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

NOTICE AND AGENDA
MEETING OF THE PERSONNEL COMMITTEE

This meeting is hereby noticed pursuant to California Government Code Section 54950 et. seq.

Tuesday, July 21, 2026 - 4:30 p.m.
560 Magnolia Avenue, Beaumont, CA 92223

TELECONFERENCE NOTICE
The BCVWD Personnel Committee members will attend in person at the BCVWD Administrative Office

This meeting is available to the public via Zoom teleconference
To access the Zoom conference, use the link below:
https://us02web.zoom.us/j/85792068838?pwd=cFArZHZ4aHRSUmJLeTBCZVpnUGRmdz09

***To telephone in, please dial: (*669) 900-9128**
***Enter Meeting ID:* 857 9206 8838 • *Enter Passcode*: 457586**

*For Public Comment, use the **"Raise Hand"** feature if on the video call when prompted. If dialing in, please **dial *9 to "Raise Hand"** when prompted*

Meeting materials will be available on the BCVWD's website:
https://bcvwd.gov/document-category/personnel-committee-agendas/

PERSONNEL COMMITTEE MEETING – JULY 21, 2026

Call to Order: Chair Covington

Roll Call

	John Covington, Chair
	Lona Williams

	Andy Ramirez (alternate)

Public Comment

PUBLIC COMMENT: RAISE HAND OR PRESS *9 to request to speak when prompted. If you are present in the Conference Room, please fill out a Request to Speak card and deliver it to the Recording Secretary.

At this time, any person may address the Committee on matters within its jurisdiction. However, state law prohibits the Committee from discussing or taking action on any item not listed on the agenda. Any non-agenda matters that require action will be referred to Staff for a report and possible action at a subsequent meeting.

Please limit your comments to three minutes. Sharing or passing time to another speaker is not permitted.

1. **Adjustments to the Agenda:** In accordance with Government Code Section 54954.2, additions to the agenda require a unanimous vote of the legislative body members present, which makes the determination that there is a need to take action, and the need to take action arose after the posting of the agenda.
   a. Item(s) to be removed or continued from the Agenda
   b. Emergency Item(s) to be added to the Agenda
   c. Changes to the order of the Agenda

ACTION ITEMS

2. **Acceptance of Personnel Committee Meeting minutes**
   Minutes may be accepted by consensus
   a. June 16, 2026 Regular Meeting (pages 4 - 5)

3. **Report / Update from BCVWD Employees Association** (no staff report)

Association Representatives		
Justin Petruescu	Luis Lomeli	Ericka Enriquez

4. **Comments / Reports / Updates from BCVWD Unrepresented Employees**
   No staff report. Individual exempt employees are invited to provide comments at this time

5. **Human Resources Report for June 2026** (pages 6 - 7)

6. **2026 Risk Management Report for Second Quarter – April to June** (pages 8 - 12)

7. **CalPERS Adopted Health Premium Rates for Fiscal Year 2027 – Region 3 (Riverside, San Bernardino, and Los Angeles Counties)** (pages 13 - 18)

8. **2026 Employee Benefits Survey Results** (pages 19 -27)

9. **Launch of the 2026 Annual Engagement Survey Through Great Place to Work** (page 28)

10. **BCVWD Employee Association Initial Bargaining Proposals for the Successor Memorandum of Understanding (MOU)** (page 29)

11. Action List for Future Meetings

12. Next Meeting Date: August 18, 2026

13. Adjournment

NOTICES

AVAILABILITY OF AGENDA MATERIALS - Agenda exhibits and other writings that are disclosable public records distributed to all or a majority of the members of the Beaumont-Cherry Valley Water District Personnel Committee in connection with a matter subject to discussion or consideration at an open meeting of the Committee are available for public inspection in the District's office, at 560 Magnolia Avenue, Beaumont, California ("District Office") during business hours, Monday through Thursday from 7:30 a.m. to 5 p.m. If such writings are distributed to members of the Board less than 72 hours prior to the meeting, they will be available from the District Office at the same time or within 24 hours' time as they are distributed to Board Members, except that if such writings are distributed one hour prior to, or during the meeting, they can be made available in the Board Room at the District Office. Materials may also be available on the District's website: https://bcvwd.gov/. (GC 54957.5)

REVISIONS TO THE AGENDA - In accordance with §54954.2(a) of the Government Code (Brown Act), revisions to this Agenda may be made up to 72 hours before the Meeting, if necessary, after mailings are completed. Interested persons wishing to receive a copy of the set Agenda may pick one up at the District's Main Office, located at 560 Magnolia Avenue, Beaumont, California, up to 72 hours prior to the Committee Meeting.

