

MINUTES

EXECUTIVE COMMITTEE MEETING

January 9, 2013

St. George, Utah

MEMBERS IN ATTENDANCE

Commissioner Clare Ramsay, Chair
Commissioner Mike Dalton
Commissioner Dale Brinkerhoff
Commissioner Douglas Heaton
Commissioner Denny Drake

REPRESENTING

Garfield County Commissioner Representative
Beaver County Commissioner Representative
Iron County Commissioner Representative
Kane County Commissioner Representative
Washington Co. Commissioner Representative

OTHERS IN ATTENDANCE

Kenneth Sizemore
Diane Lamoreaux

Five County Association of Governments
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I. WELCOME AND APPROVAL OF NOVEMBER 14, 2012 MINUTES

Commissioner Clare Ramsay, Chair, called the meeting to order and welcomed those in attendance. It was noted that a quorum was present for the conduct of business. Chairman Ramsay entertained a motion to approve minutes of the November 14, 2012 meeting.

MOTION WAS MADE BY COMMISSIONER DENNY DRAKE TO APPROVE THE MINUTES OF THE NOVEMBER 14, 2012 MEETING AS PRESENTED. MOTION WAS SECONDED BY COMMISSIONER DOUGLAS HEATON AND CARRIED BY UNANIMOUS VOTE.

Mr. Ken Sizemore introduced Commissioner Mike Dalton, Beaver County Commission Representative, and welcomed him as a new Board member. Commissioner Dalton indicated that he has owned and operated Security Title Company in Beaver for the past 35 years. He also served on the Beaver City Council for 12 years, and most recently was convinced to run for the open seat on the Beaver County Commission.

Mr. Sizemore provided some background information and a summary of previous actions by the Executive Committee prior to the closed meeting session. During the November 2012 meeting, the Executive Committee discussed succession planning for senior management positions. In 2011, the Executive Committee revised the sick leave conversion plan that was in place due to long term budget implications. The policy allowed retirees to utilize a portion of their sick leave to cover insurance costs or as a cash out option. Changes were made to the sick leave conversion that would allow employees to retire with the full benefit under this program during a two-year period that ends July 1, 2013. In subsequent years the benefit decreases 25% to a sunset of the plan after year six. This decision will result in Ken's retirement because of the amount of cash out that would be involved. After the November meeting, commissioners asked if other alternatives might be available for consideration. Ken's decision to retire at the end of June will be the topic of discussion in the closed meeting session.

II. CLOSED MEETING SESSION

Chairman Ramsay entertained a motion to enter into a closed meeting session.

MOTION WAS MADE BY COMMISSIONER DOUGLAS HEATON, SECONDED BY COMMISSIONER DALE BRINKERHOFF TO ENTER INTO A CLOSED MEETING SESSION FOR THE PURPOSE OF DISCUSSING AN INDIVIDUAL'S CHARACTER, PROFESSIONAL COMPETENCE, OR PHYSICAL OR MENTAL HEALTH. ROLL CALL VOTE: COMMISSIONER MIKE DALTON, AYE; COMMISSIONER CLARE RAMSAY, AYE; COMMISSIONER DALE BRINKERHOFF, AYE, COMMISSIONER DOUGLAS HEATON, AYE; COMMISSIONER DENNY DRAKE, AYE. MOTION CARRIED UNANIMOUSLY.

III. RECONVENE OPEN MEETING

MOTION WAS MADE BY COMMISSIONER MIKE DALTON, SECONDED BY COMMISSIONER DENNY DRAKE TO RECONVENE THE OPEN MEETING. ROLL CALL VOTE: COMMISSIONER MIKE DALTON, AYE; COMMISSIONER CLARE RAMSAY, AYE; COMMISSIONER DALE BRINKERHOFF, AYE; COMMISSIONER DOUGLAS HEATON, AYE; COMMISSIONER DENNY DRAKE, AYE. MOTION CARRIED BY UNANIMOUS VOTE.

IV. ACTION ON CLOSED MEETING SESSION ITEM(S)

Commissioner Clare Ramsay presented the Executive Committee's decision to advertise the Executive Director position beginning in January with two options. Those options would be as a full time salaried employee with benefits and/or a contract employee with no benefits. With this option, Mr. Sizemore would be able to make application as a contract employee. Commissioner Douglas Heaton indicated that this option would also be available for other employees. He noted that Ms. Lamoreaux and/or other employees would be given the same option when they decide to retire. Ms. Lamoreaux asked for clarification of the Board because it had been stated in the November meeting by Mr. Sizemore that her position would not be advertised. Board members indicated that the position will be advertised the same as Ken's position because of the substantial savings from not having benefit packages. This will be applicable for all future positions with advertisement for all positions posted internally as well as advertised externally.

Ms. Lamoreaux mentioned that this option may not be possible with the new rules imposed by the Utah State Retirement System. New rules prohibit employees from resigning from their position and assuming the same position. As other AOG employees retired, they were not permitted to gain employment with any agency that participated in the Utah State Retirement System. There was even a problem for Bob Rasmussen to volunteer his time to serve as the Enoch City Mayor to complete the current term of office. Eventually, the Retirement Board grandfathered his request because he was elected to serve as mayor prior to the new rules being put in place. This is something that would need to be vetted with the Utah State Retirement office to determine if it would be a possibility.

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Executive Committee members provided instructions to advertise the Executive Director position as per the discussion in the November Executive Committee meeting. The position will be advertised internally and externally during the same period of time. The current job description will be utilized during the selection process. Executive Committee members noted that the Executive Committee will serve as the screening committee. All applications will be screened by the Executive Committee members and narrowed down to those selected to be interviewed for the position.

MOTION TO ADJOURN WAS MADE BY COMMISSIONER MIKE DALTON, SECONDED BY COMMISSIONER DALE BRINKERHOFF. MOTION CARRIED UNANIMOUSLY.

Meeting adjourned at 12:05 p.m.