

**THREE SISTERS IRRIGATION DISTRICT  
BOARD OF DIRECTORS REGULAR MEETING  
MINUTES  
December 16th, 2025 at 10AM**

**CALL TO ORDER: DON BOYER 10:00AM**

**IN ATTENDANCE:** Don Boyer, President; Karl Nulton Vice President (by phone) ; Marc Thalacker, Secretary/Treasurer; Emilia Ellington, Financial Administrative Manager; Jim Williams, Hydro Operations Manager

**ALSO IN ATTENDANCE:** Jackie Elwing, Joe Elwing, Denise Koos, Mark Koos, Sara Goodwin, Keith Cyrus, Connie Cyrus, Chris Lawrence, Sharie Forde, Stacy Sandkulla, Nicole Sandkulla

**ANNOUNCEMENTS:**

At the end of today's agenda, we will take public comments. Each person is limited to three minutes. We ask that everyone keep their comments civil and focused on District business. However, if members of the public disregard this direction, we will adjourn the meeting.

The annual board meeting will be on January 13, 2026.

**ACTION ITEMS:**

- Review Nate USFS feedback on TSID Ramping Rates Protocols and updated Protocols draft.

**Motion to approve draft: Don Boyer Second: Karl Nulton Vote: unanimous**

- Review and approve the annual Exhibit A form for DRC Instream Leasing 2026

**Motion: Don Boyer Second: Karl Nulton Vote: unanimous**

- Review and approve 2026 SDIS Property/Casualty Renewal Update  
-Manager to email SDAO regarding page 4 bottom "equipment breakdown coverage" requirements

**Motion: Marc Thalacker Second: Don Boyer Vote: unanimous**

- Review and possible approval of amendments to the TSID Rules and Regulations, including rescission of the March 4, 2025 amendment that created the Administrative/Financial Manager and Water & Hydro Manager dual-manager structure, and restoration of the prior single District Manager organizational model.
- Board said the pronoun 'or hers' to be added to part C. next to the pronoun 'his' as well.

**Motion: Don Boyer Second: Marc Thalacker Vote: unanimous**

- Consideration of District Manager Position Appointment.  
-to be discussed in executive session, with decision to be taken in open session following the executive session

**A. CONSIDERATION OF MINUTES OF PREVIOUS MEETING(S):**

- i. Regular BOD meetings 11/18/2025

**Motion: Marc Thalacker                      Second: Don Boyer                      Vote: unanimous**

- ii. Special meeting 11/20/2025

**Motion: Marc Thalacker                      Second: Karl Nulton                      Vote: unanimous**

**B. BOARD MONTHLY REVIEW OF FINANCIAL TRANSACTIONS:**

- a. Previous month's transaction reports

- I. Transactions to be Approved. 11/01/2025-11/30/2025.

**Motion: Don Boyer                      Second: Marc Thalacker                      Vote: unanimous**

- b. Checks to be Approved 11/01/2025-11/30/2025.

- I. First Interstate Bank Operating Acct 1110

**Motion: Don Boyer                      Second: Marc Thalacker                      Vote: unanimous**

- II. First Interstate Bank Main Canal Project Acct 1140

**Motion: Karl Nulton                      Second: Don Boyer                      Vote: unanimous**

- III. Local Government Investment Pool Acct 1250 (Review Only)

- c. Reconciled Statements to be Approved 10/01/2025-10/31/2025.

- I. Capital One

- II. Citibank – Costco

- III. First Interstate Bank Operating Acct 1110

- IV. First Interstate Bank Main Canal Project Acct 1140

- V. Local Government Investment Pool Acct 1250

- VI. US Bank North Hurlley Electric Acct 1190

**Motion: Don Boyer                      Second: Marc Thalacker                      Vote: unanimous**

**C. FINANCIAL MANAGER BUDGET REPORTS: (Operating, Capital & Hydro Budget Reports)**

**UPDATES:** We are under budget for most expenses. Late fees are much higher than expected due to late payments, but they do provide additional income. Manager will move the weir gate repair from operating account 6140 to capital account 8195

Dec

**D. CONSTRUCTION REPORT: WATER & HYDRO MANAGER**

- a. Cloverdale pipeline- Only one patron left for final cleanup of Cloverdale Pipeline Phase 2
- b. Meter Repairs- are ongoing
- c. Operations & Maintenance
- d. Operational Technology
- e. McKenzie Hydro- repairs done by Kronsberg and battery replaced by Jeremiah

**E. OLD BUSINESS:**

- a. Signing of Documents
- b. Operational Technology
- c. Anadromous Reintroduction & HCP
- d. Solar Project Update – Manager will start putting together an unsolicited proposal for a grant from DOE.

**Letters to the board:**

No letters were presented on the record

**Recessed: 10:23am**

The Board recessed its meeting at 10:23 a.m. to convene as the Budget Committee and to hold an executive session, with the intent to reconvene the open session of the Board meeting following the Budget Committee and the executive session.

**Motion: Don Boyer**

**Second: Karl Nulton**

**Vote: Unanimous**

**WATER USERS' COMMENTS AND CONCERNS:**

Patron asked what time annual meeting will be held. Board proposed 11am, lunch to follow.

**Budget Committee:** Upon adjournment, the Board convened as the Budget Committee on December 16, 2025 at 10:26am at Three Sisters Irrigation Office. That meeting adjourned at 11:16am.

**Executive Session:** The Board of Directors then convened an entered Executive Session pursuant to ORS 192.660(2)(i) at 11:16 a.m. to conduct an employee evaluation and discuss potential promotion and compensation. The session was closed to the public, and no final action was taken. The executive session adjourned at 11:58am

The Board reconvened the regular board meeting open session at 11:58.

**ACTION ITEM:**

- Consideration of District Manager Position Appointment:
  - The Chair stated for the record that the Board discussed the employee evaluation, proposed promotion, and related compensation during Executive Session, and that the following terms were being presented publicly for Board action:
  - Position: District Manager.
  - Salary: \$125,000 per year.
  - Effective Date: District Manager Position effective December 16, 2025.
  - Salary effective January 1, 2026
  - Contract Terms: Other benefits remain the same. The Board shall conduct an annual review of the District Manager's salary, taking into consideration compensation levels of comparable irrigation district managers in Central Oregon.

**Motion: Marc Thalacker      Second: Don Boyer      Vote: unanimous.**

Open session adjourned at 12:00

**Motion: Don Boyer      Second: Marc Thalacker      Vote: unanimous.**

  
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Joe Elwing, President      2/10/2026  
DATE

  
\_\_\_\_\_  
Marc Thalacker, Vice President      2/10/2026  
DATE

 No Vote  
\_\_\_\_\_  
Mark Koos, Secretary/Treasurer      2/10/2026  
DATE