

MINUTES OF MEETING BOARD OF DIRECTORS FOUNTAIN HILLS SANITARY DISTRICT

The Board of Directors of the Fountain Hills Sanitary District met in a **Special Meeting on Wednesday, March 28, 2018 at 4:00 p.m.** in the District's Board Room located at 16941 E. Pepperwood Circle, Fountain Hills, Arizona 85268 in which one or more of the Directors participated telephonically.

Agenda Item No. 1 **Call to order and roll call**

Upon roll call, the following Directors were present:

Chairman Tom Reski (telephonically), Vice Chairman Gregg Dudash, and Director Jerry Butler. Director Robert Thomson arrived a few minutes after roll call and Director Michael Maroon was absent.

The following Executive Staff members were present:

Dana Trompke, District Manager and Penny Cook, Assistant Secretary.

Agenda Item No. 2 **Call to Public**

There was no public comment.

Agenda Item No. 3 **Discussion regarding Employee Compensation.**

Vice Chairman Dudash moved and Director Butler seconded to go into Executive Session Pursuant to A.R.S. Section 38-431.03(A)(1) discussion regarding Employee Compensation. Motion carried and regular session adjourned into an executive session at 4:01 p.m.

Regular session resumed at 4:37 p.m.

Agenda Item No. 4 **Direction to staff regarding Employee Compensation.**

Direction was given to District Manager to develop a formula relating to the salary range of salaried employees. The formula will take into account those situations where an employee is X percent (to be defined) above the top of the salary survey range for similar positions within the valley. For those employees that are X percent (to be defined) above the salary survey range, they would no longer be eligible for the annual COLA (cost of living adjustment). However, they will still be eligible for an incentive award based on the determination of the District Manager.

Agenda Item No. 5

The Chairman, the individual members of the Board and the District Manager will each be permitted to provide a brief summary of current events. The Board will not propose, discuss, deliberate or take legal action at the meeting on any matter addressed in the summaries, unless the specific item is otherwise properly noticed.

There were no comments.

Agenda Item No. 6

Adjournment

Director Thomson made a motion to adjourn the meeting at 4:40 p.m. Vice Chairman Dudash seconded the motion which passed unanimously.

Dated this 29th day of March, 2018.

Fountain Hills Sanitary District

Minutes Prepared By:

A handwritten signature in black ink, appearing to read "Penny Cook", written over a horizontal line.

Penny Cook, Assistant Secretary