

MARANA DOMESTIC WATER IMPROVEMENT DISTRICT
Official Board of Directors Meeting Minutes
October 19, 2009

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 7:00 p.m. on Monday, **October 19, 2009**.

1. Call to Order and Pledge of Allegiance

Chairperson Teresa Ball-Cummings called the meeting to order at 7:00 p.m.

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

2. Roll Call

Upon roll call, those present were as follows:

Board Members Present were:

Teresa Ball-Cummings, Chairperson
Anthony Sostarich, Vice Chairman
Donald Peetoom
Michael Young
Gary Kendrick

Staff Members present were:

System Manager, Sig Danielson
Acting Clerk, Theresa Hicks

One member of the general public is present.

3. Consent Items:

A. Approval of meeting minutes from the September 14, 2009 meetings.

Ms. Ball-Cummings said is there any additions or corrections.

Mr. Sostarich said weren't we gonna barrow a Mr. Klines suggestion slim this down to one or two pages as necessary.

Ms. Ball-Cummings replied um yeah, we talked about that and we went over it after we had already had it done and we're gonna see what we can do the next month.

Mr. Sostarich said ok I believe that Mr. Kendrick had mentioned you wanted this verbatim on the.

Mr. Kendrick said on-line.

Mr. Sostarich said on-line.

Mr. Kendrick said if possible.

Mr. Sostarich said yeah.

Mr. Kendrick said if your wife wouldn't mind.

Mr. Sostarich said its no problem for us. But I've notice that was mentioned here too.

Mr. Kendrick said yeah and Madam Chair.

Ms. Ball-Cummings said yes.

Mr. Kendrick said also it was suppose to be on the agenda, that section on there cause we didn't talk about it last month cause it wasn't on the agenda. That's the reason why we didn't discuss it last month because we didn't have an agenda item for it.

Ms. Ball-Cummings said oh well I thought you wanted to just talk about the Website, I didn't.

Mr. Kendrick said no, no that's. yeah that's, that was something totally different.

Ms. Ball-Cummings said I'm sorry.

Mr. Kendrick said well we were suppose to have something on the agenda this month so we could talk about taking up Mr. Klines suggestion.

Ms. Ball-Cummings said ok well that was my mistake because I miss interpreted. I thought you wanted to talk about the a.

Mr. Kendrick said correct, no that's.

Ms. Ball-Cummings said the water bill were it has the Website on it.
Mr. Kendrick said no you're correct. That's why I called Mr. Danielson and you. That's what I wanted to talk about.

Ms. Ball-Cummings said ok.

Mr. Kendrick said but at that last meeting we had discussed. Ms. Hicks brought it up that we could not discuss it because there was no agenda item.

Ms. Ball-Cummings said true.

Mr. Sostarich said I thought we already decided to adopt Mr. Klines suggestion.

Mr. Kendrick said um.

Mr. Sostarich said we didn't all decide that.

Mr. Kendrick said we couldn't talk about it last month cause it wasn't on the agenda.

Mr. Sostarich said ok that explains why this is not in the format that we recommended.

Ms. Ball-Cummings said well we can do that on the next month's agenda. We can make sure Mr. Danielson that we can get that on there.

Mr. Sostarich said adopting Mr. Klines suggestion we can't discuss that during Administrative details right.

Ms. Ball-Cummings said nope.

Mr. Sostarich said ok its got to be a, I'll make sure that I make a mental note of that myself.

Ms. Ball-Cummings said yes, so are there any additions or corrections to the minutes.

Mr. Peetoom said we can't talk about this until next meeting.

Ms. Ball-Cummings said what, the paper that you received on the high, were we highlighted the a.

Mr. Peetoom said yeah we can't talk about til next meeting.

Ms. Ball-Cummings said no, nope, not til next month.

Mr. Kendrick said madam Chair.

Ms. Ball-Cummings replied yes.

Mr. Kendrick said I've only seen a couple of, I don't know if they are typo's or what but it says on page 11 of 27. Mr. Kendrick said madam Chair, you guys were never paid for Martin Luther King Day and not get a four day weekend. What I said was Mr. Kendrick said madam Chair you guys would rather be paid for Martin Luther King Day instead of getting a four day weekend. That's what I remember saying.

Ms. Ball-Cummings said where is that at.

Mr. Kendrick said I mean its nothing big. I mean its nothing, it just doesn't it's the only correction I see.

Ms. Ball-Cummings said I might have, mine is.

Mr. Sostarich said he said page 11.

Ms. Ball-Cummings said I'm on page 11.

Mr. Kendrick said at the very.

Mr. Sostarich said second line or second paragraph down.