REQUIREMENTS RE: DISABLED ACCESS - In accordance with Government Code §54954.2(a), and the Americans with Disabilities Act (ADA), requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting, should be made to the District Office. Notification of at least 48 hours (two workdays) in advance of the meeting will generally enable staff to make reasonable arrangements to ensure accessibility. The Office may be contacted by telephone at (951) 845-9581, email at info@bcvwd.gov or in writing at the Beaumont-Cherry Valley Water District, 560 Magnolia Avenue, Beaumont, California 92223.

CERTIFICATION OF POSTING: A copy of the foregoing notice was posted near the regular meeting place of the Personnel Committee of Beaumont-Cherry Valley Water District and to its website at least 72 hours in advance of the meeting (Government Code §54954.2(a)).

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

Directors present:	John Covington, Lona Williams
Directors absent:	None
Staff present:	General Manager Dan Jaggers 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
BCVWD Employee Association reps:	Ericka Enriquez, Luis Lomeli
Members of the Public:	None

PUBLIC COMMENT: None.

ACTION ITEMS

1. **Adjustments to the Agenda:** None.

2. **Acceptance of Personnel Committee Meeting minutes**
   a. 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.*

DRAFT UNTIL APPROVED

____

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

DRAFT

Beaumont-Cherry Valley Water District Personnel Committee Meeting July 21, 2026	Item 5

HUMAN RESOURCES REPORT

TO: Personnel Committee

FROM: Human Resources and Risk Management

SUBJECT: **Human Resources Report for the Month of June 2026**

Table 1: Personnel

The table below represents the District's current Workforce.
As of June 30, 2026

Total Current Employees (Excluding Board Members)	46
Full-Time Employees	45
Part-Time	1
Temporary	0
Interns	0
Separations	3
Retired Employee(s)	0

Table 2: New Hires

The table below represents newly hired employees.
As of June 30, 2026

Employee Name	Job Title	Department
None		

Table 3: Anniversaries*

The table below represents BCVWD employee anniversaries.
As of June 30, 2026

Employee Name	Department	Years of Service
Mike Morales	Operations	25 years
Bill Clayton	Finance and Administration	11 years
Sandra Flores	Finance and Administration	9 years
Erica Gonzales	Finance and Administration	8 years
Ericka Enriquez	Finance and Administration	5 years
Luis Lomeli	Operations	4 years
Jaden Schuler	Operations	3 years

**Work Anniversaries for the purposes of this report are calculated from the hire date and do not determine employment conditions or terms. This report does not include elected officials.*

Table 4: Promotions or Division/Title Change

The table below represents promotions or Division/Title Changes.
As of June 30, 2026

Employee Name	Former Title	Changed to
None		

Table 5: Recruitment

The table below represents active/closed recruitment(s).
As of June 30, 2026

Position	Department	Update
Customer Service Representative I	Finance and Administration	Eligible list still active until July 5, 2026

Tables 6 to 7: Separation/Retirement

Table 6 below represents employees separating from BCVWD.
As of June 30, 2026

Employee Name	Position Held	Department	Last Day
Luca Macias	Engineering Intern	Engineering	6/15/2026
Taylor Williams	Customer Service Rep II	Finance and Administration	6/18/2026
Gerardo Del Rio	Water Utility Worker I	Operations	6/18/2026

Table 7 below represents the monthly and year-to-date Turnover Rate comparing 2025 and 2026
As of June 2026, vs. 2025

Turnover Rate as of June 30, 2026	2.22%	3 Separations for this month
2026 Turnover Rate Year-to-Date	6.67%	3 Separations as of June 30, 2026
Turnover Rate as of June 30, 2025	2.08%	1 Separation for this month
2025 Turnover Rate Year-to-Date	6.19%	3 Separations as of June 30, 2025

Table 9: Communications

The table below represents HR communications to BCVWD employees.
As of June 30, 2026

Communication	Topic
Mandatory CalPERS Retirement Educational Session – June 4, 2026	Training
Voting Leave Policy for the 2026 California Primary Election	Compliance
School Activities Leave for Graduation Ceremonies	Compliance
Your Feedback Matters – 2026 Great Place To Work (GPTW) Annual Engagement Survey	Survey
Independence Day Holiday Closure and Holiday Pay Reminder	Holiday

Beaumont-Cherry Valley Water District
Personnel Committee
July 21, 2026

Item 6

RISK MANAGEMENT REPORT

TO: Personnel Committee

FROM: Human Resources and Risk Management

SUBJECT: **2026 Risk Management Report for Second Quarter – April to June**

Staff Recommendation

Receive and file, or direct staff as desired. This does not need to go to the full Board unless further directions are given.

