

MARANA DOMESTIC WATER IMPROVEMENT DISTRICT
Official Board of Directors Meeting Minutes
July 11, 2011

The Board of Directors of the Marana Domestic Water Improvement District met in session at the Marana Domestic Water Improvement District Office 16560 West El Tiro Road Marana, Arizona at 4:00 P.M. on Monday, **July 11, 2011**.

1. Call to Order and Pledge of Allegiance

Chairman Ms. Ball-Cummings called the meeting to order at 4:13 P.M.

Ms. Ball-Cummings asked Mr. Peetoom to lead the Pledge of Allegiance.

2. Roll Call

Upon roll call, those present were as follows:

Board Members Present were;

Teresa Ball-Cummings, Chairman
Tony Sostarich, Vice Chairman
Don Peetoom
Michael Young
Gary Kendrick

Staff Members present were;

System Manager, Sig Danielson
Clerk, L. Katy Walker

1 Member of the public present

3. Consent Items:

A. Approval of meeting minutes from the July 10, 2011 meeting.

Mr. Sostarich: Madame Chair, I have a minor correction that needs, it doesn't really need to be drawn attention to, but it is a minor, page 24, third paragraph down. That wasn't me that said that, it was Annette.

Ms. Ball-Cummings: It was brought to the attention of the board. That's all that matters, what the board does.

Mr. Sostarich: Page 24, third paragraph down. Delete Mr. here and put Mrs.

Ms. Ball-Cummings: Please I can attend to it myself, I am not incompetent.

Mr. Young: Third paragraph down?

Mr. Sostarich: Yes, or you can just put an s at the end of Mr. Other than that, it seems to be

Ms. Ball-Cummings: Yeah, I didn't find no additions or corrections, other than that one.

Ms. Ball-Cummings: Go ahead.

Mr. Danielson: Madame Chair, meeting was June 13th, not June 10th.

Ms. Ball-Cummings: I was just reading off what you gave me on the agenda, that's mine on the other Board to find. so that's, just reading on what you have on the approval of July. Then I said Okay, then I'll find it.

Mr. Kendrick: Your phone's ringing.

Mr. Young: Ain't my phone.

Mr. Kendrick: Oh, I never wear, carry a phone.

Mr. Young: Almost never.

Ms. Ball-Cummings: Any more additions or corrections?

It was moved by Ms Ball-Cummings, seconded by Mr. Kendrick and carried unanimously that; **The minutes of the June 13, 2011, meeting of the Marana Domestic Water Improvement District shall be approved as presented/amended.**

5 Ayes

0 Opposed

0 Abstentions

4. System Manager's Report.

Mr. Danielson reported:

1. We have not had any problems with the system since the last BOD meeting. We also do not have any leaks in the system at this time. The last leak that we repaired was in Saddle Club where we were to shut off about 60 customers. We had another leak today in the Carbine Easement and by the time Tony got over there, the residents son had it about half dug up. That was done by noontime today. The Saddle Club leak was a loose saddle. We were able to get that without shutting anyone off.

2. I was summoned by the U.S. Immigration and Customs Enforcement Office to produce hiring records for all employees that have worked for us in the

past 2-years. I produced those records and am waiting for the final disposition of the summons.

3. I have filed several updates of our contact information, number of customers, conservation efforts, and revenue plans with ADWR, ADEQ and Pima County for FY 2011-2012. All of these are routine annual updates that require no Board action.

4. June billing included 169 late notices, which is higher than average.

5. We did 2 shutoffs in June for nonpayment, which is lower than average.

Accounts Payable	\$ 40,821.35
------------------	--------------

Accounts Receivable	\$ 42,425.55
---------------------	--------------

Balance	\$ 2,364.40
---------	-------------

MDWID Balances Brought Forward:

MDWID Balance at Pima County	\$ 76,277.16
------------------------------	--------------

WIFA Reserve Account	\$ 45,821.35
----------------------	--------------

RD General Account	\$ 8,015.90
--------------------	-------------

RD Reserve Account	\$ 14,405.70
--------------------	--------------

RD O&M Account	\$ 9,287.11
----------------	-------------

RD Replacement Account	\$ 7,834.88
------------------------	-------------

RD Bond Account	\$ 15,176.95
-----------------	--------------

Bills Pending Balance	\$ 2,138.45
-----------------------	-------------

For FY 2010-2011 net profit \$ 33,545.60, based on cash flow.

Ms. Ball-Cummings: Thank You Sig. Any questions?

Mr. Kendrick: Madame Chair, why was you summoned by the Immigration Customs?

Mr. Danielson: They told me it was a random summons. What they're doing is they're to get an idea, in rural areas, what the INS regulations are.

Mr. Kendrick: We are a non-profit organization. What does it mean when we make a profit?

Mr. Danielson: Nothing, we're a special district under the County, doesn't make any difference if we make a profit or not. We do not fall under the non-profit laws of Government 401-C3.

Mr. Kendrick: Okay, that's all my questions.

Ms. Ball-Cummings: Any other questions on the Managers Report?

Mr. Peetoom: Yeah, on the Accounts Receivable, the comma was missing between the 42, that's all I got.

Ms. Ball-Cummings: Any other questions?

5. Call for Public Comment.

Ms. Ball-Cummings: There's no public.

6. Discussion and possible action concerning WIFA grant program

Ms. Ball-Cummings: Sig?

