



1 **MINUTES OF SPECIAL MEETING**
2 **Marana Domestic Water Improvement District**
3 **of Pima County, Arizona**

4
5 March 2, 2009
6

7 The Board of Directors of the Marana Domestic Water Improvement
8 District met in special session at the Marana Domestic Water
9 Improvement District Board Room, 16560 West El Tiro Road, West
10 Building, Marana, Arizona at 7:00 p.m. on Monday, March 2, 2009.
11

12 **1. Call to order and Pledge of Allegiance**

13
14 Mr. Preston: Good evening. Today is March 2nd. This is a special
15 meeting of the Board of Directors. It is now 7:00
16 p.m. We will have the Pledge of Allegiance please.
17

18 The Pledge is said.
19

20 **2. Roll call**

21
22 Ms. Sieglaff: Mr. Preston?

23
24 Mr. Preston: Here.

25
26 Ms. Sieglaff: Mr. Castaneda?

27
28 Mr. Castaneda: Here.

29
30 Ms. Sieglaff: Mr. Kendrick?

31
32 Mr. Kendrick: Here.

33
34 Ms. Sieglaff: Mr. Peetoom?

35
36 Mr. Peetoom: Here.

37
38 Ms. Sieglaff: Ms. Ball-Cummings?

39
40 Ms. Cummings: Present.
41

1 Ms. Sieglaff: Mr. Vonn Jones, the System Manager is here and
2 I'm Lisa Sieglaff the Clerk of the Board of Directors
3 and there are no other people in the audience.
4

5 Mr. Preston: Thank you. Okay, item 3.
6

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

10 Mr. Preston: I trust you all have read this draft of the Personnel
11 Policy. Does anybody have any corrections?
12

13 Ms. Cummings: Yes, Mr. Chairman, I do. If I remember correctly,
14 back in January at our January meeting we had
15 already went over here and put on what we were
16 going to change and what we was not going to
17 change. And we still was going to go by what we all
18 decided as Board Members. So this new one that
19 Lisa had typed up it does not have the same ones
20 that we agreed upon that we were going to either
21 keep or not. So there's corrections that need to be
22 done on various pages.
23

24 Ms. Sieglaff: Mr. Chairman, may I respond to that please?
25

26 Mr. Preston: Yes.
27

28 Ms. Sieglaff: I made the changes to the Personnel Policy Manual
29 right from the Minutes of the meeting. So, if you
30 remember, we went through and they made a
31 motion and passed this, made a motion and passed
32 that.
33

34 Ms. Cummings: This is the one Lisa.
35

36 Ms. Sieglaff: But I did it from the Minutes, what actually
37 happened in the meeting. Not what notes you wrote
38 there. What actually happened in the meeting and
39 what was actually passed on the record.
40

41 Mr. Preston: Gary?

1
2 Mr. Kendrick: Can you give us an example?
3
4 Ms. Cummings: Okay. On page 7, the compensation, that's an
5 example; page 9...
6
7 Mr. Kendrick: Page 7 seems to be... the compensation where it's
8 bold print, it looks like it's been changed.
9
10 Ms. Cummings: We didn't agree upon cellular phone usage, okay?
11
12 Mr. Preston: Page 9.
13
14 Ms. Cummings: Page 9, I'm sorry. Yeah it wasn't page 8 it was on
15 page 9.
16
17 Mr. Kendrick: I remember that.
18
19 Ms. Cummings: Well I marked on this other old Personnel Policy
20 what we all agreed upon and I put down yes, no,
21 yes, no.
22
23 Mr. Kendrick: I think I'm the one that made the motion that we...
24 the cellular phones that are owned by the District
25 are to be used by District... for District business
26 only not personal use. That's what I recall.
27
28 Ms. Cummings: Okay the next page is page 12.
29
30 Mr. Peetoom: We've still got something on page 9. It says Board
31 of Supervisors, it should be Board of Directors.
32
33 Ms. Cummings: You're right. I'm sorry. Yeah, you're correct. That
34 was my mistake, yeah. It should be the Manager...
35 System Manager's discretion.
36
37 Ms. Sieglaff: No, they said the Board of Directors.
38
39 Mr. Kendrick: What other page?
40