Executive Summary

At its February 18, 2025 meeting, the Personnel Committee received the Fiscal Year (FY) 2025 Human Resources (HR) and Risk Management Report and directed staff to begin providing quarterly updates on risk management trends and mitigation efforts.

Discussion

HR and Risk Management, in collaboration with District Legal Counsel and ACWA-JPIA, plays a pivotal role in risk management at the District, proactively addressing potential challenges to ensure a safe and compliant work environment. Key risk areas include workers' compensation claims, property loss and damage claims, and liability claims against the District. Through strategic oversight and preventive measures, HR and Risk Management continues to mitigate risks while fostering a culture of safety and accountability.

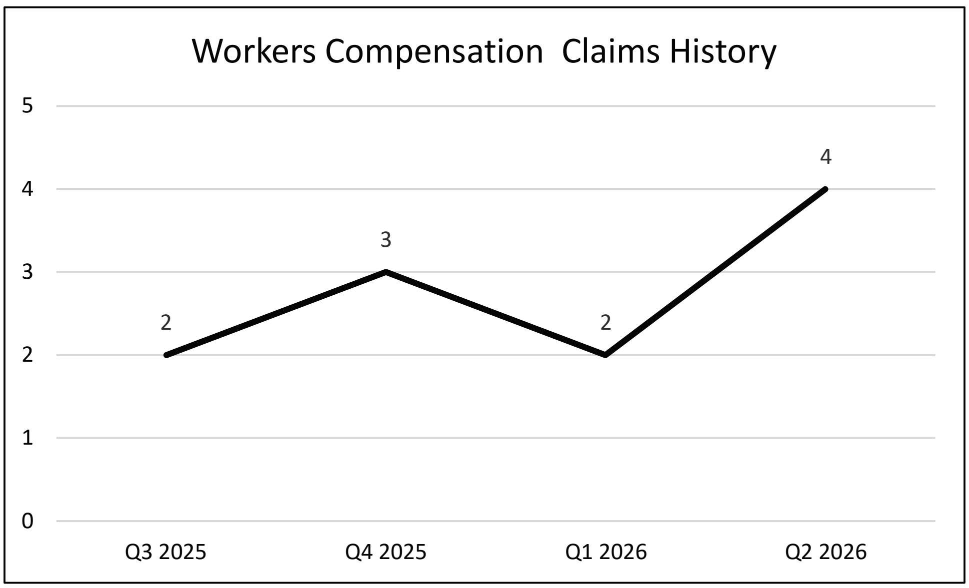
***Occupational Injury (Workers Compensation) Report*:**

Table A shows an increase in workers' compensation claims during the second quarter of 2026, rising from 2 claims in Q1 2026 to 4 claims in Q2 2026. Of the four reported cases, two involved lower back injuries requiring medical treatment, one involved an allergic reaction that required first aid, and one was a near-miss fall documented through an incident report. Although the total number of claims increased this quarter, the repeated occurrence of lower back injuries highlighted the need for additional preventive measures to reduce ergonomic-related incidents.

In response, the Human Resources and Risk Management coordinated a mandatory ergonomics training program through ACWA JPIA and Backsafe Company for all District employees. The training was customized for employees' respective work environments, with separate sessions designed for field personnel and office staff to address the ergonomic risks associated with their specific job duties. HR also continues to reinforce the importance of proper body mechanics, safe lifting techniques, and regular ergonomic stretch breaks through ongoing safety reminders and supervisor engagement. Through these proactive initiatives, the District aims to reduce ergonomic-related injuries and workers' compensation claims while continuing to strengthen its culture of workplace safety and employee well-being during the next quarter.

