

**MINUTES OF WATERSHED STAFFING SPECIAL MEETING  
OF THE  
COMFORT LAKE - FOREST LAKE  
WATERSHED DISTRICT**

**THURSDAY, JULY 1, 2010**

**1) Call to Order**

The President called the July 1, 2010 special meeting to order at 5:00 p.m. at the Forest Lake City Offices, 220 North Lake Street, Forest Lake, Minnesota

Present: Vice President Jackie Anderson, Treasurer John Lynch, Secretary Wayne Moe, Vice Treasurer Spence

Absent: President Richard Damchik

Staff: Randy Anhorn (CLFLWD), Kathy Blackford

**2) Discuss Open Administrator Position**

The Vice President opened the special meeting and stated that she and Manager Spence met with Doug Thomas on Saturday, June 26, 2010 to offer him the position as Administrator for CLFLWD and to negotiate an employment agreement. Manager Anderson presented the employment agreement that Mr. Doug Thomas agreed to, but mentioned that he asked to have some sort of a severance package if terminated without cause added to the agreement.

The Board discussed possible terms of a severance package if the Administrator were to be fired without cause. Following discussion on various packages, the Board by consensus agreed on a four year severance package which would provide six (6) months severance for if terminated without cause for the first two years of employment, and three (3) months for the third and fourth years. Following the fourth year, the District would not provide severance other than accrued annual leave.

Following discussion, motion to approve the employment agreement with the added severance package terms as discussed, between Doug Thomas and CLFLWD was made by Manager Spence and seconded by Manager Moe. Upon vote, the motion passed unanimously.

The Board then discussed the transition between Current Administrator Anhorn's last day of July 15, 2010 and the anticipated first day for Doug Thomas (August 9, 2010)

**12) Adjournment**

Motion to adjourn the CLFLWD special meeting was made by Manager Spence and seconded by Manager Lynch. Upon vote, the motion carried unanimously.

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Wayne S. Moe, Secretary