



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

**MINUTES OF THE PERSONNEL COMMITTEE MEETING**  
Tuesday, April 21, 2026, at 4:30 p.m.

**CALL TO ORDER**

*Chair Covington called the meeting to order at 4:44 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<br>Director of Information Technology and Cybersecurity Robert Rasha<br>Director of Finance and Administration Sylvia Molina<br>Director Of Engineering Mark Swanson<br>Human Resources and Risk Manager Ren Berioso<br>Development Services Technician Lillian Medellin Tienda<br>Administrative Clerk Crystal Ocegueda<br>Executive Assistant Lynda Kerney |
| <i>BCVWD Employee Association reps:</i> | Luis Lomeli   |
| <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. March 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:** None

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

**5. Human Resources Report**

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

- Currently 49 employees
- Notable anniversaries including Jonathan Medina (21 years) and Dan Jagers (14 years)
- Two new hires:
  - Customer Service Representatives (returning employee)
  - Administrative Clerk
- Promotion: One employee transitioned from temporary to full-time (Water Utility Worker I).
- Turnover Rates:
  - March 2026 monthly turnover: 0%

Chair Covington acknowledged the new hires and Director Williams noted the anniversary milestones.

**6. 2026 Proposed Risk Management Report for First Quarter – January to March**

Human Resources and Risk Manager Ren Berioso summarized activity across workers' compensation, property loss or damage, and general liability claims. He reported two workers' compensation cases during the quarter, attributed to ergonomic factors associated with repetitive work. Berioso stated that staff continues to emphasize injury prevention through required daily warm-up exercises, ergonomic "stretch breaks," and ongoing safety training, with additional ergonomics education planned. He noted that while claim levels remain steady, staff is increasing preventative efforts, particularly in anticipation of potential heat-related illness during the summer months.

Berioso then reviewed five property loss and damage incidents, including one vandalized solar panel, one minor District vehicle accident, and three stolen fire hydrants. He explained that employee-related incidents are addressed through reinforced safe driving practices and required defensive driving training. For hydrant thefts, staff is evaluating mitigation measures in high-risk areas, including increased monitoring and potential material changes. General Manager Dan Jagers elaborated that staff is actively replacing vulnerable brass hydrants in remote areas with ductile iron models to reduce theft, noting the cost differential and ongoing implementation efforts. Directors discussed the financial impact of hydrant thefts and supported efforts to reduce losses, with Director Covington emphasizing the need to control costs and suggesting consideration of protective measures such as bollards in high-risk locations.

Berioso reported one litigation matter pending closure after dismissal by the plaintiff, and two additional claims that were closed with no cost to the District after determining no fault. He also provided an update on the Emergency Response Team's progress, noting that the Emergency Response Plan is nearing completion and that FEMA training participation rates remain high despite delays caused by the federal shutdown.

Director Covington commended staff on FEMA training progress and risk management efforts. He suggested a Plexiglas overlay to protect the solar panels. Director Williams commented on the price differential in fire hydrants.

## 7. Simplified Comparative Analysis: CalPERS vs. ACWA JPIA Medical Programs

Berioso presented a simplified comparative analysis of CalPERS Health and the ACWA JPIA medical programs, following prior direction from the Personnel Committee to provide a clearer, side-by-side evaluation. He summarized cost impacts based on current 2026 enrollment and pricing, explaining that transitioning to the ACWA JPIA standard plan would result in an approximate 2% increase in annual costs, while the incentive plan could yield a modest savings of approximately 2.3%. Berioso emphasized that overall cost differences between the programs are relatively minor.

Berioso then reviewed plan specifications, noting that both programs offer comparable HMO and PPO structures but differ in cost-sharing details such as copays, emergency room costs, and out-of-pocket maximums. He explained that while core benefits are similar, variations in cost exposure and plan structure require employees to evaluate options based on individual and dependent healthcare needs. Berioso further outlined additional considerations, including financial stability, administrative responsibilities, retiree and Other Post-Employment Benefits (OPEB) implications, and labor relations, noting that CalPERS offers greater predictability and administrative simplicity, while transitioning to ACWA JPIA could introduce additional complexity, variability, and potential legal considerations.

Director Williams asked about the impact on vested employees and potential penalties for leaving CalPERS. General Manager Jagers explained that additional analysis and negotiations would be required to fully address those issues and that any transition would involve associated costs but not necessarily penalties. Director Covington expressed appreciation for the report and suggested that the information be shared with the full Board for awareness and potential future direction.

## 8. Action List for Future Meetings

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

## 9. Next Meeting Date: May 19, 2026

**ADJOURNMENT:** 5:22 p.m.



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