peetoom: "No, these were done on December the 8th."

1
2 Mr. Castaneda: "Do we extend them?"
3
4 Ms. Cummings: "Yes."
5
6 Mr. Preston: "We take care of them when we do the meeting."
7
8 Mr. Castaneda: "Especially since that Board Member is not here.
9 But if you would like to make those nominations –
10 will you be making those nominations?"
11
12 Mr. Peetoom: "Yes, I will."
13
14 Mr. Castaneda: "So right now, Madam Clerk will you carry on with
15 the nominations?"
16
17 Ms. Sieglaff: "Yes. Are there any more nominations? Are there
18 any more nominations? No more nominations?
19 Okay."
20
21 Mr. Castaneda: "We are voting on the Chair only, correct?"
22
23 Ms. Sieglaff: "Correct."
24
25 Mr. Castaneda: "We are just voting upon the Chair. I would like to
26 nominate Mr. Lou Preston for the Chair."
27
28 Mr. Kendrick: "I second that motion."
29
30 Mr. Castaneda: "Mr. Preston do you accept the nomination?"
31
32 Mr. Preston: "I accept the nomination."
33
34 Mr. Peetoom: "No."
35
36 Ms. Cummings: "No."
37
38 Mr. Castaneda: "We know it's been passed but we need to go
39 through the formalities. If there are no other
40 nominations then Ms. Ball-Cummings, having been
41 nominated at the December 8th meeting, has three

1 minutes and Mr. Preston has three minutes as well
2 to address us."
3
4 Ms. Cummings: "You want me to address the Board?"
5
6 Ms. Cummings: "Yes."
7
8 Ms. Cummings: "I, Teresa Ball-Cummings would like to remain Vice-
9 Chairman due to the fact that I enjoy my job very
10 much. I don't see where there would be a problem
11 for me to get along with the Chairman to do the job
12 as Vice Chairman. It's a pleasure. I work with the
13 Chairman now, which is Don Peetoom, very
14 diligently and I feel that I still should remain as Vice
15 Chairman."
16
17 Mr. Kendrick: "Mr. Chairman? May I say something real quick?"
18
19 Mr. Peetoom: "Go ahead."
20
21 Mr. Kendrick: "You said you are running for Vice Chairman. Isn't it
22 Chairwoman of the Board?"
23
24 Mr. Peetoom: "We already voted on Chairman."
25
26 Ms. Cummings: "Yeah. Ms. Payne nominated me to be Chair."
27
28 Ms. Sieglaff: "Yes. She was nominated to be Chair and now she
29 wants to be Vice Chair."
30
31 Mr. Castaneda: "Are you rescinding your nomination to be Chair?"
32
33 Ms. Cummings: "No, but there was already a vote taken for
34 Chairman. So what's, what should I speak for Mr.
35 Chairman?"
36
37 (Background noises – inaudible verbal interaction
38 between Ms. Cummings and Mr. Castaneda).
39
40 Mr. Castaneda: "Sounds like you are running for Vice Chair."
41

1 Ms. Cummings: "Yes. No one's nominated me for Chairman, so..."
2
3 Mr. Castaneda: "And you wish to run for Vice Chair?"
4
5 Ms. Cummings: "Yes. Didn't you just vote for the Vice Chairman?"
6
7 Mr. Peetoom: "No, Chairman."
8
9 Ms. Cummings: "Oh, for Chairman."
10
11 Ms. Sieglaff: "We tabled those nominations from December but
12 Mr. Peetoom had to bring it up again at this meeting
13 because there needs to be a verbal call for election
14 of officers. You can't bring it over from the last
15 meeting."
16
17 Ms. Cummings: "Well I was nominated for the Chairman. As far as
18 Lil nominating me as Chairman for the Water
19 District I feel that I would do an excellent job at
20 being Chairman along with the Vice Chairman to
21 work diligently with me. I have (inaudible) been
22 here long enough to know about the ropes and how
23 it works. I don't see where there would be a
24 problem why I couldn't be the Chairman."
25
26 Mr. Castaneda: "Mr. Chairman?"
27
28
29
30 Mr. Preston: "Yes. I had been in the Chair the year before. I
31 know a lot of the 'do's' and 'don't's'; I know my way
32 around and I know that this District is supposed to
33 represent. I find it a very easy thing to do to
34 represent the District and I feel the District does
35 need the help and needs some representation. And
36 I really feel that I am qualified and can do the job of
37 the Chairman."
38
39 Mr. Castaneda: "May we have a roll call please?"
40
41 Ms. Sieglaff: "All in favor of Mr. Preston for Chairman?"

1
2 Mr. Kendrick: "Aye."
3
4 Mr. Castaneda: "Aye."
5
6 Mr. Preston: "Aye."
7
8 Mr. Peetoom: "Nay."
9
10 Ms. Cummings: "Nay."
11
12 Ms. Sieglaff: "Are there any more nominations? Are there any
13 more nominations? Are there any more
14 nominations? Now we are going to vote on the
15 nominations for Vice Chair."
16
17 Mr. Preston: "I nominate Mr. Luis Castaneda for Vice Chair."
18
19 Ms. Sieglaff: "Do you accept the nomination Mr. Castaneda?"
20
21 Mr. Castaneda: "Yes."
22
23 Mr. Kendrick: "I second that nomination."
24
25 Ms. Sieglaff: "Are there any more nominations? Are there any
26 more nominations? Are there any more
27 nominations? Being there are no more
28 nominations, now we can vote to affirm the
29 nomination."
30
31 Mr. Peetoom: "Yes."
32
33 Ms. Cummings: "Yes."
34
35 Mr. Kendrick: "Yes."
36
37 Ms. Sieglaff: "Mr. Preston made the motion and Mr. Castaneda
38 accepted the nomination so the vote is unanimous.
39 Okay so we now have our new Officers for 2009.
40 Congratulations."
41

1 [New seating arrangements made; discussion about microphones.]

2
3 **4. Discussion and possible action pursuant to A.R.S.**
4 **§38-431.03 concerning contract negotiations with MW²**

5
6 Mr. Preston: "Luis and I met with MW² last – on the 7th of
7 January. The MW² team was there; our talks went
8 well. We did all we could to protect the well being of
9 our District. In the process of discussion on behalf
10 of the District we requested that the amount of the
11 sinking fund be increased to reflect our estimated
12 costs to provide the well. The cost is \$325,000.00.
13 Mr. Owen's reply was that we – they added a
14 sweetener to get the Board's approval. And I
15 informed him immediately that we did not need a
16 sweetener. We were looking for the benefit of the
17 District whom we were voted in to do our job. And
18 that was one of our jobs to do. And I let Mr. Owen
19 know that we would not accept any sweetener as
20 such as he put it. In my reply I did not want any
21 bribe just to accept a proposal. Now you have in
22 your packet the letter from American Pacific
23 Engineering. That letter, if you haven't read it, we
24 need to have you read it and understand so that we
25 can act upon this on Monday's meeting on the 12th.
26 With that, that's all I have to say. Mr. Castaneda do
27 you have anything to say?"

