

**MINUTES OF A MEETING OF THE WEBER BASIN WATER  
CONSERVANCY DISTRICT BOARD OF TRUSTEES HELD TUESDAY,  
OCTOBER 12, 2021, 8:00 A.M., AT PROVO CONVENTION CEN**

Present:

President Dee Alan Waldron  
Trustee Kym O. Buttschardt  
Trustee Marlin K. Jensen  
Trustee Angie Osguthorpe  
Trustee Paul C. Summers  
Trustee Dave Ure

Excused:

Trustee Randy B. Elliott  
Trustee Scott K. Jenkins  
Trustee P. Bret Millburn

Tage I. Flint, Secretary/General Manager

**I  
UTAH WATER SUMMIT**

President Waldron welcomed all to the meeting. The Trustees attended the Utah Water Summit at the Provo Convention Center throughout the day. The agenda included many very beneficial topics relating to water.

**II  
CLOSED SESSION TO DISCUSS PERSONNEL ITEMS**

Motion was made by Trustee Osguthorpe, seconded by Trustee Summers and passed unanimously, directing the Board go into closed session to discuss personnel items.

Motion was made by Trustee Summers, seconded by Trustee Osguthorpe and passed unanimously, directing the Board adjourn closed session.

**III  
CONSIDERATION OF PERSONNEL ITEMS AS A RESULT OF THE CLOSED  
SESSION**

After considerable discussion and many questions in closed session, motion was made by Trustee Ure, seconded by Trustee Summers and passed unanimously, approving the following:

- Based on considerable review of the CPI, ECI, other agency data, and considerable discussion, approve a Cost of Living Adjustment (distributed as 2% plus \$.80 per hour) to all regular employees' salaries and an average 2.0% merit ranging from 0% to 3% (based on performance evaluations and position-in-range) effective the first payroll in January 2022.
- Also, to continue full participation in the Utah State Retirement Tier 1 and Tier 2 programs at the prescribed rates, continue participation in all current employee benefit plans with the same percentage participation currently apportioned to the District and employees including a new medical insurance contract with PEHP at .7% premium increase, 4.47% rate increase for dental, and no rate increases or plan changes for Health Reimbursement Arrangement (HRA), Life, LTD/ADD, Employee Assistance Program, Flexible Spending Account (FSA), and Vision Standard and Expanded plans.
- Also, an additional up to 2% merit authorization to the General Manager to use for his executive staff in their annual evaluations, and a performance bonus of \$10,000 to be awarded to Gen. Mgr. Flint (to be applied before the end of 2021) which will be paid as normal salary.

Another motion was made by Trustee Osguthorpe, seconded by Trustee Jensen and passed unanimously, assigning the standing Board Fiduciary Committee the authority to handle logistics of Gen Mgr. Flint's exit as General Manager/CEO of the District in 2022 and defining the

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process by which the Board will select a successor to Gen. Mgr. Flint. The motion included assigning Mgr. Mobley the task of coordinating with the Fiduciary Committee and Gen. Mgr. Flint on all related matters.

**IV  
ADJOURNMENT**

There being no further business for discussion, meeting adjourned at 3:00 p.m.

Respectfully submitted,

Tage I. Flint, Secretary