



BEAUMONT-CHERRY VALLEY WATER DISTRICT AGENDA
560 Magnolia Avenue, Beaumont, CA 92223

MINUTES OF THE PERSONNEL COMMITTEE MEETING
Tuesday, August 15, 2023 at 5:30 p.m.

CALL TO ORDER

Chair Covington called the meeting to order at 5:35 p.m.

Attendance. Directors Covington and Ramirez attended in person.

| | |
|---|--|
| <i>Directors present:</i> | <i>Covington, Ramirez</i> |
| <i>Directors absent:</i> | <i>None</i> |
| <i>Staff present:</i> | <i>General Manager Dan Jagers Director of Finance and Administration Kirene Bargas, PhD Assistant Director of Finance and Administration Sylvia Molina Director of Information Technology Robert Rasha Management Analyst II Lorena Lopez Executive Assistant Lynda Kerney</i> |
| <i>BCVWD Employee Association reps:</i> | <i>Customer Service Representative II Luis Lomeli Water Production Operator II Joshua McCue</i> |

PUBLIC COMMENT:

General Manager Jagers introduced new MOU group representative Luis Lomeli, replacing Aaron Walker.

ACTION ITEMS

- 1. Adjustments to the Agenda:** *None.*
- 2. Acceptance of the Meeting minutes**
The July 18, 2023 meeting was cancelled
 - a. June 20, 2023

The Committee accepted the minutes of the Personnel Committee meeting by the following vote:

| | | |
|-----------------------|----------------------------|-----------------|
| MOVED: Ramirez | SECONDED: Covington | APPROVED |
| AYES: | Covington, Ramirez | |
| NOES: | None. | |
| ABSTAIN: | None. | |
| ABSENT: | None. | |

3. Report / Update from BCVWD Employees Association:

Dr. Kirene Bargas confirmed for the record that the MOU group is represented by:

- Luis Lomeli
- Tommy Lamont
- Andrew Becerra

4. Report / Update from BCVWD Exempt Employees: None.

5. Report from Human Resources Department

Assistant Director of Finance and Administration Sylvia Molina presented highlights of the report:

- Currently 44 employees
- Several promotions
- Recruitment of HR Manager is in process
- Increased participation in the 457 plan
- Received Great Place to Work award

Director Ramirez commented on the increase in 457 participation and Ms. Lopez noted that the program representatives from Voya will be at the District again in September for Open Enrollment.

6. Policies and Procedures Manual Updates / Revisions

Policy 3235 Military Leave: Ms. Molina reminded the Committee of previous discussion at the June meeting and presented the revisions, noting the HR Dynamics and legal counsel had made adjustments. It was provided to the MOU group for review but no comments were received, she noted.

Ms. Molina presented options for the Committee to consider and explained District current practice. The fiscal impact to the District can be calculated based on options selected by the Board.

Director Ramirez requested a comparison of regulations and options in a table format for the September meeting.

Director Covington requested a redline comparison to the policy draft presented previously, and a legal summary.

Director Ramirez said he would prefer a primer on what the law covers and requested an outline of what is being recommended by the consultant.

Directors requested that HR Dynamics attend the September 19 meeting via teleconference to provide any clarifications.

General Manager Jagers recapped; staff to provide for the next meeting:

- Redline version
- Recommended changes / what was done in the past
- Table of requirements and options
- Legal summary

7. Health Insurance Premium Increases for 2024

Ms. Molina advised that these increases are always considered during budget preparation and are offered here for transparency. She noted an overall 10.95 percent increase in health insurance on average. Not everyone has the same plan, but during budgeting the District assumes the maximum, she said. Premiums are fully paid by the District, she noted.

Director Ramirez pointed out that Blue Shield and United Health Care had increased by less than 3 percent. GM Jagers noted that those that had increased a lot, had gone down last year. With a cost average over time, they will align with the increases.

Director Covington noted there is no EPO offered in Region 3. Ms. Molina explained that CalPERS determines what plans are available. There will be a conference in October and the question can be asked, she noted. Covington confirmed the request for information.

In response to Director Covington, Ms. Lopez noted that the Anthem Blue Cross plan was the most active, and the average monthly cost is \$1,690 per employee.

Directors noted that they had not heard positive things about Kaiser.

Director Covington noted that CalPERS sets the plans, and recalled a previous report. Mr. Jagers confirmed that in December 2021 Keenan and Associates made a presentation to the Board regarding leaving CalPERS insurance. Director Covington indicated it would be good to revisit that and understand the options for staff. He noted that the cost difference between an HMO and EPO is minimal, but the level of service is dramatically different.

Director Covington requested investigating the options to offer to staff; refreshing the information and picking up where the 2021 analysis was left off in order to make some decisions for 2025. Mr. Jagers cautioned that it was a rigorous 1 to 1.5 year process and required buying the way out of certain things. Covington noted that it may be possible to eliminate two HMO options and add a better coverage EPO at less cost to the District. He said his goal was to lower costs for medical insurance while providing a better plan.

Director Ramirez said he had not heard any complaints about the health insurance. He asked if a survey had been done about the dental and vision plans to determine if staff felt there was adequate coverage. Mr. Jagers reminded that the District offers self-pay vision and dental plans and that a general look and value update was done in 2022, and was looked at with the classification and compensation study and MOU negotiation at the beginning of 2023. Director Ramirez acknowledged the improvement and directed staff to do a new satisfaction survey regarding the dental and vision plans.

8. Action List for Future Meetings

- *Employee Association topics: none added*
- *Policy manual updates (ongoing)*
 - *Revisit the next section of priorities (Ramirez request)*
 - *Ongoing addressing of policies (provide clear direction to staff):*

- *Director Ramirez requested a workshop or two special meetings to address a larger number of policies*
- *Director Covington requested to continue addressing three to five per regular Personnel Committee meeting*
- *Health insurance options*
- *District residences: bring back the policy document to full Board*

9. **Next Meeting Date:** Tuesday, September 19, 2023, at 5:30 p.m.

ADJOURNMENT: 6:25 p.m.

Attest:



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