

PUBLIC UTILITY DISTRICT NO. 1 OF FERRY COUNTY
REGULAR MEETING OF COMMISSIONERS
June 18, 2007

The regular meeting of the Board of Commissioners was called to order by President Chris Kroupa at 10:02 a.m. Present were Commissioners Chris Kroupa, Gregg Caudell and Nathan Davis, Manager Roberta Weller, Auditor Jennine Groth and Secretary/Treasurer Jayne Jurgensen.

The Board participated in a Commissioner's conference call which began at 9:00 a.m. and concluded at 10:00 a.m. The purpose of the call was to share information about the status and desired outcomes of the B.P.A. residential exchange negotiations.

Visitors: Dennis Wuerth, John and Bonnie Thompson, Linda Singer, Billie VanSlyke, Brenda Starkey, Betty Buckley and Todd Bowe.

All stood for the Flag Salute which was lead by Commissioner Caudell.

The minutes of the May meeting were reviewed, corrected and approved by a motion duly made, seconded and carried.

Betty Buckley joined the meeting at 10:05 a.m.

Those present introduced themselves.

The meeting was turned to the visitors for public comment. Mr. Wuerth thanked Steve VanSlyke and Randy Sage for their rapid response to his electrical problem which occurred last week. He further expressed his appreciation for the time Mr. Sage took to keep him informed of the progress throughout the repairs. He went on to question the Agenda, specifically that there is only one time allocated for public comment. Commissioner Kroupa explained that the format of the meeting had not changed and that comments will be allowed throughout the meeting as it is open to the public. Time and comments will however be limited. Mr. Wuerth questioned the status of the survey and whether it would be discussed. Commissioner Kroupa advised that the survey was an intragency document designed to ask questions of employees and was not considered a public poll. The survey was completed by a third party at the request of the Commissioners to obtain information from employees. This was the intent of the survey and to date the results have not been brought to a meeting with the Commissioners. The survey was intended to provide feedback for the use of the Board. There has been an Executive Session regarding personnel issues and the survey was discussed at that time. Because of the privacy of the people in the Executive Sessions the Board must be reasonably careful before the information is brought to the public in order to ensure that they are not subject to lawsuits from the people concerned.

Attorney Graham joined the meeting at 10:12 a.m.

Mr. Wuerth again stated that he has found such surveys to be very useful and expressed concern that it is not being given the attention it should receive. Under the Public Records Act, a request for information was presented to Board President Kroupa. The document was handed off to Attorney Graham for his advice. Commissioner Kroupa recapped the conversation to the point of Attorney Graham's entrance into the meeting. Attorney Graham advised that the survey is a public record and that there are certain things that are exempt such as private personnel records. However, the survey would not fall into this category. The Utility would be obliged by law to release the survey and has five days to respond to the request. The Board had decided earlier that there would be no effort to distribute the survey results. Attorney Graham again stated that his legal opinion is that the survey is to be provided upon proper request. Commissioner Kroupa questioned the process to be used for the distribution as each Commissioner was emailed the survey results. Attorney Graham advised that the Board could provide the information to the Manager or someone in the office who can print the document and notify the requestor. A charge of fifteen cents per page would be charged for each request. Commissioner Kroupa questioned his fellow Board members as to their thoughts. Commissioner Davis indicated that he had no comments. Commissioner Caudell stated that he felt releasing the survey at this time would be counterproductive. The purpose of the survey was to facilitate the Board as a good tool to determine management and employee relationships and what that status is. This purpose has been achieved. A peculiar feature of the survey process was the dysfunctional aspect of each individual member of the Board communicating with each other outside a Board meeting. Usually the Manager handles all of the correspondence as she is the Board's Executive Secretary. A workshop to decipher the survey results and to decide what will happen next was recommended. Releasing the survey to the public would be fine at a future point but is counterproductive now if there hasn't been a time for the questions to be evaluated. Commissioner Kroupa added that he felt a workshop would also be beneficial but would not withhold the survey from the public. Ms. Buckley questioned how the survey, which was an Internet survey, was possible without being tied back to an employee. Treasurer Jurgensen interjected that the survey was

not completed on the Internet but through paper copies. Commissioner Kroupa stated that the results did not tie to any employee. Commissioner Caudell stated that the Board should decipher, in Executive Session, which pieces and documents might be something that might be litigated. Commissioner Kroupa advised that an Executive Session was planned for the afternoon portion of the meeting and the results could be reviewed and a determination made as to any personal comments that might infringe on the rights of the employees and the general results will be released to the Manager. Mr. Wuerth stated that he wished to receive what was requested in the Freedom of Information requested, not an edited version. Commissioner Kroupa concluded by stating that he was not afraid of disclosing the information unless there were a legal issue with the individuals in the survey.

