



Approved December 25, 2020

**Clackamas SWCD Board Meeting Minutes for November 25, 2020**

<b>PRESENT</b>	<b>Directors:</b>	Jeff Becker (Chair), Roger Fantz (Treasurer), Don Guttridge (Secretary) Jim Johnson, Jan Lee, Jesse Nelson (Vice-Chair), Joan Zuber
	<b>Associate Directors:</b>	
	<b>Directors Emeritus:</b>	
	<b>Staff:</b>	Tami Guttridge, Lisa Kilders, Sam Leininger, Cathy McQueeney, Eann Rains, Jenne Reische
	<b>Partners:</b>	
	<b>Guest:</b>	
<b>NOT PRESENT:</b>		

**1 – CALL TO ORDER and ACCEPT AGENDA / PUBLIC COMMENT / DIRECTOR REPORTS / MANAGER’S REPORT ON COMMITTEES**

- A. **Call to order** – Chair Becker called the meeting to order with a quorum present at 1:00 p.m., November 25, 2020, via a “Zoom” meeting originating from the home office of the Acting General Manager Lisa Kilders.
- B. **Executive Session** – Chair Becker called an executive session at 1:05 p.m. with the Special Meeting to reconvene at 2:00 p.m.

**2 – Executive Session**

- A. **Executive Session** – Chair Becker called an executive session to order for the purpose of discussing employment of public officers and employees. The executive session is being held pursuant to ORS 192.660(2)(a).

3 – Special Session – Reconvened at 2:00 p.m.

- A. Candidate Selection for General Manager** – Directors recommended an offer of employment be given to Chris Lapp.

Directors Johnson/Guttridge moved/seconded to offer the position of General Manager to Mr. Chris Lapp. Motion Carried as follows: In Favor: Becker, Fantz, Guttridge, Johnson, Nelson, Zuber. Director Lee had not joined the meeting at this time.

- B. Discussion of employment offer** – Directors discussed the salary that they would offer to the candidate. Director Guttridge suggested that Band E/Step 10 was an appropriate level to begin employment. Director Johnson asked to see the list of salaries for employees. Directors discussed different levels, the ability to give the GM an adjustment in salary at the six-month review period and upcoming changes in staffing.

*Director Lee joined the meeting at 2:11 p.m.*

Directors continued the discuss the compensation package.

- C. Approval of employment offer** –

Directors Guttridge/Zuber moved/Seconded to make the employment offer at Band E/Step 10 for \$86,656.00 per year. Motion Carried as follows: In favor: Becker, Fantz, Guttridge, Lee, Nelson, Zuber. Opposed: Johnson.

Chair Becker will call Mr. Lapp with the offer of employment and follow up with a written letter. The other candidates will be notified of the Board decision.

#### **4 - ADJOURN AND NEXT MEETING**

Director Fantz reported that Dave Bugni has a video of salmon spawning on Suter Creek and he would like to see this video presented the next board meeting. The video is five to ten minutes long.

- The Annual Meeting will be on December 15, 2020 at 4:00 p.m.
- The next regular meeting will be on December 15, 2020 at 4:15 p.m.
- There being no further business, Chair Becker adjourned the special meeting at 2:30 p.m.

Respectfully submitted,



Tami L. Guttridge  
Office Administrator