

January 21, 2013

1. Call to Order

Stacey Rector, Chair, called the Special Meeting of the Des Moines County Conservation Board to order at 5:30 p.m. at the Des Moines County Conservation Administration Office.

Those Members Present Were: Stacy Rector, Cathy Ziglar, James Steer, Jim Garnjobst and LaVon Worley

Members Absent Were: None

Others Present: Supervisor Beck and Director Perlstein

2. Delegations/Public Input:

None

3. New Business

a. New Director

Jim Steer stated that Jim Garnjobst and Bob Beck selected six of the candidates for interviews from those who had applied. Those six candidates were considered strong, qualified applicants for the position of Executive Director.

After reviewing and rating those six candidates Christopher Lee was recommended to fill the Executive Director Position.

Supervisor Beck said that he believed you couldn't go wrong with that selection.

Worley asked what made Lee stand out.

Steer stated his experience which would go toward the ease of transition. Steer viewed Lee as an excellent candidate. Knows he is young but felt he exceeded the criteria that had been put together in the matrix that was put together.

Garnjobst weighted and rated each candidate. He was down to two candidates but one of the candidates would not be available for sixty days.

Worley stated that Lee had good qualities.

Garnjobst advised that Lee was developing a plan that would help the entire team.

- #7.** A motion was made by Cathy Ziglar, seconded by LaVon Worley, to hire Christopher A. Lee as the Executive Director for Des Moines County Conservation. Motion passed unanimously by those members present.

- b. Salary: Steer recommended that the starting salary for the new director be \$48,000 and then \$49,000 after a six month review.

Ziglar stated the salary needed to be looked at differently. IACCB web states – average salary is \$50,100. Ziglar was looking at the counties around Des Moines County and what directors were making.

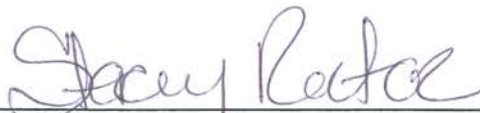
Steer read off a listing of benefits provided for the director's position that goes along with the actual wage.

- #8. A motion was made by Jim Garnjobst, seconded by LaVon Worley, to make the starting wage \$48,000 with a rate increase to \$49,000 per year after a review in six months. Motion passed unanimously by those members present.

- c. Starting Date: Dates for Lee to start and for Perlstein to end employment were discussed.
#9. A motion was made by Jim Garnjobst, seconded by Cathy Ziglar, to have Chris Lee start and allow a training period to February 15, 2013 which would then be Director Perlstein's final day. Motion passed unanimously by those members present.

4. **Motion To Adjourn**

- #10. A motion was made by LaVon Worley, seconded by Cathy Ziglar, to adjourn the special meeting. Motion passed unanimously.
Meeting was adjourned at 6:23 p.m. January 21, 2013



Stacey Rector, Chair



Jim Steer, Secretary