Table A – Second Quarter 2026 Workers Compensation Claims

	Case	Department/s	Status	Date
1	Lower Back Injury	Operations	Medical Treatment	April 13, 2026
2	Allergic Reaction / Hives	Operations	First Aid	April 29, 2026
3	Near Miss – Fall	Finance and Administration	Incident Report	May 18, 2026
4	Lower Back Injury	Operations	Medical Treatment	May 19, 2026



***Property Damage and Loss Report*:**

Table B shows a significant decrease in property loss and damage claims during the second quarter of 2026, declining from 5 claims in Q1 2026 to just 1 claim in Q2 2026. The only reported incident involved the loss of a fiber roll caused by an external party at Beaver Creek, with no District employee liability and an estimated cost of $450. This continued downward trend reflects the effectiveness of the District's ongoing risk mitigation efforts and the reduced occurrence of preventable incidents.

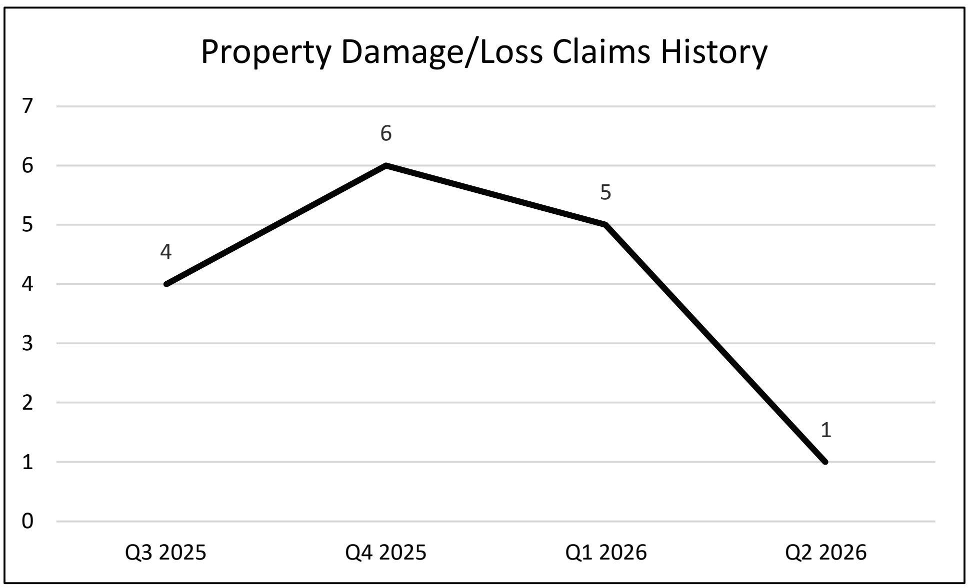
The Defensive Driving training conducted in February 2026 has contributed to a noticeable improvement in employee driving-related incidents, reducing preventable vehicle accidents that often result in costly repairs and insurance claims. Another key factor has been the consistent enforcement of Policy 3145 – Driver Training and Record Review, which holds employees accountable for unsafe driving behaviors. To date, two employees have been issued Performance

Improvement Plans (PIPs), along with appropriate disciplinary actions related to preventable driving incidents, reinforcing the District's commitment to driver safety and accountability.

Additionally, following the installation of ductile iron fire hydrants in remote areas, the District experienced no reported fire hydrant thefts during this quarter, representing a significant improvement in protecting critical infrastructure. HR and Risk Management will continue working with Operations and Engineering to strengthen preventive measures that safeguard District assets while promoting a culture of safety, accountability, and operational excellence.

Table B – Second Quarter 2026 Property Loss or Damage Claims

	Case	Involved Party	District Employee Liable?	Incident Location	Date	Approximate Cost
1	Fiber Roll	External	No	Beaver Creek	May 20, 2026	$450



General Liability Report:

The District continues to actively manage claims and litigation matters through close coordination among the Human Resources and Risk Management Department, District Legal Counsel, and ACWA JPIA to minimize liability exposure and protect District resources. As shown in Table C, one litigation matter involving a financial loss claim was formally closed during the quarter after the plaintiff voluntarily dismissed the case, leaving only attorney's fees associated with the matter. The property damage claim related to the alleged midge infestation remains pending litigation; however, ACWA JPIA continues to provide full coverage for the claim, including all legal defense costs, resulting in no direct financial impact to the District.

Should Case No. 2 proceed to formal legal action against the District, legal representation will be provided by ACWA JPIA's appointed attorneys in accordance with the District's Memorandum of Coverage (MOC). This continued partnership ensures that the District receives legal defense and claims administration support while minimizing financial exposure. Overall, the District's proactive claims management process continues to ensure timely resolution of legal matters, effectively control risk, and protect the District's operational and financial interests.