1 Ms. Cummings: Page 12, the General Rules. We did not agree to
2 put Open Meeting Laws, Executive Sessions, No
3 Members or Board of Directors Excluded, Extension
4 of Times and Formal Resolutions; the next page is
5 13 and that's a whole different subject there.
6
7 Ms. Sieglaff: Mr. Chairman, may I respond to that?
8
9 Mr. Preston: Yes, Madam Clerk.
10
11 Ms. Sieglaff: Ms. Board Member Cummings, all of this was in the
12 original Personnel Policy Manual that we did not
13 change. This is everything that was already there.
14
15 Mr. Castaneda: Mr. Chairman, and that was... the Grievance
16 Procedure is all stuff that the lawyer did for us
17 anyway. So that was nothing that we even typed,
18 that was something that was proscribed to us by
19 counsel. It wasn't even anything that we wrote.
20
21 Ms. Sieglaff: Only the things that are in bold are what have been
22 changed from the old Manual. Because I
23 transcribed the Minutes and I made the changes
24 based on the Minutes.
25
26 Ms. Cummings: And then the next several pages, you can review
27 them yourself, 13 at the bottom paragraph, 14 at the
28 bottom of, well almost the, you know the second,
29 first...
30
31 Mr. Kendrick: Can you do one page at a time please? 13 you said
32 at the bottom paragraph?
33
34 Ms. Cummings: Yes. Investigations and Decisions. That was not in
35 the old Personnel Policy. Not in any of them
36 whatsoever. It did not state anything about the
37 System Manager investigation and decisions and
38 findings and conclusion.
39
40 Mr. Castaneda: Mr. Chairman?
41

1 Mr. Preston: Yes.
2
3 Mr. Castaneda: Board Member Cummings weren't you at the
4 meeting where counsel was asked to devise a more
5 extensive or a more easier grievance procedure to
6 this body? He's -counsel is the one – all these
7 corrections you're asking for now have been given
8 to us by counsel more than several months back.
9
10 Ms. Cummings: Well, I don't have it for some reason. I looked
11 through every one of my file folders in my box and I
12 do not have it at all.
13
14 Ms. Sieglaff: This is the one that we brought to the meeting on
15 October 23, 2008. And it was tabled for the January
16 2009 meeting.
17
18 Ms. Cummings: January 26th?
19
20 Ms. Sieglaff: It was tabled – we used this one right here on
21 October 23rd we tabled it for the January '09'
22 meeting. These are the Minutes Teresa...
23
24 Ms. Cummings: I'm listening.
25
26 Ms. Sieglaff: ... when we had the meeting and went over the
27 Personnel Policy and we made all the motions and
28 voted on all of the things – all of the changes .
29 These are the Minutes. If you would like to take this
30 copy of the Minutes home and go over them and
31 compare them to the Personnel Policy Manual that
32 we are presenting this evening I'll be more than glad
33 to take you take this with you and we can table the
34 thing until you've had an opportunity to check it with
35 the Minutes.
36
37 Ms. Cummings: That'll be fine.
38
39 Mr. Kendrick: Mr. Chairman?
40
41 Mr. Preston: Gary.

1
2 Mr. Kendrick: As I remember it on the meeting where we did start
3 doing all of the changes you had a completely
4 different Manual to begin with. You didn't have the
5 current one where she had highlighted stuff in a
6 box...
7
8 Ms. Cummings: Correct.
9
10 Mr. Kendrick: ...you didn't have that in your...
11
12 Ms. Cummings: But in mine they were small highlights from the time
13 before. We have gone through a lot of Personnel
14 Policies from way back in 7, '07'. We have gone
15 through a lot of Personnel Policies but...
16
17 Mr. Preston: Board Member Cummings if you want to talk you
18 address the Chair and the Chair will give you the
19 opportunity to talk.
20
21 Ms. Cummings: Excuse me Mr. Chairman. Gary was talking to me
22 and I just answered him back. Excuse me, I'm
23 sorry.
24
25 Mr. Preston: No, you don't have that right.
26
27 Ms. Cummings: I don't have that right to talk back to him?
28
29 Mr. Preston: No. You address the Chair and the Chair will give
30 you a chance to talk.
31
32 Mr. Castaneda: Mr. Chairman?
33
34 Mr. Preston: Mr. Castaneda.
35
36 Mr. Castaneda: I've had enough time to read this over. I've had
37 enough time with this on my plate already and I
38 want to get this done and over with. And if this is
39 the only correction that I can see that we change
40 Supervisors to Board of Directors, I make the
41 motion that we accept our new Personnel Policy