28
29 Mr. Castaneda: "Mr. Chairman, I would like to just say a few things
30 to my colleagues in reference to those negotiations.
31 As Mr. Preston said, they did go very well. We
32 would just like to point out to our colleagues that in
33 the future if someone would come up to us and offer
34 us sweeteners for us to change our minds, the
35 Board is not up for those kinds of rhetoric or
36 discussion. We are merely here to do what's in the
37 best interest of the District. In looking and reflecting
38 back into this we have given them – what we have
39 done is given MW² a five year limitation time to get
40 the well put in for that subdivision which was our
41 original agreement with them to have that well put

1 in. I think the main concern of Mr. Preston and
2 myself is during the negotiations my questions was,
3 'If the infrastructure was to break down or if
4 something was to happen to that infrastructure that
5 the District would ultimately have to pay for those
6 upgrades to keep those customers on line?' And
7 we would have been forced to do it regardless of
8 the fact whether they had signed the Agreement or
9 not. Once we included that into the District we are
10 sort of liable to those people. So we would have
11 gotten shafted either way. Now with this Agreement
12 at least we have the personal commitment from the
13 developers that they will have that \$325,000.00.
14 Now if they put that well in prior to those five years,
15 and let's say they have already \$325,000.00 into
16 that sinking fund but it's only going to cost MW²
17 \$125,000.00 to put in the well; the pumps and filters
18 and whatever the tank and the hydrometer that
19 needs to be put on there –if they can do it at a
20 cheaper cost then they would utilize that money
21 from the sinking fund and do it prior to the five
22 years. If they happen to go bankrupt before the five
23 years, or let's say that they don't want to deal with
24 the development any more and they want to turn
25 and walk away and they've already got 30 houses
26 built. The sinking fund would automatically come to
27 the District and those funds would go to us to
28 recoup our costs that we would have to pay for the
29 \$325,000.00 to put up for the well. Also within
30 these negotiations we all know that there are 19
31 parcels of pieces of property that do not have – are
32 not covered in this Agreement. So we have
33 instructed Mr. Frazier to also draw up a document of
34 the legal assessments that we would have to
35 impose on each of those parcels prior to them
36 building. So, furthermore, we would also reap that
37 benefit in addition to getting the well done. I think
38 that we covered every aspect – we covered the
39 District in every possible way."
40

41 Mr. Preston: "May I say something?"

1
2 Mr. Castaneda: "Yes, go ahead."
3
4 Mr. Preston: "For each house that's sold \$4,420.00 goes into the
5 sinking fund. And after the 73 houses are built that
6 will leave \$6.00 short of the \$325,000.00 in the
7 sinking fund. So it comes out to what we wanted in
8 the sinking fund, the \$325,000.00."
9
10 Mr. Castaneda: "Furthermore, they also relinquished all of their
11 rights to the 10% payment from us for the water use
12 for that development. They have decided to waive
13 that right by us giving them another extension as we
14 have done. And I think everything is there and
15 pretty well spelled out. Mr. Frazier is instructed to
16 get the actual verbiage. I know that Mr. Owen
17 included Amendment No. 2 and I'm sure that's the
18 way he would like it to read, but that's probably not
19 the actual way it going to read. It's going to be the
20 actual lawyer's contract that we would be signing.
21 So this is basically what will be coming down the
22 tube. Mr. Frazier also assured me that he would
23 have this ready by tomorrow. So I don't know if my
24 colleagues would like it in their boxes tomorrow
25 evening or Sunday, or they would just prefer to wait
26 until Monday. However my colleagues decide to do
27 that I will make sure that that packet is available to
28 all of you."
29
30 Mr. Peetoom: "They don't work on Saturday, do they?"
31
32 Mr. Castaneda: "Mr. Frazier will. That was his comment today when
33 he sent this letter, this last letter out to us."
34
35 Ms. Cummings: "Excuse me. Luis, are you speaking about this
36 one? This packet?"
37
38 Mr. Castaneda: "Yes. The second copy that's dated January 9th is
39 the latest one. And it's basically just a summary of
40 what came down at the meeting. The legal

1 verbiage will be like I said, that will be dealt with
2 probably tomorrow evening. That's all I have."
3
4 Mr. Preston: "Would anybody else like to say anything on this
5 MW²?"
6
7 Mr. Peetoom: "Yes Mr. Chairman. I don't see where you're taking
8 about the sinking fund."
9
10 Mr. Preston: "Okay, right on paragraph 1, it says: 'MW² will set
11 aside \$4,452.00, which I made a mistake I said
12 \$4,420.00, from escrow on the sale of each lot.
13 These funds will be put into a bankruptcy remote
14 sinking fund controlled by MW² through an
15 independent fiduciary delineated as the escrow
16 account for water well construction. There will be
17 approximately 73 residences affected by this
18 proposal that are under the control of MW².
19 However, we urge the District to extend to other lots
20 within the subdivision that are not controlled by
21 MW². What is it, 29 lots?"
22
23 Mr. Castaneda: "I believe so."
24
25 Mr. Preston: "So that's where the \$325,000.00 comes from in
26 paragraph one."
27
28 Mr. Peetoom: "Some of this property is in the floodplain, right?"
29
30 Mr. Preston: "Some of it is, yes. The 73 houses are not. It's the
31 extra 29 that do not belong to MW² that are in the
32 floodplain. Any other questions? As you read this
33 you will understand it a little better and then come
34 Monday we'll act upon it."
35
36 Mr. Castaneda: "Mr. Chairman?"
37
38 Mr. Preston: "Yes."
39

1 Mr. Castaneda: "At this moment I would like to make the motion that
2 we table our action concerning MW² until Monday,
3 January the 12th."
4

5 Mr. Preston: "Can we have a second on that?"
6

7 Ms. Cummings: "Yes."
8

9 Ms. Sieglaff: "All in favor?"
10

11 Mr. Peetoom: "Aye."
12

13 Mr. Preston: "Aye."
14

15 Ms. Cummings: "Aye."
16

17 Mr. Kendrick: "Aye."
18

19 **AYE UNANIMOUSLY**
20

21 Mr. Peetoom: "We'll do that when we do the Agenda for Monday."
22

23 Mr. Castaneda: "Mr. Chairman? I believe that we could just do it
24 under Administrative Details."
25

26 Mr. Preston: "Yes."
27

28 Mr. Castaneda: "On Monday."
29

30 Mr. Preston: "Okay, any more on item 4? Hearing none, we'll
31 move on to item 5."
32

33 **5. Possible Board action to hold one or more executive**
34 **sessions pursuant to A.R.S. §38-431.03 concerning**
35 **contract negotiations with MW²**
36

37 Mr. Preston: "That will be covered in page two of the letter that
38 will either be asked or negated at this time."
39

40 Mr. Peetoom: "We tabled that."
41

1 Mr. Castaneda: "We did table that so you can jump number 8."

2
3 **6. One or more executive sessions pursuant to A.R.S. §38-**
4 **431.03 to discuss contract negotiations with MW²**

5
6 **7. Discussion and possible action concerning executive**
7 **session discussion regarding with MW²**

8
9 **8. Discussion and possible action concerning Personnel**
10 **Policy Manual**

11
12 Mr. Preston: "Okay. We all have that I assume. We left off on..."

13
14 Mr. Castaneda: "Mr. Chairman? I think since we are starting fresh
15 with a new person and he hasn't had a chance to
16 read it, we'll just go from page to page if anyone
17 wants to say something. It's for sure we're not
18 going to finish this up tonight."

19
20 Mr. Preston: "Yes. Okay. So we're going to start on page 1. Is
21 there anything in any paragraph on page 1 that
22 anybody would like to discuss?"

23
24 Mr. Kendrick: "No."

25
26 Ms. Cummings: "No."

27
28 Mr. Preston: "Okay. Page 2. Personal appearance. Does
29 anybody have anything to say about that? We did
30 change these codes around didn't we, last
31 October?"

32
33 Mr. Castaneda: "Mr. Chairman?"

34
35 Mr. Preston: "Yes."