Table C – Claims Against the District and Litigations

	Type of Case	Case Status	Date Case Filed and Closed	Cost Associated with Claims
1	From Claim to Litigation: Financial Loss	Closed. The plaintiff dismissed the case.	Filed: January 6, 2025 Closed: May 26, 2026	Attorney's Fees
2	From Claim to Potential Litigation: Property Damage Due to Midges	Pending Litigation.	Filed: October 8, 2024 Rejected: February 5, 2025	None. ACWA JPIA covered all the costs of the claim including legal counsel fees.

***Emergency Response Team Report*:**

Since September 30, 2025, the Emergency Response Team (ERT) has been conducting workshops on the Emergency Response Plan (ERP), as updated by the HR and Risk Manager and jointly reviewed by the team. At the April 15, 2025 Personnel Committee meeting, the Committee recommended that the General Manager and HR and Risk Manager coordinate Federal Emergency Management Agency (FEMA) training for key ERT members. This training is intended to strengthen employees' understanding of state- and federally-required emergency and non-emergency protocols, with 13 ERT members assigned to complete designated FEMA courses by the original target date of February 10, 2026.

As of June 30, 2026, the FEMA course completion rate remains unchanged from the previous quarter, with participants maintaining a 92% completion rate for ICS-100 and an 85% completion rate across the remaining required FEMA virtual courses. The remaining participants continue to experience delays due to intermittent access issues with the FEMA training website following recent Federal Government closures. The District, through its Human Resources and Risk Management will continue to monitor course availability and work with participants to ensure completion of all required training once the online system is fully accessible.

Table D – FEMA Virtual Courses Progress At-a-Glance

	Virtual FEMA Courses	Hours	Completion Percentage	Individuals Completed
1	IS-00100(c): Introduction to Incident Command System (ICS-100)	2 hours	92%	12/13

	Virtual FEMA Courses	Hours	Completion Percentage	Individuals Completed
2	IS-00200(c): Basic Incident Command System for Initial Response (ICS-200)	4 hours	85%	11/13
3	IS-00700(b): An Introduction to the National Incident Management System (ICS-700)	3.5 hours	85%	11/13
4	IS-00800(d): National Response Framework, An Introduction (ICS-800)	3 hours	85%	11/13

Fiscal Impact

There is no fiscal impact to the District's Workers' Compensation program, as all related medical and claim costs continue to be fully covered under the ACWA JPIA Memorandum of Coverage. Although two workers' compensation cases required medical treatment during the quarter, both employees remained actively employed, minimizing operational disruption.

The fiscal impact of property loss and damage claims this quarter was minimal, with only one external-party incident resulting in an estimated cost of $450 and no District employee liability. The reduction in employee-related vehicle incidents, attributable to the District's defensive driving initiatives and enforcement of Policy 3145 – Driver Training and Record Review, has helped reduce preventable repair costs and financial exposure.

The fiscal impact of claims against the District remains limited. One litigation matter was dismissed during the quarter, while the remaining pending claim continues to be fully administered and defended by ACWA JPIA under the District's Memorandum of Coverage, resulting in no direct legal defense costs to the District.

There is no direct fiscal impact associated with FEMA training, as the required courses are provided at no cost. Staff time dedicated to training has been absorbed within the District's existing operating budget, and no additional appropriations are required.

Attachment(s): None

Staff Report Prepared by Ren Berioso, Human Resources and Risk Manager

Beaumont-Cherry Valley Water District
Personnel Committee
July 21, 2026

Item 7

STAFF REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **CalPERS Adopted Health Premium Rates for Fiscal Year 2027 – Region 3 (Riverside, San Bernardino, and Los Angeles Counties)**

Staff Recommendation:
Informational only.

Executive Summary

This report provides the CalPERS Board of Administration's officially adopted health insurance premium rates for Fiscal Year 2027 applicable to Region 3, which includes Riverside, San Bernardino, and Los Angeles Counties. The rates were approved during the July 2026 CalPERS Board of Administration Offsite Meeting and will become effective January 1, 2027.

The adopted premium rates provide the District with early information necessary for budget forecasting, financial planning, and employee education prior to the annual CalPERS Open Enrollment period anticipated in September 2026. Because Beaumont-Cherry Valley Water District fully funds health insurance premiums for eligible active employees and their dependents, these annual premium adjustments have a direct impact on the District's employee benefits budget.

