

312 Nectarine S.  
Nampa, ID 83686  
January 19, 1995

Bob Henggeler, Chairman  
Payette River Water District #65  
6633 Whitley Drive,  
Fruitland, ID 83619

RE: Watermaster Position

Dear Mr. Henggeler:

I appreciated your telephone call last week to discuss the Watermaster position and offer encouragement. There are several concerns/issues that I would like to address as one of the candidates for the position.

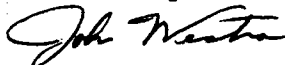
As we discussed, the new position is going to result in significant direct and indirect cost increases to the district. This leaves some instability in a yearly elected position, but there is risk in any new undertaking.

One of the questions asked during the interview, addressed relocating. It was stated, the district office would remain in Payette for the first year and was undecided thereafter. If I am offered the position, I would gladly move to the Payette area. However, my family would like to avoid moving again due to children in school and other family work commitments.

Previously, you have tried to discuss salary with me, which I have openly avoided. I apologize for this, but this issue has required a great deal of thought. The position does offer opportunities and would be a challenge, but also involves relocation and other uncertainties. To consider the position, I would have to ask for a salary of \$52,000.00 along with a benefit package equivalent to what I receive now. Please realize, I am open to discussion and input concerning compensation. Attached is the benefit package I presently receive.

I greatly appreciate your consideration and hospitality during the past interviews. Look forward to meeting with you on February 3rd.

Sincerely,



John Westra

Enclosure

Present Benefit Package (State of Idaho)  
J. Westra

The following is my present benefit package, and estimated employer costs at a \$52,000 salary:

Social Security FICA	\$3978.00	(7.65%)
State Retirement Persi	\$6032.00	(11.6%)
*Employee Health Insurance (Blue Shield)	\$2795.00	
Life Insurance/disability	\$ 280.00	<del>3075</del>
Unemployment	\$ 100.00	(state rates)
Workmans Comp.	265.00	
Total	\$13450.00	

Vacation	3 weeks
Sick Leave	1 day/month

\* \$50.00/mo. additional is paid by the employee for family coverage.