36
37 Mr. Castaneda: "I do have this one thing; one change. In the
38 second paragraph under dress code it states almost
39 right at the end of the first paragraph: '... the
40 disbursement will be made at the discretion of the
41 System Manager.' I believe we scratched out the

1 System Manager and put in 'at the discretion of the
2 Board'. "

3

4 Mr. Preston: "Okay. Will you make note of that Madam Clerk?"

5

6 Ms. Sieglaff: "Yes, Sir."

7

8 Mr. Castaneda: "And I believe that's the only one in that paragraph."
9

10 Mr. Preston: "I would like to say that on even the finalization of
11 these personnel policies that they are subject to
12 change at any time through an open meeting."
13

14 Ms. Sieglaff: "Excuse me Mr. Chairman? Do you want that
15 indicated at the end of the Personnel Policy
16 Manual?"
17

18 Mr. Preston: "Yes, that the can be subject to change because we
19 are going to hit into snags and we're going to have
20 to change some of them. That's all on page 2.
21 Does anybody else have any changes?"
22

23 Ms. Cummings: "No."
24

25 Mr. Kendrick: "No."
26

27 Mr. Preston: "Go to page 3. Okay. Anybody have anything on
28 any of the paragraph on page 3?"
29

30 Mr. Kendrick: "No."
31

32 Ms. Cummings: "Not that I can see."
33

34 Mr. Preston: "Okay. Page 4, job descriptions, performance
35 appraisals, probation period. Are there anything in
36 those paragraphs that anybody would like to
37 change, delete..."
38

39 Mr. Kendrick: "Excuse me Mr. Chairman. I think on performance
40 appraisals everything's find except I think it should

1 be added that the Board of Directors will perform an
2 annual appraisal on the System Manager."
3
4 Mr. Preston: "Yes. Does anybody have conversation about
5 that?"
6
7 Mr. Castaneda: "Mr. Chairman?"
8
9 Mr. Preston: "Yes."
10
11 Mr. Castaneda: "So should we write the BOD shall conduct an
12 appraisal of the System Manager on an annual
13 basis?"
14
15 Ms. Cummings: "Mr. Chairman?"
16
17 Mr. Preston: "Yes."
18
19 Ms. Cummings: "We're not going to use Certificate of Appreciation;
20 we're not going to put that one in under
21 Performance Appraisal?"
22
23 Mr. Preston: "What line and on what... "
24
25 Ms. Cummings: "We spoke about that when Lil was here."
26
27 Mr. Castaneda: "Right at the end where it says: 'Employees who
28 perform above their job description can receive a
29 certificate of appreciation from the Board of
30 Directors. We can leave that it, we can give them a
31 nice award."
32
33 Mr. Preston: "Not a monetary award."
34
35 Mr. Castaneda: "No. Just a certificate."
36
37 Mr. Peetoom: "Just a paper certificate."
38
39 Ms. Cummings: "Just so that they can keep up a good job."
40
41 Ms. Sieglaff: "Mr. Chairman may I ask something?"

1
2 Mr. Preston: "Yes."
3
4 Ms. Sieglaff: "On the probation period, the second paragraph it
5 says: '...within three weeks of the end of the
6 probationary period.' Maybe we should put in there
7 at the end of the 90-day probationary period. So
8 that if somebody is contemplating employment with
9 the District and they want to read the Manual they
10 will understand very clearly that there is a 90-day
11 probationary period."
12
13 Mr. Preston: "Does anybody have any objection to that?"
14
15 Mr. Castaneda: "No, I'm fine with it."
16
17 Mr. Preston: "Okay."
18
19 (Brief recess)
20
21 Mr. Preston: "We are back in session after a brief recess."
22
23 Ms. Cummings: "Mr. Chairman, let the record reflect that Ms. Ball-
24 Cummings has left the meeting due to an
25 emergency so we still have a quorum as far as the
26 rest of the meeting is concerned."
27
28 Mr. Preston: "Okay, we're on page 6."
29
30 Mr. Peetoom: "On the pay periods, where it says bi-weekly it
31 should be every other Thursday because that's
32 when we cut all the checks."
33
34 Mr. Preston: "Okay. That answers your question Gary that your
35 check will be cut on Thursday."
36
37 Mr. Castaneda: "The Board meeting checks."
38
39 Mr. Kendrick: "Okay."
40

1 Mr. Peetoom: "I don't know how they are going to make them out;
2 I don't know if they are going to split it or do one
3 check."
4
5 Mr. Preston: "So you [Gary] will be getting a check on Thursday."
6
7 Mr. Peetoom: "It will be two."
8
9 Mr. Preston: "Okay."
10
11 Mr. Kendrick: "Thank you."
12
13 Ms. Sieglaff: "They usually do two."
14
15 Mr. Preston: "Okay. So you will be getting a check on
16 Thursday."
17
18 Mr. Castaneda: "Mr. Chairman?"
19
20 Mr. Preston: "Yes."
21
22 Mr. Castaneda: "When we first printed this out, pay periods did say
23 MDWID's payroll will be disbursed every other
24 Friday at 5:00 p.m. or at the end of an employee's
25 shift. If the scheduled payday falls on a holiday
26 paychecks will be disbursed the previous day.
27 Permanent employees or the System Manager may
28 receive partial pay advance in an emergency
29 situation. I think we need to re-phrase this to state
30 MDWID's payroll will be disbursed every other
31 Friday at 5:00 p.m. or at the end of an employee's
32 shift. And did we – I don't know why we deleted, if a
33 scheduled payday falls on a holiday then paychecks
34 will be disbursed... I don't know if it should be
35 previous but it should be ... I think we need to leave
36 page 6 the way it states. MDWID's payroll will be
37 disbursed every other Friday at 5:00 p.m. or at the
38 end of an employee's shift. And did we... I don't
39 know I guess we could leave it, if a scheduled
40 payday falls on a holiday then paychecks will be
41 disbursed... I don't know if it should be previous but

1 it should be ... it should stay, the day before. And
2 delete permanent employees, with the approval of
3 the System Manager, may receive a partial pay
4 advance in an emergency situation. I think we need
5 to delete that. I think that if there's an emergency
6 they could come to the Board or the Manager and
7 Sig could come to us and say that there's an
8 emergency. I think putting it down, it's like okay I
9 can make up an emergency today and say my dog
10 got run over so can I have \$200.00 to bury my dog?
11 The next pay period I could say... my cat got run
12 over."
13

14 Mr. Preston: "I think we should delete 'any emergency situation'.
15 There is no such thing. If you don't have a little
16 cash set aside then you have a problem. I know
17 here when I was in the Chair before that Don Perry
18 came for a salary advance because he was going
19 on vacation. No. Because if there's an emergency
20 you've got to have some money set aside. He's
21 single, he lives by himself, he has very little
22 expenses and I think a salary advance – you're
23 going on vacation, you knew about that six months
24 ago. So I think that that should be deleted."
25

26 Mr. Castaneda: "Mr. Chairman. I will make the motion that we
27 delete 'permanent employees with the approval of
28 the System Manager may receive partial pay
29 advances in an emergency situation.'
30

31 Mr. Preston: "Delete that whole sentence."
32

33 Ms. Sieglaff: "Second?"
34

35 Mr. Kendrick: "I'll second that."
36

37 Ms. Sieglaff: "All in favor?"
38

39 Mr. Peetoom: "Aye."
40

41 Mr. Kendrick: "Aye."

1
2 Mr. Castaneda: "That's all I have for page 6 and part of 7."
3
4 Mr. Peetoom: "Mr. Chairman?"
5
6 Mr. Preston: "Yes."
7
8 Mr. Peetoom: "They'll still cut the checks every Thursday."
9
10 Mr. Preston: "Every Thursday?"
11
12
13 Mr. Peetoom: "The workers is every two weeks."
14
15 Mr. Preston: "Every other Thursday."
16
17 Mr. Peetoom: "But on Thursdays they have to pay certified's and
18 like that."
19
20 Ms. Sieglaff: "The bills."
21
22 Mr. Peetoom: "The bills need to be paid."
23
24 Mr. Kendrick: "But this is... Mr. Chairman?"
25
26 Mr. Preston: "Yes."
27
28 Mr. Kendrick: "But this is – we're talking about the employees,
29 right? Just the employees?"
30
31 Mr. Preston: "Yes."
32
33 Mr. Kendrick: "And even though the checks are cut on Thursday
34 they can't get them until Friday, correct?"
35
36 Mr. Preston: "That's right. At quitting time."
37
38 Mr. Kendrick: "Mr. Chairman, do we have the option for our
39 employees for direct deposit?"
40
41 Mr. Preston: "No."

