

**MINUTES OF THE SPECIAL MEETING
OF THE
BOARD OF MANAGERS
OF THE
NINE MILE CREEK WATERSHED DISTRICT**

TUESDAY, AUGUST 30, 2016

Call to Order

Manager Steve Kloiber called the special meeting of the Board of Managers of the Nine Mile Creek Watershed District to order at 5:00 p.m., Tuesday, August 30, 2016, at the Nine Mile Creek Watershed District Office, 12800 Gerard Drive, Eden Prairie, MN 55346.

Managers Present: Kloiber, Twele, Peterson and Segreto

Managers Absent: Lynch

Advisors Present: Michael Welch and Erica Sniegowski

District Administrator Hiring

Manager Kloiber reviewed the results of his verbal offer to Randy Anhorn to serve as the District Administrator and the ensuing discussions on terms of the engagement.

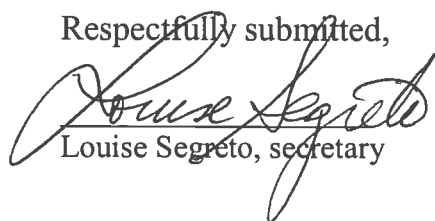
The managers discussed the need to review and possibly revise NMCWD vacation and paid-time off caps specifically, and the need for development of an appropriately detailed set of NMCWD personnel policies. The managers directed legal counsel to review Hennepin County personnel policies, especially as relates to vacation payout and rollover of unused vacation and sick time, then propose a scope of work for development of personnel policies at a future meeting.

The managers discussed the need to conduct reference and criminal background checks, and the procedures associated with each.

Manager Kloiber moved, and Manager Twele seconded, to extend in writing an offer to Randy Anhorn to serve as NMCWD administrator on terms including starting annual salary of \$105,000; vacation accrual rate of 144 hours per year and paid time off (PTO) at 80 hours per year, with credit of 80 hours vacation and 16 hours paid time off (PTO) at the outset of employment; at-will employment with a severance payment of six months' salary in the event of termination without cause; and no payment to a health savings account in the event the NMCWD health plan is not selected, contingent on completion of reference and background checks satisfactory to the president. Upon vote, the motion carried 4-0.

The meeting was adjourned at 5:43 PM.

Respectfully submitted,

A handwritten signature in cursive script that reads "Louise Segreto". The signature is written in black ink and is positioned above the printed name.

Louise Segreto, secretary