Mr. John Thompson thanked Commissioner Davis and commended him for the article in the June 14 issue of the Republic News-Miner. The article allowed the public to be a part of the process and the Utility as they are customers. It also reveals, from a management standpoint, if the Commissioners are together on this in that this allows the public to know how the Utility is being operated. The public's suspicion of the Utility is detrimental. He further thanked the other Commissioners if they were part of the informational article. Commissioner Caudell questioned whether Mr. Thompson was recording the meeting and he stated that he was. Attorney Graham advised that the law is clear and Mr. Thompson is entitled to tape the meeting.

Billie VanSlyke stated that she works very closely with the public and has heard a number of comments from customers with regard to the Utility. The firing of Deputy Auditor Marilee Schertenleib seemed to begin the comments. She stated that she wanted the Board to be aware that there was a lot of public comment concerning the Utility. Ms. VanSlyke added that she supported Ms. Schertenleib and enjoyed working with her and felt that she did a fine job.

Commissioner Kroupa stated that an email had been received from Mr. Lauren Roberts, General Manager of the Kinross Mine. Commissioner Kroupa requested that the email be included in the minutes and is as follows:

*From: Lauren Roberts [mailto:Lauren.Roberts@kinross.com]
Sent: Monday, June 18, 2007 6:56 AM
To: District1; District2; District3; Roberta Weller
Subject: Response to Opinion Letter*

Ladies and Gentlemen,

My name is Lauren Roberts. I am the Vice President and General Manager for Kinross Gold Corporation's Kettle River Operations (KRO). I am sending you this correspondence in response to Nathan Davis' opinion letter published in the June 14th edition of the Republic News Miner. Mr Davis' states "I have talked with many local business owners that have expressed their malcontent in dealing with the P.U.D. on a professional level. Personal relations seem to be overriding professionalism. The P.U.D. should help support these businesses in any way possible." I take exception to these statements and assure you that Kinross does not share this sentiment.

KRO has been operating in Ferry County since 1989. We are the largest private sector employer in Ferry County and among the largest consumers of energy even when we are not producing. When we are producing, we are easily the largest consumer. At present, we are in the process of developing the Buckhorn Mountain Project. A major component of this work is the line extension project that will bring Schedule 500 service from FCPUD#1 to the mine site. I would suggest that these factors put KRO in a unique position to assess the professionalism of FCPUD#1.

KRO has never found FCPUD#1 to be anything but courteous and professional. This statement extends from the linesmen to technical staff to the top management. Our service is reliable, outages minimal, and responsiveness to our business needs is excellent. In fact, these qualities weighed heavily in KRO's decision to supply the Buckhorn Mountain Project from FCPUD#1 and not another utility. We had options and we chose FCPUD#1.

Thank you for considering our point of view.

*Lauren Roberts, P.E.
VP and GM KRO
Kinross Gold Corporation
509-775-3157 x134"*

Reports:

Conservation Director John Friederichs joined the meeting at 10:36 a.m. for the purpose of presenting the Conservation Report:

1. Another High Energy Cost PV installation has been completed and the customers are very happy. Another PV customer will be upgrading to a larger system.

2. The Public Utility Tax Credit for transportation services did not pass and is through for this year. Hospital Administrator, Ron O'Halloran, will be coordinating a meeting with area Legislative Representatives to begin work on the proposal for 2008.
3. The Energy Smart Grocer Program is moving slowly. Participated as a panel member to discuss the Energy-Smart Grocer Program at the B.P.A. Energy Efficiency Workshop in Portland. Was a very beneficial workshop.
4. An Energy-Star manufactured home rebate in the amount of \$1,250.00 will be offered. Retailers in the surrounding area will be contacted and provided with the information. This should help consume a portion of the C&RC monies.
5. The CFL light bulbs are now in demand and the local business will not receive delivery until July.
6. The Hospital's Assisted Living Facility PV installation will now be started over. Will meet with a local contractor, who is very interested in completing the project, to determine what will be necessary. There is also the possibility that \$5,000 will be available as a grant from an informal private group who has heard of the project.
7. The wood-waste-to methanol may still be possible as funding has been requested through a new USDA funding program. Commissioner Davis stated that he would be interested in attending the next meeting on this project.

