



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

CALL TO ORDER

Director Covington called the meeting to order at 5:35 p.m. at 560 Magnolia Avenue, Beaumont, California.

Present

<i>Directors present:</i>	<i>Covington, Ramirez</i>
<i>Staff present:</i>	<i>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 and Julian Herrera Jr.</i>

PUBLIC INPUT: *None.*

ACTION ITEMS

1. *Recessed to Closed Session at 5:36 p.m.*
 - a. **CONFERENCE WITH LABOR NEGOTIATORS** pursuant to Government Code Section 54957.6

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

Director Covington reconvened the meeting at 6:18 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 October 6, 2017 Meeting minutes**

The Committee accepted the minutes of the October 6, 2017 Personnel Committee meeting.

b) Employee MOU Renewal Status and Any Proposed Changes

Director Covington reported on the status of the MOU Renewal, and indicated that the latest draft version would be provided to the Employee Association. He noted that the final draft would be presented to the Board at the December 13th meeting, which is on track to fulfill the commitment made by the Committee to having the MOU Renewal completed by the end of 2017.

General Manager Jagers reported that the intent is to provide the Employee Association with the latest draft version of the MOU Renewal by early next week.

c) Compensation Study Update

Director of Finance and Administrative Services Rodriguez reported that the final draft report has been received for review by management and the Committee, and that the Committee and management have accepted the compensation recommendations made by Koff and Associates (Consultant). She noted that the Committee and management have been working diligently on the Compensation Study along with the 2018 Budget and MOU Renewal, as all three parts work in conjunction. She reported that the Consultant's recommendation is to have a three-year implementation and a new Compensation Study performed in the fourth year.

Director Covington indicated the final report would be presented at the December 13th Regular Board meeting. All employees will be provided a copy of the report once it has been approved by the Board. The Consultant will be present at the meeting and will explain the report. He mentioned that there are some positions that appear to require significant adjustment to bring them in line with the market while there are others that are currently above market value.

He said he has reviewed other compensation studies, and noted that the District's study is very detailed and comprehensive. He indicated that with the approval of the Board and in conjunction with the next MOU Renewal, another compensation study would be recommended to be performed by the Committee prior to the expiration of the next MOU Renewal.

Director Covington asked for questions or comments.

4. Action List for Future Meetings

a) District Policy Manual

Director Covington indicated that the Committee would begin updating the District Policy Manual in January.

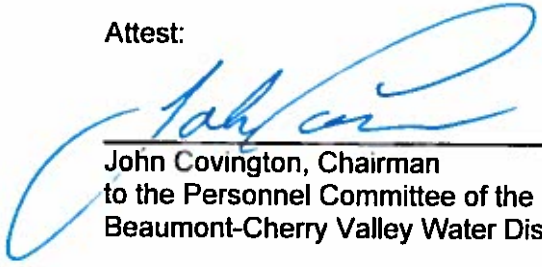
5. Next Meeting Date: December 13, 2017

Director Covington mentioned the enhanced District website.

General Manager Jagers noted that a customer satisfaction survey had been added to the District website to give customers a chance to provide feedback. He also noted that the public could now subscribe to a mailing list to receive District meeting agendas.

ADJOURNMENT: 6:30 p.m.

Attest:



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