



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

MINUTES OF THE PERSONNEL COMMITTEE MEETING
Tuesday, January 20, 2026, at 4:30 p.m.

CALL TO ORDER

Chair Covington called the meeting to order at 4:32 p.m.

ROLL CALL

<i>Directors present:</i>	John Covington, Lona Williams
<i>Directors absent:</i>	None
<i>Staff present:</i>	General Manager Dan Jagers Director of Information Technology and Cybersecurity Robert Rasha Director of Operations James Bean Human Resources and Risk Manager Ren Berioso Executive Assistant Lynda Kerney
<i>BCVWD Employee Association reps:</i>	Andrew Becerra, Luis Lomeli, Ericka Enriquez
<i>Members of the Public:</i>	None

PUBLIC COMMENT: None.

ACTION ITEMS

- 1. Adjustments to the Agenda:** None.
- 2. Acceptance of Personnel Committee Meeting minutes**
The Personnel Committee was dark in December
 - November 18, 2025 Regular Meeting

The Committee accepted the meeting minutes by the following vote:

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

- 3. Report / Update from BCVWD Employees Association:** General Manager Dan Jagers confirmed with the representatives present that conversations had begun regarding the upcoming Memorandum of Understanding negotiations.

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

5. Report from Human Resources and Risk Management Department

Human Resources and Risk Manager Ren Berioso presented highlights of the report:

- Currently 46 employees
- Notable anniversaries including Joe Reichenberger (32 years)
- After Board approval of 2026 budgeted positions, two positions posted mid-December:
 - Administrative Clerk (Operations/Engineering) (399 applications received)
 - Customer Service Representative I (Finance & Administration) (363 applications received)
- Turnover Rates:
 - November 2025 monthly turnover: 2.7% (1 separation)
 - November 2025 YTD: 12.63% (lower than November 2024 YTD of 13.64%)
 - December 2025 monthly turnover: 0%
 - 2025 year-end turnover: 12.15% (lower than 2024 year-end of 15.09%)

In response to Chair Covington, Mr. Berioso reported that several applicants applied for both positions.

6. 2025 Risk Management Report for Fourth Quarter – October to December

Berioso reported three workers' compensation cases in the fourth quarter, lower than earlier periods in 2025. He emphasized continued safety training and reinforcement of proper protective equipment use.

Berioso reviewed property damage and loss claims, reporting two incidents in the fourth quarter, including a minor vehicle accident and the theft of five fire hydrants in December totaling approximately \$30,000. Chair Covington questioned whether hydrants were still being specified in brass for new developments and stated that most agencies no longer use brass due to theft concerns. He asked whether the District could simply revise its specifications and expressed concern about continuing to incur replacement costs. Director Williams asked whether developers could be required to use cast iron hydrants instead of brass. Director of Operations James Bean explained that hydrants in remote areas were being targeted and that management was evaluating replacement with ductile iron or cast iron models while reviewing whether a specification change was appropriate. Chair Covington advised that he did not want to revisit the issue in several months without progress and urged staff to move expeditiously.

Chair Covington also inquired whether hydrant theft losses were covered by insurance. Berioso reported that the hydrants were not covered, resulting in direct fiscal impact to the District. Covington asked about total annual costs and historical trends, expressing concern about absorbing recurring losses. Bean indicated the recent thefts represented the first significant cluster in some time and that management was actively evaluating mitigation options.

Berioso reviewed two claims against the District during the quarter, both of which have since been resolved with no fiscal impact.

Berioso provided an update on Emergency Response Team training, stating that 85 percent of required FEMA courses had been completed, with two participants remaining and a deadline of February 10, 2026. The Committee acknowledged the progress toward full compliance.

Berioso reported that the District received three ACWA JPIA President's Special Recognition Awards for outstanding performance in general liability, property, and workers' compensation programs. Only four agencies out of more than 400 members received all three awards concurrently. Chair Covington acknowledged the achievement, and Director Williams expressed appreciation for staff's efforts. Bean credited the Board's continued support for safety initiatives as a key factor in the District's success.

The Committee received and filed the 2025 Risk Management Report for Fourth Quarter by the Personnel Committee by the following vote:

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

7. Human Resources and Risk Management Report for Fiscal Year 2025

Berioso summarized workforce metrics, recruitment activity, retention trends, training efforts, policy updates, and risk management outcomes. He reported that the District began 2025 with 49 employees and ended the year with 47. There were three new hires, three internal placements through promotion or transfer, and six separations, resulting in a net workforce decrease of 4.10 percent. Berioso noted that the 12.5 percent turnover rate reflected improvement compared to the prior year.

During discussion of the five-year workforce net growth table, Chair Covington cautioned that the numerical increases and decreases should not be viewed without context. He emphasized that each year's staffing fluctuation resulted from deliberate Board-level discussions, succession planning decisions, reclassifications, and project-based staffing adjustments rather than arbitrary reductions or expansions. He stated that the figures could be misinterpreted to suggest the District was operating leaner than appropriate, when in fact there were substantive operational reasons behind each change. Berioso acknowledged that the negative 4.10 percent net growth reflected movement within the organization. General Manager Jagers added that prior staffing increases were tied to temporary operational needs, including the meter conversion effort.

The Committee also examined staffing levels relative to service demand. Berioso reported that the District currently operates at approximately one employee per 445 connections, compared to a peer agency average of one per 319 connections. Director Covington noted that while the ratio suggested efficiency, such comparisons require context, including differences between water-only agencies and combined water and sewer districts.