1
2 Mr. Kendrick: "Is that something we should look into to get for the
3 employees, direct deposit? I don't believe it costs
4 anything."
5
6 Mr. Preston: "Well, we have to poll the employees and see
7 whether they want that or not. Because when they
8 won't get that check in their hand they can't go
9 down to the Circle S and cash the check. You
10 know, maybe they don't want that."
11
12 Mr. Castaneda: "Mr. Chairman?"
13
14 Mr. Preston: "Yes Luis."
15
16 Mr. Castaneda: "I think that Board Member Kendrick has a good
17 point that maybe we should poll them to see if they
18 would be interested and I think what he's getting at
19 with that is that if we had direct deposit, most of
20 them, if we cut the check, they would be getting
21 paid on Thursday if they had direct deposit. But I
22 think that it should stay the way it is. And with all
23 due respect Mr. Peetoom, I think the reason we
24 keep it every Friday even though they cut the
25 checks on Thursday, so that I don't get my check
26 today and then call in sick tomorrow. I think that's
27 the whole... "
28
29 Mr. Preston: "Yes. And that's why we made pay time Friday at
30 quitting time. Just for that reason. If you paid them
31 at lunchtime you might not see them for the rest of
32 the day. "
33
34 Mr. Peetoom: "But the Board Members will still get theirs on
35 Thursday?"
36
37 Mr. Preston: "Oh, yeah. We're talking about two different
38 segments now."
39
40 Mr. Kendrick: "Mr. Chairman?"
41

1 Mr. Preston: "Yes, Gary."
2
3 Mr. Kendrick: "Also there's – under paydays – both these
4 sentences – if a scheduled payday falls on a holiday
5 paychecks will be distributed the previous day, and
6 then it says it again, in the event that a payday falls
7 on a Friday the payroll will be dispensed the last
8 day of the week before the holiday. It's ... the last
9 sentence should be taken out too."
10
11 Mr. Castaneda: "Make that into a motion Gary."
12
13 Mr. Kendrick: "I make it into a motion Mr. Chairman that we strike
14 the last sentence from the pay period section of the
15 Employee Manual. In the event that a payday falls
16 on a Friday the payroll will be dispensed the last
17 day of the week before the holiday "
18
19 Ms. Sieglaff: "Second?"
20
21 Mr. Castaneda: "I'll second his motion."
22
23 Ms. Sieglaff: "All in favor?"
24
25 **AYE UNANIMOUSLY**
26
27 Mr. Kendrick: "One more thing Mr. Chairman?"
28
29 Mr. Preston: "Go ahead Gary."
30
31 Mr. Kendrick: "Since we are taking out the pay advance we need
32 to find out if in fact any of the employees have an
33 advance outstanding."
34
35 Mr. Preston: "Money owed to the District?"
36
37 Mr. Kendrick: "Correct."
38
39 Mr. Preston: "Okay."
40

1 Mr. Castaneda: "I will make a note of that that the Board will look
2 into that."
3
4 Mr. Preston: "Okay. All right. Okay. We're on page 8."
5
6 Mr. Castaneda: "Is there anything else on page 7?"
7
8 Mr. Kendrick: "Yes. Under holiday pay, I don't know if I should
9 say it now or wait till the Appendix. What I... to
10 receive holiday pay Mr. Chairman I think the
11 employee must clock in an out the day previous and
12 the day after the holiday to receive the holiday pay.
13 I know every job I've had does it the same way. I
14 mean you can't get holiday pay unless you're there
15 on time the day before and the day after the
16 holiday."
17
18 Mr. Preston: "That's correct and I agree with that."
19
20 Mr. Kendrick: "It should say the employee must clock in and out
21 on time for lunch and again must clock out on time
22 at the end of the shift in order to receive holiday pay
23 the day prior and the day after the holiday. If the
24 day prior is a Sunday the prior Friday timesheet will
25 count and if the day after is a Saturday, then the
26 very next Monday's time sheet will count."
27
28 Ms. Sieglaff: "May I make a comment Mr. Chairman?"
29
30 Mr. Preston: "Yes."
31
32 Ms. Sieglaff: "This past Thanksgiving and Christmas, they fell on
33 Thursday, and two of the employees used a
34 vacation day for the Friday so they could have a
35 four day weekend on Thanksgiving – Theresa and
36 Don – and then Tony and I took a vacation day the
37 day after Christmas so we could have the four day
38 weekend. So in the event we change the Personnel
39 Policy Manual we wouldn't have that option. So... "
40
41 Mr. Kendrick: "Can I make an adjustment?"

1
2 Mr. Preston: "Just a minute Gary, let's let her finish please."
3
4 Ms. Sieglaff: "So if we use the verbiage that Mr. Kendrick
5 suggested that would preclude us from being able
6 to do that."
7
8 Mr. Preston: "Well ..."
9
10 Ms. Sieglaff: "And I personally, at my age, need a four day
11 weekend any time I can get it."
12
13 Mr. Preston: "It's going to be written in the Personnel Policy that
14 vacations will be Monday to Friday. There's no
15 more breaking up taking vacation days. It's going to
16 be – you're going to take a week at a time and if you
17 want the two weeks at a time you'll get them. But
18 no more vacation days because that has fallen into
19 a category that's very troublesome."
20
21 Mr. Castaneda: "Mr. Chairman?"
22
23 Mr. Preston: "Wait a minute, Gary wanted to say something."
24
25 Mr. Kendrick: "You have answered that Mr. Chairman."
26
27 Mr. Preston: "Oh, okay."
28
29 Mr. Castaneda: "Mr. Chairman, let me rephrase that again so I can
30 scribble it down as fast as I can and make this into a
31 motion? They must punch in ... "
32
33 Mr. Kendrick: "I would make it a motion that to receive holiday pay
34 the employee has to clock in on time at the
35 beginning of the shift and must clock in an out on
36 time for their one hour lunch period, and again must
37 clock out on time at the end of their shift in order to
38 receive holiday pay the day prior and the day after
39 the holiday. I've got more. Let me know when
40 you're ready."
41

1 Mr. Castaneda: "I'm ready."
2
3 Mr. Kendrick: "If the day prior is a Sunday the prior Friday's time
4 sheet will count and if the day after is a Saturday
5 then the very next Monday's time sheet will count."
6
7 Mr. Castaneda: "Is that the end?"
8
9 Mr. Kendrick: "That's the end."
10
11 Mr. Castaneda: "I'll second that motion."
12
13 Ms. Sieglaff: "All in favor?"
14
15 Mr. Peetoom: "Aye."
16
17 Mr. Kendrick: "Aye."
18
19 **AYE 3 NAY 1 ABSTENTIONS 0**
20
21 Ms. Sieglaff: "Gary I want to get that verbiage from you."
22
23 Mr. Kendrick: "Okay."
24
25 Mr. Peetoom: "Mr. Chairman?"
26
27 Mr. Preston: "Yes."
28
29 Mr. Peetoom: "If you say that you can't take a vacation day then?"
30
31 Mr. Preston: "No, no."
32
33 Mr. Castaneda: "No, not after we ... "
34
35 Mr. Kendrick: "Mr. Chairman stated that we are not going to be
36 able to – the employees are not going to be able to
37 take a vacation day, just one day at a time. They
38 have to take a full five days at a time."
39
40 Mr. Peetoom: "Well how are you going to do that now? Do they
41 clock out, clock in, and clock back out on their

