



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

**MINUTES OF THE PERSONNEL COMMITTEE MEETING**  
**Tuesday, April 15, 2025, at 4:30 p.m.**

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**CALL TO ORDER**

*Chair Covington called the meeting to order at 4:40 p.m.*

**ROLL CALL**

<i>Directors present:</i>	<i>John Covington, Lona Williams</i>
<i>Directors absent:</i>	<i>None</i>
<i>Staff present:</i>	<i>General Manager Dan Jagers Director of Finance and Administration Sylvia Molina Director of Information Technology Robert Rasha Human Resources Manager Ren Berioso Management Analyst II Erica Gonzales Administrative Assistant Cenica Smith Executive Assistant Lynda Kerney</i>
<i>BCVWD Employee Association reps:</i>	<i>Ericka Enriquez, Luis Lomeli</i>
<i>Members of the Public:</i>	<i>Nyles O'Harra</i>

**PUBLIC COMMENT:** None.

**ACTION ITEMS**

- 1. Adjustments to the Agenda:** None.
- 2. Report / Update from BCVWD Employees Association:** None.
- 3. Report / Update from BCVWD Exempt Employees:** None.
- 4. Report from Human Resources Department**  
Human Resources Manager Ren Berioso presented highlights of the report:
  - Currently 47 employees
  - Notable anniversaries including Jonathan Medina (20 years) and Dan Jagers (13 years)
  - Two employees moved from temporary to regular
  - A new Customer Service Representative is onboarding

Luis Lomeli commented on the recent Employee Recognition event.

## 5. Policies and Procedures Manual Updates / Revisions

Human Resources Manager Ren Berioso presented the proposed revisions to the following policies:

a.	Policy 7003	Cloud Computing Policy
b.	Policy 7005	Internet Use and Personal Social Media Ethics

### a. Policy 7003 Cloud Computing Policy

Mr. Berioso highlighted the features of the policy and Director of Information Technology Robert Rasha provided detail and answered questions.

*The Committee recommended Policy 7003 for consideration by the Board of Directors by the following vote:*

MOVED: Williams	SECONDED: Covington	APPROVED
AYES:	Covington, Williams	
NOES:	None.	
ABSTAIN:	None.	
ABSENT:	None.	

### b. Policy 7005 Internet Use and Personal Social Media Ethics

Berioso explained the revisions to Policy 7005 made after consulting legal counsel about concerns raised at the March 18, 2025 meeting. The revisions focused on language surrounding employees' personal use of social media and how it may affect their First Amendment rights. Berioso noted that counsel refined key provisions to ensure compliance with federal and state laws, particularly regarding disclaimers employees could use to clarify their opinions were personal and not representative of the District.

Committee members discussed the pros and cons of encouraging employees to include disclaimers on their personal social media profiles. Chair Covington and Director Williams agreed that while disclaimers could protect both employees and the District, there was concern that calling attention to an employee's affiliation might have unintended consequences. Employee Association representative Luis Lomeli suggested that using broader language like "my employer" instead of "BCVWD" would reduce potential risks while still providing helpful guidance to employees. General Manager Dan Jagers supported this approach, noting it would apply even if employees held other jobs outside the District.

Further discussion focused on the balance between protecting employees' free speech rights and preserving the District's reputation. Jagers emphasized that the policy language, which used terms like "encouraged" and "should," was meant to serve as guidance rather than strict mandates. He stressed that while employees had the right to express themselves as private citizens, the District also had a legitimate interest in preventing harm to public trust and operational effectiveness. Committee members concurred that the updated language, which refined definitions of prohibited content and emphasized case-by-case handling of potential violations, struck a reasonable balance.

Director of Information Technology Robert Rasha confirmed that the District does not and will not actively monitor employees' personal social media accounts. Instead, any review of employee conduct would only occur if a concern was brought to the District's attention. Jagers and other staff reiterated that the intent of Policy 7005 is to promote responsible

online conduct without infringing on personal freedoms, while offering employees clear expectations to help them avoid inadvertent violations.

*The Committee recommended Policy 7005 for consideration by the Board of Directors by the following vote:*

MOVED: Covington	SECONDED: Williams	APPROVED
AYES:	Covington, Williams	
NOES:	None.	
ABSTAIN:	None.	
ABSENT:	None.	

## 6. Update on Policy Tracking Matrix

Mr. Berioso reviewed the dashboard, noting that with those addressed by the Finance & Audit Committee, and by the ad hoc Board Policies Committee, the policy revisions are now at 65.69 percent complete.

Mr. Berioso pointed out the forthcoming policies and Director Covington asked about the need for a drone policy. Staff explained the District's current use of drones and need for guidelines and training.

*The Committee acknowledged the upcoming discussions of policies:*

7009	Drone Usage Policy
7010	Electronic Signature Policy
7012	Accessibility Policy

*by the following vote:*

MOVED: Williams	SECONDED: Covington	APPROVED
AYES:	Covington, Williams	
NOES:	None.	
ABSTAIN:	None.	
ABSENT:	None.	

## 7. Action List for Future Meetings

- Employee Association topics
- Policy manual updates (ongoing)
- Update on Cal OSHA report
- Update on driver incidents / training
- Human Resources and Risk Management Quarterly Report (Jan-Mar 2025)

**ADJOURNMENT: 5:18 p.m.**

Attest:



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