Mr. Danielson: Yeah that's leak detection program and still just awaiting scheduling, what we can work out with Mr. Rubin in Hughes Utility Service up in Idaho.

Ms. Ball-Cummings: Okay. Any questions for Sig on that agenda item?

7. Discussion and possible action concerning USDA-RD grant and loan program/application

Mr. Danielson: I haven't heard anything, but I didn't expect to. We submitted that material to Jeff about a month ago. This 30-day period that the Tribes and the State Historical Office has to comment on that probably is not up until late this week or early next week, so I didn't expect to hear anything. So hopefully next meeting we can report that we're going forward.

Ms. Ball-Cummings: Okay, excellent, thank you. Any questions for Sig on that matter?

8. Discussion and possible action concerning going into Executive Session to discuss Personnel matters per ARS § 38-431.03 (A)(1)

Mr. Peetoom: I make a motion that we go in.

Ms. Ball-Cummings: Okay, I second the motion. All in favor?

3 ayes

2 opposed

0 abstentions

Ms. Ball-Cummings: Motion has been made and seconded. 3 – 2 vote to go in to Executive Session. Time is 4:25 and we're out of regular meeting.

Katy, when you put this in, you need to make it Executive Session. Does everybody want to move in to the other room or do you want to stay here?

Mr. Kendrick: Stay here.

Ms. Ball-Cummings: Okay, that works.

9. Executive Session per ARS § 38-431.03 (A)(1) to discuss Personnel matters

10. Discussion and possible action concerning personnel matters.

Ms. Ball-Cummings: We are back in regular meeting at 5:10 P.M. Katy is back in, she was out during Executive Session. Any discussion or possible action on that matters?

Ms. Walker: Madame Chair, I would like to say something.

Ms. Ball-Cummings: Okay go ahead.

Ms. Walker: I was having problems with Theresa Hicks in the office. I went to Mr. Danielson at least 4 times and talked to him about it. I said can you give me some helpful hints how to better the relationship. Sig I hate to say what he told me, but I'm going to.

Ms. Ball-Cummings: Just be honest

Ms. Walker: He said I've heard all this before, you're not telling me anything I have not heard before. I'm sorry Sig, but it's just

Ms. Ball-Cummings: Finish, tell the Board.

Ms. Walker: So matters didn't change a whole lot. I have to admit, it changed some. I called Tony Sostarich. Of course, I talked to Teresa Ball-Cummings. I called Tony Sostarich on the phone, I talked to him for a while. Things got a little better, I have to admit. Now, I'm being moved to this office, which I'm not the first clerk that's been moved to this office. So does that mean that you have chose 2 clerks that are not doing the job well? Is that why we are being moved over here? Personally, when we had the agenda meeting Friday morning, Tony Sostarich ask me if I thought it was a good idea to move me over here. I said, personally, for me, myself, I think it is a great idea, less tension. For the Board, I can't say I think that's the best idea, but I mean for the company, I'm sorry not just for the Board, for the company. I can't say that I think that's the best thing to do. But I'm certainly willing to move over here to keep this job. I enjoy this job. I

like what I do. I would like to come to work, do my job and go home and not have stress and tension.

Ms. Ball-Cummings: Is that all you have to say?

Ms. Walker: That's all I have to say right now.

MS. Ball-Cummings: Yes.

Mr. Sostarich: May I ask her a question? It's true, Board members, that I have talked to Katy, Loretta over the phone and she has described to me that, if you'll don't mind if I put it in your exact words?

Ms. Walker: I would like for you to put it in my exact words.

Mr. Sostarich: She said that she was having problems here in the office with Theresa Hicks and she said if the situation couldn't be rectified that she was prepared to quit being the Clerk of the Board.

Ms. Ball-Cummings: That's what she told me too.

Mr. Sostarich: For the sake of those that haven't listened in on our conversation. Can you tell us pinpoint exactly what the problem is that you're having here? You mention tension, do you feel that your relationship with Theresa Hicks is, there's tension between you and Theresa Hicks, is that correct?

Ms. Walker: Yes.

Mr. Sostarich: Do you know what, can you tell us what the source of that tension might be? Do you think you might know what the source is, is it her?

Ms. Walker: I don't think I am wanted in that office, in that room.

Mr. Sostarich: You don't feel welcome there by her?

Ms. Walker: Correct. The first thing that I actually noticed, and I didn't document any of this to begin with. My time card time had been changed. So I went to Mr. Danielson, he said bring me your time card and that's what I do. At the end of the time period. One day, Mrs. Hicks told me, Ms. Hicks, I'm sorry, told me that I took a 30 minute lunch hour and that I would have to deduct that from my time. I didn't argue with her, I just made up that extra half-hour that I took for lunch. One day, I was waiting for Mr. Danielson to get his reports done to put in your agendas that I deliver to you. I was playing Solitaire on the computer. A customer came in and he said how much do they pay you for playing Solitaire on the computer. I said how much would you like to pay me? He walked out, Ms. Hicks walked out with him, stayed out for about 20 minutes. The next time that customer came in, he was rude to me. Mr. Danielson was sitting in the office at that time.

I think that was unprofessional to do that. I was asked not to play Solitaire when a customer comes in. I don't do that anymore. I don't even do it during my lunch.

Mr. Sostarich: Well, your job is to do the business Clerk of the Board and help out in the office as needed, right?

