

CUCHARAS SANITATION AND WATER DISTRICT (CSWD)
16925 STATE HIGHWAY 12
CUCHARA, COLORADO 81055
Work Session Meeting Minutes of the Board of Directors
June 26th, 2023

1. **CALL TO ORDER:**

Larry Dasenbrock opened the meeting at 1:30 pm.

2. **PLEDGE OF ALLEGIANCE:**

The Pledge of Allegiance was led by Larry Dasenbrock

3. **ROLL CALL:**

LARRY DASENBROCK: Present

JAMES ALT: Present

RONALD BARBEE: Present via Telecom beginning @ 2:10 pm.

CHRIS SMITH: Present

STEVEN DAVIS: Present

Staff present: Julia Shroust & Kristan Lowe

Visitors present: None

4. **Discussion and Decision Regarding CSWD Staffing:**

The following changes will take effect on July 1st, 2023.

- Board members discussed employee retention and staffing issues. Jim Alt explained they are down a man in the field and that Tanner Sporcich has given his 2 week notice. Jim Alt had a meeting with Tanner to discuss some of his reasons for leaving and his desired pay.
Chris Smith made a motion to offer Tanner Sporcich \$28 per hour and to allow him the use of a CSWD work truck for up to 2 years. Steven Davis seconded the motion. All in favor. Motion carried, 5/0.
- Regarding Team Lead Glenn Hillis, the board proposes a 5% annual salary increase.
Steven made a motion to increase Glenn Hillis' salary to \$55,125. Chris Smith seconded the motion. All in favor. Motion carried, 5/0.
- Board members discussed the probationary period for Julia Shroust and explained her 90 days have expired. The board agreed to pay Julia \$50K, plus benefits.
Chris Smith made a motion to increase the salary for Julia Shroust to \$50k, plus full benefits. Steven Davis seconded the motion. All in favor. Motion carried, 5/0.
- Board members discussed the pay range for the receptionist position and agreed to raise the part time pay rate to \$23 per hour.
Steven Davis made a motion to raise the pay rate for the receptionist, Kristan Lowe to \$23 per hour. Chris Smith seconded the motion. All in favor. Motion carried, 5/0.
- Board members discussed the budget for end of year bonuses and decided it should be left up to the new GM to decide how much to award each employee.
- Board members discussed the applicants for the GM position and decided that they would like to offer the GM position to Terry Sykes as he has the desired licenses the district requires. The plan to offer the position to Adam Battaia if Terry declines.
Steven Davis made a motion to offer Terry Sykes the position of CSWD General Manager, with the starting salary of \$92,300 per year. Jim Alt seconded the motion. All in favor. Motion carried, 5/0.
- Jim Alt explained the district received an application from the former Business Administrator Shaylee Andreatta. Shaylee is interested in becoming an assistant to the General Manager and to possibly work as a floater employee at

the water and wastewater plants. Jim Alt explained Shaylee has her D license for waste water already and could test for a C at any time. Board members agreed she would be a valued asset to welcome back.

Steven Davis made a motion to offer Shaylee Andreatta \$53k to work as an assistant to the GM. Chris Smith seconded the motion. All in favor. Motion carried, 5/0.

5. **Adjournment:**

Jim Alt made a motion to adjourn today's meeting at 2:16 pm. Steven Davis seconded the motion. All in favor. Motion carried, 5/0.




Larry Dasenbrock: President



Chris Smith: Director



Steven Davis – Secretary



James T. Alt: Treasurer



Ronald Barbee: Director