

**RESOLUTION NO: 2017-5**

**RESOLUTION APPROVING PERFORMANCE PAY INCREASE**

**WHEREAS**, the Cordry-Sweetwater Conservancy District (“CSCD”) is an Indiana Conservancy District organized and operating pursuant to I.C.14-33; and,

**WHEREAS**, CSCD has a number of full-time employees, employed by the CSCD Board of Directors; and,

**WHEREAS**, the CSCD Board of Directors establishes the compensation paid to CSCD employees; and,

**WHEREAS**, the CSCD Board of Directors did, on June 20, 2017, adopt an employee handbook which, amongst other things, provides that employees may receive pay increases based upon job performance; and,

**WHEREAS**, CSCD budgets annually sums sufficient to allow pay increases based upon job performance; and,

**WHEREAS**, Brittany Bay was employed as the Financial Clerk on March 21, 2016, Josh Hawley was employed as the Water/Roads Superintendent on September 1, 2014, Nick Johann was employed as Building Compliance Officer on December 4, 2014, Mary Johantgen was employed as Office Clerk on September 20, 2010, Judy Surface was employed as Water Clerk on February 12, 2012; and,



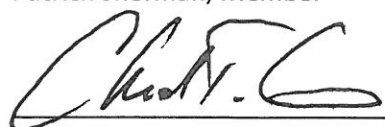
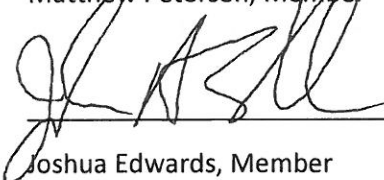
**WHEREAS**, Brittany Bay, Josh Hawley, Nick Johann, Mary Johantgen and Judy Surface all have satisfactory attendance records and have demonstrated a high level of proficiency in the performance of their duties as employees of CSCD; and,

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of CSCD that:

1. Effective October 19, 2017, Brittany Bay's hourly rate of pay shall increase from \$16.50 per hour to \$17.00 per hour.
2. Effective October 19, 2017, Josh Hawley's hourly rate of pay shall increase from \$23.80 per hour to \$24.30 per hour.
3. Effective October 19, 2017, Mary Johantgen's hourly rate of pay shall increase from \$14.50 per hour to \$15.00 per hour.
4. Effective October 19, 2017, Nick Johann's hourly rate of pay shall increase from \$20.20 per hour to \$20.70 per hour.
5. Effective October 19, 2017, Judy Surface's hourly rate of pay shall increase from \$14.00 per hour to \$14.50 per hour.
6. This Resolution shall be in full force and effect from and after October 19, 2017

**PASSED AND ADOPTED THIS 19<sup>TH</sup> DAY OF OCTOBER, 2017.**

CORDRY-SWEETWATER CONSERVANCY BOARD OF DIRECTORS

<p>  <hr style="border: 0; border-top: 1px solid black; margin: 0;"/> Jerry Engle, Chairman</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">Aye    Nay</p>	<p>  <hr style="border: 0; border-top: 1px solid black; margin: 0;"/> Herbie Benshoof, Vice Chairman</p> <p style="text-align: center;">Y</p> <p style="text-align: center;">Aye    Nay</p>
<p><b>ABSENT</b>  <hr style="border: 0; border-top: 1px solid black; margin: 0;"/> Brad Roberts, Secretary</p> <p style="text-align: center;">_____</p> <p style="text-align: center;">Aye    Nay</p>	<p><b>ABSENT</b>  <hr style="border: 0; border-top: 1px solid black; margin: 0;"/> Patrick Sherman, Member</p> <p style="text-align: center;">_____</p> <p style="text-align: center;">Aye    Nay</p>
<p><b>ABSENT</b>  <hr style="border: 0; border-top: 1px solid black; margin: 0;"/> Matthew Petersen, Member</p> <p style="text-align: center;">_____</p> <p style="text-align: center;">Aye    Nay</p>	<p>  <hr style="border: 0; border-top: 1px solid black; margin: 0;"/> Chad Crimmins, Member</p> <p style="text-align: center;">o</p> <p style="text-align: center;">Aye    Nay</p>
<p>  <hr style="border: 0; border-top: 1px solid black; margin: 0;"/> Joshua Edwards, Member</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">Aye    Nay</p>	