1 Manual revision for 2009 with the correction Lisa
2 please to state Board of Directors instead of Board
3 of Supervisors.
4
5 Ms. Sieglaff: Yes, Sir.
6
7 Mr. Castaneda: And I'll make a motion that we pass this Personnel
8 Policy tonight.
9
10 Mr. Kendrick: I'll second that motion.
11
12 Mr. Preston: The motion has been made and seconded that we
13 pass the Personnel Policy. All in favor?
14
15 Mr. Kendrick: Aye.
16
17 Mr. Castaneda: Mr. Chairman, I'm sorry Board Member Kendrick. If
18 we could go into discussion just for a brief second
19 and I – Ms. Ball-Cummings, Board Member
20 Cummings, I know we have dealt with this for over
21 six months. Over six months and it seems to me
22 that you keep stalling it and keep stalling it. If we
23 don't, you know... I'm very glad tonight that we are
24 taking this time to get past this and get it behind us.
25 Let's get working on our bylaws and let's start
26 working on things that are really needed for this
27 District. And this was a long time coming. This
28 needs to be revised from years back and I finally
29 see something that's beneficial to the District.
30
31 Ms. Cummings: Mr. Chairman?
32
33 Mr. Preston: Ms. Ball-Cummings.
34
35 Ms. Cummings: I tend to agree with you Luis. I mean, I don't see a
36 problem with approving it as long as it's done
37 accordingly and we agree upon the things that, you
38 know, that were set forth by this Board. I mean on
39 page 23 we approved the paid holidays was
40 President and Columbus, we did not approve Martin
41 Luther King and now here we have New Year's,

1 Memorial Day, Independence, Labor Day, Veterans,
2 Thanksgiving, Christmas and no President and no
3 Columbus Day.

4
5 Mr. Kendrick: Mr. Chairman?

6
7 Ms. Cummings: I mean I have it right here saying we approved it.

8
9 Mr. Kendrick: That must of have been old meetings. I remember,
10 I'm the one that brought up the motion to delete
11 President's Day and Columbus Day as a paid
12 holiday. You have to be reading from a totally
13 different Manual.

14
15 Mr. Peetoom: Mr. Chairman?

16
17 Mr. Preston: Mr. Donald.

18
19 Mr. Peetoom: What it is we agreed that they would be holidays
20 unpaid holidays if they want it.

21
22 Mr. Castaneda: Mr. Chairman?

23
24 Mr. Preston: Mr. Castaneda.

25
26 Mr. Castaneda: Those were discussions that were done months
27 back and we even went as far as going along with
28 those Board Member Peetoom. But then you folks
29 didn't want to pass it in the end, which made us
30 having to table it all the way to January. So if it's
31 not one thing it's another. We all sat here at a
32 meeting, all five of us, and we discussed it. This is
33 appropriate, this is not appropriate. We debated it;
34 what was appropriate what's not appropriate and
35 this is what we came with. You know, we all sat
36 here as five Members, we didn't exclude anybody. I
37 mean for us to take now and say this is what our
38 predecessors left for us and this is what we have to
39 do, I don't think that's right and the people, our
40 constituents, don't think that we should conduct
41 business that way.

