

**MINUTES
MOAPA VALLEY WATER DISTRICT
BOARD OF DIRECTORS MEETING
HELD
THURSDAY, DECEMBER 6, 2019**

PRESENT:	Kenneth Staton Jon Blackwell Ryan Wheeler	Lindsey Dalley Randy Tobler
	Joe Davis Lon Dalley Susan Rose	Jeannie Poynor Kiley Bradshaw
	Nick Shakespear Brian Greig Jonathan Brown	Mica Leatham Jestyn Postma Vic Bitter Dalton Gordon
	Byron Mills	Vernon Robison

ORDER OF BUSINESS: At 4:00 p.m., Chairman Ken Staton called to order the regular meeting of the Moapa Valley Water District Board of Directors. The agenda items were addressed in the following order:

1) Public Comment (May be limited to five minutes)

None

2) Approval of the Minutes of the previous meeting held November 14, 2019 (For Possible Action)

On motion of Jon Blackwell and seconded by Ryan Wheeler, the Board voted 4-0 in favor to approve the minutes of the November 14, 2019 meeting.

Lindsey Dalley came in at 3:05 pm.

3) Review the Business Impact Statement (For Discussion Only)

Joe went over Business Impact Statement and explained how it works.

The BIS is posted on our website and we also have one up front in case anyone comes in and wants to see it.

On October 16th we sent out a notice to Moapa Valley businesses of a potential rate increase to the service connections, monthly base rates and volume tiers charges. There were two ways we could have done it. We could have posted the information like we do the agenda or we could mail it to every business in town which is what we did. We were soliciting feedback from them on how things might affect them. We didn't get any responses back so the 2nd step in there was the notice that we send that covered everything the district is looking to perform and also the positive and negative affects that's associated with it. We did solicit comments but we didn't receive any. We have to make a determination of economic burden and two questions have to be asked. One of them is "Will the proposed increase impose a direct significant economic burden on businesses?" After doing the evaluation, we don't believe that. Businesses will be paying for the amount of water that they use. The 2nd question was "Will the proposed increase directly restrict the formation, operation or expansion of your Business? We had one person call Joe after the deadline. She asked how this would affect her rates. Joe explained that her bill would go down \$7 in the winter and up \$4 in the summer. She was happy with that. If we implement this rate increase and someone comes in during the 30 days and says that we didn't follow the rules, there are two rules. One is that we didn't follow the rules and the other is that we didn't go thru all the steps. The final steps are that the board looks at it today and the beginning of next month the board can approve it so this will be on next month's agenda.

4) Public Comment (May be limited to five minutes)

None

- 5) **Director's Preference**
- **Litigation**
- **Other Related Water Rights Issued**
- 6) **Personnel**
- **Employee Negotiations**

There were quite a few employees at the meeting. Nick Shakespear was the appointed as the spoke person for the employees.

Nick handed out a sheet that explained what the employees are asking for. Nick said that what the employees are proposing is a plan for the entire pay scale. It goes across the board. The sheet had a simple breakdown of what they were proposing. Nick went thru the plan with the directors and management.

- 1) An employee has to have been here at least 10 years
- 2) An employee has to be topped out
- 3) The additions come every five years after the 10 years up to 30 years
- 4) Every percentage is based off of the topped out rate

In the past, Randy and others have made comments about not wanting something for nothing. Staff took the comments and remarks. Staff doesn't want something for nothing. We want to reward hard work. How do we keep good employees? We just lost two guys and they had all kinds of experience. We had just invested \$3000 in both of them for some special training.

Nick also had a list of every pay scale for the directors. He also explained what the field employees have to do in order to get a step increase.

Nick explained that employees have to be performing well in order to get an increase with the longevity pay.

Chairman Staton was impressed with the plan that Nick came up with.

Ryan shared his opinion about the longevity pay. He said that he appreciates everything that staff does and it's very valuable to the district. With all of the leaks that we've had and how you reach out to the community one on one, it puts the district at a higher level than the other places in town. The service that we provide is an individual service and that's invaluable.

Since he has stepped into a government job, he's seen that other agencies are moving away from longevity pay. They had longevity pay when people started working in the 1960's. People that started later don't get longevity pay. He finds it difficult to introduce it when most other agencies are moving away from it. This community is a transient town. A lot of people commute to Las Vegas or St. George to work. For those who have to drive their personal vehicles, it's expensive with fuel and maintenance on the vehicle. He loves everyone here and he supports them but he's not totally in favor of this.

Lindsey said that he was interested in hearing what the employees had to say. We can't quantify the costs to the district for hiring and training new people. When someone doesn't have experience but has their certifications there's a cost associated with that. There's no way to quantify that. Somehow as directors we need to come to terms with that. He likes the way it was presented because it's looking at the big picture. We can't quantify the costs of someone that doesn't have 15-20 experience. He thinks we should call it System Familiarity Pay.

Randy wants to have all of the employees attend the next board meeting so they can hear exactly what he says. His main motivation is to be open. He doesn't want to be misquoted. If no one's here, he probably won't vote for it. If everyone's here, that shows him that the employees are here to hear what he has to say, whether he's for it or against it. That means a lot to him. He glad that some employees were able to attend the meeting today. He thinks that's awesome.

Every since he has been on the board, he's been involved in the negotiations and the employees have always been creative, they understand what we're up against and they try to think outside the box. He thinks we've pretty much agreed on everything. Longevity is something he's struggled with. Coming from the private sector and looking out at the public sector, there is a lot of entitlements that never give benefit to the organization. Randy thinks longevity promotes laziness. Randy said that he's got to chew on what the employees told him.

Randy asked what else can we do to get people to stay here. If we're looking at what Vegas is paying, we can't compete against them. Ryan said the job's local but what else can we do? Money doesn't always keep people here.

There was a lot of discussion on the longevity pay and cost of living raises.

This item will be on next month's agenda.

Ryan left at 4 pm.

Joe wanted to talk about some opportunities we might have to get some funding.

The Muddy River is a tributary to Lake Mead. When you start getting into the reclamation, there is some opportunity to get some funding. If we keep it under \$75,000, we could use it for engineering or even use it for meter replacement. It can be used for water mitigation, water conservation, drought resiliency, they fund studies and other things that are out there. It's a 50/50% grant. You can get money back that you've already spend in this fiscal year. They won't replace water lines. The hoops we have to jump over are way less than anyone else. If we need \$1,000,000 they would give us \$500,000. It would really help us out. The guy in the Boulder City office is great to work with.

Joe reminded the directors that we still have our application in with the state too.

- Employee Christmas Bonus (For Possible Action)

On motion of Chairman Staton and seconded by Jon Blackwell, the Board voted 4-0 in favor to approve a \$500 Employee Christmas Bonus.

7) Approval of the January 9, 2020 Board Meeting

The General Consent was to have the next board meeting on January 9, 2020

8) Public Comment (May be limited to five minutes)

None

9) Adjournment

The meeting adjourned at 4:20 pm.