Mr. Kendrick said yeah second paragraph I'm sorry.

Mr. Danielson said ok what was that correction, Mr. Kendrick.

Mr. Kendrick said cross out you were never paid for and it should be, would rather be paid for.

Ms. Ball-Cummings said would rather be paid for.

Ms. Hicks said on the tape it was what I put in there.

Ms. Ball-Cummings said yeah.

Mr. Kendrick said I know.

Ms. Ball-Cummings said yeah.

Ms. Hicks said yes.

Mr. Kendrick said I'm gonna have to listen to that.

Ms. Ball-Cummings said yeah no that, that's what it was.

Mr. Sostarich said that's why Mr. Klines suggestion is such a good idea because a lot of this stuff. The only thing that according to what he. Well we're permitted to talk about it, so I won't.

Ms. Ball-Cummings said yeah so lets go on. Any more additions or corrections?

Mr. Kendrick said no.

Mr. Peetoom said I didn't see none.

Mr. Sostarich said nothing worth mentioning.

Ms. Ball-Cummings said Mr. Kendrick, I mean Mr. Sostarich.

Mr. Young said I'm good.

Ms. Ball-Cummings said Mr. Young, ok all right. All right I make the motion that the minutes be passed.

Mr. Kendrick said second it.

It was moved by Ms. Ball-Cummings, seconded by Mr. Kendrick and carried unanimously that; **The minutes of September 14, 2009 meeting of the Marana Domestic Water Improvement District shall be approved as presented.**

5 ayes

0 opposed

0 abstentions

4. System Manager's Report

Mr. Danielson reported:

1. We have not had any major problems with the system since the last BOD meeting. On September 26, Trico had a power failure in this area. We lost the SCADA system and the well control at this site. Don Perry was able to reset the well control, but we

had to have Ray come out to reset the SCADA interface. Ray instructed us on how to reset this interface and also speculated that if the battery back-up was not working properly that it could cause the interface to be lost. We replaced all the batteries in the battery back-up devices at all of the well sites the next day.

2. I attended a meeting last Thursday on the proposed changes to the Pima County Right-of-Way use permits. Currently we are charged \$25.00 for the ROW use permit and the inspection fee is \$0 for the minor work we do in the Right-of-Way. Their proposed new fee schedule is \$120.00 for the permit and \$165.00 for the inspection. I told them that I thought that it was excessive for the minor nature of this work. Tucson Electric Power also objected to being charged the same amount to install poles as they would be if they were installing underground. Green Valley Water objected to their potential 20 times higher cost for directional drilling service line replacement. They, meaning Pima County ROW or Pima County Department of Transportation agreed to rethink all of this type of work.
3. September billing included 144 late notices which is average.
4. We did 6 shutoffs in September for nonpayment, which is slightly lower than average.

Accounts Payable	\$ 27,860.27
Accounts Receivable	\$ 53,910.42
Difference	+ \$ 26,050.15
County Balance	\$ 38,283.09
WIFA Reserve	\$ 25,348.66
RD General Account	\$ 208.50
RD Reserve Account	\$ 14,188.28
RD O&M Account	\$ 9,146.95
RD Replacement Account	\$ 7,716.65
RD Bond Account	\$ 20,844.37
Carryover Balance	\$ 3,294.05

Mr. Danielson said that concludes the Managers report, other than a comment. We aren't going to have quite as bit a balance next month as we were because of the way various things fell this month. We as far as paydays and everything goes we way under paid Fringe benefits and everything like that and that's just because the way the paydays fall.

Ms. Ball-Cummings said ok.

Mr. Sostarich said it's a five week month is what you're saying right.

Mr. Danielson replied um hum.

Mr. Sostarich said I had a paper route when I was a kid, I had to explain that to my customers.

Ms. Ball-Cummings said ok any questions for Mr. Danielson? No all right.

5. Call for Public Comment (limit 3 minutes)

Ms. Ball-Cummings said no comment from the public, no.

6. Discussion and possible action concerning Financial Assessment Committee Report.

Ms. Ball-Cummings said and I believe that's Mr. Peetoom or Mr. Young, Mr. Young.

Mr. Young said I'll turn that back to Mr. Danielson.

Mr. Danielson said ok.

Ms. Ball-Cummings said let Mr. Danielson.