Background

Beaumont-Cherry Valley Water District provides comprehensive health insurance benefits to eligible employees and retirees through the CalPERS Health Benefits Program. The District currently pays 100 percent of the monthly health insurance premiums for eligible active employees and their dependents. In accordance with the District's 2002 CalPERS Resolution, retirees continue to receive the District's monthly employer contribution toward health insurance premiums.

Each year, CalPERS evaluates premium rates based on actuarial projections, healthcare utilization, medical inflation, negotiated contracts with participating health plans, and regional cost trends. Following review by the Pension and Health Benefits Committee and final consideration by the Board of Administration, the 2027 premium rates were officially adopted during the July 2026 Board Meeting and will become effective January 1, 2027.

The adopted rates provide the District with reliable information for budgeting Fiscal Year 2027 employee health benefit costs and communicating anticipated changes to employees during the upcoming Open Enrollment period.

Table 1 – Summary of Employee Only Health Plan Rates Comparison – 2026 v. 2027

Health Plan	2026 Rate	2026 % Increase	2027 Rate	2027 % Increase
Anthem Blue Cross Select HMO	$962.68	5.00%	$1,059.06	10.01%
Anthem Blue Cross Traditional HMO	$1,128.53	5.92%	$1,239.02	9.79%
Blue Shield Access+ HMO	$917.91	10.79%	$975.19	6.24%
Blue Shield Trio HMO	$852.56	15.51%	$908.01	6.50%
Health Net Salud y Más	$740.11	3.60%	$801.75	8.33%
Kaiser Permanente	$969.05	4.59%	$1,011.28	4.36%
PERS Gold PPO	$963.25	10.95%	$1,014.50	5.67%
PERS Platinum PPO	$1,435.47	13.59%	$1,549.00	8.18%

Note: United HealthCare plan was not included in the CalPERS staff report.

Table 2 – Summary of 2-Party Health Plan Rates Comparison – 2026 v. 2027

Health Plan	2026 Rate	2026 % Increase	2027 Rate	2027 % Increase
Anthem Blue Cross Select HMO	$1,925.45	5.00%	$2,118.12	10.01%
Anthem Blue Cross Traditional HMO	$2,257.07	5.92%	$2,478.04	9.79%
Blue Shield Access+ HMO	$1,835.75	10.79%	$1,950.38	6.24%
Blue Shield Trio HMO	$1,705.18	15.51%	$1,816.02	6.50%
Health Net Salud y Más	$1,480.24	3.60%	$1,603.50	8.33%
Kaiser Permanente	$1,938.09	4.59%	$2,022.56	4.36%
PERS Gold PPO	$1,972.26	10.95%	$2,029.00	5.67%
PERS Platinum PPO	$2,804.22	13.59%	$3,098.00	8.18%

Note: United HealthCare plan was not included in the CalPERS staff report.

Table 3 – Summary of Family Health Plan Rates Comparison – 2026 v. 2027

Health Plan	2026 Rate	2026 % Increase	2027 Rate	2027 % Increase
Anthem Blue Cross Select HMO	$2,503.08	5.00%	$2,753.56	10.01%
Anthem Blue Cross Traditional HMO	$2,934.20	5.92%	$3,221.45	9.79%
Blue Shield Access+ HMO	$2,386.47	10.79%	$2,535.49	6.24%
Blue Shield Trio HMO	$2,216.74	15.51%	$2,360.83	6.50%
Health Net Salud y Más	$1,924.31	3.60%	$2,084.55	8.33%
Kaiser Permanente	$2,519.52	4.59%	$2,629.33	4.36%
PERS Gold PPO	$2,563.94	10.95%	$2,637.70	5.67%
PERS Platinum PPO	$3,645.48	13.59%	$4,027.40	8.18%

Note: United HealthCare plan was not included in the CalPERS staff report.

2027 Average Premium Increases for Region 3 Plans

- Average HMO Premium Increase: **7.54%** (vs. 5.97% in 2026)
- Average PPO Premium Increase: **6.93%** (vs. 12.27% in 2026)

Table 4 summarizes the estimated annual fiscal impact of the adopted 2027 CalPERS Region 3 health insurance premium rates using the District's current enrollment by health plan. The estimate assumes that employees retain their existing health plan selections and that staffing levels remain unchanged through Fiscal Year 2027.

