

BOARD OF TRUSTEES MEETING MINUTES

June 24, 2024
** District Office**
5:00 p.m.

I. CALL TO ORDER

The June 24, 2024, Board of Trustees meeting was called to order by Chair Jan Wilking at 5:01 p.m. Other Board members in attendance were Robert Richer, and Mary Ann Pack. Richard Pick and Ryan Dickey were excused. Staff in attendance were Mike Luers, Kevin Berkley, Dan Olson, Chad Burrell, Bryan Steele, Cory Shorkey, Scott McPhie, Devin Sagers, and Kim Dudley. Also, in attendance were Jeremy Cook, Cohne and Kinghorn, and Craig Ashcroft, Carollo Engineers.

II. CONSENT AGENDA

- A. Approval of Board Meeting Minutes for May 20, 2024
- B. Escrow Fund Reduction Approval
 - 1. Viridian Condominiums– Retain 0%
 - 2. The Ridge @ Canyon Village – Retain 0%

Mr. Richer made the motion to approve the Consent Agenda, Ms. Pack seconded, and the motion carried with Mr. Richer, Ms. Pack, and Mr. Wilking voting in the affirmative.

III. PUBLIC INPUT – There was no public input.

IV. APPROVAL OF EXPENDITURES – Bills in the Amount of \$1,387,778.23 – Mr. Luers said the Expenditures were standard and asked if there were any questions.

Mr. Richer asked about the Expenditure to Skyline Electric for a breaker. Mr. Luers replied we had to replace the breaker we installed in 2003. Mr. Burrell stated this repair was needed since we have postponed the ECWRF Expansion. Mr. Richer also asked about the payments to W-Cubed Inc. Mr. Luers responded those are pumps we replaced for Promontory, and we will be reimbursed.

Mr. Richer made the motion to approve the Expenditures, Ms. Pack seconded, and the motion carried with Mr. Richer, Ms. Pack, and Mr. Wilking voting in the affirmative.

V. SERVICE AWARDS – Devin Sagers – 10 years

Mr. Wilking presented Mr. Sagers with his service award for 10 years. He congratulated and thanked him.

Mr. McPhie expressed his appreciation to Mr. Sagers for his 10 years of service. He said he can't think of any time in 10 years that Mr. Sagers has asked him "why". He helps with anything that needs to be done without question. Mr. Sagers brings many years of experience to the District with construction and equipment operation, and it helps tremendously. Mr. McPhie wants the District and Mr. Sagers to know what a stellar employee he is and how much we appreciate him.

The Board congratulated Mr. Sagers for his 10 years of service.

VI. SUBDIVISION PROJECTS

Estimated LEA REs Year to Date: # Above Splitter 4; # ECWRF 89; # SCWRF 282.7; Total 375.7

Proposed this Meeting: # Above Splitter 0; # ECWRF 0; # SCWRF 0; Total 0

VII. DISTRICT MANAGER

A. Discussion Items

1. Disposal of Solids at Summit County 3-mile Landfill – Mr. Burrell discussed the disposal of solids. We have hauled our solids to 3 different locations historically. The first being ET Technologies, the second being Wasatch Regional Landfill, and the Summit County 3-mile Landfill. ET Technologies will be closing as of December 2026. We've hauled the majority of solids there

because it's the least expensive option and relatively close. We found out about 2 weeks ago that Summit County 3-mile Landfill reached capacity of their "lined" cell and now are putting solids into an unlined landfill, and we do not want to put our solids into an unlined landfill. They hope to have the lined cell complete by the summer of 2026. If this happens, we will be able to put our solids there before ET Technologies closes. We wanted to make the Board aware of these changes and will keep you informed.

Mr. Wilking commented that we will need to adjust the budget for this change.

2. Inflow/Infiltration Control Efforts – Mr. Luers said that we had a program last year to disconnect sump pumps where we assisted homeowners to disconnect their sump pumps. We are wanting to continue that program and develop it a little bit better.

The main purpose of the discussion today is to get the Board's feedback on our approach.

Mr. Berkley showed the Board a letter we want to send out to customers in the Silver Springs area requesting an inspection of their sump pump. The letter states that the District monitors flows in the sewer system and has determined that an abnormally large amount of water is entering into the sewer system in the Silver Springs neighborhood. This is likely the result of sump pumps, floor drains or downspouts that are connected to the sewer system, which is a violation of State law and District regulations. It continues stating that some of these sump pumps have illegal connections and can cause abnormally high flows of water in the sewer system that can damage the District's facilities and cause backups in homes. An illegal sewer connection is punishable as a Class B misdemeanor and a fine of up to \$1,000 per day. In addition, the District charges a user fee of \$3.18/1,000 gallons per month based on water usage. For illegal connections, the District may assess back user fees for up to five years based on the estimated amount of the illegal flow. For a medium sized sump pump, this would result in a user fee of approximately \$110,000.00. We are encouraging customers to take advantage of the free inspection.

We have a second letter that will be sent to customers that we have evidence of a potential illegal sewer connection. It says a lot of what the first letter says but has additional information on what the District is willing to do to correct these issues.

Both letters state the District may provide up to \$1,500 in assistance to help cover the cost of correcting the illegal connection.

