



**BEAUMONT-CHERRY VALLEY WATER DISTRICT AGENDA  
MINUTES OF THE PERSONNEL COMMITTEE  
Wednesday, October 11<sup>th</sup>, 2017 at 5:30 p.m.  
560 Magnolia Avenue, Beaumont, CA 92223**

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**CALL TO ORDER**

*Director Covington called the meeting to order at 5:30 p.m. at 560 Magnolia Avenue, Beaumont, California.*

*Present*

<i>Directors present:</i>	<i>Covington, Ramirez</i>
<i>Staff present:</i>	<i>Interim General Manager Dan Jagers; Director of Finance and Administrative Services: Yolanda Rodriguez, and Director of Operations: Tony Lara. 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.</i>

**PUBLIC INPUT:** *None.*

**ACTION ITEMS**

1. *Recessed to Closed Session at 5:32 p.m.*
  - a. CONFERENCE WITH LABOR NEGOTIATORS pursuant to Government Code Section 54957.6

District Representatives: Directors John Covington and Andrew Ramirez  
and Interim General Manager Daniel Jagers  
BCVWD Employee Association: Julian Herrera Jr, Eric Dahlstrom and  
Alma Frausto

*Director Covington reconvened the meeting at 6:37 p.m.*

Report on Action Taken during Closed Session:  
*No reportable action taken.*

2. Adjustments to the Agenda: *None.*
3. Personnel Committee
  - a) Approval of September 13, 2017 Meeting minutes  
*The Committee accepted the minutes of the September 13, 2017 Personnel Committee meeting.*
  - b) Employee MOU Renewal Status and Any Proposed Changes

*Director Covington asked for a report from the BCVWD Employees Association. Ms. Alma Frausto reported that work was being done on the on-call schedule, which is a priority.*

*Director Covington added that this will be a series of ongoing meetings. A redline version of the MOU was reviewed, and a meeting will be scheduled with Director Ramirez, Director of Finance and Administrative Services Yolanda Rodriguez, and Interim General Manager Dan Jagers to review the proposed changes. Another Personnel Committee meeting will be scheduled with the regular Board meeting in November. Additional meetings will be scheduled if needed. Director Covington indicated the MOU would be approved by the end of the year.*

**c) Compensation Study Update**

*Director of Finance and Administrative Services Rodriguez reported a draft report has been received for review by management and the Personnel Committee. Management will discuss the recommendations.*

*Director Covington indicated the report had just been received. He is pleased the Board approved to do the study. He noted the report is late, due to waiting on data imperative to the study. Impacts to the District and employees will be determined. It is the intention to be transparent. The final decision will be made by the Board as a whole.*

*He said he believes the report is fair and equitable and reflects districts of this size.*

**4. Action List for Future Meetings**

**a) District Policy Manual**

*Director Covington noted that he mentioned at the last meeting there is enough going on that he does not want to begin revisions until January. This will be done with the involvement of the Employees Association. He said he does not see a major revision, just a clean-up.*

**5. Next Meeting Date: November 8, 2017**

*Director Covington asked for comments.*

*Ms. Frausto stated she appreciated the dedication to getting the salary survey. It is very important to the employees.*

**ADJOURNMENT: 6:45 p.m.**

**Attest:**

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