Mr. Danielson said I'm working with a paper, this here before the meeting and after talking with Angie Valenzuela of WIFA last week. I tried to put together just a general, some general information where we're at on our loans. Our original WIFA loan was \$1,156,000.00 and it was dated February 22, 2002. You can see we have a combined interest and fee rate payments and the increase through the life of the loan from a low of 2.918 to a high of 3.458% with final payment on 2/1/2032. We are currently on payment #93 of 320 and our current Principal Balance is roughly about \$955,000.00. On our RD loan that was \$396,977.00, so roughly \$397,000.00 bucks. The original loan date was February 1, 2003. Our combined interest and fee rate through the life of the loan is 4.625%. Our final payment is on 2/1/2032 and we are currently on Principal payment #6 which is, they only count principal payments and there are 30 of those. We are on payment #6 but we do pay interest on a mid year basis. So our current Principal Balance is roughly, is exactly \$351,353.00. Ok and our combined WIFA and RD payments right now is \$7,052.00. Ok talking with Angie they will not let us increase the term of

the loan. And by implication we would stay at the same interest rate that we currently have and they would just add this to the loan. And I'm not 100% sure on that. I'm waiting for an email to confirm that

Ms. Ball-Cummings said ok.

Mr. Danielson said but I just thought I would try to bring the Board up to speed. So, but one of the things that she told us is we have to have a project for them to consider. So the easiest project for us to split away from the Master Plan or stand on its own to have a WIFA loan fund would be the meter replacement project cause everything else is all infrastructure basically. Which is basically tied together. Ok so what I did is I took a combined loan: WIFA \$955,000.00, RD \$351,000.00, 50 grand for meters, and I'm putting a guess at 10 grand for the legal aspects of refinancing the loan and I come up with \$1,366,000.00. I do not have an amortization schedule that will allow me to vary interest rates. The fact is I don't have an amortization schedule period other than in Quikbooks and I'm not gonna play around with our accounting software with this. So I said ok my factor is 1.43 if I take \$1,366,000 divided by \$955,000. So I said ok what would that do to the current WIFA payment of \$4,052.00 a month. And I've come up with just a rough idea of \$7090.00 which is \$38 bucks higher than what we're currently paying. So the preliminary conclusion and its just a very preliminary conclusion is that refinancing our current loan is not available option. But what I want to do to completely finish this whole thought process out is when we get the Preliminary Engineering Report in and I'm suppose to have a draft copy I believe next Wednesday or Thursday. We will take option 2 which is the preferred option, take this information and present it to Mr. Addison and ask him to do a financial analysis for the next quarter.

Ms. Ball-Cummings replied ok nice work.

Mr. Kendrick said madam Chair.

Ms. Ball-Cummings said yes.

Mr. Kendrick said I have a couple of questions.

Ms. Ball-Cummings said go ahead.

Mr. Kendrick said a Mr. Danielson.

Mr. Danielson said yeah.

Mr. Kendrick asked how is the P.E.R. report? Last month we gave you the go ahead to get that on the roll, on the ball.

Mr. Danielson replied yes, I will have a draft copy next Wednesday.

Mr. Kendrick said oh ok.

Mr. Danielson said we had our final meeting between the District representatives and Westland last Friday. So right now anything else is just going to be red marks and going back and forth.

Mr. Kendrick said ok thank you. And to the Financial Assessment Committee, I would really like to be a part of that. Actually you guys should think about including me in that cause I think that I could bring something to the table.

Mr. Sostarich said the only tragedy with that idea is if three people met outside.

Mr. Peetoom said it's a quorum.

Mr. Kendrick replied all we have to do is post it on a notice that's the only thing that would be different. We have to post a notice.

Ms. Ball-Cummings said no.

Mr. Kendrick said 24 hours before the meeting we'd post a notice up at all the proper locations, that's all we need to do.

Ms. Ball-Cummings replied that's for all of us to meet together.

Mr. Kendrick and Mr. Danielson said no, three or more.

Ms. Ball-Cummings said he's talking about three or more though.

Mr. Kendrick said yeah.

Mr. Sostarich said but then it becomes a Public meeting right.

Ms. Ball-Cummings and Mr. Danielson said yes.

Mr. Kendrick said no it doesn't.

Ms. Ball-Cummings and Mr. Danielson said yes it does.

Ms. Ball-Cummings said yeah because if not that's a quorum, Mr. Kendrick and we can't have a quorum that's against the law. That's against the Open Meeting Laws and we can't have that. I mean that's, that's a big no, no. so.

Mr. Kendrick said so what's wrong with it being in a Public Meeting.

Ms. Ball-Cummings said well we could have it in a Public Meeting but we have to have everybody here. I mean its got to be like a regular meeting right, yeah. So.

Mr. Danielson said well I guess, you want to comment on it or you want to Mr. Young.

Ms. Ball-Cummings said go ahead.