Commissioner Caudell questioned whether Manager Weller had responded to an email requesting photographs for the WPUDA. Mr. Friederichs stated that the Utility has still shots rather than video photos as requested. He will contact WPUDA for further information regarding the format.

Mr. Friederichs was thanked for his time and he exited the meeting at 10:47 a.m.

The Treasurer's Report was presented by Jayne Jurgensen:

1. Operating Funds available as of June 10, 2007 were \$1,443,337.67 with restricted funds of \$1,388,274.38. There were eight outages in the month of May for a year-to-date total of thirty-two compared to fifty-six for the same period in 2006. The Revolving Loan/Grant Fund and the High Cost Grant repayment reports were reviewed.

Mr. Wuerth questioned how the delinquent accounts were handled. Treasurer Jurgensen briefly explained the collection process.

A recess was called at 10:56 a.m. with the meeting reconvening at 11:02 a.m. Mrs. Starkey did not return to the meeting.

The Auditor's Report was presented by Jennine Groth:

1. The voucher listing was reviewed with the Board and questions answered. The Board approved Warrants Numbers 1366 through 1510 and wire transfer number 8 in the amount of \$382,247.33 by a motion made by Commissioner Davis, seconded by Commissioner Caudell and unanimously carried.
2. The computer conversion is moving along. Mr. Beckner was to provide the final information to PCS today. The date for live billing has been changed from July 31 to September.
3. The fuel summary was distributed.
4. The Form 7 Statement of Operation was distributed.
5. The Energy Statistical Data portion of the Financial and Statistical Report was reviewed by the Board.
6. The D. Hittle report was presented.
7. The cost of the medical benefit plan was presented. A motion was made by Commissioner Caudell to continue with the existing coverage. The motion died due to a lack of a second.

The Manager's Report was presented by Roberta Weller:

Correspondence:

1. A thank-you has been received from the Curlew High School graduating class for the sponsorship provided.
2. Bonneville Power Administration has provided \$500 in sponsorship towards the science exhibit for the upcoming Ferry County Fair. Not certain whether the Hospital will sponsor their portion of the exhibit. If the companion program is not sponsored the support funding will be returned to B.P.A. and Energy Northwest.
3. A letter has been received from the Curlew Lake Association thanking the Utility for the previous sponsorship of the net pen project and asking for 2007 sponsorship. A motion was made by Commissioner Caudell to again support the project with ten \$10 fish. The motion was seconded by Commissioner Davis and unanimously carried. The State Fish and Game Department are monitoring the Tiger Muskies to learn what they are eating. Based on the size of the fish tagged, the trophy Muskie could come from Curlew Lake in 2008.
4. A letter has been received from The Ruralite transmitting a patronage capital refund in the amount of \$548.58.

5. A thank you has been received from the Republic Tech Club for the support of the solar car.
6. A letter has been received from the Washington Open Fiddle Contest requesting sponsorship. A motion was made by Commissioner Caudell to again advertise in the amount of \$100. The motion was seconded by Commissioner Davis and unanimously carried.

Meetings:

1. The Upper Columbia RC&D will be hosting three long-range planning meetings to develop direction for the next five years. Commissioner Kroupa may attend the Colville meeting.
2. A Northwest Wage & Hour informational meeting will be held in Coeur d'Alene October 10 through 12. This meeting is for Managers and the upcoming labor negotiation process will be discussed.
3. The Western Energy Institute will be holding a conference in Big Sky, MT September 24 through 26.

General Business:

1. A Forest Service representative made a presentation at a Visitors Bureau Meeting explaining how Republic is one of the gateways for the Sherman Pass Corridor. The first phase of the project will be completed in late 2008 which will include signage at the Gateway entrance which has been identified as the access area to the Tiger Trail.
2. A portion (\$3,328.12) of the Indian Privilege Tax has been refunded from the State. The balance is to be refunded by Ferry and Okanogan Counties as a portion of the tax paid by the Utility has gone to the Counties for operation. A lump sum payment will be made to the Tribes when all of the refunds have been received. The Excise portion of the refund is \$16,618.12 however, the State will be refunding \$17,919 which includes \$1,300 in interest. Attorney Graham was questioned as to whether the Utility could keep the interest. He advised that the interest usually follows the principle.

General Foreman Sage joined the meeting at 11:40 a.m.

