



**TERREBONNE DOMESTIC
WATER DISTRICT**

Terrebonne Domestic Water District

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Position #1 Velda Aldous
Position #2 Jim Wilhelm
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Position #4 Eric Fisher
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Executive Session Opening Statement

June 16th, 2026

The Terrebonne Domestic Water District will now meet in executive session pursuant to **ORS 192.660(2)(i)**, and **192.660(8)** which allows the Commission to meet in executive session. Representatives of the news media and designated staff shall be allowed to attend the executive session. All other members of the audience are asked to leave the room. Representatives of the news media are specifically directed not to report on or otherwise disclose any of the deliberations or anything said about these subjects during the executive session except to state the general subject of the session as previously announced. No decision may be made in the executive session. At the end of the executive session, we will return to the open session and welcome the audience back to the room.

Permissible grounds for going into executive session are:

- (a) To consider the employment of an officer, employee, staff member or agent. ORS 192.660(2)(a)
- (b) To consider dismissal or discipline of, or to hear charges or complaints against an officer, employee, staff member or agent, if the individual does not request an open meeting. ORS 192.660(2)(b).
- (e) To conduct deliberations with persons you have designated to negotiate real property transactions. ORS 192.660(2)(e).
- (f) To consider information or records that are exempt from disclosure by law, including written advice from your attorney. ORS 192.660(2)(f)
- (h) To consult with your attorney regarding your legal rights and duties in regard to current litigation or litigation that is more likely than not to be filed. ORS 192.660(2)(h).
- (i) To review and evaluate the performance of an officer, employee or staff member if the person does not request an open meeting. This reason for the execution session may not be used to do a general evaluation of an agency goal, objective or operation or any directive to personnel concerning those subjects. ORS 192.660(2)(i) and 192.660(8).**
- (j) To carry on negotiations under ORS chapter 293 with private persons or businesses regarding proposed acquisition, exchange or liquidation of public investments. ORS 192.660(2)(j).
- (m) To discuss information about review or approval of programs relating to the security of any of the following: (C) generation, storage or conveyance of water ORS 453.005(7)(vi).

Final Budget Numbers 2026-27 Fiscal Year

						2026-27
Income			Budget 25-26	Budget 25-26	2026-27	Approved by Budget
General Fund	2023/24	2024/25	Projection	Expected	Projection	Committee and Board
Beginning Cash	628503	690765	650000	980,000	990000	990000
45050 Interest Income	39468	36724	22000	37800	30000	30000
41100 Water	437210	468741	475000	495500	510000	510000
41200 Service Fees	9801	9591	10000	12800	11500	11500
41300 Backflow Fees	6097	8160	6400	5900	6000	6000
Total 40550 OR-LB-20 Water Income	492576	523216	513400	552000	557500	557500
Expenses						
Personnel Services						
61020 Payroll Expenses	138838	154073	163048	166800	181100	188100
61030 Payroll Taxes	11506	12816	13700	13900	15116	17116
61040 Employee Health ins	7030	7572	8760	8000	8700	8700
61070 Employee Retirement	13150	14691	16305	15900	17410	17410
61080 Workers Comp	3801	2773	2900	3100	2800	2800
Total Personnel	174325	191925	204713	207700	225126	234126
Operations						
Utilities Electric	34702	41616	46000	43700	48000	48000
Utilities Other	2640	3836	3200	2900	3300	3300