Table 4 – Estimated Annual Fiscal Impact Based on Current Enrollment

Health Plan	Current Subscribers	2026 Annual Cost	2027 Annual Cost	Annual Increase
Anthem Blue Cross Select HMO	2	$23,104	$25,417	$2,313
Anthem Blue Cross Traditional HMO	3	$67,712	$74,341	$6,629
Blue Shield Access+ HMO	16	$422,974	$449,367	$26,393
Kaiser Permanente	20	$469,795	$490,269	$20,474
PERS Platinum PPO	3	$123,708	$133,834	$10,125
Total	**44**	**$1,107,294**	**$1,173,228**	**$65,934**

Note: The figures presented in the table above are aggregated totals.

As of June 30, 2026, the District has **44 subscribers** enrolled in CalPERS health plans that are 100% District-sponsored. Based on current enrollment and the adopted 2027 Region 3 premium rates:

- The average monthly cost for HMO subscribers is approximately **$2,113**.
- The average monthly cost for PPO subscribers is approximately **$3,718**.
- The overall average monthly cost across all subscribers is approximately **$2,222**.

These figures assist in forecasting health insurance expenditures and preparing for any necessary budget adjustments ahead of the CalPERS Open Enrollment period in September 2026 and implementation of the adopted premium rates effective January 1, 2027.

Fiscal Impact

If staffing levels and employee health plan selections remain consistent through Fiscal Year 2027, the estimated increase in health benefits costs is projected at approximately **5.95%**, based on the CalPERS Board of Administration's adopted 2027 Region 3 health insurance premium rates. This estimate is derived from the District's current enrollment of 44 CalPERS subscribers and assumes that employees maintain their existing health plan selections throughout the 2026 Open Enrollment period.

While this report does not result in an immediate fiscal impact, the District's actual health insurance costs for Fiscal Year 2027 will ultimately depend on employees' health plan elections during the September 2026 Open Enrollment period, as well as any changes in staffing levels or enrollment. Following Open Enrollment, Human Resources and the Department of Finance and Administration will update the cost projections using the finalized enrollment data and incorporate the estimated health insurance expenditures into the District's Fiscal Year 2027 budget planning process.

Attachment:

1. Regional 2027 Preliminary Health Premiums Per Subscriber Per Month (PSPM) for Region 3 (Riverside-San Bernardino-Los Angeles)

Staff Report prepared by Ren Berioso, Human Resources and Risk Manager

July 2026 Board of Administration Offsite

2027 Region 3 Premiums Per Subscriber Per Month (PSPM)

Public Agency & School Members

Region 3							
Los Angeles, Riverside and San Bernardino							
	2026			2027			
Basic Plans (B)	Single	2-Party	Family	Single	2-Party	Family	Percent Change
HMO							
Anthem Blue Cross Select HMO	$962.68	$1,925.36	$2,502.97	$1,059.06	$2,118.12	$2,753.56	10.01%
Anthem Blue Cross Traditional HMO	$1,128.53	$2,257.06	$2,934.18	$1,239.02	$2,478.04	$3,221.45	9.79%
Blue Shield Access+ HMO	$917.91	$1,835.82	$2,386.57	$975.19	$1,950.38	$2,535.49	6.24%
Blue Shield Trio HMO	$852.56	$1,705.12	$2,216.66	$908.01	$1,816.02	$2,360.83	6.50%
Health Net Salud y Más	$740.11	$1,480.22	$1,924.29	$801.75	$1,603.50	$2,084.55	8.33%
Kaiser Permanente	$969.05	$1,938.10	$2,519.53	$1,011.28	$2,022.56	$2,629.33	4.36%
PPO							
PERS Gold	$960.03	$1,920.06	$2,496.08	$1,014.50	$2,029.00	$2,637.70	5.67%
PERS Platinum	$1,431.81	$2,863.62	$3,722.71	$1,549.00	$3,098.00	$4,027.40	8.18%

	2026			2027			
Medicare Plans (M)	Single	2-Party	Family	Single	2-Party	Family	Percent Change
Medicare Advantage							
Anthem Medicare Preferred PPO	$571.70	$1,143.40	$1,715.10	$619.25	$1,238.50	$1,857.75	8.32%
Blue Shield Medicare Advantage PPO	$539.43	$1,078.86	$1,618.29	$619.36	$1,238.72	$1,858.08	14.82%
Kaiser Permanente Senior Advantage	$356.83	$713.66	$1,070.49	$333.93	$667.86	$1,001.79	-6.42%
Kaiser Permanente Senior Advantage Summit	$426.31	$852.62	$1,278.93	$391.74	$783.48	$1,175.22	-8.11%
UnitedHealthcare Group Medicare Advantage PPO	$481.29	$962.58	$1,443.87	$534.00	$1,068.00	$1,602.00	10.95%
Medicare Supplement							
PERS Gold Medicare Supplement	$597.57	$1,195.14	$1,792.71	$597.57	$1,195.14	$1,792.71	0.00%
PERS Platinum Medicare Supplement	$665.50	$1,331.00	$1,996.50	$665.50	$1,331.00	$1,996.50	0.00%