Mr. Danielson said some of the things we discussed back in the Spring of where we were at. How many compartments were flooded on the Titanic or I mean the MDWID Titanic. And were we going to be able to keep our heads above water and everything like that. I don't think we would want in the Public domain.

Ms. Ball-Cummings said no that's true.

Mr. Sostarich said not only that but you guys were advised to not mention anything including to your wives until you brought it to the whole Board.

Mr. Danielson said correct and we weren't to discuss it outside without, outside of the three of us until we were ready to bring it to the full Board so.

Ms. Ball-Cummings said yeah.

Mr. Danielson said that would be a potential draw back. Although I would like to have your input.

Mr. Kendrick said ok.

Ms. Ball-Cummings said yeah definitely I would like to have your input there's no doubt about it.

Mr. Danielson said so maybe we could think about that.

Ms. Ball-Cummings said that's something we could give a thought.

Mr. Danielson said can give thought to that I, and doing it in such a manner that I cannot be accused of canvassing.

Ms. Ball-Cummings said yeah cause we don't want to have no canvassing.

Mr. Danielson said and I don't know that I can be accused of canvassing since I'm not a Public elected official. So lets leave it at that for right now.

Ms. Ball-Cummings said yep thank you Mr. Danielson.

Mr. Peetoom said Mr. Danielson.

Mr. Danielson said yes sir.

Mr. Peetoom said how many meters did you say we had, 250 something.

Mr. Danielson said what?

Mr. Peetoom said that had to be done, meters.

Ms. Ball-Cummings said the new ones.

Mr. Danielson said oh 240.

Mr. Peetoom said 240.

Mr. Danielson said yeah.

Mr. Peetoom said then we will have them completely done then.

Mr. Danielson said then everything will be touch read, yeah.

Mr. Peetoom said ok.

Ms. Ball-Cummings said anymore questions for Mr. Danielson that matter? No, no questions.

7. Discussion and possible action concerning applying to USDA-Rural Development for a grant to implement Master Plan Project and other potential system upgrades

Mr. Danielson said ok, the first thing we have to do is take the Master Plan Project and turn that into a Preliminary Engineering Report and as I said a draft of that should be ready in about 10 days. One of the things

that you to do in the Preliminary Engineering Report is to evaluate alternatives. Our alternative #2 which is the one we're going, which is going to be recommended is the Master Plan with a couple of enhancements over and above the Master Plan. The enhancements being basically: We need to reprogram the SCADA system and that's probably about a \$15,000.00 to \$20,000.00 effort to do a total reprogramming on that, including maybe scraping the RX view control system and putting something a little bit better in there. We know what we need to do, Ray knows what we need to do and we're just trying to figure out a price on it. That's one, the other one we're looking at and we may throw out because its really a little bit cost prohibited in this small of a District is to put in automatic switches to start the generators and switch everything over to generator power when we do have a power failure.

Ms. Ball-Cummings said ok. Ok.

Mr. Danielson said and well its not very expensive to do something like that in a home environment or office environment. Here we're talking about very large poles and it's a 480 volt, 3 phase power and as the average voltage required goes up the cost on those particular transfer switches goes up expotentially. So we're gonna look and see what that's gonna cost and that maybe dropped just because of cost.

Ms. Ball-Cummings said ok.

Mr. Danielson said ok, that being said, we are gonna present them with alternatives. Alternative #1 is basically nothing more than finishing up the looping and going through and replacing valves. Leaving the four inch line in there that we know is going to be troublesome in the future. Nobody wants that, it's a fairly cheap fix but it does give us power to isolate the majority of the system and it does finish out the looping. Alternative #2 like I said is the Master Plan with a couple of adders. And alternative #3 we just put in eight-inch mains through out this entire system.

Ms. Ball-Cummings said an eight-inch main.

Mr. Danielson said everything that's 4 and 3 and 2 right now is now 8 inch and that's up to about 20 million bucks.

Ms. Ball-Cummings said 20 million bucks.

Mr. Danielson said so that's going to be the throw away one.

Ms. Ball-Cummings said I think so.

Mr. Sostarich said you don't have the infrastructure to support that. Do we, even if we had the money.

Mr. Danielson said no.

Ms. Ball-Cummings said you're right.

Mr. Danielson said we would be upgrading these pump stations and everything else too. We're talking 2,500 gallons a minute fire flow not the state required thousand when we get done with it. Ok that's basically where we're at. And we'll get the draft out like if I get it next Wednesday, I'll try to get it out to the Board members. And if I don't know if we want to wait until next month to have a quick meeting on that or check and see if Mr. Martinez is available some other Monday night later on in the month or early next month and that may tie in with something else that is yet to be discussed. But that's all I have.