Ms. Walker: I don't believe I'm wanted to help out in the office.

Ms. Ball-Cummings: That's what she told me.

Mr. Young: May I make a comment, is it like having 2 women in the kitchen?

Ms. Ball-Cummings: Oh here we go, no.

Mr. Sostarich: By playing Solitaire on your computer, you're actually doing your job. If your job is to work in the office and operate office equipment. If there's nothing to do but play Solitaire on the computer. You're still operating office equipment. The solution there is to turn the monitor so the customer can't see it.

Ms. Ball-Cummings: That's correct, as long as you do your business and you get your work done.

Mr. Sostarich: She's operating a computer, solution turn the monitor where they can't see it. The question is, having given everything that you've said, some grievous, serious thought. What do you think that the source of the tension is between you and Theresa Hicks? Is it her, is it her perception of you, or is it something else?

Ms. Walker: I believe I'm not wanted in that room so I don't know what does and does not go on.

Mr. Kendrick: May I ask a question?

Ms. Ball-Cummings: Yes you may Gary.

Mr. Kendrick: You said earlier, by moving over here, personally it's great, but for the company, it's not.

Ms. Walker: It almost seems like I'm getting punished. I'm getting moved to a building that has no facilities, no water. I will not do what the last board clerk done when she was over here. I will not bring a coffee can.

Ms. Ball-Cummings: No, praise the Lord.

Ms. Walker: It almost feels like I'm being punished and I'm not clear what I've done wrong. Mike, as far as 2 women being in the kitchen, I don't believe that's the problem. In fact, I have a reputation that I get along with people. That's one thing I've been told, I'm very meek and mild.

Ms. Ball-Cummings: Thank you for being honest, thank you.

Mr. Kendrick: So, back to my question.

Ms. Walker: I'm sorry.

Mr. Kendrick: For it not being good for the company, you being over here. Is that what you meant?

Ms. Walker: Yes.

Mr. Sostarich: You hit on a point before he spoke up that might be the key to this whole thing. You said you felt that you weren't wanted because of, and then you said something else that, because of what you might say or what you might do. What was that that you said, that you finished up that statement with?

Ms. Walker: If someone is sitting in that room, then they know what does and does not go on.

Mr. Sostarich: And that's why you feel there may be tension between, in other words, you feel that it's possible that Theresa Hicks might resent you because you're seeing what's going on in that room? And you might be in a position to rat her out, perhaps, tell on her?

Ms. Walker: That's not my job.

Mr. Sostarich: What if she, we haven't ask her about this, but what if this has some bearing on reality? What if she does resent you because she sees you as a tattle-tale perhaps, a threat? I mean that's what it sounds to me like you're trying to describe without actually saying it? Is that accurate? You are a professional full-time employee who's been here for 5 years which is far longer than I've been in any job. I take my hat off to you for that. I've been on both sides, I've been a permanent employee and I've been a part-time or temporary employee. So I see how these kind of tensions can exist. Whether anybody intends for it that way or not, it does happen. Is there any possibility that you might feel that the way that she's describing, might feel like she's an interloper or something?

Ms. Hicks: Like threatened by her?

Mr. Sostarich: Not necessary threatened, uncomfortable, like

Mr. Young: How can we fix this?

Ms. Ball-Cummings: Thank you, Mike, how can we fix it, you took the words right out of my mouth?

Ms. Hicks: Okay, now, the thing is, when Katy started out, me and her got along real good, which she can admit, right? Well, then a little bit after, when Teresa took control over Katy, when I would tell Katy something, she would get snippy with me sometimes.

Ms. Walker: It has nothing to do with Teresa Ball-Cummings.

Ms. Hicks: Well this is when I noticed it started happening, when I would tell her stuff is like she would get mad at her for telling her things. I would try, I wasn't doing it to be mean, or anything like that. I don't care if she works in the office. I, when she needs to work, I turn off my radio so she can work. I do what I need to do.

Ms. Walker: After you have been asked, every time. I do not mind a radio. But when I have the headphones on, I hear her radio over the headphones.

Mr. Kendrick: It should not be that loud.

Ms. Hicks: It's not that loud all the time. But anyway when she's asked, I have turned it off and I leave it off while she's listening.

Ms. Walker: That's true.

Ms. Hicks: I've never objected and all that. I have nothing against her. (inaudible)

Ms. Ball-Cummings: Theresa, don't misunderstand. We're not saying, we have nothing against you.

Ms. Hicks: I, let me finish, like I say, she's a nice lady, I have nothing against her. I just noticed that after, sometimes when I tell her something, she just looks at me or she gets upset when I tell her stuff. Which I don't think is right when I'm just looking out for the company and trying to make sure that what she's doing is right too. And the times when she has ask me if I have stuff for her to do, yeah, sometimes I don't have stuff. And when I do, I have given her stuff to do. You know, so, it's not like I'm trying to kick her out of the office, which I'm not, I have no say in any of that, I didn't even know about it. But she, she's welcome in the office, I have nothing against that.

Mr. Kendrick: May I ask something, go back where you were telling her to do something, she may have gotten snippy? Is that

Ms. Hicks: Uh-huh.

Mr. Kendrick: Is that something that Sig should be telling her? That way there's no conflict, I mean in the future?

