

**TRUCKEE-CARSON IRRIGATION DISTRICT**  
**Employee Relations Committee**  
Minutes of the Regular Session Committee Meeting  
**February 14, 2022**

The Employee Relations Committee, in the counties of Churchill and Lyon, State of Nevada, met in regular session at the offices of the Truckee-Carson Irrigation District, 2666 Harrigan Road, Fallon, Nevada, on Monday, February 14, 2022 at 1:00 p.m.

The following committee members were present constituting a quorum:

Present:	Robert Oakden Lester deBraga Rusty Jardine	Committee Chairman Committee Vice-Chairman Committee Member/General Manager
Absent:	Abrahm Schank	Committee Member
Others Present:	Mike Adams Helen-Marie Morrow Michele Wisnefski Ted Renfroe Jake McEwen	Systems & Technologies Manager Finance Manager Assistant Secretary to the Board Employee Association President Employee Association Vice-President

The following agenda items are not necessarily in the order they were heard or decided but in the order as appearing on the agenda.

1. **Call to order**  
The meeting was called to order at 1:05 p.m. by Committee Chairman Oakden.
2. **Pledge of Allegiance**  
The Pledge of Allegiance was led by Committee Member/General Manager Jardine.
3. **Review and Adoption of the Agenda**  
**A motion was made by Vice-Chairman deBraga to approve the February 14, 2022 Employee Relations Committee Agenda, seconded by Committee Member/General Manager Jardine, request for comment and the motion was unanimously approved.**
4. **Public Comment**  
There was no public comment.
5. **General Manager's Report**  
**A motion was made by Committee Member/General Manager Jardine to recognize the Truckee-Carson Irrigation District Employees Association as the official bargaining representative for all District employees, seconded by Committee Member deBraga, request for comment and the motion was unanimously approved.**

6. **Employee Compensation**

Ted Renfroe, Association President began by noting the significant increase in the Cost of Living (COL) – specifically a 7.1% increase in December 2021 and a 7.9% increase in January 2022. The Employee Association is requesting a 7.1% COL increase or a 3% COL increase and 3% merit increase. Helen-Marie Morrow, Finance Manager stated that in 2021 a 0.85% COL and 3% step increase was approved. Furthermore, Morrow mentioned that a 7% COL increase would result in an estimated \$175,000 increase and a 6% COL increase would result in an estimated \$150,000 increase, to the 2022-2023 annual budget.

Committee Member/General Manager Jardine suggested considering the District General Fund and the \$1.70 designated, per NRS 539.480, which could be used for ordinary expenses including salaries and wages. Committee Vice-Chairman deBraga commented that District General funds were also intended for work associated with the Truckee Canal Extraordinary Maintenance (XM) project. Additional discussion followed regarding District General and XM repayment.

Mike Adams, Systems & Technologies Manager commented that there are employees who are topped out with regards to a step increase and are only eligible for a COL increase. Adams further stated that a COL increase benefits all employees. Discussion followed regarding a merit increase.

Vice-Chairman deBraga recommended that the Finance Committee consider the funding source for the COL increase at Finance Committee meeting on February 28, 2022. In addition, deBraga requested the Finance Manager Morrow to determine 1) the cost associated with the minimum wage increase approved in fiscal year 2021-2022, and 2) the savings associated with retirees. The Committee consented to such.

7. **Consent Agenda Items**

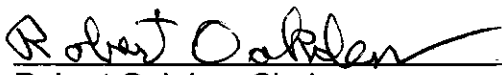
**A motion was made by Vice-Chairman deBraga to approve the consent agenda items which include the November 15, 2021 minutes, with correction to Item 5, page three to strike out “currently earning” and insert “below,” seconded by Committee Member/General Manager Jardine, request for comment and the motion was unanimously approved.**


8. **Additional Period of Public Comment**

There was no additional public comment.

9. **Adjournment**

**The meeting was adjourned subject to the call of the Committee Chairman at 1:35 p.m.**

  
Robert Oakden, Chairman

  
Date