

RESOLUTION 2003-3

A RESOLUTION OF THE NORTH KOOTENAI WATER DISTRICT, KOOTENAI COUNTY, IDAHO, PROVIDING FOR THE PAYMENT OF A ONE-TIME PERFORMANCE BONUS TO THE EMPLOYEES OF THE DISTRICT IN RECOGNITION OF THEIR INDIVIDUAL AND COLLECTIVE EFFORTS TO PROVIDE EFFECTIVE AND EFFICIENT WATER SERVICE TO THE CONSTITUENTS OF THE DISTRICT DURING THE PERIOD OF TRANSITION FROM PRIVATE TO PUBLIC OPERATION OF THE WATER SYSTEM.

NORTH KOOTENAI WATER DISTRICT
Kootenai County, Idaho

BE IT RESOLVED BY THE CHAIRMAN AND BOARD OF DIRECTORS OF THE NORTH KOOTENAI WATER DISTRICT, as follows:

Whereas, North Kootenai Water District (the "District"), is a duly incorporated and existing water district operating under the laws and Constitution of the State of Idaho; and,

Whereas, the District has acquired for the benefit of its constituents water supply system assets which were previously operated under private ownership; and,

Whereas, the District has successfully undertaken operation of the water supply system, constructed and replaced significant system infrastructure, reorganized system rates and finances to ensure delivery of water service of high quality on a fiscally sound basis, and developed a productive and skilled staff with appropriate depth to deliver responsive service to the constituents of the District; and,

WHEREAS, at a duly called special meeting of the Board of Directors of the District on Monday, March 17, 2003, attended by a quorum of directors and upon motion duly made, seconded and unanimously carried

IT WAS RESOLVED BY NORTH KOOTENAI WATER DISTRICT as follows:

That the staff of the District has delivered exemplary service to the constituents of the District during the period of transition from private to public ownership; and,

That the Board of Directors of the District has determined that its is in the best interests of the constituents of the District to recognize the exemplary service of the staff of the District during the transition period; and,

That the Chairman of the Board of Directors is authorized to pay to the following staff members a one-time bonus as follows:


Debbie Wilson	\$1000
Carol Vineyard	\$1000
Rob Roe	\$1000
Brad White	\$1000
Curtis Shoup	\$1000
Richard Fairhurst	\$5000

PASSED AND ADOPTED THIS 17th day of March, 2003.

NORTH KOOTENAI WATER DISTRICT


CHAIRMAN


LINDA DAVIS, DIRECTOR


DEAN KASTENS, DIRECTOR


JACK BERGER, DIRECTOR

ATTEST:

District Secretary