



**BEAUMONT-CHERRY VALLEY WATER DISTRICT AGENDA
MINUTES OF THE PERSONNEL COMMITTEE MEETING
Wednesday, April 12th, 2017 at 5:30 p.m.
560 Magnolia Avenue, Beaumont, CA 92223**

CALL TO ORDER

Director Covington called the meeting to order at 5:03 p.m., 560 Magnolia Avenue, Beaumont, California.

Present at this meeting were Directors Covington, Ramirez, Hoffman and Director Diaz, General Manager: Eric Fraser and Senior Finance & Administrative Analyst: William Clayton. Legal Counsel James Markman. Also present at this meeting were representatives of the Beaumont-Cherry Valley Water District (BCVWD) Employee Association: Eric Dahlstrom, Julian Herrera Jr. and Alma Frausto.

Public that registered their attendance: Fran Flanders, Barbara Brown, and Patsy Reeley.

PUBLIC INPUT

Ms. Judy Bingham shared her concerns regarding the approval of "Will Serve Letters" by the BCVWD Board members. She went on to cite California Code 815.3c. She also shared her disapproval of removing BCVWD's General Manager Eric Fraser from his position.

ACTION ITEMS

1. Adjustments to the Agenda

There were no changes to the Agenda.

2. Personnel Committee

- a) Approval of February 22, 2017 Meeting minutes.**(pages 3-4)

The Committee accepted the minutes of the February 22, 2017 Personnel Committee minutes.

- b) Employee Survey Results.

Director Covington gave a background overview of the decision to conduct a District wide employee survey. He provided copies of the survey results with the public. The survey was comprised of twenty (20) questions; fifteen (15) questions submitted by the Employee Association and five (5) by the Personnel Committee. He stated that the survey was provided to twenty-six (26) eligible employees, of which twenty-three (23) employees participated. He also shared that the survey results were put on the Regular Board meeting agenda.

Director Ramirez thanked staff for helping with putting the survey together. He explained that Survey Monkey was used, which was tamper proof and transparent. He stated that the reason for conducting the survey was to make sure the District was doing the best job possible to take care of the

employees, who work very hard to provide clean water to the public. He went on to share the survey results and asked for any feedback from the Employee Association members. He shared that it was the Board's responsibility to get this done.

Employee Association member, Eric Dahlstrom, shared his concern regarding the District only having one backhoe.

Mr. Kincaid, BCVWD's part time contracted staff member, shared that the District is in a very strong position and that is due to the hard work from management and staff members.

- c) Status of MOU negotiations Between BCVWD and Employee's Association**(pages 5-18)

Director Covington shared that the reason for putting this item on the agenda was to keep the communication open. He stated that the intentions of the Personnel Committee was not to impede any processes between management and the Employee Association, but rather to keep communication and dialogue open and transparent.

- d) Salary Survey Update

William Clayton, Sr. Finance & Administrative Analyst, gave an update of the Compensation Study Request For Proposal, which was sent to ten (10) firms, of which five (5) had responded to participate.

3. Action List for Future Meetings

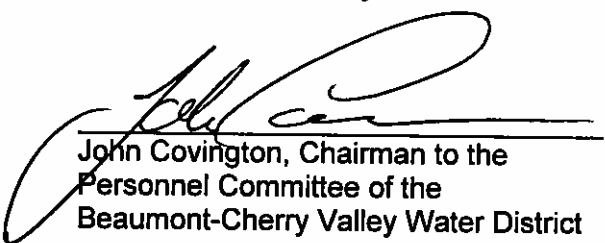
- Employee Survey Results.
- Current MOU Status Update Review.

Director Covington made the announcements above and requested to add both items to the next Personnel Committee meeting agenda.

4. Next Meeting Date: July 12, 2017 at 5:30 p.m.

ADJOURNMENT

Director Covington adjourned the meeting at 6:05 p.m.



John Covington, Chairman to the
Personnel Committee of the
Beaumont-Cherry Valley Water District

** Information included in the agenda packet