


**MINUTES**  
**December 5, 2017**  
**9:00 a.m.**  
**Teleconference Board Meeting**  
**Bismarck, ND**

1. Vice-Chairman Mike Wetsch called the meeting to order at 9:06 A.M. Board members present: Mike Wetsch, Nancy Miller, Randy Ziegler, and Rick Schuh. Board members absent: Ernie Thurman and Mike Stensrud. Others present: Incoming Executive Director John J. Shorey III and Administrative Assistant Cheryl Kruger.
2. Vice-Chairman Mike Wetsch asked John Shorey to brief the Board on the reason for the teleconference. John advised that on 11-29-17 he informed Cheryl of the Board's decision with her wage and benefits. John stated Cheryl told him on 11-30-17 she was not satisfied with the Board's decision and that she wanted \$20.00 per hour, paid holidays, 4 hours of vacation and 4 hours of sick time per month. John said Cheryl told him if she did not receive the pay and benefits she requested that her last day working for the Board would be on 12-8-17. John advised that prompted him to contact Chairman Stensrud about the issue. John stated Chairman Stensrud advised that he didn't think he could make any decision on his own and called a special meeting. John stated he believed Cheryl wanted to address the Board.
3. Cheryl said she wanted to start by saying she meant no disrespect to John or Outgoing Executive Director Francine Johnson. Cheryl stated she thought John was doing a great job and was willing to work with him. Cheryl said she thought it was important that the Board know the history of when she was hired as some of the Board members are new. Cheryl stated when she was hired almost five years ago she was told by Francine Johnson and Bill Butcher that Francine would be retiring soon and their intention was for Cheryl to take over Francine's position. Cheryl said she kept getting more work until Francine was barely in the office. Cheryl said that she was handing all the complaints, registrations, meeting preparation, and other office duties. Cheryl said that after hiring John the Board put her hourly instead of salaried and she felt demoted. Cheryl said she was expected to train John in. Cheryl said she has no problem training John but feels she should be compensated for her work. Cheryl said she did not receive a raise last November and feels raises should be given on work performed. Cheryl said in her recent searches of similar positions they offer benefits to include her other part-time job. Cheryl said she wanted \$20.00 per hour plus 4 hours of sick leave and 4 hours of vacation each month. Cheryl said it would be beneficial to keep her employed as she is already trained in and is passionate about the industry. Cheryl thanked the Board for allowing her to address them.
4. Vice-Chairman Wetsch asked for Board member discussion. Nancy stated in the past the Board has asked employees to step out of the meeting when discussing similar issues and asked the Vice-Chairman if that would be appropriate in this circumstance. Vice-Chairman Wetsch and Nancy asked Cheryl if that would be ok. Cheryl agreed and stepped out of the Board's Office. Nancy commented that the Board couldn't be bound by verbal promises made in the past by Bill Butcher and Francine. Nancy commented that the Board was dealing with new issues now. Nancy stated that the Board increased Cheryl's compensation during the DAPL issues. Nancy stated after board activity slowed

down it was brought to the Board's attention that Cheryl was making a full-time wage and not putting in full time hours and that was not the Board's intention for her compensation. Nancy stated she was comfortable letting what was decided at the November 28<sup>th</sup> meeting stand. Rick stated he agreed with Nancy. Randy commented that he thought the offer that the Board decided at the last meeting was more than fair. Rick stated he wasn't comfortable increasing Cheryl's wage. Vice-Chairman Wetsch stated he agreed with other Board members and thought Cheryl was being compensated more than fairly for her position. The Board members consensus was they were going to stick by their decision at the last meeting. No new motions were made.

5. Cheryl came back into the meeting and Vice-Chairman Wetsch informed Cheryl the Board was sticking to their offer from the last meeting and no new motions were made.
6. Randy Ziegler made the motion to adjourn the meeting. Seconded by Rick Schuh. M/S/C. The meeting adjourned at 9:30 a.m.

  
Chairman

2/20/2018  
Date

  
NDPSB Executive Director

2/20/2018  
Date