1
2 Mr. Preston: There's a motion on the floor that's been made and
3 seconded...
4
5 Mr. Kendrick: I'm sorry Mr. Chairman? I do see one more
6 correction that was needed. In Bereavement Leave
7 - brother, sister, aunt, uncle, niece, nephew, those, I
8 would like to see those added because it just states
9 that 'the death of a spouse, parent, stepparent,
10 child, stepchild, grandchild, step-grandchild, mother
11 and father in law. Nothing about brother, sister,
12 aunt, uncle, niece, nephew, etc.
13
14 Mr. Preston: Well we can accept this as it stands...
15
16 Mr. Kendrick: Yeah, and then just make the corrections.
17
18 Mr. Preston: ... and then we can make corrections probably after
19 the 1st of July.
20
21 Mr. Kendrick: Okay.
22
23 Mr. Preston: Okay. The motion's been made and seconded. All
24 in favor of passing the Personnel Policy as read in
25 the draft answer by saying aye. Aye.
26
27 Mr. Castaneda: Aye.
28
29 Mr. Kendrick: Aye.
30
31 Mr. Peetoom: No.
32
33 Ms. Cummings: No.
34
35 Mr. Preston: The motion has been passed that we use the
36 Personnel Policy as of the draft and that will take
37 over immediately.
38
39 Ms. Sieglaff: And that's contingent upon the changes we just
40 spoke of?
41

1 Mr. Preston: Yes. But the changes that Mr. Gary was talking
2 about will happen later on in the year.
3
4 Mr. Jones: Has the attorney reviewed this? I thought he hadn't.
5
6 Mr. Preston: He wrote a lot of this stuff.
7
8 Mr. Kendrick: Mr. Chairman, I believe we have to approve it and
9 then send it to the attorney for his approval.
10
11 Mr. Peetoom: It's got to go to the attorney.
12
13 Mr. Jones: Then if he has changes then we have to approve it
14 again?
15
16 Mr. Castaneda: We'll ratify it.
17
18 Mr. Preston: Okay, let's move on to item number 4.
19
20 **4. Discussion and possible action concerning bylaws**
21
22 Mr. Castaneda: Mr. Chairman?
23
24 Mr. Preston: Mr. Castaneda.
25
26 Mr. Castaneda: I want to thank Board Member Kendrick and Clerk
27 Sieglaff for working hard on these Bylaws. I know
28 that they may need a little work here and there and
29 we can always add and subtract to them. But I think
30 that this offers a little bit of guidelines to our Board
31 Members. I know Board Member Kendrick probably
32 would have appreciated getting something like this
33 in an opening packet to see how this governing
34 body operates and conducts business. So I've
35 really waited for this. This looks really good and I
36 like it. I don't see very many changes that I would
37 put to it.
38
39 Mr. Preston: I like it. As it grows upon us we will see some
40 changes to be made and that's professional.
41

1 Mr. Kendrick: Mr. Chairman?
2
3 Mr. Preston: Mr. Gary.
4
5 Mr. Kendrick: I'd like to go ahead and make a motion that we
6 accept our Bylaws and approve them and accept
7 them into the Marana Domestic Water Improvement
8 District.
9
10 Mr. Castaneda: I'll second it.
11
12 Mr. Preston: The motion's been made and seconded that we
13 pass the Bylaws as read, but as time goes on
14 subject... the possibility of being subject to change.
15
16 Mr. Castaneda: Mr. Chairman? Now these will go to the lawyer to
17 review to make sure that we're following Statutes
18 and everything within these guidelines and these
19 Bylaws, right?
20
21 Ms. Sieglaff: Correct.
22
23 Mr. Castaneda: Okay. Great. Thank you guys for working on this
24 hard and I appreciate my colleagues taking the time
25 to read this and really look at it and put their input
26 into this because this is a central component to this
27 governing body and I think... I know a lot of people
28 don't use them but I think it's helpful to this District.
29
30 Mr. Preston: And I'd like to thank Mr. Gary and Madam Clerk for
31 going through the work that you did do. It's well
32 appreciated.
33
34 Ms. Sieglaff: Thank you.
35
36 Mr. Kendrick: Mr. Chairman, thank you.
37
38 Mr. Preston: It certainly shows that you guys worked hard on
39 them and have also done a good job.
40

1 Mr. Kendrick: Mr. Chairman, thank you. Mr. Vice Chair, thank
2 you.
3
4 Mr. Castaneda: You're welcome. Thank you.
5
6 Mr. Preston: Do we have a move on the floor?
7
8 Mr. Castaneda: We have a motion made and seconded.
9
10 Ms. Sieglaff: Right.
11
12 Mr. Preston: Okay. The motion's been made and seconded.
13 Thank you Sir. When you're sitting up here you
14 kind of forget what happens.
15
16 Audience
17 Member: I've sat up there.
18
19 Ms. Sieglaff: What's your name.
20
21 Audience
22 Member: Not here but up where I came from.
23
24 Ms. Sieglaff: What's your name?
25
26 Audience
27 Member: My name is Jim Hastings.
28
29 Ms. Sieglaff: Nice to meet you.
30
31 Mr. Hastings: I was on the Water Board in Lakeside, Arizona.
32
33 Mr. Preston: The motion has been made and seconded that we
34 accept the Bylaws as read at this time. All in favor
35 signify by saying aye.
36
37 Mr. Preston: Aye.
38
39 Mr. Kendrick: Aye.
40
41 Mr. Castaneda: Aye.