Ms. Ball-Cummings said ok excellent, thank you. Any questions for Mr. Danielson on this.

Mr. Young said yeah I think if we need to have another meeting to go after this grant money I think we should do it.

Ms. Ball-Cummings said well yeah I agree, definitely.

Mr. Danielson said oh yeah.

Mr. Young said times of the essence.

Ms. Ball-Cummings said yes definitely.

Mr. Danielson said really.

Ms. Ball-Cummings said we definitely have to pursue it, there's no doubt about it, cause it's crucial.

Mr. Peetoom said the 16th of November.

Mr. Danielson said our regular meeting is a.

Mr. Peetoom said no I mean down there in Wilcox for the grant.

Mr. Danielson replied if I could get it turned in by the middle of November I'd be happy. The first thing I need is the, have the Board buy off on the Preliminary Engineering Report.

Ms. Ball-Cummings said yeah we have to.

Mr. Danielson said then I can pursue further.

Ms. Ball-Cummings said yeah lets do that first. Ok well go on to the next one.

8. Discussion and possible action concerning Personnel Policy Manual

Ms. Ball-Cummings said you want to go ahead and start that a little bit Mr. Danielson, on that.

Mr. Danielson said ok Tony Sostarich was actually on the Personal Policy subcommittee when we implemented the long term sick leave benefit. Don Peetoom was also on the Board. But it was Mr. Sostarich and Lil Payne were the Personal Policy subcommittee and this was back what 2002, 2003. Way back when.

Mr. Sostarich said I think it was during President Clinton's first term.

Mr. Young said you've all slept since then.

Mr. Sostarich said I measure Presidential terms. When you get to be my age you don't count the years, they go by to fast.

Ms. Ball-Cummings said no, you just go by Presidents.

Mr. Danielson said the way the original Personal Policy Manual was written. There was no provision for long-term illness in it. So what it was, was the way the Personal Policy Manual was written was that you had a certain number of days vacation and you could have 12 days worth of sick leave. The first 5 days of sick leave if you didn't use any sick leave at all were converted to vacation but you were losing 7 days off per year if you wanted to look at it that way. And as a stop-gap measure at that time. We opted to put in a long-term type thing that would allow if somebody had some type of a major illness, heart attack, whatever, busted leg something. That they could be off for up to 7 weeks. You could take your unused portion of sick leave every year, whatever you didn't convert into vacation and put that in a long-term bank so that your paycheck would continue for 7 weeks. If you broke your leg so badly that you couldn't get around for 7 weeks, heart attack, whatever. So at the time we knew it was a stop-gap that measure and the thing is myself and Don Perry both of us maxed out that 7 weeks about three years ago. So we're back to where we were and I don't, I think your probably about 2½ or three years away from maxing yours out. So were back to where we

were 7 years ago, 6, 7 years ago that we now have a policy on the books that promotes absenteeism.

Ms. Ball-Cummings said yeah.

Mr. Danielson said you take 12 sick days because you can't, because we're both, Don and I are filled up on the 7 weeks. So what, the thought process there is let's form a subcommittee off the Board and say hey, what do we do now. What do we do with the time that's been hanging out for myself and Don Perry. You know over the last 2 or 3 years. You know we probably got 21 days that are just totally gone. You know what do we do with this. What do we do so that it doesn't promote absenteeism in the future. You know what the hey, Don's here 45 minutes to an hour before he's suppose to start work every morning anyway. And the number of days he misses in a years' time sick are probably about 1 or 2 if any.

Mr. Sostarich said madam Chair may I comment on that.

Ms. Ball-Cummings said yes go ahead.

Mr. Sostarich said and does anybody not understand what dilemma he's in.

Mr. Kendrick said I'm a little confused, yeah.

Mr. Sostarich said essentially what he's saying is there's a long-term policy of sick days that can be accrued, I believe it the proper term.

Mr. Danielson said accrued, yes.

Ms. Ball-Cummings said yes that's correct.

Mr. Sostarich said build up over a period of time. And if you stay here long enough you'll reach a point of equilibrium where if you don't use those sick days then you lose them. You understand that right. Ok so if nothing is done then these guys will basically be calling in sick after they get a certain amount of years in and they have all this sick time built up. They'll just.

Mr. Kendrick said start calling in.

Mr. Sostarich said yeah.

Mr. Kendrick said I see.

Mr. Sostarich said and what Mr. Danielson is looking for here is a solution, a solution that will cover long-term employees that have matured in terms of time in sick leave accrued.

Mr. Kendrick said ok.

Mr. Sostarich said what can we put in that Personal Policy Manual to cover this kind of case. Which is not very common in the work place cause a lot of people don't stay at the same job that long.

