Lake Santee Regional Waste & Water District
Meeting Minutes
Special Meeting of May 2, 2025
2:00 PM
Lake Santee Community Room

1. Call to Order / Roll Call
    a. President Tom DePalma called the meeting to order and requested a roll call. Members present were Tom DePalma, Scott Gibbs, Larry Kiernan, Maurie Goodwin, Steve Yost and Larry Nicks. Absent was Gordon Burgess. Also in attendance were Utility Administrator John Lecher and Utility Superintendent Greg Coffin.

2. Hiring a part-time employee
    a. Two interviews were conducted with this applicant. The applicant was first interviewed by Tom, John and Greg. The second interview included Tom, Greg, Scott and Larry K. The interviewers shared a summary of their opinions of the applicant.
    b. John reiterated the hours spent on testing / sampling at the plant, along with the other District related duties that would be shifted.
    c. The position would start out as a part-time position with the option to become full time at a date to be determined. The intent is to bring someone onboard now who will become certified to operate both plants in the coming years to eventually take over when Greg is ready to retire. Becoming fully certified on our advanced water treatment system takes two years of experience, training and testing.
    d. Upon conclusion of these discussions, a motion was made by Maurie and seconded by Scott to move forward with extending an employment offer to Dominique Huber at the recommended probationary rate, and for the rate to be increased to the compensation equivalent to the applicant's formal employment after the probationary period. Motion carried.
    e. The probation / training / evaluation period will be consistent with the current Employee Handbook terms.
    f. Reimbursement to the employee for training, continuing education, and other approved classes towards his certifications will commence at the end of the probationary period.
    g. A clause will be included in the employment agreement that all costs reimbursed by the District to the employee for training, continuing education, and other approved classes will be paid back to the District if the employee leaves this employment prior to the agreed timeframe.

3. Quotes for RAS pump – tabled

4. Adjourn

Respectfully Submitted by
Scott Gibbs, Secretary

These minutes are subject to approval by the LSRWWD Board at the 5/15/2025 meeting.