



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

MINUTES OF THE PERSONNEL COMMITTEE MEETING
Tuesday, March 17, 2026, at 4:30 p.m.

CALL TO ORDER

Chair Covington called the meeting to order at 4:35 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 Human Resources and Risk Manager Ren Berioso Administrative Assistant Cenica Smith Management Analyst II Erica Gonzales Executive Assistant Lynda Kerney
<i>BCVWD Employee Association reps:</i>	Luis Lomeli, Ericka Enriquez, Justin Petruescu
<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**
 - a. February 17, 2026 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**
New representative Justin Petruescu was introduced, he was elected on March 10 to replace Andrew Becerra.
4. **Report / Update from BCVWD Exempt Employees:** None.

5. Human Resources Report

Human Resources and Risk Manager Ren Berioso presented highlights of the February 2026 report:

- Currently 47 employees
- Notable anniversaries including James Bean (27 years)
- Three recruitments are in progress
 - Customer Service Representatives (363 applicants, 5 interviews)
 - Administrative Clerk (399 applicants, 9 interviews)
 - Water Utility Worker I (111 applicants, 9 interviews)
- Turnover Rates:
 - February 2026 monthly turnover: 0%

Chair Covington asked about the geographical concentration of applicants. Mr. Berioso explained that approximately 50 percent are from the Pass area, but have also come from Moreno Valley, Redlands, Menifee and San Bernardino. The eligibility list is held open for six months, he noted.

6. Proposed Amendment to CalPERS Pension Contract to Incorporate Public Employees' Pension Reform Act (PEPRA) Provisions

Human Resources and Risk Manager Ren Berioso explained the requirement to update the contract with the provisions of PEPRA. In response to Director Williams, he explained that the District's contracts are valid and the law supersedes any other provisions. Mr. Jagers noted that CalPERS has been administratively following the law but is now pursuing the contract updates. The District's contracts bind the employee to PEPRA, he stated. He briefly summarized the 2013 PEPRA laws regarding maximum benefit formula of 2% at 62.

The contract was last updated in 2006, Berioso continued. In response to Director Williams, Berioso confirmed it is a standard contract and is purely administrative; it does not change benefits for current employees or benefits for retirees or those already being supplied to PEPRA members. The contract amendment process involves legal review, and expected presentation to the Board at the April 8 meeting with the amended contract then moving to the full Board. There will be no fiscal impact, he emphasized.

7. Cost and Benefit Comparison: CalPERS vs. ACWA JPIA Medical Programs

HR and Risk Manager Ren Berioso presented an informational report in response to prior Committee direction to evaluate the financial, administrative, and legal implications of potentially exiting CalPERS health coverage and transitioning to an alternative provider. The analysis was based on current enrollment data and recently released rate information, and was intended as a preliminary comparison to inform future discussions, particularly in advance of upcoming MOU negotiations. GM Jagers emphasized that the report represents an initial "snapshot in time" and does not resolve all variables, but is intended to frame the scope of considerations.

Berioso compared CalPERS and ACWA JPIA, identified as the most comparable alternative based on market research. The analysis indicated that CalPERS currently provides broader plan variety, while ACWA JPIA offers a more limited selection primarily consisting of Anthem Blue Cross and Kaiser plans. Staff noted that most District employees are currently enrolled in Kaiser or Blue Shield plans, and that a transition to ACWA JPIA would likely require employees to move into Anthem-based options as the closest equivalent.

Financial comparisons showed total annual costs under both programs are generally similar, with only marginal differences depending on plan structure. Berioso explained that under ACWA JPIA standard rates, costs would increase slightly due to the absence of post-employment benefit

components, while participation in ACWA JPIA's incentive program (which would require the District's separate continuation of retiree benefits) could result in modest annual savings. However, any potential savings could be offset by additional administrative costs, including the need to manage COBRA, retiree billing, or contract with third-party administrators.

Staff further outlined key administrative, legal, and labor considerations. CalPERS currently provides administrative services that would need to be replicated if the District exited the program. Legal counsel advised that withdrawal could present risks, particularly with respect to obligations to current retirees and employees with vested rights. Staff also noted that existing labor agreements reference CalPERS health benefits, and any transition would likely require reopening negotiations and amending individual contracts. Additionally, staff highlighted a five-year restriction on reentry into CalPERS if the District were to exit the program.

Director Covington commented that the information presented was complex and would benefit from a clearer side-by-side comparison format. He requested that staff develop a simplified matrix comparing CalPERS and ACWA JPIA across key factors, including plan structure and benefits. He emphasized that while cost comparisons are informative, the substantive differences in coverage—such as provider access, out-of-network options, and specific benefits—are critical and should be clearly understood by both the Committee and employees. Director Covington further observed that employees should be encouraged to review detailed plan documents rather than relying solely on summary cost comparisons, noting that individual healthcare needs vary significantly. He asked clarifying questions regarding plan availability and acknowledged that CalPERS offers a broader range of plans than ACWA JPIA. Berioso noted that the comparison tables focused on the most comparable plans, but pointed out that CalPERS provides greater diversity in options.

Director Williams asked about retiree benefits and financial obligations. She inquired about how existing retirees would be affected and how the District's OPEB trust funds would be treated. Berioso explained that existing obligations would remain in place and that trust assets would continue to be managed, though impacts would require further legal and actuarial review. Director Williams also asked about the implications of leaving and potentially reentering CalPERS, specifically whether retirees would retain their original benefit status or be subject to new rules; staff indicated that this issue requires additional analysis.

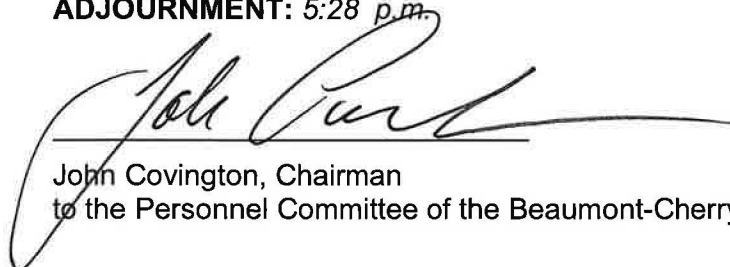
Director Williams also asked about annual premium increases and confirmed the current projected increase under CalPERS. Staff reported a projected increase of approximately 9.54 percent for the upcoming year and noted that future rate adjustments remain subject to CalPERS review. Staff reiterated that the analysis is preliminary. The Committee directed staff to return with a more refined, side-by-side comparative analysis and continue developing information.

8. Action List for Future Meetings

- Employee Association topics
- Employee Group 2027 Memorandum of Understanding
- Policy 3225 Leave Donation Program (bring back)

9. Next Meeting Date: March 17, 2026

ADJOURNMENT: 5:28 *p.m.*



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