

**SALLAL WATER ASSOCIATION**  
**MINUTES OF BOARD OF TRUSTEES WORK STUDY SESSION (In-person)**

**December 7<sup>th</sup>, 2024**

**Board members present:** Denise Smutny, Shawn McKone, Don Wise, Eric O'Brien, Rich Formisano, and Larry Costello.

**Employees present:** Devin Mettler, Tree Bergman, and Denny Scott

**Consultants present:** Mike Johnson and Kira Melander

A work study meeting of the Board of Trustees was held at Sallal, on December 7<sup>th</sup>, 2024.

The meeting was convened at 8:30 am.

Topics covered were:

1. 2025-2030 Capital Improvement Projects Plan
2. 2025 Budget
3. 2025 Compensation Strategy

No motions or final actions were taken.

The meeting concluded at 4:45 pm.

Minutes submitted by Devin Mettler.