1 Ms. Cummings: No.

2

3 Mr. Peetoom: No.

4

5 Mr. Preston: The motion is passed three to two. And they will
6 stand as read at this time. We'll move on to item
7 number 5.

8

9 **5. Discussion and possible action concerning job descriptions**

10

11 Mr. Preston: Anybody have any discussion on this?

12

13 Mr. Castaneda: Mr. Chairman?

14

15 Mr. Preston: Mr. Castaneda.

16

17 Mr. Castaneda: If we could get Mr. Jones to just through a lot of this
18 with this part of the paperwork, and I appreciate the
19 time and effort he put in to this to getting this for us,
20 if he would like to elaborate on any of the
21 descriptions and then maybe we could as more
22 questions of him after his little run down of where he
23 got these and ...

24

25 Mr. Preston: Yes. Okay. Mr. Jones?

26

27 Mr. Jones: Well I, I thought maybe it would be appropriate to do
28 a kind of a workshop some afternoon and maybe go
29 over it an just write the job descriptions for everyone
30 and then I have some examples here of different job
31 descriptions from different organizations and you
32 have one there and I have several more and I
33 thought maybe we could just kind of go over them
34 and say, well this is too strong and this is not strong
35 enough or let's add this or let's not leave this in and
36 that sort of thing and just kind of do a give and take
37 until we get what we want in job descriptions. If can
38 get interested in doing that I'll be available. But I
39 just don't think we have enough time here to chew it
40 over here.

41

1 Mr. Castaneda: Right. Mr. Chairman?
2
3 Mr. Preston: Mr. Castaneda.
4
5 Mr. Castaneda: Mr. Jones if... I don't know how – we trust what you
6 have to say on how this job description could
7 probably be better suited for the District. So I think,
8 my personal opinion is if you wouldn't mind
9 producing something and I like these job
10 descriptions and I'm assuming that you'll pick and
11 choose from which job descriptions are appropriate
12 for this District and then utilize them and type them
13 and make them into our personalized job
14 descriptions.
15
16 Mr. Jones: So you'd like me to make a job description for each
17 position and then we'll go and add and subtract
18 things at that point?
19
20 Mr. Castaneda: If you wouldn't mind doing that for us, maybe doing
21 that, you know, and then maybe later on we can put
22 it on our letterhead. But if you just get the gist of
23 what you think is the most important things, like I
24 noticed that one of these had that the Operator
25 needed to be a Grade 1 Operator in Water
26 Distribution Treatment within one year of
27 employment in this position. Do the "Competent
28 Person" certification through OSHA and safety
29 things. Would you mind condensing it down and
30 giving us just basically what you think is essential
31 for this District to utilize? Because you know, as
32 you know, we've been operating for 10+ years with
33 very little job description to no job description. Just,
34 you know, come off the street and here's the shovel
35 and here's what we do with it.
36
37 Mr. Jones: Lisa and I were looking through some files in her
38 office and we found some handwritten job
39 descriptions from 2001 so we have to do it.
40

