

PRICE RIVER WATER IMPROVEMENT DISTRICT  
January 16, 2024

A regular meeting of the Board of Trustees of the Price River Water Improvement District was held on Tuesday, January 16, 2024 at 7:00 pm at the District's Service Center located at 265 South Fairgrounds Road, Price, Utah.

PRESENT

Keith Cox	John Nielsen	Pat Hanson
Scott Jensen	Riley Christensen	Jordan Poole
Barney Zauss	Beau Fausett	Troy Mastin
Mike Kourianos	Ross Bryner	John Singleton
Jeff Richens	Tony Mower	Zeph Tucker
Micha Marrelli	Jacob Martinez	Bryan Gilson

EXCUSED

Lenise Peterman  
Kim Wood

Chairman Cox welcomed all in attendance to the meeting and noted that Lenise Peterman and Kim Wood are excused.

PLEDGE OF ALLEGIANCE

Cox led the attendees in the Pledge of Allegiance.

PUBLIC COMMENT PERIOD

As there were no public comments, the meeting proceeded as outlined.

POSSIBLE CONFLICT WITH AGENDA ITEMS

There were no conflicts with Agenda Items.

MINUTES

The Chair asked for input or corrections to the minutes of the January 2, 2024 board meeting. Kourianos moved to approve the minutes from the January 2, 2024 meeting. Jensen seconded and the motion carried unanimously. AYE: Cox, Jensen, Kourianos, and Zauss.

DEPARTMENT REPORTS BY BOARD

Zauss reported that the water plant has terminated weekend shifts but still have day and afternoon shifts. They are completing their consumable inventory, consolidating old records, draining and inspecting the flocculation basins, and updating the maintenance and lubrication schedules.

Jensen reported that the line maintenance crew responded to a leaking meter box on January 9, 2024, they are overhauling many of the prv's in the system, and completed some flow-tests on fire hydrants in the Spring Glen area. There have been reports of freeze-ups in people's water services. Our crews respond to assist when possible, but most are due to inadequate insulation under the home. The completed "first of the month" bacteria sampling.

Kourianos reported that the fleet department is removing snow as each storm comes through, they are working with Ross to complete the drawings for the east maintenance building, and the 2024 truck has been given a VIN, so we hope it will be ready for delivery in the next few

weeks. It was further explained that when a new truck is purchased and a service bed is installed, then the original pickup bed will be declared surplus and sold to the public. The Fleet Department will be making a request to purchase another vehicle at the next agenda to replace Unit #5 which was sold as surplus.

As Peterman was excused, the Chair asked if anyone from the wastewater plant was present to make a report. Riley Christensen reported that they have completed the reinstallation of a pump in the lift-station and are working on maintaining much of the equipment through the plant. They are also focusing on cleaning up as the construction project has come to an end.

### MANAGER'S REPORT

Richens expanded some of the explanation regarding the surplus sale of the truck bed when one is traded for a service bed, he also explained that one of the hydrants tested in Spring Glen didn't pass the Utah Code for fire flow but that Carbon County has its own code and they will determine whether this subdivision is approved. He also reported on a leak on Highway 10 and the damage that was incurred to a residence. When that resident contacts the District, we will forward his information to our liability insurance. Richens then explained a number of potential new legislation that may affect special districts for the Board to be aware.

### APPROVE SIX EMPLOYEES TO ATTEND RWAU CERTIFICATION TRAINING

After discussion over costs, dates, travel and who would attend; Jensen moved to approve sending four line maintenance and two water treatment operators to the online RWAU certification training at a cost of \$250 each plus the cost of training materials necessary. Zauss seconded and the motion carried unanimously. AYE: Cox, Jensen, Kourianos, and Zauss.

### REVIEW AND APPROVE WWTP LABORATORY EQUIPMENT PURCHASE

Blaine Shipley has submitted a request to purchase a replacement coliform incubator for the WWTP laboratory. The existing equipment was purchased in 1986 and is no longer holding a consistent temperature. The submittal included three price quotes with the lowest from VWR in the amount of \$1,988.30. Zauss queried whether the time to ship was going to jeopardize test results to which Richens explained that they will do the best they can but can't have a spare on the shelf. Zauss moved to approve the purchase of a new convection incubator from VWR. Kourianos seconded and the motion carried unanimously. AYE: Cox, Jensen, Kourianos, and Zauss.

