



Flathead Reservation Water Management Board

DRAFT Meeting Minutes

Wednesday November 13, 2024 1:00 PM - 5:00 PM

In-person: 400 Main Street Southwest, Ronan, MT

Zoom: <https://zoom.us/j/92382816257>

Join by Phone: +1(253)215-8782| Webinar ID: 923 8281 6257

Amendments made in Blue

1. **Call to Order (FRWMB Chair)**
 - 1.1. Opening Prayer
 - 1.2. Announce meeting minutes: <https://www.frwmb.gov>
 - 1.3. Attendance: Clayton Matt, Roger Noble, George McLeod, Ken Pitt, Georgia Smies
Absent: Shane Hendrickson
 - 1.4. Disclose any potential conflicts of interest None
 - 1.5. **Board adoption of meeting minutes from 10-30-2024** Motion by Roger as revised 2nd George
Approved with amendment by five yes votes
 - 1.6. **Adopt Agenda** Motion by Roger 2nd Ken Approved with amendments by five yes votes
2. **Public Comment** (for items not on the agenda)
3. **Budget update** (Fiscal)
 - 3.1. General Funding and Budgeting Updates
 - 3.2. OE Timesheet Discussion (Ethan)
 - 3.3. Discussion and potential Submission of FY25 Budget to funding parties
 - 3.4. IRS Tax Status Revisited
 - 3.4.1. Discussion – RE QuickBooks 501 letter request by 12/05
 - 3.4.2. Public Comment
 - 3.5. **Board action** to apply for letter determination of tax-exempt status from the IRS Motion by Ken
2nd Georgia Approved by five yes votes
4. **Board Business**
 - 4.1. Board Compensation – Committees (Sept. & Oct.) & Board Meetings (Oct.)
 - 4.1.1. Discussion
 - 4.1.2. Public Comment
 - 4.2. **Board Action** on Committee Compensation for September & October September: Motion by
Roger 2nd Ken Approved by five yes votes October: Motion by Ken 2nd George Approved with
amendments by five yes votes
 - 4.3. **Board Action** on Board meeting Compensation for October Motion by Roger 2nd Ken Approved
by five yes votes
 - 4.3.1. Discussion of adding Sapphire Consulting for HR and training purposes
 - 4.3.2. Discussion
 - 4.3.3. Public comment
 - 4.4. **Board Action** on adding Sapphire consulting for HR and training purposes No action – Moved
to next meeting
5. **OE Personnel Policies** Entire Section Not Discussed
 - ~~5.1. Section 10.09 or 5.03 Telework & Remote Work – Moved to next Meeting~~
 - 5.2. Section 11.06 Vehicle Policies (appendix sent from Legal)
 - 5.3. Sections 4.03-4.04 Job Descriptions/Position Descriptions
 - 5.4. Section 7.01 FRWMB Health Benefit Plans: initiation date & COBRA

- 5.5. Section 6.03(9-23) PTO Leave Advance, Accrual, and Carry-over Limits
- 5.6. Section 6.04 Administrative Leave
- 5.7. Section 5.04 Overtime
- 5.8. Section 6.05 Family Medical Leave Act
- 5.9. Section 10.06 Overnight Use of Office
6. **Office of the Water Engineer (Water Engineer)**
 - 6.1. Office Updates
 - 6.2. WRIS Updates
 - 6.3. OE Lease Extension
 - 6.3.1. Discussion
 - 6.3.2. Public Comment
 - 6.4. **Board Action** on Lease Extension No action – Moved to next meeting – Directed Ethan to renegotiate with the Landlord
7. **Announce Next Meetings: Dec 1 December 10**
8. **End Public Meeting (FRWMB Chair)** Motion by Ken 2nd by George Approved by five yes votes
9. **Call to Order Executive Session (FRWMB Chair)¹**
 - 9.1. Discussion of Private Personnel Matters
10. **End Executive Session (FRWMB Chair)**

¹ This portion is closed to the public pursuant to Mont. Code Ann. §2-3-203(3), as the demands for privacy to discuss litigation strategy and/or personnel matters clearly exceed the merits of public disclosure. Pursuant to Mont. Code Ann. §2-3-203(4)(b), discussion of such strategy and/or personnel matters in an open meeting would have a detrimental effect on the operations of the Board. Board legal counsel will be present.