Ms. Hicks: Well, it was about her hours. I just told her she had so many hours and she got upset with me. I told her one time that she wasn't, that we shouldn't really carry hour, hours one pay period to the next, cause really, you're not supposed to do that. She got

upset with me, she said she was going to tell Teresa and she got a little snippy with me, which I didn't appreciate, because all I'm doing is looking out for the company.

Mr. Kendrick: Maybe to solve the problem, just go to Sig and say "Hey Sig, this is happening."

Ms. Ball-Cummings: Thank you Gary.

Mr. Young: Okay, how can we fix this?

Mr. Sostarich: I know exactly how we can fix this.

Ms. Ball-Cummings: Come on, get some brain-work here, come on, do some brainstorming.

Mr. Sostarich: Yes, both of you agree on one thing, that there's tension between you two.

Ms. Ball-Cummings: I've told Katy, let me explain

Mr. Sostarich: You have pin-pointed when this tension came about.

Ms. Hicks: Uh-huh.

Ms. Ball-Cummings: I've always told Katy if she has a question go to Sig. If she can't, get a hold of me

Mr. Sostarich: That's right, that's what she should do.

Ms. Ball-Cummings: That's exactly what, this is what Katy was trying to get across.

Mr. Sostarich: That's what she was hired to do, go to Sig when they're working in that office.

Ms. Ball-Cummings: And Sig was okay with that. And that's what we decided. Now this is getting off that. I've never not wanted

Mr. Kendrick: In Katy's mind, she's thinking Sig is her boss. He should be telling her

Mr. Sostarich: May I throw in a piece of information to everybody present that may not seem relevant at first, but when you hear me completely out then everything will fall.

Several speaking: (inaudible)

You've all been in a garage or automotive shop before, right? And you've all seen a sign that says "\$25 an hour, right? If you watch, \$50 an hour, if you help \$75 an hour. We've all seen that. That's kind of a bad joke, but the joke is really on the customer. It's a bad

joke, we'll refer to it as a bad joke. The reason why the price doubles if you watch, is cause that causes tension. If you help, then you're meddling, then that really raises tension. A good example of, if you want to watch, is what you did with those check, the credit card registers that you wanted to see. Remember that, couple weeks, months ago? Remember that? He had a right to look at it.

Ms. Ball-Cummings: That's right. He's has every right to ask.

Mr. Sostarich: That's right. But did he have a need to?

Ms. Ball-Cummings: He might have had a need to, but it's his decision, not mine.

Mr. Sostarich: He wasn't on the financial committee, so he really didn't have a need to, but he still had a right.

Ms. Ball-Cummings: Tony, Tony, come off your high horse.

Mr. Sostarich and Ms. Ball-Cummings: (Inaudible)

Ms. Ball-Cummings: Get back to Katy.

Mr. Sostarich: That's an example of if you want to watch. That is an example of if you want to watch. Do you want to help? Well then the Castaneda gave us a good idea of what it's like when the Board members want to help run the office.

Ms. Ball-Cummings: Too much, I agree.

Mr. Sostarich: They tried to help.

Ms. Ball-Cummings: That's what I told Katy, if you can't (inaudible)

Mr. Sostarich: Do you see my point now?

Ms. Ball-Cummings: You go to Sig and ask him.

Mr. Sostarich: Do you get my point?

Ms. Ball-Cummings: See I never interfered with her and Theresa

Mr. Sostarich: We're not talking about you. We're talking about, there's something else that needs to be mentioned here and that's Bob Floods, you read the personnel manual. Did you read job descriptions in there, crawling in the weeds and all that rather than feeling. If you want to be a Field Tech, you got to get on your hands and knees and feel. I thought that was ridiculous, but the man had a point. If you, he said he was, pardon me for putting it this way, but we're covering our ass by putting all these details in to the job description.

Mr. Young: Yeah.

Mr. Sostarich: All right, that removes any doubt if anybody s gonna be a Field Tech, what their job is. Okay, our job as Board members, we've been duly elected by the public, by the natural process, but what we really are here is we are customer reps. We're representatives of the customer base.

Mr. Kendrick: Correct.

Mr. Sostarich: Our job

Ms. Ball-Cummings: is to oversee.

Mr. Sostarich: Yeah to we go to these, in automotive terms, these Board meetings, to be called dog and pony shows, where the mechanic, the shop owner, presents us with information and shows us what we're paying for. Outside of that we really have no business going in to the shop and sticking our nose in.

Ms. Ball-Cummings: You can get hurt in there. You go in to a business, tire shop, you can get hurt.

Mr. Sostarich: You can get hurt.

Ms. Ball-Cummings: That's why you don't allow that.

Mr. Sostarich: You can get hurt and you might see something that makes them feel uncomfortable.

Ms. Ball-Cummings: No.

Mr. Sostarich: You might see the manager talking on the phone and go "I'm paying this guy to fix my tire and he's talking on the phone." Well she just said that she sees her as an extension of you and therefore an extension of us. Is that correct?

Ms. Hicks: No.

Mr. Sostarich: You said that this tension began

(inaudible)

Ms. Hicks: When she told Teresa, when Teresa started taking control and telling her that I'm the one that does the hours and all of that.

Ms. Ball-Cummings: I didn't take control of nothing. When she became clerk,

Ms. Hicks: When she became clerk, we had set hours for her, because she had set hours. But anyway, the thing is, after you and her started

Mr. Young: Can't we just all get along?

Ms. Ball-Cummings: I'm getting along fine.

