

STRATMOOR HILLS WATER DISTRICT

Board of Director's Meeting

March 19, 2025, 3:00 PM

Agenda

I. Approval of Minutes

- a. February 19, 2025, Regular Meeting
- b. March 5, 2025, Special Meeting

II. Approval of Agenda

III. Public Comment

IV. Unfinished Business

V. New and Miscellaneous Business

W-1. Approval of New District Manager Employment Agreement – Action Item (Rabe)

Following an interview held on March 5, 2025, an offer was made to Mr. Darren Adame for the District Manager position, and he accepted. At this meeting, the board will consider the employment agreement prepared by the district's consultant, Steven G. Rabe.

Recommended motion "... to approve the Employment Agreement between the Board of Directors of the Stratmoor Hills Water District, and Darren Adame (District Manager) as presented by Steven G. Rabe."

W-2. Approval of 2025 Medical Insurance Renewal Package – Action Item (Medina)

The district manager has been working with Preferred Insurance to evaluate a renewal package provided by United Health Care, which would become effective on May 1, 2025. The package would provide employees with nearly identical coverage included in our current benefit plan, with an increase in cost of 6%. The supplemental Dental, Vision and Life coverage offered by Principal, did not increase this year. The GAP insurance will now be provided by ACI Claims Administration.

Suggested motion "... to approve the Medical Insurance renewal offer provided by United Health Care for the Navigate Gold CUOX Package, the Dental, Vision, Life coverage offered by Principal, and the ACI Claims Administration GAP insurance as presented."

W-3. Update to Employee Handbook - Action Item (Medina)

The Employee Handbook, adopted on May 15, 2024, did not include an allowance for employees to "buyback" up to (5) days of unused PTO leave per year like the previous personnel policy did. To help prevent an abundance of PTO requests at certain times of the year, the district manager is recommending a change to the handbook that would allow a buyback under some circumstances.

Suggested motion... “to approve that the PTO Buy Back section be added to the Employee Handbook, allowing up to (5) days of unused PTO leave per year to be bought back by the district at the employee’s current base pay rate, as presented.”

W-4. Authorized Representative for Fountain Valley Authority and Pikes Peak Regional Water Authority Boards – Action Item (Medina)

The Board of Directors needs to appoint a representative to sit on the Fountain Valley Authority and Pikes Peak Regional Water Authority boards.

Suggested motion...”to appoint the District Manager, Darren Adame to sit on the Board of the Fountain Valley Authority and Pikes Peak Regional Water Authority to represent the Stratmoor Hills Water and Sanitation Districts on all matters considered by these agencies.”

W-5. 2025 Water District Board Election – Informational Item (Medina)

There will be a Board Election - there are three (3) candidates (Richard Bond, Cynthia Dent and Sean Bolduc) running for the two (2) four-year (4-year) Board positions. The Election will be conducted on Tuesday, May 6, 2025, from 07:00 – 19:00 hrs. at the Fire Station. The Ballot lot was conducted on Thursday, March 6, 2025, and Shana Greer, Designated Election Official, is working with Chief Barrett on the hiring of Election Judges, training the judges and other election aspects.

VI. Manager’s Report

VII. Safety Committee Report

VIII. Financial Reports

IX. Other Business

X. Adjournment