### REVIEW POTENTIAL OPTIONS FOR WAGE SCALE MODIFICATIONS

Chairman Cox began this discussion by letting those in attendance know that the Board was interested in all ideas and all that needed to be said. There would come a time that the Board would need to go into a Closed Meeting Session as the details of the Board's discussion would include personnel issues which requires a closed meeting.

Richens began by answering the questions that were asked from the previous meeting. Increasing the \$0.55 step 140% would make a step \$0.77. The question of compressing the "top out" lines from a step in three years to a step in two years was shown on an attached sheet. A table of values wherein the average District-wide wage was used to determine a percentage wage increase was explained. And finally, after the last meeting, an employee suggested changing the date that an employee receives a step from January 1 of each year to the anniversary of their date of hire.

Upon completion of Richens' explanation to the Board, Chairman Cox asked if there were any additional comments or information that those in attendance wanted to bring before the Board. Zeph Tucker reiterated that many of the employees liked that the Board was considering the possibility of changing the pause period for those topped out from every third year to every other year. Ross Bryner brought up that some employees seem to have more or more difficult requirements for certification than others and wondered if that might be addressed in some way. It was agreed that the District can't address every difference in certification requirements but that the Board is going to do the best it can. Again, the Chairman asked if there were any additional comments. Hearing none, the meeting moved forward to the next item with the intent to bring all the information for discussion after closing the meeting.

#### EMPLOYEE REQUEST TO ADDRESS THE BOARD REGARDING PAYROLL

Jordan Poole requested to address the board in relation to the wage scale that has been presented. In his situation, he felt that he was passed over in January 2023 for a step in the wage scale, because he is also not receiving a step in January 2024. It was explained to the Board that the reason he wasn't receiving a step for January 2024 was because when the Board authorized the wage scale to be rolled up \$3.50 per hour per employee in October of 2022, it was conditional that no one was to advance on the scale in January 2023. That meant that no step nor any counting of a pause in step was to be counted. Every aspect of the scale would wait for January 2024. The Board appreciated his comments and point of view, and will include this information in their discussion in the closed meeting session.

#### ANNUAL APPOINTMENT OF CHAIR AND VICE-CHAIR

Chairman Cox explained to those present the practice of the Board to annually appoint its Chair and Vice-Chair to conduct meetings. Jensen moved to appoint Keith Cox to serve as the Chair and Lenise Peterman to serve as Vice-Chair. Kourianos seconded and the motion carried unanimously. AYE: Cox, Jensen, Kourianos, and Zauss.

#### APPROVE 2024 BOARD MEMBER ASSIGNMENTS

Discussion was had about the purpose and details of these assignments. The Chair generally is assigned to the Administration Department. Upon further discussion of who had served with which department, it was decided that Zauss would represent the Wastewater Treatment Plant, Jensen will represent the Fleet Department, Kourianos will represent the Water Treatment Plant, and Peterman will be assigned the Line Maintenance Department.

#### CLOSED SESSION

Jensen move to go into a closed meeting session for the purpose of discussing personnel issues. Zauss seconded and upon a roll-call vote, and at 7:57 p.m., the motion carried unanimously. AYE: Cox, Jensen, Kourianos, and Zauss.

The Board came back into open meeting session at 10:00 p.m. upon Jensen making that motion. Zauss seconded and the motion carried unanimously. AYE: Cox, Jensen, Kourianos, and Zauss.

The Chairman began by welcoming those who remained in attendance and expressed appreciation for each of those who waited patiently for the Board to discuss and debate the details. Chairman Cox then outlined, in very general terms, several topics that were debated regarding the

wage scale, timing of wage increases, topped out status, cost of living calculation, and thanked the Board for their willingness to discuss sensitive issues.

Zauss moved to change the step and lane adjustments from \$0.55 to \$0.65, change those who have achieved top out status to receive a lane advancement to every other year, and to increase the 2024 wage scale roll up an additional \$0.20 to take effect on the payroll dated February 2, 2024. Jensen seconded and the motion carried unanimously. AYE: Cox, Jensen, Kourianos, and Zauss.

The Chair then explained that the Board declined to make changes to when wage increases take effect, and that the Board was specific when approving the \$3.50 increase in 2022 that no advancements in steps, lanes, or waiting periods would be advanced. The current practice will remain in place.

#### UNFINISHED BUSINESS

As there was no unfinished business, Jensen moved to adjourn the meeting at 10:07 p.m. Kourianos seconded the non-debatable motion.



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Keith Cox, Chairman



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Kim Wood, Clerk