1 vacation days or a holiday. Is that what you're
2 talking about?"
3
4 Mr. Kendrick: "No. It's not for vacation time. This is just for
5 holiday pay."
6
7 Mr. Preston: "Okay, does anybody have anything more on page
8 7? Okay. Page 8."
9
10 Ms. Sieglaff: "May I say something Mr. Chairman?"
11
12 Mr. Preston: "Yes. Oh well let me ask you a question first
13 please. Is there anybody that has garnishments?"
14
15 Ms. Sieglaff: "Not that I know of."
16
17 Mr. Preston: "Okay. Go ahead then please."
18
19 Ms. Sieglaff: "Theresa Hicks told me that she has never gotten
20 garnishment papers and I told her if she did to see
21 me and I would direct her because I am familiar with
22 those legal documents."
23
24 Mr. Preston: "Okay. If that came to you, you would come to me
25 and advise me of it right?"
26
27 Ms. Sieglaff: "Oh, yes."
28
29 Mr. Preston: "Alright. Anything on reimbursed mileage? Use of
30 District property."
31
32 Mr. Kendrick: "Mr. Chairman?"
33
34 Mr. Preston: "Yes."
35
36 Mr. Kendrick: "The only thing I have is I would just like to see if we
37 have up-to-date motor vehicle department checks
38 on the employees that do drive our District vehicles.
39 It states here that we have to do a check on that
40 every year to make sure that they do have a valid

1 driver's license and it wasn't suspended or... you
2 know?"
3
4 Mr. Preston: "I think we should have a new paragraph for that
5 alone. It's not in here but I think we should have it."
6
7 Mr. Kendrick: "It does say it, is in there."
8
9 Mr. Castaneda: "That's right Gary but if you go to newly hired, it
10 does say in there documentation pertaining to their
11 past driving records on an annual basis."
12
13 Mr. Kendrick: "Mr. Chairman, are we up to date on those?"
14
15 Mr. Preston: "I don't believe we are. I couldn't swear to it but
16 knowing what I know in the past I don't believe
17 they're up to date."
18
19 Mr. Kendrick: "This is one thing I would like to see done."
20
21 Mr. Preston: "We can insert that in there."
22
23 Mr. Castaneda: "Mr. Chairman?"
24
25 Mr. Preston: "Yes, Mr. Castaneda."
26
27 Mr. Castaneda: "It's been noted that we will be viewing their driver's
28 license motor vehicle reports."
29
30 Mr. Preston: "Okay. And I think there should be a form made
31 out. Can you design something like that for us
32 Madam Clerk?"
33
34 Ms. Sieglaff: "Yes. Driving records normally are obtained from
35 motor vehicle by the individual, so what we'd need
36 to do is to have the employee go to motor vehicle
37 on their anniversary for instance – on their every
38 year anniversary and provide us with a copy of that
39 motor vehicle driving record."
40

1 Mr. Preston: "Can we call motor vehicle and get it from them?
2 Do you know?"
3

4 Mr. Kendrick: "Mr. Chairman, I believe there is a way that... well, I
5 know that I've had my past employers bring up my
6 motor vehicle record. I didn't have to bring it to
7 them. They did it for us. I don't know if it's included
8 in a background check or what but I think there is a
9 way. I don't know how they do it but I think there is
10 a way for us to get that information from motor
11 vehicle."
12

13 Ms. Sieglaff: "We don't have that capability. For instance, like a
14 trucking company, you know, trucking companies
15 they have access to motor vehicle records because
16 they fall under the ADOT situation and the federal
17 laws and everything, so if they're going to hire over-
18 the-road truck drivers they have to stay on top of
19 their driving records. But we don't have the
20 capability to access motor vehicle driving records."
21

22 Mr. Castaneda: "Mr. Chairman?"
23

24 Mr. Preston: "Yes."
25

26 Mr. Castaneda: "I would like to ask a question. If we pay for that
27 service can we obtain them?"
28

29 Ms. Sieglaff: "Oh, title companies will go a do that... "
30

31 Mr. Castaneda: "We could do FBI background checks. We could
32 probably do all of that stuff. I mean we'd probably
33 have to pay a fee for that service but I'm sure it
34 could be done. It's something to look into."
35

36 Mr. Peetoom: "When I went to motor vehicles first they had a line
37 1, and they ask you what you want and they say
38 well you have to go to level 2 for personal
39 background check if I want something like about
40 how much I paid for my license. They give me level
41 2 and then level 1 they don't – they ask you what

1 you want and you tell them and they say 'I'm sorry,
2 but you have to go to level 2' and that's personal
3 like your social security."
4
5 Mr. Preston: "Yeah, I can understand that. Is that something you
6 could investigate Madam Clerk?"
7
8 Ms. Sieglaff: "Yes. Actually the way it could be done would be
9 with a Specific Power of Attorney, we could have
10 the employee sign a Specific Power of Attorney
11 giving the District authority to go to motor vehicles
12 and get a copy of their driving record and we have
13 to get a copy of everybody's license when they
14 come to work here and put them in their personnel
15 files. So if we had a Specific Power of Attorney with
16 a copy of the driver's license we could go to motor
17 vehicles and get them. So that would be one way to
18 accomplish it. Another way would be to ask a title
19 company. I don't even know if they do driver's
20 licenses. I think they just do titles. But anyway that
21 would be my thought on how it could be
22 accomplished. Give them the option. Either the
23 employee can either go get it themselves and bring
24 it to us or they can sign a Specific Power of Attorney
25 to go do it for them."
26
27 Mr. Preston: "I think Mr. Kendrick has a good request there
28 because it should be done. We don't know.
29 Somebody, one of our people, could have their
30 license suspended and we would never know it if
31 we don't check on it. Because I don't think the
32 motor vehicle would contact us and say hey, his
33 license has been suspended."
34
35 Ms. Sieglaff: "They have know way of knowing where he or she
36 is working."
37
38 Mr. Preston: "No. That's what I'm talking about."
39
40 Ms. Sieglaff: "Because we don't use CDL drivers, the commercial
41 drivers licenses fall into a whole different category."

1
2 Mr. Kendrick: "Mr. Chairman, in the alternative, like Lisa said, we
3 could have the employees – give them a certain
4 amount of time to get their current motor vehicle
5 records to us. Because they stamp it and they initial
6 it and you know... "
7
8 Mr. Preston: "Well we might be running into a point there where
9 you're going to give the individual time off during the
10 day to do it."
11
12 Mr. Kendrick: "Well then I'm sure there is a way that we can get it
13 done."
14
15 Mr. Peetoom: "Sometimes you have to wait, you just have to wait.
16 It depends on what time of the day you go."
17
18 Ms. Sieglaff: "May I say something Mr. Chairman?"
19
20 Mr. Preston: "Go ahead."
21
22 Ms. Sieglaff: "That's what I was saying. I'm paid anyway. I do
23 the Minutes and I go through the Minutes and I do
24 legal research, like this morning I did some legal
25 research to try to help Gary get up to date with
26 some of the stuff. You got the whole package of
27 materials that I gave you?"
28
29 Mr. Kendrick: "Yes. Thank you."
30
31 Ms. Sieglaff: "So I would have the time to do something like that."
32
33 Mr. Preston: "Well so long as you could get it on an individual."
34
35 Ms. Sieglaff: "Yeah, well that's what I'm saying. I can do up a
36 Specific Power of Attorney, or have the lawyer do it,
37 even though I have a gazillion of them home in my
38 files because I had my own legal assistance
39 business, I'd still prefer for the lawyer to just fax us
40 a boilerplate."
41

