

**MINUTES OF THE SPECIAL REGULAR MEETING OF THE BOARD OF TRUSTEES, MIDVALLEY
IMPROVEMENT DISTRICT, HELD AT 160 EAST 7800 SOUTH, MIDVALE UTAH 84047 ON AUGUST22, 2018
AT THE TIME OF 4:00 PM, PRUSUANT TO NOTICE.**

BOARD OF TRUSTEES PRESENT

**QUINN SPERRY - CHAIRMAN
SONDRA SMITH - EXCUSED
BLAKE ROEMMICH**

OTHERS PRESENT

**MARK BELL, ATTORNEY
BRAD M. POWELL, DISTRICT MANAGER
CATHY KINGSBURY, TREASURER
BRENT E. CHRISTENSEN, CHIEF FINANCIAL OFFICER, DISTRICT CLERK
MARC JONES, OPERATIONS SUPERVISOR**

Meeting was called to order at 4:12 PM by Chairman Quinn Sperry.

1. Early Retirement Incentive Pay Policy – Mr. Powell worked with Mr. Bell and Mr. Christensen on the Early Retirement Incentive Pay Policy (ERIP) and presented the Board with Resolution 2018-08-22.

Mr. Powell explained an “example” analysis which showed all District salaries and what the District would save if the Operations Supervisor retired with the ERIP in place after one year. Mr. Powell explained the District would save \$48,213 (plus or minus) the savings comes from salary, FICA Medicare, URS Retirement, and Long-Term Disability.

The criteria to take advantage of the ERIP is explained in the Resolution; for example an employee would have to have worked for the District for 20 years, give a 6 months’ notice of retirement and notice would need to be at least one year from being eligible for Medicare. Mr. Sperry questioned if there is an age in the Resolution or if the ERIP is when the employee is eligible for Medicare. Mr. Powell explained that there is no age listed in Resolution and is written to specify ERIP is when an employee is at least one year from current age of Medicare eligibility.

Mr. Powell explained that Resolution 2018-08-22 will become part of the employee’s manual as section 9.7.

Mr. Powell stated Section 2.B of the Resolution covers employees who are currently employed with the District and have already reached the age of full Medicare eligibility. To take advantage of the ERIP the employee's retirement notice shall be not earlier than 12 months, nor later than 18 months, following the adoption of this Resolution. Subparagraph B will expire six months after the date of this Resolution.

Upon Motion made by Mr. Sperry, Seconded by Mr. Roemmich and passed unanimously (with two Trustees in attendance), the Board approved to adopt Resolution 2018-08-22, A Resolution of the Midvalley Improvement District Adopting an Early Retirement Incentive Policy as presented.

Adjourn Upon unanimous vote by the Board, the meeting was adjourned at 4:18 PM.