



**BEAUMONT-CHERRY VALLEY WATER DISTRICT AGENDA
MEETING OF THE PERSONNEL COMMITTEE
Wednesday, November 8th, 2017 at 5:30 p.m.
560 Magnolia Avenue, Beaumont, CA 92223**

CALL TO ORDER

PUBLIC INPUT

PUBLIC COMMENT: At this time, any person may address the Finance and Audit Committee on matters within its jurisdiction which are not on the agenda. However, any non-agenda matters that require action will be referred to staff for a report and possible action at a subsequent meeting. To provide comments on specific agenda items, please complete a Request to Address the Committee form and provide the completed form to the Committee President prior to the committee meeting. Please limit your comments to three minutes. Sharing or passing time to another speaker is not permitted.

ACTION ITEMS

1. Recessed to Closed Session
 - a. CONFERENCE WITH LABOR NEGOTIATORS pursuant to Government Code Section 54957.6

District Representatives: Dan Jagers, Interim General Manager
Employee Organization: BCVWD Employees Association

2. Adjustments to the Agenda
3. Personnel Committee
 - a) Approval of October 11th, 2017 Personnel Committee Meeting minutes**(pages 3-4)
 - b) Employee MOU Renewal Status and Any Proposed Changes
 - c) Compensation Study Update
4. Action List for Future Meetings
 - a) District Policy Manual
5. Next Meeting Date:

ADJOURNMENT

** Information included in the agenda packet

AVAILABILITY OF AGENDA MATERIALS - Agenda exhibits and other writings that are disclosable public records distributed to all or a majority of the members of the Beaumont-Cherry Valley Water District Finance and Audit Committee in connection with a matter subject to discussion or consideration at a meeting of the Finance and Audit Committee are available for public inspection in the District's office, at 560 Magnolia Avenue, Beaumont, California ("District Office") If such writings are distributed to members of the Committee less than 72 hours prior to

the meeting, they will be available from the District Office at the same time as they are distributed to Committee Members, except that if such writings are distributed one hour prior to, or during the meeting, they can be made available from the District Office in the Board Room of the District's Office.

REVISIONS TO THE AGENDA -In accordance with §54954.2(a) of the Government Code (Brown Act), revisions to this Agenda may be made up to 72 hours before the Finance and Audit Committee Meeting, if necessary, after mailings are completed. Interested persons wishing to receive a copy of the set Agenda may pick one up at the District's Main Office, located at 560 Magnolia Avenue, Beaumont, California, up to 72 hours prior to the Finance and Audit Committee Meeting.

REQUIREMENTS RE: DISABLED ACCESS - In accordance with §54954.2(a), requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting, should be made to the District Office, at least 48 hours in advance of the meeting to ensure availability of the requested service or accommodation. The District Office may be contacted by telephone at (951) 845-9581, email at info@bcvwd.org or in writing at the Beaumont-Cherry Valley Water District, 560 Magnolia Avenue, Beaumont, California 92223.



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

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