1 Mr. Castaneda: But yeah, I really like this and naturally since we use
2 the terminology Field Tech, Office Specialist, it
3 wouldn't say Utility Maintenance Worker it would
4 say Field Tech I or...
5
6 Mr. Jones: Well what I'll do is just delete things and then you
7 can get it down to what we really want.
8
9 Mr. Preston: Yes that will work.
10
11 Mr. Castaneda: Mr. Chairman?
12
13 Mr. Preston: Yes Mr. Castaneda.
14
15 Mr. Castaneda: Mr. Jones, I don't know if you're very familiarized
16 with Statutes and so on and so forth but at one point
17 in time we were told by our System Manager that
18 we could not accept applications at any point in time
19 unless we had posted a listing for the position.
20
21 Mr. Jones: Well that's basically true. You have to advertise
22 and give everyone an opportunity even if you're
23 promoting within your own ranks you have to do it.
24
25 Mr. Castaneda: Is it not customary to have applications on file if let's
26 say ...
27
28 Mr. Jones: Well if you advertised previously and you use the
29 applications?
30
31 Mr. Castaneda: Yeah, right.
32
33 Mr. Jones: See those are the laws – what they say when you
34 say you are an equal opportunity employer we don't
35 exclude people and we give everyone an
36 opportunity to submit an application.
37
38 Ms. Sieglaff: Mr. Chairman may I say something?
39
40 Mr. Preston: Yes Madam Clerk.
41

1 Ms. Sieglaff: I think what Luis was saying is like we run an ad,
2 like the ran an ad for my job back in January 2008
3 they can't take the applications that they got for that
4 position and consider them for this position. You
5 have to advertise the job, go through the applicants,
6 the application procedure, they go through the
7 applicants they pick out the ones, they interview the
8 ones... we can't go back and pull old applications,
9 no.

10
11 Mr. Castaneda: That's something that you all will have to research
12 further. I never heard of that such thing either
13 because like if I wanted to come in an I said you
14 know I'm a Clerk for the City of Tucson and I want
15 to apply for your water company usually you'd let
16 me fill out your application and you'd put me in a file
17 and you'd say: 'Well, we have a Clerk right now.' or
18 whatever the case may be and if you post it in the
19 future and you have a batch where you could call
20 these people up and say this position is now open.
21 You know, go through the applications and say, oh,
22 you have a job now, toss that application, oh, you
23 don't live there any more; toss that application. You
24 know, I've never heard I've never heard of such a
25 thing. But maybe I will do some more investigating
26 on it. I thought we could accept applications even
27 though, you know, we didn't have a position open.
28 Why not have applications? Heaven forbid one of
29 our guys got run over tomorrow and then what do
30 you do? You have to post it and I understand we
31 have to post it to do all the legalities, but...

32
33 Mr. Jones: Well you can build up a file of employment. I've
34 been seeing ads in the paper you know that just say
35 we're building up a file of eligible candidates for this
36 position would you like to submit?

37
38 Mr. Peetoom: Can we go outside the District or do they all have to
39 be inside the District?

40
41 Mr. Preston: If we can, inside the District.

1
2 Mr. Jones: Generally what I see is you have to live within X
3 amount of miles. You can... maybe like within 30
4 miles of the District or 20 or something like that.
5 You specify because the District is very small, right?
6 It's like a mile that way and a mile that way? You're
7 not going to have a lot of eligible candidates in here.
8
9 Ms. Sieglaff: Mr. Chairman?
10
11 Mr. Preston: Madam Clerk?
12
13 Ms. Sieglaff: I do have a copy of my job description, my Board
14 Clerk job description that was here before I was and
15 it does say: 'District residency is not required but is
16 preferred.'
17
18 Ms. Cummings: That's true.
19
20 Mr. Castaneda: Mr. Chairman?
21
22 Mr. Preston: Yes Mr. Castaneda.
23
24 Mr. Castaneda: Mr. Jones is a week too much... to tight of a time
25 line for you to get those job descriptions ready for
26 us?
27
28 Mr. Jones: I should be able to get them because I have done
29 quite a bit of research so I'll see – I should have, if
30 not all of them, at least most of them at that point.
31
32 Mr. Castaneda: Great. Can you do them for Monday's meeting then
33 and I'll make the motion to table the job descriptions
34 until Monday.
35
36 Ms. Sieglaff: Mr. Chairman?
37
38 Mr. Preston: Yes.
39
40 Ms. Sieglaff: And if you like I will be finishing the February 24th
41 Minutes and these tonight are going to be rather