1 Mr. Kendrick: "Mr. Chairman?"
2
3 Mr. Preston: "Yes."
4
5 Mr. Kendrick: "I think that Madam Clerk could do that if the
6 employees give her the Power of Attorney and if the
7 employees deny that right then they have go get it
8 themselves or deal with the consequences."
9
10 Mr. Preston: "Well, it's something we can work out."
11
12 Mr. Kendrick: "I would like to see this done if it's possible."
13
14 Mr. Preston: "Oh, absolutely. I agree with you."
15
16 Mr. Castaneda: "Did you make a note of it?"
17
18 Mr. Kendrick: "On my paperwork?"
19
20 Mr. Castaneda: "Yeah so we can come in within the next week or so
21 and deal with it; start working on it."
22
23 Ms. Sieglaff: "I don't think we'll have a problem because there are
24 only five of us in the office."
25
26 Mr. Peetoom: "Bring it back in February's meeting."
27
28 Mr. Preston: "Yeah, that will give us time to work on it."
29
30 Mr. Castaneda: "So let's put that in February's meeting."
31
32 Mr. Preston: "Madam Clerk, would you put that on the Agenda
33 please?"
34
35 Ms. Sieglaff: "Yes."
36
37 Mr. Preston: "If they don't want to give us a power of attorney
38 then they're going to have to produce it on their own
39 and on their own time."
40

1 Ms. Sieglaff: "As long as the employees understand that a
2 Specific Power of Attorney only gives authorization
3 for what it states – that one specific action. That's
4 what they need to understand. I don't know how
5 much they know about those types of legal
6 documents. So Mr. Chairman is the one that is
7 going to have to bring that to the employees."
8
9 Mr. Kendrick: "Mr. Chairman?"
10
11 Mr. Preston: "Go ahead."
12
13 Mr. Kendrick: "I can help you out finding out how we can get this
14 accomplished."
15
16 Mr. Preston: "Okay. We appreciate that."
17
18 Mr. Kendrick: "You know, I'll keep you up to date on this and what
19 I find out, alright?"
20
21 Mr. Preston: "Okay. Yes absolutely, thank you. Okay we're on
22 page 8."
23
24 Mr. Kendrick: "Mr. Chairman?"
25
26 Mr. Preston: "Yes, Sir."
27
28 Mr. Kendrick: "Also I don't know this, I'm new, I don't know if it's
29 being done, in the third paragraph under Vehicle
30 Use, a current mileage log will be kept and
31 maintained in each vehicle at all times."
32
33 Mr. Peetoom: "It is. At all times."
34
35 Mr. Preston: "Are they keeping daily time sheets?"
36
37 Mr. Peetoom: "Yes, they are."
38
39 Ms. Sieglaff: "We have a time clock, we have time cards."
40
41 Mr. Preston: "No, daily time sheets."

1
2 Ms. Sieglaff: "Oh, you're talking about the Field Techs?"
3
4 Mr. Preston: "Yes. The job location, the time... you don't know if
5 they're being kept?"
6
7 Ms. Sieglaff: "No, I don't have anything to do with that aspect of
8 the operation."
9
10 Mr. Preston: "Okay, no, I just thought you knew."
11
12 Mr. Kendrick: "Mr. Chairman?"
13
14 Mr. Preston: "Yes."
15
16 Mr. Kendrick: "Mr. Chairman I don't think it is in here but I think we
17 should put it in here that the Field Techs need to
18 keep an accurate, up-to-date daily time log of where
19 they go, how long the spent there... "
20
21 Mr. Preston: "Absolutely."
22
23 Mr. Kendrick: "... what time they left that job, what time they got
24 back to headquarters, and so on. I don't know how
25 the verbiage should go but I think that needs to be
26 added."
27
28 Mr. Preston: "Yes. Time sheets/work sheets. Yes, because
29 there is too much lollygagging around going on."
30
31 Mr. Kendrick: "Mr. Chairman, I'm not saying that what's going
32 on... "
33
34 Mr. Preston: "No, I'm saying that. That's why the time sheets.
35 That's so the outside Techs, they spend too much
36 time in this office. Okay, that's all on page 8 for
37 everybody?"
38
39 Mr. Castaneda: "Mr. Chairman?"
40
41 Mr. Preston: "Yes, Sir."

1
2 Mr. Castaneda: "If Mr. Kendrick would like me to maybe draw up
3 some verbiage... I don't know whether that would
4 be under the Vehicle Use ... I think that would be
5 under their job description, but I do know what he's
6 trying to say is he's trying to add in a daily work
7 sheet will be filled out on a daily basis by a Field
8 Technician with regard to what jobs they are doing,
9 when they are doing them and how long it takes
10 them do the job."
11
12 Mr. Kendrick: "Mr. Vice-Chairman?"
13
14 Mr. Castaneda: "Yes, Sir?"
15
16 Mr. Kendrick: "I do believe it should be under Job Descriptions
17 instead of Vehicle Use."
18
19 Mr. Castaneda: "That was back on page something or other wasn't
20 it? Yeah, on page 4, that would be added to page
21 4."
22
23 Mr. Preston: "Right."
24
25 Mr. Kendrick: "Mr. Chairman, do we need to come up with the
26 correct verbiage now?"
27
28 Mr. Preston: "No. Madam Clerk will work on that. She can put it
29 into legal language."
30
31 Ms. Sieglaff: "May I say something Mr. Chairman?"
32
33 Mr. Preston: "Yes."
34
35 Ms. Sieglaff: "This paragraph refers to the fact that Job
36 Descriptions have been made and are available.
37 This just says that there are Job Descriptions. So
38 this would not necessarily go into the Personnel
39 Policy Manual but into the actual Job Descriptions
40 for the Field Techs."
41

1 Mr. Preston: "Yes, that's very much needed."
2
3 Ms. Sieglaff: "So we wouldn't be dealing with that with the
4 Personnel Policy Manual."
5
6 Mr. Preston: "Okay."
7
8 Ms. Sieglaff: "We need a second. There was a motion... "
9
10 Mr. Castaneda: "I made the motion to add it to their Job
11 Descriptions."
12
13 Mr. Preston: "Second."
14
15 Ms. Sieglaff: "All in favor?"
16
17 Mr. Peetoom: "Aye."
18
19 Mr. Kendrick: "Aye."
20
21 **AYE 3 NAY 1 ABSTENTIONS 0**
22
23 Mr. Peetoom: "It may have to come later but that green truck is
24 getting to be..."
25
26 Mr. Castaneda: "Kick the bucket?"
27
28 Mr. Peetoom: "Kick the bucket."
29
30 Ms. Sieglaff: "It's smoking so bad even I'm embarrassed."
31
32 Mr. Peetoom: "Yeah I know. We got a leak in there around the
33 engine. I don't know whether it's the front seal or
34 the rear seal. But you can see there's something
35 wrong with it."
36
37 Mr. Kendrick: "Mr. Chairman?"
38
39 Mr. Preston: "Go ahead."
40

1 Mr. Kendrick: "Can I see – is there a way to take it to a mechanic
2 and find out from him how much it's going to cost to
3 fix that problem?"
4

5 Mr. Preston: "Sure, yeah, there's a guy right down the street."
6

7 Mr. Peetoom: "Over a thousand dollars just to fix the (inaudible)
8 and it's not worth it."
9

10 Mr. Preston: "Well, we'll have to see because I plan on pushing
11 to have these two Techs split up. They don't need
12 to be riding together all the time. That's a waste of
13 money. So if it's repairs on the truck or replacement
14 of the truck we'll go get that."
15