(Inaudible)

Ms. Hicks: This started where, me and her would talk and laugh and all that and then all of a sudden, every time I would tell her something she, like I said, so I just left it, I would do my work and let her do her work.

Mr. Kendrick: Can we start all over from the beginning, like you guys just met? If you have a problem with her, you go to him?

Ms. Ball-Cummings: This ain't a problem with the person. You guys can't see the big picture here. You're not looking at the whole picture.

Mr. Sostarich: There's tension between the two, that's all.

Ms. Walker: May I interrupt? I realize that Tony Sostarich and Theresa Hicks are trying to blame Teresa Ball-Cummings for the tension. That is absolutely not true. I went to Sig Danielson first.

Ms. Ball-Cummings: And then came to me afterwards. You guys are knuckleheads, you know that?

Ms. Walker: She didn't even know about all these incidents.

Ms. Ball-Cummings: Theresa, don't do this, you stop.

Ms. Walker: She didn't even know about the time cards. Teresa Ball-Cummings didn't know about those. She didn't know about the man that Theresa Hicks went outside and talked to after he saw me playing Solitaire on the computer. Teresa Ball-Cummings did not know about these that I brought up tonight. We are not going to blame Teresa Ball-Cummings for those. There may be other things that we can blame her for, but we are not blaming her for the tension between Theresa Hicks and myself.

Ms. Ball-Cummings: Thank you Katy.

Mr. Young: How can we fix this?

Ms. Hicks: Can I say something?

Ms. Walker: I could quit.

Mr. Young: We do not want that.

Ms. Ball-Cummings: I want to keep her. She's doing 10 hours a week. She's doing the best she can, am I right? I love having a simple, easy clerk.

(Inaudible)

Ms. Walker: The only solution I know is to move me over here.

Mr. Sostarich: What do you have to say?

Ms. Hicks: The thing is, on the guy that I went outside with, had nothing to do with her. He wanted to ask me something personal about my son. And he wanted to go outside and I was out there, maybe 5 minutes and it had nothing to do with her. And so I don't know what, what she's talking about, it had nothing to do with her.

Mr. Young: Okay, how do we fix this?

Ms. Hicks: I don't know.

Mr. Young: Would it solve, if you bring you over here, we have a time out

Ms. Ball-Cummings: Katy just said she would prefer not to be over because she needs the facilities.

Mr. Young: I know but for a cooling off period.

Ms. Ball-Cummings: She's 65 years old. I mean everybody has got to have facilities close.

Mr. She's not 65.

Ms. Walker: I am and I get a check every month.

Ms. Ball-Cummings: Yes sir, she is. I need to go potty myself, I mean I drink an awful lot of water.

Ms. Walker: I believe that is the best solution overall. I don't

Mr. Sostarich: What about that other office on the other end of the building over there?

Mr. Kendrick: Yeah, that's Tony's.

Mr. Peetoom: That's Tony's.

Mr. Young: Can we move Tony over here?

Mr. Kendrick: See if Tony has a problem with that.

Mr. Danielson: That's a possibility.

Ms. Ball-Cummings: Tony probably wouldn't have a problem.

Mr. Kendrick: I don't think he would.

Ms. Ball-Cummings: And then, you know, she can still do, she's doing a great job at the Clerk job. I'm happy with her. I was happy with Theresa and she knows this. This has nothing to do with between women. This has to do with doing your job. That's all this is. Sig Danielson, you know this, that's all it's over and I've told you this. Am I not correct? Say yes or no please. Thank you. Now, gosh, I need you guys to apologize to me cause I'm not crazy or wacko. I don't go around and do street drugs. I'm just a little hot-headed redhead. Excuse me.

(Inaudible)

Mr. Kendrick: Katy, would that help you out if Tony would switch offices with you?

Ms. Walker: I think so.

(Inaudible)

Mr. Young: I think that's the solution right there.

Mr. Sostarich: What would address the tension issue?

Ms. Walker: Pardon me?

Mr. Sostarich: The issue is the, what is the source of tension and what would alleviate the tension?

Mr. Kendrick: Changing her office.

Ms. Ball-Cummings: Thank you Gary.

Ms. Walker: We wouldn't be in the same room.

Ms. Ball-Cummings: Yes, she would have her own office.

Ms. Walker: I would like to say though, I would prefer not to share an office with Tony Griggers.

Mr. Young: No I agree.

Ms. Ball-Cummings: He gets his own.

Mr. Sostarich: There would be a propriety issue there.

Ms. Ball-Cummings: you're a married woman and he's a married man and that just don't work.

Mr. Kendrick: I say the next step to this is to talk to Tony tomorrow about changing offices.

Mr. Young: You got 2 options, over there or in here. That's a start to fixing stuff.

Mr. Sostarich: It's not a matter of blame, it's looking at what the source is.

Ms. Ball-Cummings: Yeah fix it and make it better, that's all we're asking, that's all I'm asking.

Mr. Young: (inaudible)

Ms. Ball-Cummings: Thank you Mike.

Mr. Sostarich: The source of the tension.

(Inaudible)

Ms. Ball-Cummings: Guys, wake up.

Ms. Walker: For the third time, I believe the source of the tension is, if I'm in that room, anybody, not only me, anybody, another person. Why did Lisa have to move? If I'm, if there's someone in that room, they know what does and does not go on in that room. And that is my opinion. Why did Lisa have to move?