1 short so if you'd like for me to work with Mr. Vonn
2 we can work together on it since I'm a little more
3 familiar with what people do.
4
5 Mr. Preston: Do you have a problem with that Mr. Jones?
6
7 Mr. Jones: I don't know, she's pretty bossy.
8
9 Ms. Sieglaff: I'm what?
10
11 Mr. Jones: Bossy.
12
13 Ms. Sieglaff: No, I'm volunteering, you're the boss.
14
15 Mr. Jones: No, I was just kidding. We can work together just
16 fine. It's not a problem. So, then there are a few
17 questions that I did have but the residency is one,
18 driver's license, do you want to have – like yours
19 said like you have to have a five year motor vehicle
20 background check I think; drug testing, it's an option
21 here, right you can...
22
23 Mr. Castaneda: I think we...
24
25 Mr. Kendrick: It should be.
26
27 Mr. Castaneda: Mr. Chairman? I'm sorry. I think that we ought to
28 utilize that, you know we say that we do it in our
29 employee Manual but then when I asked our
30 System Manager it was like 'we just send them to
31 the hospital or send them here'. I think that we can
32 form a relationship with a clinic, either clinic that we
33 know that we can send our people to in case
34 something happens. Because I know if these guys
35 get into an accident during the day I want them
36 tested. I want them gone to a clinic, I want them to
37 go to a hospital; I don't care where they get tested.
38 If they're in an accident during work hours I think
39 they need to be tested.
40

1 Mr. Preston: There's a clinic right here in Tucson, uh, excuse me,
2 Marana, and they have all the facilities down there.
3 Why don't we use them?
4

5 Mr. Castaneda: But I do think that the driving record is really
6 important to us. And I think that they need to be
7 tested when they start employment and if anything
8 happens, you know, during their employment with
9 us, accidents or a speeding ticket or whatever,
10 reckless driving or whatever.
11

12 Mr. Jones: Well, you know, just to cover your liability that's a
13 thing that you should do as long as you're... you
14 know, the policy says you can, right?
15

16 Mr. Castaneda: Right.
17

18 Mr. Jones: And then you have the option of doing it at any
19 point.
20

21 Mr. Castaneda: Right.
22

23 Mr. Jones: Any anything else that I might not be clear on I'll just
24 include it and if it's not something we want to do or
25 can do then I'll exclude it at that point.
26

27 Mr. Castaneda: Okay.
28

29 Mr. Peetoom: Mr. Chairman, the clinic is only seven miles from
30 this office.
31

32 Mr. Preston: Is that going the back way or...
33

34 Mr. Jones: The scenic route?
35

36 Mr. Castaneda: Yeah, the scenic route?
37

38 Mr. Peetoom: The way I would go is across the bridge and turn on
39 Linda Lane and then get on Greer and go to
40 Sandario, turn left and you're right at the clinic.
41

1 Ms. Sieglaff: That's the way I go.
2
3 Mr. Peetoom: That's the way I go to the Post Office.
4
5 Mr. Castaneda: I make a motion that we table our job descriptions
6 until Monday March 9th.
7
8 Mr. Preston: Do I hear a second?
9
10 Mr. Kendrick: I'll second the motion.
11
12 Mr. Preston: A motion's been made and seconded that we table
13 item 5 on job descriptions until the next meeting all
14 in favor? Aye.
15
16 Mr. Kendrick: Aye.
17
18 Mr. Castaneda: Aye.
19
20 Ms. Cummings: Aye.
21
22 Mr. Peetoom: Aye.
23
24 Mr. Preston: Item number 6.
25
26 **6. Announcement of the next scheduled meeting.**
27
28 Mr. Preston: Which will be March the 9th.
29
30 Mr. Castaneda: March the 9th.
31
32 Mr. Preston: March 9th, yeah at 7:00 p.m.
33
34 Mr. Kendrick: Mr. Chairman?
35
36 Mr. Preston: Gary?
37
38 Mr. Kendrick: I'd like to make a motion that we adjourn.
39
40 Mr. Peetoom: I second it.
41

1 Mr. Preston: Second the motion, all in favor? Aye.
2
3 Mr. Kendrick: Aye.
4
5 Mr. Castaneda: Aye.
6
7 Ms. Cummings: Aye.
8
9 Mr. Peetoom: Aye.
10
11 Mr. Preston: The meeting is closed at 7:35.

12
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20
21 Minutes prepared by

22
23 _____
24 Lisa M. Sieglaff
25 Clerk of the Board of Directors