16 Mr. Peetoom: "If the day comes that the green one goes out the
17 white one can be used."
18

19 Mr. Preston: "That white truck should have been in service a long
20 time ago. Anyway, that's another story."
21

22 Ms. Sieglaff: "Mr. Chairman, may I ask a question while we're on
23 that subject?"
24

25 Mr. Preston: "Go ahead."
26

27 Ms. Sieglaff: "In the event we take the green truck off the road
28 and start using the white truck then would we need
29 to use our own personal vehicles to go to town and
30 pay taxes and go to the Recorder's Office and that
31 sort of thing?"
32

33 Mr. Preston: "Yes."
34

35 Ms. Sieglaff: "And then get reimbursed for mileage."
36

37 Mr. Preston: "Yes, until we get another truck."
38

39 Ms. Sieglaff: "The issue that seemed to be is that truck is too
40 wide to go through the easements."
41

1 Mr. Preston: "The white truck?"
2
3 Ms. Sieglaff: "Yeah. Somebody, I'm not sure who it was and I
4 don't want to call any names, but somebody said
5 that that truck is too wide to go down through the
6 easements. Some of the easements are so narrow;
7 that's why they've been continuing to use the small
8 green truck because first of all it's more economical
9 and it's easier to maneuver through the easements.
10 People have garbage out there; there's all kinds of
11 brush."
12
13 Mr. Preston: "Has anybody took the time to take the
14 measurements of the green truck and the white
15 truck?"
16
17 Ms. Sieglaff: "It's obvious. Anybody can see that the white truck
18 is a lot larger than the green truck."
19
20 Mr. Preston: "What do you mean by a lot? What's a lot? Could
21 be six inches, could be four inches."
22
23 Ms. Sieglaff: "Well I'm just saying that that was the issue when it
24 came up somewhere along the line about them
25 using that truck when this truck started acting up.
26 Somebody said well it doesn't fit through the
27 easements very well."
28
29 Mr. Castaneda: "Mr. Chairman?"
30
31 Mr. Preston: "Go ahead."
32
33 Mr. Castaneda: "Not to get outside of what we are doing but in all
34 actuality the easements out here are all dictated as
35 walk easements. None of these easements are
36 supposed to have any vehicles. I know fire trucks
37 use them I know Southwest Gas uses them but they
38 are not supposed to be... that was the purpose of
39 us getting the gator, the green little truck; the little
40 green... "
41

1 Mr. Preston: "Yeah."
2
3 Mr. Castaneda: "And that's why they are supposed to use that. In
4 all actuality they shouldn't even be driving up and
5 down those easements because they are not driving
6 easements, they are walking easements."
7
8 Mr. Preston: "We could pay to have all of those easements
9 cleared of brush, but it's an ongoing thing and they
10 did it once and now it has to be done again. They
11 were throwing sand against the tide."
12
13 Mr. Peetoom: "They use the gator for meter readings."
14
15 Ms. Sieglaff: "Mr. Chairman may I just make one comment?"
16
17 Mr. Preston: "Yes."
18
19 Ms. Sieglaff: "If the Field Techs are out there working on pipes
20 and lines in the infrastructure they're going to need
21 the truck because they need their tools. So they
22 have to take a truck into the easements."
23
24 Mr. Kendrick: "Well they'll have to take their tools on the gator."
25
26 Mr. Castaneda: "Yes, and that's unfortunately what they will have to
27 do. I would hate to see somebody in the Water
28 District run over a gas line or hit a Trico pole and
29 then we'd really be in the creek."
30
31 Mr. Peetoom: "We go to page 9 now?"
32
33 Mr. Preston: "Yeah, page 9. It's twenty minutes to 9:00."
34
35 Mr. Peetoom: "Let's finish at 9:00."
36
37 Mr. Preston: "Okay."
38
39 Mr. Kendrick: "Mr. Chairman?"
40
41 Mr. Preston: "Yes."

1
2 Mr. Kendrick: "Oh, I'm sorry. I don't have anything further at this
3 time. Does anybody else?"
4
5 Mr. Peetoom: "It's highlighted that the vehicles are not to be used
6 for personal use."
7
8 Mr. Castaneda: "That's highlighted. That just means that that was a
9 change that was added."
10
11 Ms. Sieglaff: "Mr. Chairman?"
12
13 Mr. Preston: "Go ahead."
14
15 Ms. Sieglaff: "The things that you see highlighted on there were
16 things that we changed after the attorney reviewed
17 this. So that is underlined meaning you can get
18 fired."
19
20 Mr. Kendrick: "If nobody has anything to say under this I have
21 something to say about personal telephone calls. "
22
23 Mr. Preston: "Yes."
24
25 Mr. Kendrick: "I think our District phones should be for the District
26 and used only for business. If anybody wants to
27 talk on the phone for their breaks or their lunch or
28 whatever, I think they should have to use their own
29 personal cell phones for that instead of tying up the
30 lines for the District."
31
32 Mr. Preston: "I agree to that. It's something that we have to look
33 into with all honesty due the District. It's been let go
34 and nobody has controlled it and it's gotten way out
35 of hand. Then if, I've got to be honest, if the
36 General Manager, if he makes all of these personal
37 calls in the company time on the company phone
38 then why should he step on the toes of the people?
39 So it's been totally out of hand and I don't see
40 where the General Manager needs a cell phone to
41 take home. He's got a landline; the answering

1 service, they can call his landline. He doesn't need
2 to have a cell phone with him so he can make
3 personal phone calls when he's off the job. So that
4 needs to be addressed in its entirety."
5
6 Mr. Kendrick: "And Mr. Chairman? As well, I learned that Ms.
7 Theresa Hicks has a company cell phone?"
8
9 Mr. Preston: "Yes."
10
11 Mr. Kendrick: "Why does she have a company cell phone?"
12
13 Ms. Preston: "I don't see why she should anyway."
14
15 Mr. Kendrick: "I think that should be taken away."
16
17 Mr. Peetoom: "Okay. Why she has it is, if there's a problem she
18 can get a hold of Sig and he can get over there and
19 find out what's going on. That's why she has that.
20 If somebody is outside working she calls and he
21 goes over there to see what's going on."
22
23 Mr. Kendrick: "From the office you mean?"
24
25 Mr. Peetoom: "Right."
26
27 Mr. Kendrick: "Why can't she use the office line?"
28
29 Mr. Peetoom: "She can't call Don. Don's got cell phones."
30
31 Mr. Kendrick: "Yeah, but why couldn't we – you mean we can't call
32 Don on his cell phone from the office?"
33
34 Ms. Sieglaff: "Ms. Chairman, can I kind of explain to Gary what
35 this situation is with the cell phones."
36
37 Mr. Preston: "Yeah, go ahead because you're going to fill me in
38 too."
39
40 Ms. Sieglaff: "Okay. We have a quazi-family plan. For the same
41 price we have five cell phones and they have a

1 feature that acts like an intercom on all of them, so
2 we're not charged any minutes. And so all we do is
3 pick up the cell phone and scroll down to the
4 person's name and push the button."
5
6 Mr. Kendrick: "I don't see why Theresa needs a cell phone when
7 she can take the message where the broken line is
8 and pick up the District phone and call Don or Tony
9 on their cell phones and say, hey you need to go
10 here or you need to go there."
11
12 Mr. Preston: "In the sake of emergencies anybody that calls in an
13 emergency gets the answering service. The
14 answering service can call Don Perry, they can call
15 Tony Griggers; they can call Sig. Why is there any
16 need for any need for any other communication
17 service?"
18
19 Mr. Kendrick: "I thought they were stating that just in case there
20 was and emergency during office hours."
21
22 Mr. Preston: "Well office hours or not, it's easier to get a hold of
23 one of those guys during work hours than it is after
24 hours. So that's why they were letting them take
25 the cell phones home because they could be called.
26 Well they all have landlines except Don Perry. Well
27 if he doesn't have one and he wants it done he
28 better get one."
29
30 Ms. Sieglaff: "Mr. Chairman?"
31
32 Mr. Preston: "Yes."
33
34 Ms. Sieglaff: "I think the issue was that the people that are on call
35 would need to be tied to their landlines and would
36 not be able to – okay, on call is basically any time
37 the office is not open. We're open 40 hours a week.
38 So the answering services has the cell phone
39 numbers because we – the employees – you can't
40 expect them to spend the rest of the time sitting by

