

**MINUTES OF A MEETING OF THE WEBER BASIN WATER CONSERVANCY  
DISTRICT BOARD OF TRUSTEES HELD MONDAY, OCTOBER 23, 2023, 11:00 A.M.,  
AT DISTRICT HEADQUARTERS**

Present:

Chairman Marlin K. Jensen  
Trustee Mark D. Anderson  
Trustee Jared Andersen  
Trustee Kym O. Buttschardt  
Trustee Randy B. Elliott  
Trustee Angie Osguthorpe  
Trustee Paul C. Summers

Excuse:

Trustee Scott K. Jenkins  
Trustee Christopher F. Robinson

Scott W. Paxman, General Manager/CEO

**I  
TOUR OF DISTRICT FACILITIES**

All Trustees in attendance toured various projects and facilities of the District. The highlight visit was the Parallel Pipeline Project along Highway 89.

**II  
CLOSED SESSION TO DISCUSS PERSONNEL ITEMS**

After the tour, the Trustees gathered for a meeting over lunch. Chairman Jensen welcomed all to the meeting and stated that during the meeting personnel matters will be discussed, and for this reason a closed session is appropriate.

Trustee M. Anderson motioned to move into closed session to discuss personnel items. The motion was seconded by Trustee Osguthorpe, and the vote was unanimous moving the meeting into closed session.

Motion was made by Trustee Buttschardt, seconded by Trustee Elliott and passed unanimously, directing the board to adjourn closed session.

**III  
CONSIDERATION OF PERSONNEL ITEMS AS A RESULT OF THE  
CLOSED SESSION**

After considerable discussion and many questions in closed session, motion was made by Trustee Summers, seconded by Trustee J. Andersen and passed unanimously, approving the following:

- 4% cost-of-living adjustment to all regular employee salaries
- Average of 3% merit, ranging from 0%-4% based on performance evaluations and position-in-range
- Continue participation in all current employee benefit plans with the same percentage participation currently apportioned to the District
- Renew medical insurance with PEHP at 10% premium rate decrease
- Renew dental insurance with Cigna at 6% rate increase
- Renew vision insurance with Opticare for Standard, Expanded, and FBA Plans with no changes
- Renew the Flexible Spending Account (FSA) with National Benefits Services with no changes
- Renew the Health Reimbursement Arrangement Plans (HRA) with B3PA/Accrue CMS with no changes
- Renew Life, LTD, and AD&D insurance with Sun Life Financial with no change
- Continue full participation in the Utah State Retirement Tier 1 and Tier 2 programs at the prescribed rates

**Page 2 – Board of Trustees Meeting – October 23, 2023**

After considerable discussion in closed session, motion was made by Trustee M. Anderson, seconded by Trustee J. Andersen, and passed unanimously, approving the following:

- An average 4% merit (ranging from 0% - 5%) authorization to the General Manager to use for his Assistant General Managers in their annual evaluations, and a 6% merit increase be awarded to Gen. Mgr. Paxman.

**IV  
ADJOURNMENT**

There being no further business for discussion, meeting adjourned at 2:00 p.m.

Respectfully submitted,



Scott W. Paxman, General Manager