Mr. Kendrick said yeah.

Mr. Sostarich said so your considering or your suggesting that we consider forming a subcommittee as suppose, let the finance. Make a suggestion to the Financial Assessment Committee.

Ms. Ball-Cummings said yeah.

Mr. Danielson said I think its up to the Board to decide what they want to do with this.

Mr. Sostarich said what do you think.

Ms. Ball-Cummings said I think so.

Mr. Sostarich a separate committee.

Ms. Ball-Cummings said yes I think that it needs.

Mr. Sostarich said well here's your chance.

Mr. Young said yep, here we go.

Mr. Sostarich said here's your chance to get on a committe. You think that you would be interested in looking into that.

Mr. Kendrick said yeah.

Mr. Young and Mr. Peetoom said and Mr. Sostarich.

Ms. Ball-Cummings said Mr. Sostarich, no no.

Mr. Sostarich said my jobs to come up with good ideas here.

Ms. Ball-Cummings said I'll be on that. I'll be on that committee with Mr. Kendrick. I mean if its ok with all the other Board members I would like to work with Mr. Kendrick.

Mr. Sostarich said I could make some suggestions to the committee.

Ms. Ball-Cummings said that would be fine.

Mr. Sostarich said I guess we'd better do it on a public setting then right.

Ms. Ball-Cummings replied yeah wait a minute.

Mr. Sostarich said my suggestion would be that you look into the option on paying these guys as a reward for their service when they mature as described earlier.

Ms. Or is it possible that they could put it for vacation or sick days. What was it I said the other day.

Mr. Danielson said vacation.

Ms. Ball-Cummings replied vacation yeah.

Mr. Sostarich said ok it we. If you guys look at that then your gonna have to look even further down the road if.

Ms. Ball-Cummings said for other employees.

Mr. Sostarich said if somebody, no if somebody doesn't decide not to take a vacation for whatever reason.

Ms. Ball-Cummings said yeah that's true.

Mr. Sostarich said finances whatever.

Mr. Danielson said if you don't take a vacation that's cut and dry. Take it or lose it.

Mr. Young and Ms. Ball-Cummings said yeah.

Ms. Ball-Cummings said there's no ifs about that.

Mr. Danielson said you can donate a certain amount.

Mr. Kendrick said you have a certain amount of vacation.

Ms. Ball-Cummings said Mr. Danielson said yeah.

Mr. Danielson said I will bring a lot of people up to speed that we have over the last 3 years kicked around and never came up with a real good solution to this because its, because it happened when we first maxed it out. I think Mr. Perry maxed it out six month before I did because of that one year that I was pretty sick.

Ms. Ball-Cummings said yeah.

Mr. Danielson said if some of you will recall.

Ms. Ball-Cummings said I recall.

Mr. Danielson said we've kicked around the idea of converting over to personal time off Policy. P.T.O. Policy and get rid of vacation time and get rid of sick altogether. That would then mean whatever. You know that, then would have to be a fairly lengthy thought process on how to implement it because of the current Policy. Because as it would stand right now argument could possibly be made that the long term illness provision is a property right of employees who are currently employed. So that would have to be taken into consideration but that may be something for the subcommittee to discuss.

Mr. Sostarich said is it out of line to just keep adding until retirement. I mean let it accrue until retire.

Mr. Danielson replied yeah what do you do when you hit retirement.

Ms. Ball-Cummings said sounds like to me.

Mr. Sostarich said that's a job for the subcommittee. I would say rather buy a, buy the employee a the cheapest communist parit plated watch that you could find give him what he's got coming vacation time, sick leave, whatever.

Mr. Danielson said the County buys it back on a percentage basis when you retire. So does Pima College, I don't know what other people are doing right now.

Ms. Ball-Cummings said so they buy it back correct.

Mr. Danielson said they buy part, they buy it back but its not on a one for one type basis. If you've got 35 days built up and of course and a lot of those aren't even capped ok. But lets say you had 50 days built up

and you retire from the County they might buy it back 33 of those 50 days.

Ms. Ball-Cummings said ok.

Mr. Kendrick said just cut a check for.

Mr. Danielson said so that's part of your salary.

Mr. Sostarich said madam Chair even though I'm not a part of the committee would it be out of line if I, I got a friend in another Water District, he's, who's the Chairman. I could contact him and find out what they're doing this. And get back to you directly or through Mr. Danielson.

Ms. Ball-Cummings said yeah, that would be, you could let Mr. Danielson know.

Mr. Kendrick said yeah, just write it down, all your suggestions.