Mr. Wilking asked how we identify these potential illegal sewer connections and how many potential illegal connections do we think we have. Mr. Olson responded that we use our camera equipment to video the sewer line and see their connection and how much water is going through the lines. He said he has looked at about 160 connections in the last year and about 2/3 that had sump pumps were illegal.

Mr. Luers talked about another issue regarding the sump pump water. The problem is not having anywhere to pump it. He said that we are looking into charging a fee for those customers who do not have anywhere else to put it. These would be rare cases and would be based on a customer's individual needs.

Mr. Luers said the main concern tonight is to get the first letter out to the Silver Springs customers and see what kind of feedback we get. We will be working on the other issues, developing a plan, answering any questions and bringing it back for further discussion when we are ready to implement it next spring.

After the discussion the Board decided to increase the incentive to \$3,000 and send out the first letter.

Mr. Richer stated that he would like us to go back to the original homeowners that took care of their sump pumps the first time around and give them the additional incentive as well.

B. Action Items

1. Consider proposed Maternity and Paternity Leave Policy – Mr. Steele reviewed the proposed Maternity and Paternity Leave Policy by stating the Paid Maternity Leave up to 160 hours will be granted to female, full-time regular employees for pre & post-partum and pre & post placement care and recovery.

Paid Paternity Leave of 80 hours will be granted to all full-time regular employees, to provide care and assistance for the birth or adoption of a child or their mother.

Parental Leave can be used at any point for 2 weeks prior to or 12 weeks after the child is born or placed. Leave shall be granted for placement of a child up to 2 years of age. Exceptions to this must be approved by the General Manager.

Once Parental Leave hours are exhausted, additional unpaid hours may be granted under the Family Medical Leave Act (FMLA). Paid Parental Leave hours will be counted towards the 12 weeks of leave allowed by the Family Medical Leave Act. See Section XVII: Family and Medical Leave Act. Only full-time regular employees are eligible for Parental Leave.

Mr. Steele asked the Board to consider approving the proposed policy.

Mr. Richer made the motion to approve the Maternity and Paternity Leave Policy, Ms. Pack seconded, and the motion carried with Mr. Richer, Ms. Pack, and Mr. Wilking voting in the affirmative.

2. Consider action on URS Tier 2 employees – Utah Retirement Systems (URS) has 2 retirement “programs”, Tier 1 and Tier 2, with Tier 2 going into effect on July 1, 2011. Within the Tier 2 program, employees can choose one of two options, a Hybrid-Defined Benefit (DB) option, which allows employees to participate in a pension program and a 401K, or a Defined Contribution (DC) program, which is strictly 401K based.

When setting up the hybrid program, URS and the state legislature decided they wanted the employer’s cost to actuarially fully fund the Tier 2 pension to be capped at 10%. (It is not capped for the Tier 1 program. Employers pay the full amount). In years where the employer’s analyzed cost came in less than 10%, the difference between the actual cost and the 10% maximum was put into a 401K for employees that are in the hybrid program. If the cost to actuarially fully fund the program ever became greater than 10%, the employees would be required to pay for the “extra” amount.

For July 2024 – June 2025, URS set the Tier 2 hybrid employee program contribution at 10.7%. Because the cost for the employer’s portion now exceeds the 10% threshold, all employees in the hybrid program will be required to pay 0.7% (after tax) into the Tier 2 retirement pension system with no option of an employer pick-up.

The District would like to help offset the additional cost to those 15 employees that are in the Tier 2 hybrid system by offering a one-time, 1% bonus to the affected employees. The cost to the District for making this change would be around \$14,000.

Ms. Pack made the motion to approve a one-time 1% bonus for employees on URS Tier 2 for a cost of approximately \$14,000, Mr. Richer seconded, and the motion carried with Mr. Richer, Ms. Pack, and Mr. Wilking voting in the affirmative.

C. Information Items

1. Financial Statement

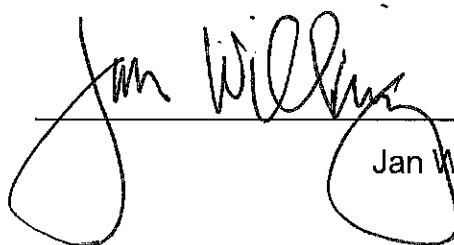
2. Impact Fee Report – Impact Fees came in at about 35 RE's for the month.
3. LGRP Premium Refund – Mr. Luers showed the Board a copy of a check from PEHP for \$16,448.00. This is for the LGRP premium refund. Kudos to our employees for low utilization of our health benefits.

VIII. CLOSED SESSION – Consider a motion to enter into a closed session for purposes allowed under the Open and Public Meetings Act (Utah Code § 52-4-205) – The Closed Session was cancelled.

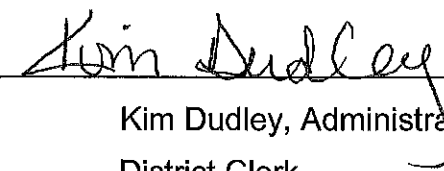
- IX. FUTURE AGENDA ITEMS**
- A. Projects
 - B. Operations
 - C. Finance
 - D. Governmental Matters

X. ADJOURN

Ms. Pack made the motion to Adjourn at 5:48 p.m., Mr. Richer seconded, and the motion carried with Mr. Richer, Ms. Pack, and Mr. Wilking voting in the affirmative.



Jan Wilking, Chairman



Kim Dudley, Administrative Specialist
District Clerk