

**MINUTES OF THE SPECIAL MEETING OF THE BOARD OF DIRECTORS
OF THE INDIAN WELLS VALLEY AIRPORT DISTRICT
April 11th, 2019 @ 3:30PM**

1. CALL TO ORDER AND ROLL CALL

Paul Valovich called the meeting to order at 3:30PM. Present were: Directors Paul Valovich, Jim Paris, Axel Alvarez, Russ Bates, Steve Morgan, General Manager Scott Seymour, Assistant General Manager Nicole Hale, Operations Manager Joe Foster, Engineer John Smith, and District Counsel via conference Scott Nave.

2. PLEDGE OF ALLEGIANCE TO THE FLAG WAS LED BY STEVE

3. CONSENT CALENDAR:

- A. Approval of minutes of Regular Board Meeting of January 10, 2019, Special Board Meeting February 13, 2019 and Personnel Committee Meeting April 4, 2019 and waive further reading of the minutes.**
- B. Approval/Ratification Of Payment Register for January, February, and March 2019**
- C. Approval/Ratification of Financial Reports: Dec 18/Jan 19/Feb 19**

Motion was made by Director Paris, seconded by Director Bates

TO APPROVE CONSENT CALENDAR ITEMS AS PRESENTED

Motion was passed by voice vote: 5 ayes

4. COMMITTEE REPORT: Director Valovich opened discussion by expressing the opinion that the board did not provide enough oversight **on the topic of Sick and Vacation time** and therefore needs to come up with some plan of action that keeps this in mind, and asked that the directors go around the table and give their argument/stance on the issue. Director Bates then expressed that he feels the admin code should be followed as written, with limits of 90 days for sick leave and 4 weeks of vacation time.

5. BUSINESS ITEMS:

A: DISCUSSION/APPROVAL: PAYOUT OF VACATION AND SICK LEAVE

District Counsel Scott Nave interjected that the question the board should be concerned about answering, in reference to the sick pay, is what the word "termination" is to mean in the admin code, whether it be the district terminating the employment or the employee leaving the districts employment in any way. Director

Morgan cited state code that says the employer has no responsibility to pay out any monies, whether it be accrued sick or vacation and gave the opinion that “termination” is to mean any employee leaving the district in any way, by firing or not, and that vacation pay should be paid out completely, but sick should be paid out at a lower rate or possibly not at all. Director Morgan made a statement that the admin code needs to be rewritten and that in this case Nicole should be paid out all accrued vacation time but possibly at half time or a reduced rate for sick. Director Alvarez expressed that he feels Scott Seymour should receive that same compensation arrangement that Nicole Hale receives as far as overage of accrued hours and that he will not vote in favor of anything different, and that Nicole Hale should be compensated for all accrued hours. District Counsel adds that sick leave is to be a board decision because of the ambiguity of the admin code.

Motion was made by Director Valovich that Nicole Hale be compensated for all vacation hours at current salary, Seconded by Director Morgan

TO APPROVE NICOLE HALE’S ACCRUED VACATION HOURS BEING PAID COMPLETELY AT CURRENT SALARY

Motion was passed by voice vote: 5 ayes

Motion was made by Director Valovich that Scott Seymour be compensated for all hours exceeding 160 at current salary, Seconded by Director Paris

TO APPROVE SCOTT SEYMOUR’S ACCRUED VACATION HOURS BEING PAID DOWN TO 160 HOURS AT CURRENT SALARY

Motion was passed by voice vote: 5 ayes

Motion was made by Director Valovich that Nicole Hale be compensated for all accrued sick hours at current salary, Seconded by Director Alvarez

TO APPROVE NICOLE HALE’S ACCRUED SICK HOURS BEING PAID COMPLETELY AT CURRENT SALARY

Motion was passed by voice vote: 4 ayes, 1 nay by Director Morgan

Motion was made by Director Bates that Scott Seymour be compensated for all hours exceeding the 90 days mentioned in the current admin code at current salary, Seconded by Director Morgan

TO APPROVE SCOTT SEYMOUR’S ACCRUED SICK HOURS BEING PAID DOWN TO 90 DAYS (720 HOURS) AT CURRENT SALARY

Motion was passed by voice vote: 4 ayes, 1 nay by Director Morgan

6. MANAGERS REPORT: John Smith with Tartaglia Engineering updated the Board on the Districts ARFF Garage project, He shared information on some minor plan changes that will be taking place due to building requirements, but did not have any information yet on how this will affect the cost.

Scott Seymour updated the board on groups who are currently using airport facilities and groups that will be here in coming months, and went on to thank Nicole for her time spent working at the Airport and presented her with a gift.

7. PUBLIC COMMENT: None

8. BOARD COMMENT: Director Valovich thanked the board for their work on this decision making process and recognized Nicole's time spent working for the Airport.

9. CLOSED SESSION: None

10. DISTRICT COUNSEL: None

11. ADJOURNMENT:

Motion was made by Director Bates, seconded by Director Paris

TO ADJOURN THE MEETING AT 4:44PM

Motion was passed by voice vote: 5 yes