



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

***Joint Board Meeting
Metro District & CWSD
October 25, 2017
Page 2***

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