Ms. Ball-Cummings said yeah you could let Mr. Danielson know.

Mr. Danielson said yeah and I'm open for suggestions from anybody. You know Mr. Young. I don't know what Young and Son's do. Do they have any type of Policy like that or.

Mr. Young said yeah work your ass off.

Ms. Ball-Cummings said yeah just let Mr. Danielson know and um.

Mr. Danielson said have the ambulance haul your butt from the hospital to work and then pick you up after work and haul you back right.

Mr. Young said yep.

Ms. Ball-Cummings said ok well anymore discussion on that?

Mr. Peetoom said did you write that down on the a.

Mr. Danielson said yeah.

Mr. Peetoom replied Mr. Kendrick and a.

Ms. Hicks said yeah I got that.

Ms. Ball-Cummings said ok so we've decided all of us Board members that Mr. Kendrick and I are going to be on the subcommittee to decide

what we're going to do about the Personal Policy for the long-term employees, correct.

Mr. Sostarich said correct.

Ms. Ball-Cummings said ok.

Mr. Kendrick said so do we.

Mr. Sostarich said after all the last time I was on it look what it got us into.

Mr. Peetoom said Mr. Danielson will be on it with you.

Ms. Ball-Cummings said yeah well of course. Yeah he's System Manager he has to be yes.

Mr. Peetoom said ok.

Mr. Danielson said and I will interface with the Financial Assessment Committee.

Ms. Ball-Cummings said yes definitely. Ok #8 was is discussion and possible action concerning Personal Policy Manual. Oh I'm sorry.

Mr. Danielson said we just did that.

Ms. Ball-Cummings replied I just did that. I'm sorry I didn't check it out.

Mr. Peetoom said #9.

9. Discussion and possible action concerning bringing legal action against recalled Board members

Ms. Ball-Cummings said I spoke with the Attorney and he gave me some advice. He did not tell me what to do. He left it up to me on what to do about this and I feel that what we need to do is possibly either do another meeting or do the next meeting coming up and have an executive session on this. And discuss it that way and have him present. And I feel that that's best at this time.

Mr. Kendrick said yeah.

Ms. Ball-Cummings said considering you know there's a lot of legalities that we're not aware of and that he is. And that he can help us with these things so.

Mr. Sostarich said the only question that I have is. How much is this going to cost to have him here. We pay from the time he leaves his office to here.

Mr. Danielson said the no he does not charge us travel time.

Ms. Ball-Cummings said he doesn't. no, travel time he done made an agreement with us awhile back. He'll just, just for the time that he is here.

Mr. Danielson said just for the time of the meeting.

Ms. Ball-Cummings said yes.

Mr. Danielson replied so it may cost us if we put it up very early on the agenda. Get him in here and get him out of here might cost us an hour or so.

Ms. Ball-Cummings said yeah or if possible maybe we could just do it you know a fax. I mean an email or you know.

Mr. Sostarich said if he recommends this plan of action.

Mr. Danielson said he recommends.

Ms. Ball-Cummings said yes.

Mr. Sostarich said that you suggested.

Ms. Ball-Cummings said yes he does.

Mr. Sostarich said I would say.

Ms. Ball-Cummings said well he left it up to me. It was to my discretion what I choose to do. And he said I'm not telling you what to do but here's my opinion and all the legalities stuff to it.

Mr. Peetoom said I would like to have him here.

Ms. Ball-Cummings said so and I said ok I'll take that in for consideration and thank you very much. So and that's what I've come up with tonight.

Mr. Kendrick said madam Chair, a there was a couple of other things we were talking about having another special meeting for. Can we group them altogether and have a special meeting.

Mr. Danielson said that's what I was thinking.

Mr. Kendrick said and have that first.

Ms. Ball-Cummings said yes.

Mr. Kendrick said get him in and out.

Ms. Ball-Cummings said yeah we could do that. Yeah we could eliminate and just have, yeah.

Mr. Young said everybody should have their questions written down so that.

Mr. Sostarich said and information packet.

Ms. Ball-Cummings said an information packet, yeah. Ok so all of us agree.

Everybody said we agree.

Ms. Ball-Cummings said that we'll table this until another date. Ok, need to put a date or we need to do a special meeting.

Mr. Young said we need to find out when he is available.

Mr. Kendrick said yeah we need to find out when he is available.

Mr. Danielson said plus when we get the P.E.R. if we want to combine the two meetings.

Mr. Young said correct.

Mr. Kendrick said that's what I was talking about.

Ms. Hicks said what you need to is make a motion to table it until further notice.

Ms. Ball-Cummings said yeah I have not got that far. I haven't got the far, thank you my dear. Ok I make the motion that we table item #9 until further notice.