The General Foreman's Report was presented by Randy Sage:

1. A number of work orders were completed in the past month. There is approximately three-weeks of work remaining in the Curlew area.
2. The transformer site has been selected for the new medical clinic in Curlew. The wire will not be placed in the duct under the highway until the water system is completed. Eventually all of the overhead in this area will be put underground. Extensive damage was done to the buried electrical service when it was accidentally removed when the water line was being installed. The responsible contractor has been contacted and has agreed to reimburse the Utility for the damages.
3. Basin Tree Service continues to work around Curlew Lake. The main line will be completed as will the interior taps leading to cabins around the Lake.
4. Attended the Community Advisory Board meeting with Kinross. The draft good neighbor agreement has been completed and it is hoped that it will be ratified by August. The Buckhorn project is moving slower than anticipated due to appeals and permitting. Commissioner Caudell expressed his thanks to Mr. Sage for his participation in the meetings.

Commissioner Davis requested a follow-up on the matter of the danger tree in the trailer court. Mr. Sage explained that he visited with the customers and the landowner. Basin Tree Service topped the tree which alleviated the tenants fears. The service has since been disconnected for non-payment and is not reconnected.

Commissioner Caudell questioned the safety inspections performed on the towers on the trucks. Mr. Sage explained that each vehicle receives an annual inspection which includes testing the integrity of the booms and the dielectrics.

Commissioner Caudell also questioned whether consideration is being given to the effect the low sulphur diesel will have on the older vehicles. The question will be taken to the Utility Mechanic, Mike Brown.

Mr. Wuerth thanked Mr. Sage personally for the rapid response to the outage at his home.

Mr. Wuerth questioned the March 19 discussion of the claim against the Utility for the hydraulic line damage and subsequent spill of oil over a water well. Manager Weller advised that the insurance company has again contacted the customer and made an offer and the customer has yet to respond. Mr. Wuerth further questioned what the Utility had done to resolve the issue. Attorney Graham reported that there is potential litigation however, the District did attempt to resolve the matter by various means. The Commissioner in that District has not spoken directly with the consumer.

The meeting recessed at 12:04 for lunch reconvening at 1:06 p.m. Mr. and Mrs. Thompson, Mrs. Singer and Ms. VanSlyke did not return to the meeting. Ms. Buckley did return to the meeting and Mr. Todd Bowe joined the meeting.

The Manager's Report was continued.

3. A letter has been received from B.P.A. regarding the Energy Policy Act of 2005 explaining that they have performed certain activities on our system and will continue to do so.

4. A letter has been received from Mr. Doug Adams with Okanogan County P.U.D. The letter explains that the Okanogan County P.U.D. Board of Commissioners adopted the new Boundary Line Agreement and signed a resolution adopting the new Service Area Agreement. A signed, notarized copy was also provided. Mr. Frank Rounds was contacted to advise him that this process had been completed. Mrs. Rounds stated that the Okanogan County Auditor's office is requiring a letter stating that the Utility will accept them. Attorney Graham was asked to research the need for such a letter and if needed, draft a letter for the Board's signature stating the required information. Discussion continued with Attorney Graham then instructed to write a letter to Mr. and Mrs. Rounds advising that the Utility is in support of their effort.
5. The tabled changes to the Policy Book were brought before the Board. A brief discussion followed with a motion made by Commissioner Davis to approve the policy change concerning service calls and customer power outages shown to be the fault of the customer. The motion was seconded by Commissioner Caudell and unanimously approved.
6. The possibility of also advertising in the Omak Chronicle was again brought before the Board. Pricing information has been obtained and cost is based on the size of the advertisement. The January and February costs for the Utility's standard advertisement in the Republic News-Miner were \$1,004.71. The Board was in concurrence that information should be included in both newspapers with the possibility of utilizing smaller ad space to be considered.
7. The September WPUDA Managers and Commissioners meetings to be held in Republic were discussed. The Managers meeting will begin on September 19 and conclude at noon on September 20. The Commissioners meeting will begin at 1:00 p.m. on September 20 and conclude on September 21. The meals and entertainment was discussed. Commissioner Caudell will invite the Indian dancers to perform again.
8. Interviews have been conducted for the Customer Service Rep position with no decision made. Further interviews will be scheduled as all are very qualified. Mr. Bowe questioned the length of time the advertisement appeared in the newspaper. Manager Weller explained that the position was advertised with Work Source the week prior to the announcement appearing in the News-Miner.
9. The Commissioners were asked to select a jacket for those new Utility employees who do not have a P.U.D. coat or jacket.
10. The new computer system is moving slowly. PCS will be at the Utility to work with Auditor Groth and Deputy Auditor Olson on the financial portion of the system the last week of June. Training for the billing conversion has been scheduled for July 30. Two 4-hour on-line training sessions have been scheduled for August 16 and 23 with the new billing run to begin on September 24 through October 3. A PCS person will be at the Utility during this time. If the necessary history information is not received by PCS today from Mr. Beckner these dates may change.
11. An interim draft of the Long Range Plan which Power Engineers is developing has been received. Commissioners Kroupa and Davis would like to review.
12. A response to Mr. Saven's survey regarding B.P.A. Power rates for the post 2011 period was developed.