Operating Supplies	9261	3166	5000	5800	6000	6000
Testing	1322	1307	3000	4900	5000	5000
Office Supplies	1017	2014	3000	1100	2000	2000
Postage	5687	5049	5000	5300	6000	6000
Legal	4606	11083	10000	10000	10000	10000
Insurance Liability, D&O	12334	13365	14200	12300	14000	14000
Bookkeeping	9284	10358	12000	10100	12500	12500
Directors Compensation	2187	0	2550	2500	2700	2700
Vehicle Maintenance/Repair	882	1060	1500	200	1500	1500
Employee Education	0	0	2000	0	2000	2000
Travel Expenses	1637	156	4000	2200	3000	3000
Board Conferences and Train	790	1490	1600	1610	1600	1600
Contract Labor	0	0	0	0	35000	35000
Auditing	14900	6598	55000	33800	45000	45000
Backflow Expense	6365	4603	5000	4600	5000	5000
Bank Service Charges	9537	11094	12500	12800	14000	14000
Billing Support	1882	3727	4000	2200	3000	3000
Computer Software	2695	3860	4000	4700	6000	6000
Dues and Subscriptions	3696	3280	4000	2200	3000	3000
Fuel	2019	2051	3000	2300	3500	3500
Telecommunications	6090	6538	7000	8200	8500	8500
Deposit Refund	2033	1367	1500	1600	1700	1700
Water Rights	0	0	25000	0	25000	25000

Total Operations	135566	137618	234050	175010	267300	267300
70100 System Improvements	61362	61362	43896	44000	490000	490000
Transfers to Other Funds						
Long Term Saving Plan		20000	20000	20000	60000	30000
Emergency Fund		150000	40000	40000	40000	20000

Second Budget Meeting 09/16/2026							
Terrebonne Domestic Water District							
Wage Rates District Manager							
Manager Taking SDAO Insurance							
	Base	Base***	Retirement*	Insurance Taken	Total Compensation	Rate:	Rate:
	2024/25	2025/26			With Insurance	Base Only	Total Comp
Step #1	\$58,632	\$60,860	\$6,086	\$0	\$66,946	\$29.26	\$32.19
Step #2	\$65,082	\$67,555	\$6,756	\$0	\$74,311	\$32.48	\$35.73
Step #3	\$71,532	\$74,250	\$7,425	\$0	\$81,675	\$35.70	\$39.27
Step #4	\$77,981	\$80,944	\$8,094	\$0	\$89,039	\$38.92	\$42.81
Step #5	\$84,430	\$87,638	\$8,764	\$0	\$96,402	\$42.13	\$46.35
Step #6	\$90,880	\$94,333	\$9,433	\$0	\$103,767	\$45.35	\$49.89
Step #7	\$97,330	\$101,029	\$10,103	\$0	\$111,131	\$48.57	\$53.43
Step #8	\$103,780	\$107,724	\$10,772	\$0	\$118,496	\$51.79	\$56.97
Step #9	\$110,229	\$114,418	\$11,442	\$0	\$125,859	\$55.01	\$60.51
Step #10	\$116,678	\$121,112	\$12,111	\$0	\$133,223	\$58.23	\$64.05
Manager NOT Taking SDAO Insurance							
	Base	Base	Retirement*	Insurance not Taken	Total Compensation	Rate:	Rate:
	2024/25	2026/27		Pay in Lue of Insurance**	Without Insurance	ase+Insur not Take	Total Comp
Step #1	\$58,632	\$60,860	\$6,086	\$6,950	\$73,896	\$32.60	\$35.53
Step #2	\$65,082	\$67,555	\$6,756	\$6,950	\$81,261	\$35.82	\$39.07
Step #3	\$71,532	\$74,250	\$7,425	\$6,950	\$88,625	\$39.04	\$42.61
Step #4	\$77,981	\$80,944	\$8,094	\$6,950	\$95,989	\$42.26	\$46.15
Step #5	\$84,430	\$87,638	\$8,764	\$6,950	\$103,352	\$45.48	\$49.69
Step #6	\$90,880	\$94,333	\$9,433	\$6,950	\$110,717	\$48.69	\$53.23
Step #7	\$97,330	\$101,029	\$10,103	\$6,950	\$118,081	\$51.91	\$56.77
Step #8	\$103,780	\$107,724	\$10,772	\$6,950	\$125,446	\$55.13	\$60.31
Step #9	\$110,229	\$114,418	\$11,442	\$6,950	\$132,809	\$58.35	\$63.85
Step #10	\$116,678	\$121,112	\$12,111	\$6,950	\$140,173	\$61.57	\$67.39
*Retirement: Reflects 10% contribution by district				Move to Step #9 + cost of living would give a 10.25% raise.			
**Insurance: Reflects \$6950 set amount							
***Base 2025 Reflects 3.8% Cost of Living Increase				Wages 2025/26			
Updated 6/30/2026				Wages 2026/27 Proposed			

