



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

MINUTES OF THE PERSONNEL COMMITTEE MEETING
Tuesday, May 19, 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 Director of Finance and Administration Sylvia Molina Human Resources and Risk Manager Ren Berioso Executive Assistant Lynda Kerney
<i>BCVWD Employee Association reps:</i>	Ericka Enriquez, Luis Lomeli, 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**
 - April 21, 2026 Regular Meeting

The Committee accepted the meeting minutes by the following vote:

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

- 3. Report / Update from BCVWD Employees Association:** General Manager Jagers reported that meetings with the Memorandum of Understanding (MOU) group are ongoing every three weeks.
- 4. Report / Update from BCVWD Exempt Employees:** None.

5. Human Resources Report

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

- Currently 49 employees
- Notable anniversaries including Jaime Munoz (21 years), Julian Herrera (19 years), and Sylvia Molina (14 years)
- Turnover Rates:
 - April 2026 monthly turnover: 0%

Committee members noted the anniversary milestones.

6. Policy 3225 Employee Leave Donations Program and Policy

Human Resources and Risk Manager Ren Berioso presented Policy 3225 for further review following discussion at the April Personnel Committee meeting. Mr. Berioso explained that the policy was originally adopted in 2019 to allow employees to donate leave to coworkers experiencing hardship, but the program was never utilized due to restrictive eligibility requirements. Staff undertook a comprehensive review of the policy to modernize its language, expand qualifying circumstances, strengthen confidentiality protections, add safeguards against misuse, and make the program more practical and accessible for employees.

Berioso reported that the principal revision under consideration involved removing sick leave as an eligible source of donated leave. Resulting from discussions with management, employee groups, and other stakeholders, it was concluded that limiting donations to vacation leave would reduce potential financial and administrative risks to the District. While employee representatives initially supported retaining sick leave donations, they ultimately agreed to support the revised approach to facilitate implementation of a workable program.

Mr. Jagers expressed support for excluding sick leave, citing concerns regarding the existing sick leave cash-out provisions and the potential for unintended financial consequences. He stated that vacation leave donations more closely align with the program’s intent as a voluntary employee benefit and represent a reasonable compromise that would allow the District to implement the program while maintaining appropriate safeguards. Committee and staff discussion also addressed differences in employee sick leave usage patterns and the importance of preserving sick leave for its intended purpose.

The Committee discussed whether donated sick leave could be converted at a reduced value to address financial concerns and reviewed eligibility provisions related to receiving donated leave. Chair Covington suggested increasing the minimum period of employment required before an employee could receive donated leave from three months to six months. Jagers emphasized that the proposed revisions were intended to create a program that could be effectively administered while protecting the District from misuse and future liabilities.

The Committee recommended Policy 3225 Employee Leave Donations Program and Policy be forwarded to the full Board for consideration by the following vote:

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

7. American Heart Association (AHA) Well-being Works Better™ Gold Recognition – 2026

Berioso reported that the District received a Gold-level recognition from the American Heart Association for its commitment to employee health, safety, and well-being. He explained that the District submitted extensive documentation of its wellness, safety, emergency preparedness, ergonomic, return-to-work, mental health, workers' compensation, training, and related policy programs, which resulted in a score of 126 out of 138 points. Berioso expressed a goal of achieving Platinum, the highest recognition level, next year.

Employee representative Luis Lomeli stated that the recognition reflects the District's strong commitment to employee safety and wellness and thanked the Personnel Committee, Board, management, and Human Resources staff for their support. Committee members and staff discussed the evaluation criteria used by the AHA, and Chair Covington commended the District-wide effort that contributed to the achievement.

General Manager Jaggars noted that the District has made significant progress in strengthening its safety culture over the years and continues to pursue opportunities to improve employee health and wellness. He added that maintaining strong safety and wellness programs benefits both employees and the District by supporting a healthy work environment and contributing to favorable insurance and risk management outcomes.

Director Williams requested that the Board be advised of this award.

8. Action List for Future Meetings

- Employee Association topics
- Employee Group 2027 Memorandum of Understanding

9. Next Meeting Date: June 16, 2026

ADJOURNMENT: 5:05 *p.m.*

DRAFT UNTIL APPROVED



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