Mr. Sostarich: I can't answer that.

Ms. Ball-Cummings: Because, I can answer that question I can answer that question.

Mr. Sostarich: What?

Ms. Ball-Cummings: The same thing that Katy's going through, Lisa went through the same thing with Theresa.

Mr. Sostarich: But don't, do you remember what Lisa said before she left here?

Ms. Ball-Cummings: It doesn't matter, Lisa doesn't feel that way, no. Lisa, she already apologized to me and told me that it had nothing to do with me.

Mr. Sostarich: No, she thought just the opposite of what I'm thinking.

Ms. Ball-Cummings: What's that?

Mr. Sostarich: She said that you and Hicks were in cahoots with each other. Remember that, remember that?

Ms. Ball-Cummings: Me and Theresa have never been in cahoots.

(Inaudible)

Mr. Sostarich: She said right there, that you two were in cahoots.

Ms. Ball-Cummings: Oh people are radical sometimes, everybody is.

Mr. Sostarich: What's being described today, sounds closer to the opposite of that. That you and Theresa Hicks are not in cahoots.

Ms. Ball-Cummings: I'm not in cahoots with nobody. I'm just here to oversee and make sure that the water company is doing a good job for our community. That's all I'm here for.

Mr. Sostarich: But there's another thing that she said that could, should have been brought up earlier.

Ms. Ball-Cummings: Lisa?

Mr. Sostarich: That she said here, she said that you haven't heard the last of this yet, when she left. You remember that?

Ms. Ball-Cummings: Yeah, but she ain't mad at me, Lisa's not mad at me

Mr. Sostarich: Well, she might have stirred stuff up behind your back.

Ms. Ball-Cummings: No.

Mr. Kendrick: Actually one of my friends knows her and

Ms. Ball-Cummings: No she's not, she's got her a Harley and she's happy as a hog.

Mr. Kendrick: she's not doing good.

Mr. Young: Mentally or physically?

Mr. Kendrick: Physically.

Ms. Ball-Cummings: Lisa wasn't doing good when she was here and she was having continent problems, bless her heart.

Mr. Sostarich: She is, what you said before I started speaking is that Lisa is, wanted to move in here for the same reason that Katy, Loretta is wanting to move away form Theresa.

Ms. Ball-Cummings: No, Katy doesn't want to move from, she wants to

Mr. Sostarich: She wants to get away from, out of the office is what she wants to do.

Ms. Ball-Cummings: No, no. All Katy wants is the same thing what you were just, why are you twisting things around Tony? You are so good at doing that, don't

Mr. Kendrick: May I ask a question please?

Ms. Ball-Cummings: Gary, Gary jump in here, because he's good at doing that stuff, you need to stop right there, just stop.

Mr. Kendrick: I'll talk now, hold on.

Ms. Ball-Cummings: Thank you.

Mr. Kendrick: Will you be okay, staying in the office, if the tension problems gets fixed?

Ms. Walker: Sure.

Mr. Kendrick: Okay, how do we solve the tension problems?

Mr. Young: Move her over in Tonys room.

Ms. Ball-Cummings: Over in Tonys room, yeah, move her in Tonys room. See if Tony wants to move over here.

Mr. Kendrick: That way you're still in the office, still have the facilities.

Ms. Ball-Cummings: She's still gonna be able to do her job, she can close the door if she wants.

Mr. Kendrick: Tony hardly has any time to be in his office.

Ms. Ball-Cummings: That's what I was going to say. He's so busy in the field that

Mr. Danielson: That's exactly right.

Mr. Kendrick: Tony's not going to care if you put him in a tin can.

Ms. Ball-Cummings: But just enough, you know, so she can do her Clerk job. And if she has to go to Sig, she goes to Sig. And if she can't take care of it from there, she'll can come to me. But I suggested that, and Sig agreed, in the beginning that that's the way we would do it. Am I right, Sig? That's right, and the same goes with the hour situation. If Katy can't make it on that day, then she just lets us know, and she makes it on another day. What's the big deal? She's still doing ten hours.

Ms. Walker: The only time that I ever went over on my hours, I had Teresa Ball-Cummings okay, because of the trouble, things that came up and I had Mr. Danielson's okay. That's the only time I

Mr. Kendrick: Theresa?

Ms. Hicks: I never touched her time card. I never changed anybody's time. So I don't know what's going on with that. I do not change anybodies time.

Mr. Kendrick: Well that situations been handled, cause Sig now

Ms. Ball-Cummings: He's taking care of it.

Mr. Danielson: It's being taken care of.

Ms. Ball-Cummings: Yeah, Sig takes care of her check, time card and

Ms. Hicks: I don't change time on any body's time card.

Ms. Walker: You did change time when you told me I needed to work thirty minutes over.

Ms. Hicks: But I didn't change, I didn't write nothing down.

Ms. Walker: Yes, you did. You showed it to me, you said you changed it.

Mr. Young: My wife used to be a bus driver. Can you imagine 60 women bus drivers? That guy was insane, dispatching them.