1 their landline in case there is an emergency. Do
2 you see the theory behind... ?"
3
4 Mr. Preston: "I mean, I understand what you are saying."
5
6 Ms. Sieglaff: "I mean that's why... I was led to believe that that's
7 why they had cell phones because we can't expect
8 the employees that have to be on call to be tied to
9 their landlines."
10
11 Mr. Preston: "All right."
12
13 Mr. Castaneda: "Mr. Chairman?"
14
15 Mr. Preston: "Yes."
16
17 Mr. Castaneda: "That is true but if you are on call Lisa then you
18 already know that you have to be beside that phone
19 if you're on call. If I'm not on call I'm not going to sit
20 around by my landline to see if there's going to be
21 an emergency that's called through. And if an
22 emergency does call through and dispatch cannot
23 get a hold of me and I'm first one in line to be called
24 in an emergency and dispatch can't call me they are
25 automatically going to go to the second person in
26 line, which is Mr. Preston, and call him until they get
27 him. I think Mr. Preston makes a good point, that
28 our emergency list needs to be updated. I don't see
29 where Ms. Hicks would fall under that emergency
30 call sheet. I think if anything we need to pull her
31 phone away and give it to the Chairman of the
32 Board. And you know, if you can't get a hold of Sig,
33 you can't get a hold of Ms. Sieglaff, the Clerk who
34 has got the direct line to the Chair I don't see why
35 others would need it. The Field Technicians I can
36 say yeah, the Clerk, yes if there is an emergency
37 and the Clerk needs to be notified at any point in
38 time... I don't see a secretary needing a cell phone.
39 I understand we get a good deal with it so if we get
40 a good deal with it let's give it to the Chairman of
41 the Board. That way he can be in touch with

1 everybody. And actually he can sit there and listen
2 to all of the walkie-talkie stuff that goes on."
3
4 Ms. Sieglaff: "Actually they're not those kind of phones."
5
6 Mr. Preston: "The only reason why this cell phone bit has come
7 up is because everybody, we're not just pointing at
8 any one individual, has abused it. Sig made in that
9 month 145 personal telephone calls on the cell
10 phone. A lot of calls were going to Tony Griggers
11 from Theresa Hicks. They weren't all work-related
12 conversations. And that – they abused it. And now
13 they have to pay a price for that. And we're not
14 going to stand for that all the time. You know, we're
15 not going take it. So that's what brought all of this
16 stuff about. Is that they abuse it, including Sig. And
17 he even admitted right here in open meeting that a
18 lot of those phone calls were made a 8:00 at night
19 on the cell phone from this company. That's not
20 right. So we've got to do something about it; it's got
21 to come to a screeching halt. I haven't checked the
22 bills lately but the ones we looked at – it sure
23 opened up our eyes, I'll tell you that."
24
25 Mr. Kendrick: "Mr. Chairman?"
26
27 Mr. Preston: "Yes."
28
29 Mr. Kendrick: "Mr. Chairman, I don't know if I need to make this
30 into a motion or not but I would make this into a
31 motion to take Theresa Hicks' cell phone from her to
32 give it to the Board Chairman."
33
34 Mr. Preston: "Do you make that as a form of a motion?"
35
36 Mr. Kendrick: "Yes."
37
38 Mr. Castaneda: "I'll second that motion."
39
40 Ms. Sieglaff: "All in favor?"
41

1 Mr. Preston: "Aye."
2
3 Mr. Peetoom: "Nay."
4
5 Mr. Castaneda: "Mr. Chairman?"
6
7 Mr. Preston: "Yes."
8
9 Mr. Castaneda: "Board Member Kendrick would you still like to add
10 onto the personal phone calls, any personal phone
11 calls made during lunchtime will be on your own
12 personal phone?"
13
14 Mr. Kendrick: "Correct. District phones are for District business
15 and not to be used by employees for personal calls
16 unless in case of an emergency of course."
17
18 Ms. Sieglaff: "Mr. Chairman?"
19
20 Mr. Preston: "Yes."
21
22 Ms. Sieglaff: "So it says, except for emergencies all employees
23 shall restrict personal phone calls. So are we going
24 to take all of that out and say, except for
25 emergencies employees are prohibited from making
26 personal phone calls on District phones?"
27
28 Mr. Preston: "Yes."
29
30 Mr. Castaneda: "Would you like to make that into a motion and I'll
31 second it?"
32
33 Mr. Kendrick: "I'll make that into a motion."
34
35 Mr. Castaneda: "I second it."
36
37 Mr. Preston: "All in favor?"
38
39 Mr. Castaneda: "Aye."
40
41 Mr. Preston: "Aye."

1
2 Mr. Kendrick: "Aye."
3
4 Mr. Peetoom: "No."
5
6 Mr. Preston: "They aye's won that."
7
8 Mr. Peetoom: "We're on page 10."
9
10 Mr. Kendrick: "We're still on page 9."
11
12 Mr. Preston: "Does anybody have anything below personal
13 telephone calls, smoking... "
14
15 Mr. Kendrick: "Mr. Chairman?"
16
17 Mr. Preston: "Go ahead."
18
19 Mr. Kendrick: "I noticed under the no smoking policy it doesn't say
20 anything about District vehicles. I know, I believe
21 we get a discount for not smoking our District
22 vehicles on the insurance."
23
24 Mr. Preston: "Excuse me. There's no smoking in the District
25 vehicles any more?"
26
27 Mr. Peetoom: "They don't smoke in them any more."
28
29 Mr. Castaneda: "I do agree with Board Member Kendrick. I think it
30 needs to be spelled out in here. That way at any
31 point in time that offense does occur at least the
32 Board call fall on this and say we have told you
33 there is no smoking. They can say, well verbally
34 you told us but we never knew that it was a
35 regulation or a procedure that we could not smoke.
36 So I will make it into a motion that we add Mr.
37 Kendrick's to include 'smoking is prohibited in
38 District vehicles'. "
39
40 Ms. Sieglaff: "All in favor?"
41

1 **AYE UNANIMOUSLY**

2
3 Mr. Kendrick: "Mr. Chairman?"

4
5 Mr. Preston: "I'd like to make a motion that we go ahead and
6 save the rest of the Employee Manual for Monday
7 since it is 9:00."

8
9 Mr. Castaneda: "I'll second it."

10
11 Ms. Sieglaff: "All in favor?"

12 **AYE UNANIMOUSLY**

13
14 Mr. Preston: "So we left off at page 9."

15
16 Mr. Peetoom: "When is the next meeting?"

17
18 Ms. Sieglaff: "We need to finish the Agenda, we need the
19 announcement of the next meeting."

20
21 **9. Announcement of next scheduled meeting**

22
23 Mr. Preston: "The next meeting is Monday the 12th of January at
24 7:00 p.m."

25
26 **10. Adjournment**

27
28 Mr. Castaneda: "I make a motion we adjourn the meeting."

29
30 Mr. Kendrick: "Second."

31
32 Ms. Sieglaff: "All in favor?"

33
34 **AYE UNANIMOUSLY**

35
36 Mr. Preston: "The meeting is adjourned at 9:00 p.m."

37

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Minutes prepared by

Lisa M. Sieglaff
Clerk of the Board of Directors