

SEVEN LAKES WATER ASSOCIATION, INC.
Board Meeting Minutes—June 14, 2022

The Special Meeting was called to order AT 6:30PM by Board of Trustees Vice President, Craig Thomson

IN ATTENDANCE:

Board Members: Adam Bursell, Ron Crow, Greg Jensen, Craig Thomson, Marc Lebeau

Employees: Paul Lucas

ABSENT: Kim Gudgel, Bruce Black

GUESTS: Mr. Mitch Cogdill

NEW BUSINESS:

Upon a motion and a second, the Board recessed to an Executive Session to consider a personnel matter.

[Executive Session]

At the termination of Executive Session, the Board convened a Regular Meeting.

A motion was made (Bursell) and seconded (Crow) to terminate the employment of Ms. Brandi Bodger, with full pay for the period up until the day of termination, which included some 97+ hours of unused vacation time. The date of termination was predicted to take effect on Friday, 17 June, 2022. The motion was followed by a Board of Trustee member vote.

VOTE: YES (Bursell, Crow, Jensen, Lebeau, Thomson). NO (none)

Result: YES; Motion carried.

Mr. Cogdill was directed to prepare a letter of termination for Mr. Thomson's signature that outlined the reasons that the Board discussed. They included:

- Failure to be at workplace beginning 16 May, 2022.
- Improper use of the SLWA Credit card, incident to personal purchases made on Amazon.com website.
- Unauthorized upgrade of the SLWA Amazon account to include "Amazon Prime."
- A number of poor or ineffective work practices that often-required corrective actions by you or others.

In general, the Board of Trustees had lost confidence in Ms. Bodger's trustworthiness, which lead to this decision.

Mr. Cogdill assured the Board that the termination letter could be completed by Thursday, 16 June, 2022 at which time he would forward it to Mr. Lucas for presenting to the employee.

A motion was made (Bursell) and seconded (Crow) to hire on a temporary (and part time) basis, Ms. Raina Barber, who had worked at the SLWA office as a book-keeper in the past.

VOTE: YES (Bursell, Crow, Jensen, Lebeau, Thomson). NO (none)
Result: YES; Motion carried.

A motion was made (Bursell) and seconded (Jensen) to allow Mr. Lucas the discretion to offer Ms. Barber the temporary, part-time position at an hourly rate equal to what the Association was paying Ms. Bodger. Further, that Mr. Lucas was authorized a small percentage of variance, if needed during the hiring negotiation, without further Board approval.

VOTE: YES (Bursell, Crow, Jensen, Lebeau, Thomson). NO (none)
Result: YES; Motion carried.

The Board adjourned the Regular Session and recessed into an Executive Session to discuss a second un-related personnel issue.

[Executive Session]

At the termination of Executive Session, the Board convened a Regular Meeting and closed the meeting.

ADJOURN: 8:07 PM

Submitted by:

M.P. Lebeau
SLWA Secretary/Treasurer