

UPPER COLUMBIA SALMON RECOVERY BOARD
DRAFT SPECIAL MEETING (Webinar) SUMMARY
March 11, 2022

Board Members Present:

Chair, Yakama Nation: Shannon Adams; **Vice-Chair, Douglas County:** Marc Straub; **Okanogan County:** Andy Hover; **Colville Confederated Tribes:** Chuck Brushwood; **Chelan County:** Bob Bugert

Staff Present: Melody Kreimes, Tracy Bowerman, Ryan Niemeyer, Nicole Jordan, Dave Hecker, Sarah Walker, Elaine Sivey, Alicia Meier

Others Present:

Cascade Fisheries: Jason Lundgren; **Dunau Associates:** Andy Dunau; **Grant & Douglas PUD:** Denny Rohr; **Trout Unlimited:** Lisa Pelly

The virtual special meeting was called to order at 8:02am by Chair Shannon Adams.

Welcome and Introductions

Chair Adams welcomed everyone to the special meeting to discuss the candidate selection for the UCSRB Executive Director position.

1. Executive Director Hiring Status

Chair Adams discussed the hiring process and final candidate selection, Pete Teigen, for the Executive Director to follow Melody Kreimes. Pete has knowledge of the region, partners, staff, Board that will aid in his transition to Executive Director. The hiring committee, which was made up of the Board of Directors and one staff member, Alicia Meier, conducted two rounds of interviews with candidates and attended staff meetings to understand the needs and wants of staff in a new Executive Director. The UCSRB Board and staff put a lot of thought and work into this choice and decision. The hiring committee set up a clear path forward for Pete to develop his skill set as an Executive Director. The Board of Directors is committed in staying deeply engaged in the Executive Director transition.

Commissioner Hover made a motion to approve hiring Pete Teigen as the new Executive Director for the UCSRB . Marc Straub seconded. The motion was discussed and all approved.

The Board of Directors reviewed the salary range posted on the job announcements. The first announcement did not have a salary range and was based on experience. The second announcement had a salary range of \$90,000-\$97,000. Melody also shared the history of UCSRB Executive Director salaries to help the discussion of a starting salary for the new Executive Director. Discussion of salary range for Pete included \$87,000 to \$90,000 based on his experience. It was noted that in the interview Pete requested, if hired, that his 5 years of service for UCSRB be used to establish his vacation accrual rate.

Commissioner Bugert made a motion to set the starting salary for Pete Teigen at \$87,000 and acknowledge his 5 years of work experience at UCSRB when calculating annual leave. Chuck Brushwood seconded the motion and all approved.

Next Steps:

- *Shannon Adams will call Pete Teigen and offer him the position of Executive Director with a starting salary of \$87,000 and send him the offer letter and Personnel Manual.*

- *Pete will return form to Alicia Meier and she will let the Board of Directors and Staff know of acceptance.*

2. Public Comments

Participants thanked Melody for her work and leadership at UCSRB and expressed their support of the selection of Pete Teigen as the new Executive Director especially with his knowledge of the region, partners and staff.

3. Wrap-Up and Adjourn Meeting

Chair Adams thanked everyone for attending the UCSRB virtual special meeting and adjourned the meeting at 8:43 am. Next Board meeting will be Thursday April 21, 2022.