HIGHLANDS RANCH METROPOLITAN DISTRICT AND
CENTENNIAL WATER AND SANITATION DISTRICT
JOINT BOARD MEETING MINUTES
62 PLAZA DRIVE
HIGHLANDS RANCH, CO 80129

October 25, 2017

Jim Worley called the Board meeting of the Highlands Ranch Metropolitan District to order at 5:35 p.m.

**Board Members Present**

**Metro Board of Directors:** (Chairman in bold face: * = absence; **= excused absence)

**Jim Worley**
- Vicky Starkey**
- Allen Dreher
- Carolyn Schierholz
- Nancy Smith
- Renee Anderson
- Mark Dickerson

**CWSD Board of Directors:**
- Jeff Kappes
- Terri Kershisnik
- Tim Roberts
- John Kilrow

**STAFF**
- Terry Nolan, Highlands Ranch Metro District General Manager
- Stephanie Stanley, Director of Finance & Administration
- Carrie Ward, Director of Parks, Recreation & Open Space
- Sherry Eppers, Community Relations Manager
- Cammie Ellis, Human Resources Manager
- Brian Muller, Park Planning Manager
- Brittany White, Park Planner
- Camille Mitchell, Administrative Assistant
- John Kaufman, Centennial Water and Sanitation District General Manager
- Diana Schorege, Administrative Assistant

**OTHERS**
- None

**Public Comments or Questions**
- None
Staff Presentations
Cammie Ellis gave a presentation on the Compensation Plan. Topics covered were
(Addendum 1):

- Compensation Plan goals
- MSEC Survey Benchmarks
- Structure and performance adjustments
- Preliminary compensation budget
- Other opportunities for pay increases within the organizations
- Test of Reasonableness graph
- 2017 Survey results
- Next steps
  - Adoption of the Compensation Plan at the November board meeting
  - Setting average wage increase for final budget

Adjournment (Dreher/Dickerson) 6-0 motion passed
At 6:03 p.m. motion to adjourn. Adjournment declared by Chairman Worley