



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

MINUTES OF THE PERSONNEL COMMITTEE MEETING
Tuesday, June 16, 2026, at 4:30 p.m.

CALL TO ORDER

Chair Covington called the meeting to order at 4:30 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
<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**
 - May 19, 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:** Luis Lomeli reported that MOU negotiations are moving along, and the group is close to making a presentation.
- 4. Report / Update from BCVWD Exempt Employees:** None.
- 5. Human Resources Report**

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

- Currently 49 employees
- Notable anniversaries including Anthony Cove (31 years), Dwan Lee, Jr. (28 years), Mark Swanson (8 years) and Adrew Becerra (8 years).
- Turnover Rates:
 - May 2026 monthly turnover: 0%

Committee members noted the anniversary milestones. Mr. Lomeli asked if it might be possible to recognize milestone anniversaries with something in addition to a plaque. Director Williams concurred. Staff will look into bolstering the employee recognition program and will obtain legal counsel opinion to assure no entanglement with the prohibition on gifts of public funds.

6. Policy 3150 District Vehicle Usage

Human Resources and Risk Management Manager Ren Berioso presented proposed revisions to Policy 3150, District Vehicle Usage, to clarify that employees assigned District vehicles for standby or on-call use are responsible for any applicable IRS taxes associated with the commuting benefit. This requirement has long been included in the Memorandum of Understanding and existing employee agreements, but was not expressly stated in the policy itself. The revisions add a new section addressing District Vehicle Tax Liability and make related renumbering changes to improve consistency and regulatory compliance.

Committee members briefly discussed the proposed revisions and noted that any tax liability associated with take-home vehicles is minimal. Chair Covington characterized the policy revisions as *de minimis*.

The Committee recommended Policy 3150 District Vehicle Usage be forwarded to the full Board for consideration by the following vote:

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

7. BCVWD 2026 Operating Budget Timeline

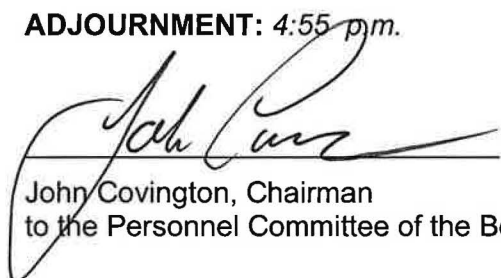
Director of Finance and Administration Sylvia Molina reviewed the activities and timing of meetings for production of the FY 2027 budget. Chair Covington observed it was similar to the prior year, and Ms. Molina confirmed that the process is rigid, but special meetings can be added if necessary.

8. Action List for Future Meetings

- Employee Association topics
- Employee Group 2027 Memorandum of Understanding
- Track / present policies that have been returned for further revision (Covington)

9. Next Meeting Date: July 21, 2026

ADJOURNMENT: 4:55 p.m.



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