Resolution 07-06 "A Resolution to Appoint a Deputy Auditor" was presented. A motion to adopt was made by Commissioner Caudell and seconded by Commissioner Kroupa. A discussion followed with Commissioner Caudell questioning why the Board was asked to sign a resolution for the Deputy Auditor as she is not the Board's employee. Manager Weller explained that the Resolution will allow the Deputy Auditor to sign warrants and the Board has historically approved this process. Commissioner Davis advised that he was not comfortable with the process in general. He added that he had no issues with the power of the position to sign warrants but had a problem with how the situation was handled. Resolution 07-06 was adopted by a vote of two Commissioners in favor and one nay vote. *Voting in favor Comm. Kroupa & Caudell. Voting no, Comm. Davis. As per 7/16/07 Bd. Mtg.*

Mr. Bowe questioned the process used for executive sessions. He added that it was his understanding, according to Roberts Rules of Order, that at the time a board returns to regular session they are to advise what was to happen. Attorney Graham advised that the Board is operating under the Open Public Meetings Law and that he had provided each Commissioner with a handbook on the subject. He further explained that the Board doesn't resolve to do much in executive session, in fact, votes on matters discussed occur after the Board returns to open session.

Resolution Number 07-07 "A Resolution Appointing Deputy Treasurer" was presented. A motion to adopt said Resolution was made by Commissioner Caudell. The motion was seconded by Commissioner Kroupa. There was no discussion and the motion to adopt Resolution 07-07 was approved by two votes in favor and one abstaining vote. *Voting in favor Comm. Kroupa & Caudell. Abstaining vote Comm. Davis. As per 7/16/07 Bd. Mtg.*

Resolution Number 07-08 "A Resolution Authorizing Agents for Night Depository Agreement" was presented. A motion to adopt said Resolution was made by Commissioner Caudell. The motion was seconded by Commissioner Kroupa. No discussion followed and the motion was approved by two votes in favor and one vote of abstention. *Voting in favor Comm. Kroupa & Caudell. Abstaining vote Comm. Davis. As per 7/16/07 Bd. Mtg.*

Manager Weller presented vacation request documents to the Board for review and approval.

A brief recess was declared at 2:22 p.m. with the Board returning to regular session at 2:30 p.m.

The Board briefly discussed B.P.A. rates and the potential affect on the Utility.

The Attorney's Report was presented by Attorney Graham:

1. Will be attending the P.U.D. Municipal Attorney's Meeting.
2. An update of the Steinbock case was presented. The case was heard in Court on various motions filed by the Utility's Attorney. Judge Nielsen rejected the Utility's Motion to Dismiss the case. Mrs. Steinbock continues to allege that the Utility hurt the business and caused it to fail. The Judge has ordered Mrs. Steinbock to produce all business records within thirty-days in order for her to prove this claim. Mrs. Steinbock again requested that power be reconnected and again Judge Nielsen rejected this request.
3. The need to have a document on file with the County Auditor's office indicating who is to be contacted in the event a claim is filed against the Utility was brought before the Board. This has been a requirement for some time and, upon a search at the Auditor's office, the Utility's information could not be located. Manager Weller advised that she was unable to locate a resolution either. Resolution 07-09 "Appointment of Agent to Receive Claims" was presented to the Board. A motion to adopt this resolution was made by Commissioner Caudell. The motion was seconded by Commissioner Davis and unanimously approved.

Commissioners:

Commissioner Kroupa:

Nothing to report.

Commissioner Caudell:

1. Has been very involved in the residential exchange.
2. Did not travel to Washington, D.C. as originally planned.
3. Has been participating in the WPUA Executive Committee conference calls and responding to various email messages.
4. Will be attending the July 12 PPC meeting in Portland, OR and the PNUC meeting the following day. No hotel reservations will be necessary.