Second Budget Meeting 09/16/2026							
Terrebonne Domestic Water District							
Wage Rates Second Employee							
#1 With Employee Taking SDAO Insurance							
	Base	Base***	Retirement*	Insurance Taken	Total Compensation	Rate:	Rate:
	2024/25	2025/26			With Insurance	Base Only	Total Comp
Step #1	\$40,510	\$42,049	\$4,205	\$0	\$46,254	\$20.22	\$22.24
Step #2	\$43,175	\$44,816	\$4,482	\$0	\$49,297	\$21.55	\$23.70
Step #3	\$45,484	\$47,212	\$4,721	\$0	\$51,934	\$22.70	\$24.97
Step #4	\$48,505	\$50,348	\$5,035	\$0	\$55,383	\$24.21	\$26.63
Step #5	\$51,170	\$53,114	\$5,311	\$0	\$58,426	\$25.54	\$28.09
Step #6	\$53,835	\$55,881	\$5,588	\$0	\$61,469	\$26.87	\$29.55
Step #7	\$56,500	\$58,647	\$5,865	\$0	\$64,512	\$28.20	\$31.02
Step #8	\$59,165	\$61,413	\$6,141	\$0	\$67,555	\$29.53	\$32.48
Step #9	\$61,831	\$64,181	\$6,418	\$0	\$70,599	\$30.86	\$33.94
Step #10	\$64,496	\$66,947	\$6,695	\$0	\$73,642	\$32.19	\$35.40
#2 With Employee NOT Taking SDAO Insurance							
	Base	Base***	Retirement*	Insurance not Taken	Total Compensation	Rate:	Rate:
	2024/25	2025/26		Pay in Lue of Insurance**	Without Insurance	Base+Insur not Take	Total Comp
				NEW NUMBER 2026-27			
Step #1	\$40,510	\$42,049	\$4,205	\$4,302	\$50,556	\$22.28	\$24.31
Step #2	\$43,175	\$44,816	\$4,482	\$4,302	\$53,599	\$23.61	\$25.77
Step #3	\$45,484	\$47,212	\$4,721	\$4,302	\$56,236	\$24.77	\$27.04
Step #4	\$48,505	\$50,348	\$5,035	\$4,302	\$59,685	\$26.27	\$28.69
Step #5	\$51,170	\$53,114	\$5,311	\$4,302	\$62,728	\$27.60	\$30.16
Step #6	\$53,835	\$55,881	\$5,588	\$4,302	\$65,771	\$28.93	\$31.62
Step #7	\$56,500	\$58,647	\$5,865	\$4,302	\$68,814	\$30.26	\$33.08
Step #8	\$59,165	\$61,413	\$6,141	\$4,302	\$71,857	\$31.59	\$34.55
Step #9	\$61,831	\$64,181	\$6,418	\$4,302	\$74,901	\$32.92	\$36.01
Step #10	\$64,496	\$66,947	\$6,695	\$4,302	\$77,944	\$34.25	\$37.47
*Retirement: Reflects 10% contribution by district				Move to Step #8 + cost of living would give a 8.69% raise.			
**Insurance: Reflects 1/2 of current cost.							
***Base 2025 Reflects 3.8% Cost of Living Increase				Wages 2026/26			
Updated 6/30/2026				Wages 2026/27 Perposed			