Ms. Ball-Cummings: Well what I see here and I will end this on a good note. And this is what I've seen now that it's all out in the air. And I'm so thankful Sig, Theresa, Katy, my Board members, I see that Theresa likes to run her office, and it's simple as that. I know this. Theresa's known it since we gave her a raise last year, and that's okay. Because that's her office, she's the Specialist. That's her job. Now, since the Clerks have come in, and Roxanne's not in her job no more, that's what Theresa likes, and it's okay. So, if we can just get the situation at hand, or that everything runs smoothly. Mr. Danielson takes care of his employee problem, then I'm okay with it all. I'm happy with Katy, she does ten hours, and that's all we need.

Mr. Young: You're scaring me, you're acting normal here.

Ms. Ball-Cummings: I am normal, mighty be. Golly, Mike, I am normal. You guys, I've been in a dust storm and my brain for almost two weeks now, so

Mr. Kendrick: So the agenda is, tomorrow Sig is going to talk to Tony about switching offices?

Mr. Danielson: I'll take care of it.

Ms. Ball-Cummings: Okay.

Mr. Young: Okay.

Mr. Young: Let's move on. Thank you.

Ms. Ball-Cummings: So this is ending on a happy note. Everybody's gonna be happy and everybody's gonna do their job and

Mr. Young: Everybody's gonna hold hands.

Ms. Ball-Cummings: Nice and polite and that's it.

Mr. Young: Group hug.

Ms. Walker: No, thank you.

Ms. Ball-Cummings: No, go, too many men. No group hug, sorry.

Mr. Sostarich: You don't want to have a foot washing?

11. Discussion and possible action concerning administrative details.

Mr. Danielson: Yes I do have one thing, and this is purely for informational purposes for the Board. I have been approached to see if there is a method of giving someone who's having financial difficulties, etc, etc. Some forgiveness of the bill, on their bill. Under ACC, absolutely no way. Arizona Corporation Commission.

Ms. Ball-Cummings: Okay, that's what I thought, go ahead.

Mr. Danielson: That is an absolute no-no. The BOD, back in 2000, October of 2000, I would have to look it up to be sure. But October of 2000 basically says all right, if the water goes through your meter, you pay for it. And that's basically where we've been ever since. Okay, now I've got a lot of respect for Chris Hill, known the guy for many years, runs a heck-of-a-lot bigger Domestic Water Improvement District than I do. It's called Metro Water. Chris is the Operation, he's the Deputy Manager. He runs the day-to-day

operation. I had a long conversation with Chris this afternoon. I said what do you do when somebody is having difficulties, etc, etc? He says well we're hooked up with Catholic Community Services. He says we just refer people directly to them. I says well that's what we're doing. We're referring them to them or referring them to Marana Community Services or referring them to the Pima County Community Services, etc, etc. So really, there is no way we can relieve a water bill. But we can put people at directions, as far as what the Board has in place now. Now the Board can, since we are a Unit of Government, straying away from what the Corporation Commission says. But the Corporation Commission actually had a double-edged sword. They says you gotta pay for it, then they turned around and said, no, if somebody skips out on a water bill, the Landlord isn't responsible for it. Whereas, we say that, as which is at odds with Arizona Revised Statute. So, anyway, what Chris and I, bottom line of the conversation is what we're doing here, is exactly what the same thing is Metro Water's doing. The only thing that he made the comment on is, he says if we've got a long-term resident and their usage is absolutely right-on or between 9000 and 9500 gallons, month in, month out, month in, month out for years. He says they've got a heck of a big leak. He says, normally what I will do, and he says I'm the one who makes the decision on it. He says I will put it back to the lowest tier. He says I make them pay for all the water. But rather that the present tier, he says I put it down at the bottom. Anyway, that's just a heads-up. I want to talk to a couple of other people and find out

Mr. Kendrick: Had it been used or was it a leak problem?

Mr. Danielson: It's been used, yes.

Mr. Kendrick: How big is the bill?

Mr. Danielson: The bill's caught up. It was just made in passing comment. Hey, you know, we're having some difficulties. So I opted to, I talked it over with Teresa, she said well why don't you pursue it a little bit and see what other people are doing.

Ms. Ball-Cummings: Yeah and if people come and they ask for help, we can revert them out to other

Mr. Kendrick: A lot of programs now that were helping, aren't able to help because of the economy situation. There are restrictions.

Ms. Ball-Cummings: I call it a Recession, might as well be.

Mr. Danielson: Okay, that's all I have.

Ms. Ball-Cummings: Okay. Do you have anything, Katy?

Ms. Walker: No.

Mr. Peetoom: I got a question. Sig, when is Mike and I gonna have a meeting?

Mr. Danielson: Within the next week or so. I have not had a, after a leak today and taking of some other stuff, I have not had a chance to get the budget review finalized from last year.

Mr. Peetoom: Okay I just wondered.

Ms. Ball-Cummings: Any more questions for Sig, Tony?

Mr. Sostarich: I've got something I'd like to bring up. I move that we consider the Board Elections, putting it on the next months Agenda.

Ms. Ball-Cummings: Election of what?

Mr. Sostarich: Election for the position of Chairman and Vice-Chairman. As I move that we consider the positions of Chairman and Vice-Chairman.

Ms. Ball-Cummings: Okay.

Mr. Peetoom: What we want to do is have the same time as the new budget goes in.

Mr. Kendrick: Our new budget is not effective yet?

Mr. Peetoom: It's effective, but we been doing it getting the Chair and Vice-Chair in December. It's January or February before we can have the vote on it.

Ms. Ball-Cummings: That's fine.

Mr. Sostarich: We can put it on next months agenda if anybody seconds this.