Commissioner Davis:

1. Attended the NWPPA Annual Conference held in Spokane and found some of the speakers very interesting.
2. The possibility of holding evening Board meetings was again presented for discussion. Commissioner Kroupa asked that this proposal be put into the form of a motion. A motion was then made by Commissioner Davis to hold one evening meeting per month in addition to the regular meeting. The motion died due to the lack of a second.
3. An update on the website upgrading was requested. Manager Weller reported that all of the information is available to be archived and in-house training will be accomplished within the next two weeks.
4. Copies of all bid documents obtained in connection to the new billing process were requested. This information is to include envelopes and the mailing of the billings.
5. It was confirmed that the survey results will be made available as per the request for such.
6. Asked that the termination of Deputy Auditor Schertenleib be again discussed and further asked for a chronology of events in this matter. Commissioner Kroupa questioned whether there was a need for such information in the public records. Attorney Graham responded by explaining that an executive session is the best area for such a discussion due the potential liability issue.

Commissioner Kroupa requested that the minutes of the May meeting be revisited. Specifically his comments regarding the letter from Mr. and Mrs. Lust concerning the billing error made on their account.

For clarification purposes he added that the Utility has roughly 3,500 customers, as of May 31 the total account receivable over 90-days is \$42,000 and last year the figure was \$66,000 with some of this amount being collected and some not. Every time there is \$3,500 owing this amounts to one dollar for each customer. We also have a responsibility to our other customers. There have been issues regarding shutting off power and the Utility does have a responsibility to those who can't pay or aren't paying their bills. The Utility is overall responsible to the whole of the 3,500 customers and if efforts aren't made to collect what is due and what is owed we are falling down to the other customers. The Utility is referred to as a government agency with deep pockets when in actuality it is a business and must function as such.

The insurance matter was brought before the Board again for consideration. Auditor Groth was unable to ascertain from the insurance representative whether the decision could be deferred to the July Board meeting. A motion was made by Commissioner Caudell to not change the level of insurance coverage from PPO for

Management and Commissioners. The motion was seconded by Commissioner Kroupa and unanimously approved.

The Board went into Executive Session at 3:00 p.m. for approximately forty-five minutes for the purpose of discussing a personnel matter. Attorney Graham advised that, in the event the Executive Session ends prior to the stated time, the Board may not return to regular session and conduct business. The meeting returned to regular session at 4:20 p.m.

Treasurer Jurgensen presented photo copies of Resolution 01-11 "A Resolution to Appoint Claims Agent". Attorney Graham will research the matter further with the Auditor's Office.

Mr. Bowe questioned at what time during the meeting is the public permitted to ask questions. Commissioner Kroupa explained that the Agenda allows for a morning discussion by the public and visitors. Commissioner Caudell encouraged Mr. Bowe to visit with Manager Weller regarding his concerns. Mr. Bowe responded by stating that he had questions for both the Board and Manager. He continued by stating that he had spoken with a number of District employees regarding the letter written to the Board. He has learned that there are personnel issues, safety issues, and environmental issues and all are affecting the rate payers. He feels that the Board needs to address the issues and make changes and that they need to make sure the Utility is run efficiently, equitably and legally. Commissioner Caudell responded by stating it would be better to ask such questions earlier in the day and added that they are totally valid. Mr. Bowe added that the more he learned he felt he was just getting the tip of the iceberg. He feels there are some serious issues that need to be addressed and the Commissioners are ultimately responsible. He asked the Board if it would be possible to meet with them at a time that would be convenient as he was unable to raise an issue during the afternoon portion of the meeting. Commissioner Caudell again urged him to speak with Manager Weller and, if not satisfied after meeting with her, to come to each Board member individually. The Board is dealing with the issues, although perhaps not to everyone's satisfaction. The Union has an arbitration process so the Union employees have a process of their own and they have to use that process. There are also non-union employees involved and in that regard the question is what the process is. The survey was about that and the Board is still trying to work through it. Mr. Bowe questioned the survey. Commissioner Caudell explained that people hate change and those who make changes. Mr. Bowe added that he feels the employees can't speak openly because they are afraid for their jobs and it appears like everyone is pretty much in fear and that is not a good working environment. Commissioner Kroupa concluded by stating that the public comment period is at 9:00 a.m. each Board meeting day and that no one has been censored from asking questions. Manager Weller will contact Mr. Bowe, after reviewing her schedule, to set up a meeting.

Lobbying: None

With no further business to come before the Board, the Meeting was adjourned at 4:31 p.m.

BOARD OF COMMISSIONERS
PUBLIC UTILITY DISTRICT NO. ONE
FERRY COUNTY, WASHINGTON

President

ATTEST:

Vice-President

Secretary

APPROVED:

Manager