

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

**RESOLUTION 2023-010**

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;


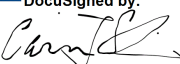
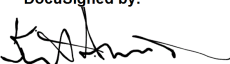
WHEREAS, Section 4.8(h) of the Company's Bylaws authorizes the Board to exercise such powers and to do such acts as it may find to be proper and necessary or expedient for accomplishing any of the Company's lawful purposes;


WHEREAS, Directors Beth Gatchell and Dale Wiley 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 5% wage adjustment for all employees along with other wage adjustments to bring each employee to the 50<sup>th</sup> percentile (median) represented on the Oregon Employment Department Occupation Profile tool for their position. The Board approves these adjustments to be effective on the first paycheck in January 2024.

**ACCEPTED AND AGREED AS OF THE 15TH DAY OF NOVEMBER 2023:**

DocuSigned by:  
  
C1E058EEFB5894AF  
JAMES HUSSEY - PRESIDENT  
DocuSigned by:  
  
E50080D836A7287  
CORINA SOUBIEA - SECRETARY/TREASURER  
DocuSigned by:  
  
AE369F492B8D40C  
KENT INMAN - DIRECTOR

DocuSigned by:  
  
D10ABAB65C10480  
MARK SCHNEIDER - DIRECTOR  
  
DALE WILEY - DIRECTOR