

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
CROOKED RIVER RANCH WATER COMPANY**

**RESOLUTION 2024-004**

The undersigned, being the Board of Directors ("Board") of the Crooked River Ranch Water Company, an Oregon mutual benefit non-profit corporation ("Company"), hereby take the following action:

WHEREAS, Section 4.8(a) of the Company's Bylaws vests the Board with the responsibility for financial oversight of the Company and authorizes the Board to take all actions necessary for the management of the Company to meet the Board's financial responsibilities;

WHEREAS, Section 4.8(h) of the Company's Bylaws authorizes the Board to exercise such powers and to do such acts as it may find to be proper and necessary or expedient for accomplishing any of the Company's lawful purposes;

WHEREAS, Directors Beth Gatchell and Mark Schneider along with the General Manager have reviewed current wages and presented their proposal to all Directors.

WHEREAS, the board used the Oregon Employment Department Occupation Profile tool to help guide the board when making wage adjustments.

NOW THEREFORE BE IT RESOLVED, the Board approves a 4% wage adjustment for all employees along with other wage adjustments to bring each employee to the 50<sup>th</sup> percentile (median) or above what is represented in the 2024 Oregon Employment Department Occupation Profile tool for their position. The Board approves these adjustments to be effective on the first paycheck in January 2025.

**ACCEPTED AND AGREED AS OF THE 13<sup>TH</sup> DAY OF NOVEMBER 2024:**



Mark Schneider (Dec 5, 2024 13:35 PST)

MARK SCHNEIDER – PRESIDENT



Beth Gatchell (Dec 5, 2024 15:01 PST)

BETH GATCHELL – VICE PRESIDENT



Carina Soubiea (Dec 9, 2024 11:01 PST)

CORINA SOUBIEA – SECRETARY/TREASURER



Kent Inman (Dec 23, 2024 10:33 PST)

KENT INMAN – DIRECTOR



Todd Hill (Dec 12, 2024 12:28 PST)

TODD HILL – DIRECTOR