

WILD RICE WATERSHED DISTRICT

11 East 5th Avenue – Ada, Minnesota 56510
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Special Meeting Minutes

A Special Meeting of the Wild Rice Watershed District Board of Managers was held on Wednesday, November 2, 2005, at the office of the District, located at 11 Fifth Avenue East, Ada, MN.

The purpose of the meeting was to discuss the administrative salary package proposal by the Board of Managers.

Managers present were Warren Seykora, Bob Wright, James Wagner, Sr., Joe Spaeth, Diane Ista, Jim Skaurud and Steve Dalen. Absent: None. Also in attendance were Mark Aanenson, Acting Administrator; Loretta Johnson, recording secretary; Attorney Elroy Hanson; Doug Marcussen, accountant; Tim Halle, publicist and Mark Harless.

Chairman Seykora called the meeting to order at 8:30 a.m.

Considerable discussion was held regarding whether the meeting should remain open or closed. Attorney Hanson stated that he felt that it could be a Board decision. A motion was made by Manager Wagner and seconded by Manager Spaeth to keep the meeting open.

Discussion continued on the proposed contract and benefits package. Aanenson explained the proposed billing rates with the current salary proposal and how he arrived at these rates. Aanenson explained the process of the billing rates to be charged to all projects to include all costs to the District divided by the number of hours actually worked. This formula would assist in charging the correct amount back to projects and would eliminate the need to charge all PTO to administration.

Manager Wagner asked Doug Marcussen how difficult it would be for him to compare the costs of the current proposal with the previous administration have one year. Marcussen felt the board should be very specific in the contract regarding the fact that no overtime would be paid. Attorney Hanson stated that Guetter under a management contract would be exempt from overtime pay and stated that she clearly satisfied the criteria.

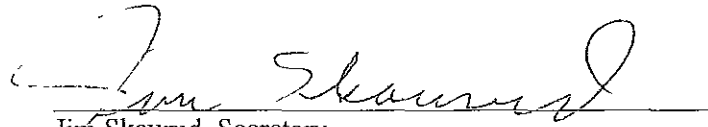
Mark Aanenson stated that Tera Guetter agreed to the 21 days of PTO to be included in the contract, but requested that the ability to work at home one day a week and that \$600 per month be placed in a 456B account in lieu of medical reimbursement, be included in the contract package.

Consensus of all Managers was that working one day a week at home is not an option to be included in the contract proposal. Considerable discussion ensued regarding the \$600 per month and whether the 457B program would need to include all employees.

A motion was made by Manager Wagner and seconded by Manager Dalen authorizing Attorney Hanson to make the proposed changes in the employment agreement to exclude the ability to work at home one day a week and to include the benefit of up to \$600 per month for qualified medical reimbursement. If Guetter cannot provide reimbursement up to the \$600 maximum, the difference between the expenses and the \$600 cap will be paid as part of salary. Attorney Hanson was designated as the contact person and will be providing Guetter with the changed/proposed contract, along with any communication or discussion for Guetter. Carried. Manager Skaurud opposed.

Skaurud stated that his reason for opposing the proposed package was that he could not justify the cost to the District and also indicated that when he originally voted for the package proposal, it was his understanding that the cost included the District's obligations to include PERA and FICA.

There being no further business to come before the Board of Managers, the meeting was adjourned at noon.


Jim Skaurud, Secretary