Mr. Kendrick said I'll second that.

Mr. Peetoom said I'll second that.

Mr. Danielson and Ms. Hicks said Mr. Kendrick did.

Mr. Danielson said call for a vote.

It was moved by Ms. Ball-Cummings, seconded by Mr. Kendrick and carried unanimously that; **That we table item #9 until further notice.**

5 ayes

0 opposed

0 abstentions

10. Discussion and possible action concerning administrative details

Ms. Ball-Cummings said any administrative details.

Mr. Kendrick said I think it was somebody, one of you guys told me that we could discuss about the Website under administrative details.

Ms. Ball-Cummings said yes.

Mr. Kendrick said is that ok.

Ms. Hicks said you can mention it but you really can't do a discussion.

Ms. Ball-Cummings said yeah when you just mention it, but we can't go into lengthy discussion because its got to be on the agenda.

Mr. Kendrick said yeah that's why I call and asked.

Ms. Ball-Cummings said well that was my mix-up. Ok, that was my mix up. We'll get it right this next I guarantee.

Mr. Kendrick said I won't be at the next meeting.

Ms. Ball-Cummings said anything else Ms. Hicks or Mr. Danielson, ok.

Mr. Danielson said I have neglected to bring it in for the last couple of months but we did get a nice plaque again last, or nice frame thing again for 2008 from the State Comp. Fund for working the entire calendar year without having a single accident.

Ms. Ball-Cummings said excellent that's terrific, for a year correct.

Mr. Sostarich said congratulations.

Ms. Ball-Cummings said yeah.

Mr. Kendrick replied we haven't had an accident have we. Since I've been here.

Mr. Danielson said the last on the job accident we had was brother Bo and that was back in 2001.

Mr. Kendrick said we have a board in the office saying we haven't had an accident in this many thousands of days.

Mr. Danielson said you know we could put something up like that, yeah.

Mr. Young said don't do it.

Ms. Ball-Cummings said Ms Hicks is over here shaking her head and at about that time Mr. Young says don't do it.

Mr. Danielson said just don't do it.

Ms. Hicks said Walmart did that, right after they put that up they had an accident.

Mr. Young said exactly.

Ms. Ball-Cummings said no no.

Mr. Danielson said before we hanged it up at San Manual we'd gone 278 days with almost 500 employees without dog gone reportable accidents in division. Had 6 the next week.

Ms. Ball-Cummings said ok.

Mr. Young said I'd like to also make a suggestion. About having a customer appreciation day for some people to think about.

Ms. Ball-Cummings said yeah we could do that, customer appreciation day right.

Mr. Sostarich said would that be before or after Martin Luther King Day.

Ms. Ball-Cummings said oh God, appreciation day.

Mr. Sostarich said will it be a paid holiday.

Ms. Ball-Cummings said ok nice try.

Mr. Kendrick said what do you mean, like a barbeque or something in a park for the customers.

Mr. Young said here, out front here.

Mr. Kendrick said oh yeah.

Ms. Ball-Cummings said yeah.

Mr. Sostarich said but then it would be a meeting.

Ms. Ball-Cummings said no it wouldn't.

Mr. Danielson said no, we could post it as three or more will attend the particular function. No business will be conducted.

Ms. Ball-Cummings said that's right. No business what so ever. Just an appreciation day.

Mr. Sostarich said well the last time I think we had a picnic or anything it was when we had that ribbon cutting ceremony right.

Mr. Danielson said yes.

Ms. Ball-Cummings said oh I don't even want to here about that ribbon cutting ceremony, don't bring that up with me, I'm very upset.

Mr. Sostarich said there's plenty to eat.

Ms. Ball-Cummings said there's plenty to eat.

Mr. Danielson said oh yeah we had the Circle S cater that.

Ms. Ball-Cummings said Circle S yeah I heard about that.

Mr. Danielson said we must have had what 70 or 80 people here.

Mr. Sostarich said I only had eyes for what was on the table.

Ms. Ball-Cummings said ok is that it on the a administrative details, yeah all right.

11. Announcement of next scheduled meeting

The next scheduled meeting of Marana Domestic Water Improvement District Board of Directors shall be on Monday, November 9, 2009 at 7:00 PM, at the District Offices.

12. Adjournment

It was moved by Mr. Peetoom, seconded by Mr. Sostarich and unanimously carried that; **This meeting of the Board of Directors of the Marana Domestic Water Improvement District shall be adjourned.**

The meeting was adjourned at 7:50 PM.

Minutes prepared by
Theresa Hicks
Acting Clerk of the Board