Chair Covington noted that these contextual factors are often not reflected in summary tables and that historical staffing conditions, including prior hiring challenges, should also be considered when evaluating present workforce levels.

Jagers explained that despite serving more connections per employee than the peer average, District departments continue to operate effectively, referencing the District's strong employee engagement results as evidence that staff are not overburdened. Berioso added that the District has invested in cross-training and professional development to increase workforce flexibility, enabling employees to rotate across roles when needed and enhancing operational effectiveness without significantly increasing headcount. Jagers

commented that the District is in a stronger staffing position than in earlier years when recruitment difficulties had left field operations short-staffed.

Berioso then reviewed recruitment and classification activity, reporting that eight positions were posted in 2025 and six were filled, evenly divided between internal and external candidates. Several of the changes reflected succession planning and reclassification of existing roles rather than expansion of staffing levels. The Committee acknowledged that maintaining a balance between internal advancement and external recruitment supports long-term workforce stability.

Berioso reported six separations in 2025, including five voluntary and one involuntary departure. He stated that most voluntary departures were due to job opportunity and compensation, with one related to work environment concerns. The Committee noted that turnover has declined compared to prior years and viewed the 12.5 percent rate as trending in a positive direction.

Berioso also summarized compensation and benefits adjustments, including the 2.9 percent cost-of-living adjustment applied to the 2026 salary schedule and enhancements to employee wellness offerings following the 2025 benefits survey. Benefits enrollment increased modestly, while healthcare premiums continued to represent the District's largest benefit expense. He further reported 87 hours of training conducted in 2025, 88 percent completion of employee performance evaluations, and resolution of 29 employee and labor relations matters within an average of 6.1 days. The report concluded with updates on workers' compensation trends, property damage claims, policy amendments, legislative compliance efforts, and recognition of the District's 95 percent employee engagement score.

The Committee received and filed the Human Resources and Risk Management Report for Fiscal Year 2025 by the Personnel Committee by the following vote:

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

8. Consideration of Initiating Memorandum of Understanding (MOU) Negotiations with the Employee Association

Ren Berioso advised that the current MOU will sunset on December 31, 2026, and it was an appropriate time to begin the negotiation process. He noted that the General Manager would serve as the District's Chief Negotiator, supported by HR staff.

Berioso reviewed the negotiation timeline, explaining that the schedule was intended as a guideline. A pre-bargaining analysis had already been completed and provided to the General Manager to support preparation for negotiations. Closed session discussions would occur throughout the process to provide updates to the Board of Directors and allow the General Manager to receive direction on negotiation priorities. He noted that staff hoped to reach a tentative agreement by July 2026 to support fiscal planning, with the goal of finalizing the MOU by August or September 2026 following review by legal counsel. Berioso also stated that Employee Association representatives would be permitted to use District resources within reason to support negotiation preparation, provided such use was coordinated with the General Manager.

Chair Covington indicated the item should be presented to the full Board rather than acted on solely by the Personnel Committee. Jagers explained that initiating negotiations is part of an ongoing business process and does not itself implement changes to the MOU. He confirmed that staff would request full Board support at an upcoming Board meeting.

The Committee directed staff to submit the MOU negotiation proposal to the Board of Directors for final consideration and vote by the following vote:

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

Employee Representative Luis Lomeli communicated that the group is excited to negotiate and work with the Chief Negotiator for the future MOU. He said it is strongly believed that there will be agreement achieved by the proposed timeline. Jagers acknowledged the aggressive timeline. He explained that staff intended to begin meeting with the Employee Association by the end of the month and emphasized that the negotiation process follows an established cycle tied to the MOU expiration date. Jagers stated that staff would begin moving the process forward at a baseline level even while awaiting formal Board authorization, recognizing that employee representatives were already preparing to communicate their positions.

Jagers further explained that he anticipated receiving input from the Employee Association and beginning an initial phase of discussion, while continuing to evaluate and process information internally. Berioso clarified that the initial kickoff meeting planned for late January would focus on negotiation ground rules and non-economic items, which would not have fiscal impact. He stated that substantive negotiations involving economic items would likely begin in February and would require Board guidance regarding negotiation thresholds and parameters.

Chair Covington stated that he agreed staff could proceed informally with preliminary background work while awaiting Board approval. He suggested placing the item on the upcoming Board agenda.

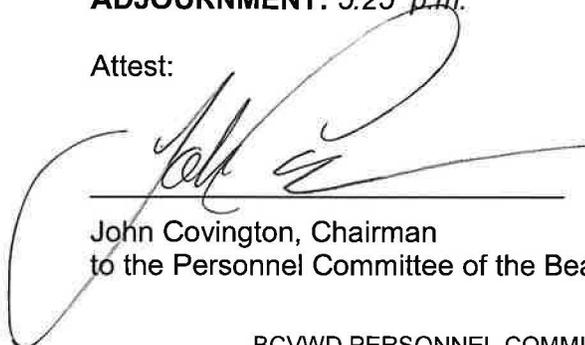
9. Action List for Future Meetings

- Employee Association topics
- Policy manual updates (ongoing)
- Employee Group 2027 Memorandum of Understanding
- Policy 3225 Leave Donation Program

10. Next Meeting Date: February 17, 2026

ADJOURNMENT: 5:25 *p.m.*

Attest:



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