Southwestern Water Conservation District
Board of Directors Special Personnel Meeting via Zoom
November 13, 2024

Present:	J.R. Ford*	Kenny Heldman*	Rusty Hinger*
	Gerald Koppenhafer*	Jenny Russell*	Charlie Smith
Absent:	Dagan Chadd	David Guilliams	Amy Huff
Staff:	Steve Wolff, General Manager Monika Rock, Programs Coordinator		
Consultants:	Beth Van Vurst, General Counsel, Van Vurst Law, LLC.*		

1.0 Call to Order – Roll Call and Verification of Quorum
Jenny Russell called the meeting to order at 12:05 p.m. Roll was taken and a quorum was established.

2.0 Approve the Agenda
There was unanimous consent to approve the agenda.

3.0 Discussion of Personnel Matters
3.1 2025 SWCD Staff Salaries
Steve Wolff updated the board on his recommendation for 2025 staff salaries. This year, Steve recommends that staff receive a 3% cost-of-living increase.

The board had general consensus on this raise and would like to have it presented at the December board meeting.

3.2 SWCD Staff Benefits
Mo Rock provided a memo comparing SWCD's current benefits to those of other entities in the region, as well as water conservation and water conservancy districts in the state. Mo requested that the board consider adding sick leave or expanding the current PTO offered to employees at a rate between 6-8 hours/month.

The board was open to expanding the PTO policy, but wanted to have further discussion at our regular board meeting in December.

4.0 Executive Session (if needed)
No Executive Session was needed.

5.0 Summary and Action Items from Executive Session

6.0 Adjournment
Jenny Russell adjourned the meeting at 12:38 p.m.

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Charlie Smith, President