Mr. Peetoom: I second it.

Mr. Sostarich: Okay.

Ms. Ball-Cummings: All in favor?

5 Ayes 0 Opposed 0 Abstentions

12. Announcement of the next scheduled meeting.

The next scheduled meeting of the Marana Domestic Water Improvement District Board of Directors shall be on Monday, August 8, 2011 at 4:00 PM, at The District Offices.

Mr. Sostarich: There's another question I would like to bring up under Administrative Details that I forgot to mention, but I just remembered.

Ms. Ball-Cummings: Go for it, we're still on tape.

Mr. Sostarich: During the last, after we discontinued our phone conversation on the pre-agenda meeting last Friday. The subject came up of, it might be better. Sig, can you handle this one? It's in regards, the payroll, Board Meeting interacting with the Payroll.

Mr. Danielson: Oh, okay, the problem we're having on having Katy carrying hours over, is because for a portion of the year, between the pre-agenda meeting and the Board meeting is Payroll ending.

Ms. Ball-Cummings: Correct, I am aware of that.

Mr. Danielson: Okay, whereas it's not a problem for the other six months of the year, or approximately six, what did I figure out, it's

Mr. Sostarich: You said about 3 times a year, there'll be a conflict between

Mr. Danielson: Yeah, about three times a year, there'll be a conflict between payroll ending and the Board meeting being the following Monday. So if we were to advance or retract the Board meeting a full week, then it then the carrying hours over from one payroll period to the next payroll period would not occur. If we just played around with the Board meeting. Then that would save myself and Ms. Hicks some embarrassment when the Auditor comes out here and starts looking at time cards and looking at payroll book and asking questions.

Mr. Sostarich: And when did you say the next time that this, that we might have to switch a different Monday for the meeting?

Mr. Danielson: I believe it's December.

Mr. Sostarich: Okay, well my only, what I was attempting to bring up under Administrative Details here, was that we become aware of that. And when this happens, that we just switch the meeting from the second to the third Monday of the month.

Mr. Kendrick: Right now she getting paid hourly, right?

Ms. Ball-Cummings: Ten hours a week.

Mr. Kendrick: Yeah, I think I know what she makes an hour, so instead of messing with all of that, couldn't we just make her a salary and okay, this is what she gets a week?

Mr. Sostarich: The situation is, what he's trying to describe is, that once or twice a year, there will be three payroll periods in a month rather than two, and that's how

Mr. Kendrick: Oh, okay.

Mr. Young: Out of balance.

Ms. Ball-Cummings: That's very 31 days, that's correct. And you get 3 pay periods in 31 days.

Mr. Sostarich: What he's trying to describe here is it will be a lot smoother, during one of those months, we just move the Board meeting to the Third Monday or the First Monday of that particular month.

Mr. Kendrick: Is she getting shorted or over hours?

Mr. Danielson: She'll end up possibly working twenty-two hours last week, for last week period. And she'll only work Eighteen this week period. Because she's got Board packets to run around, and things to post and etc, etc.

Mr. Kendrick: Okay, but we have in the budget for her a set amount, right?

Mr. Danielson: Correct.

Mr. Kendrick: And we don't want to go over.

Mr. Danielson: No, no.

Mr. Kendrick: Putting her on a salary wouldn't work? Say she gets paid so many hours for being in a Board meeting. Okay, you get two hours for being in a Board meeting and then you work eight hours the rest of the week.

Mr. Danielson: I'm not sure how that would work in the Fair Wage and Hour Standard Act. So I don't really want to open that can of worms or rock the boat. The way we're doing it right now, all right, I'll take the heat from Chance Brown and Wes Addison on it if need be.

Mr. Kendrick: So all we have to do is just switch say, instead of the Twelfth of December, we need to have the Nineteenth of December?

Mr. Danielson: I believe that's correct. I think the, I think we're out of it now, well August would be programmatic but I think, August, I'm on vacation .

Mr. Kendrick: You get paid on Friday, right?

Mr. Danielson: Thursday.

Mr. Kendrick: Thursday.

Mr. Danielson: Although, payroll ending is Friday. And that's where the problem lies, checks are made out on Thursday afternoon.

Mr. Kendrick: I don't see a problem switching a week, waiting a week.

MS. Ball-Cummings: I don't either.

Mr. Danielson: Can we go rather than the Eighth of August, the Fifteenth of August? That would work, the Eighth of August, we'll work around it.

Mr. Kendrick: It doesn't matter to me when the meetings are.

Ms. Ball-Cummings: What about a Tuesday?

Mr. Kendrick: No Monday

Mr. Danielson: Tuesday don't work for me.

Ms. Ball-Cummings: Tuesday don't work.

Mr. Kendrick: No other day of the week don't work for me.

Ms. Ball-Cummings: That's right.

Mr. Sostarich: Wasn't it the Eighth of August when the U. S. bombed Nagasaki

Mr. Danielson: I think that's correct.

Mr. Sostarich: Eighth of August, 1945

14. Adjournment

It was moved by Ms. Ball-Cummings, seconded by Mr. Peetoom and unanimously carried that; **This meeting of the Board of Directors of the Marana Domestic Water Improvement District is adjourned.**

All in Favor:

5 Ayes

0 Opposed

0 Abstentions

The meeting was adjourned at 5:55 P.M.

Minutes prepared by
L. Katy Walker
Clerk of the Board