July 2026 Board of Administration Offsite

2027 Region 3 Premiums Per Subscriber Per Month (PSPM)

Public Agency & School Members

Region 3						
	Los Angeles, Riverside and San Bernardino					
	2027					
Combination Plans	Subscriber in M & 1 Dependent in B	Subscriber in M & 2+ Dependents in B	Subscriber in M, 1 Dependent in B & 1 Dependent in M	Subscriber in B & 1 Dependent in M	Subscriber in B & 2+ Dependents in M	Subscriber in B, 1 Dependent in B & 1 Dependent in M
Basic HMO and Medicare Advantage						
Anthem Blue Cross Select and Medicare Preferred	$1,678.31	$2,313.75	$1,873.94	$1,678.31	$2,297.56	$2,313.75
Anthem Blue Cross Traditional and Medicare Preferred	$1,858.27	$2,601.68	$1,981.91	$1,858.27	$2,477.52	$2,601.68
Blue Shield Access+ HMO and Medicare Advantage	$1,594.55	$2,179.66	$1,823.83	$1,594.55	$2,213.91	$2,179.66
Blue Shield Trio and Medicare Advantage	$1,527.37	$2,072.18	$1,783.53	$1,527.37	$2,146.73	$2,072.18
Kaiser Permanente and Senior Advantage	$1,345.21	$1,951.98	$1,274.63	$1,345.21	$1,679.14	$1,951.98
Kaiser Permanente and Senior Advantage Summit	$1,403.02	$2,009.79	$1,390.25	$1,403.02	$1,794.76	$2,009.79
Basic PPO and Medicare Supplement						
PERS Gold and Medicare Supplement	$1,612.07	$2,220.77	$1,803.84	$1,612.07	$2,209.64	$2,220.77
PERS Platinum and Medicare Supplement	$2,214.50	$3,143.90	$2,260.40	$2,214.50	$2,880.00	$3,143.90

Region 3						
	Los Angeles, Riverside and San Bernardino					
	2026					
Combination Plans	Subscriber in M & 1 Dependent in B	Subscriber in M & 2+ Dependents in B	Subscriber in M, 1 Dependent in B & 1 Dependent in M	Subscriber in B & 1 Dependent in M	Subscriber in B & 2+ Dependents in M	Subscriber in B, 1 Dependent in B & 1 Dependent in M
Basic HMO and Medicare Advantage						
Anthem Blue Cross Select and Medicare Preferred	$1,534.38	$2,111.99	$1,721.01	$1,534.38	$2,106.08	$2,111.99
Anthem Blue Cross Traditional and Medicare Preferred	$1,700.23	$2,377.35	$1,820.52	$1,700.23	$2,271.93	$2,377.35
Blue Shield Access+ HMO and Medicare Advantage	$1,457.34	$2,008.09	$1,629.61	$1,457.34	$1,996.77	$2,008.09
Blue Shield Trio and Medicare Advantage	$1,391.99	$1,903.53	$1,590.40	$1,391.99	$1,931.42	$1,903.53
Kaiser Permanente and Senior Advantage	$1,325.88	$1,907.31	$1,295.09	$1,325.88	$1,682.71	$1,907.31
Kaiser Permanente and Senior Advantage Summit	$1,395.36	$1,976.79	$1,434.05	$1,395.36	$1,821.67	$1,976.79
Basic PPO and Medicare Supplement						
PERS Gold and Medicare Supplement	$1,557.60	$2,133.62	$1,771.16	$1,557.60	$2,155.17	$2,133.62
PERS Platinum and Medicare Supplement	$2,097.31	$2,956.40	$2,190.09	$2,097.31	$2,762.81	$2,956.40

Beaumont-Cherry Valley Water District
Personnel Committee
July 21, 2026

Item 8

STAFF REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **2026 Employee Benefits Survey Results**

Staff Recommendation

None. Informational only.

Executive Summary

From June 1 through June 11, 2026, the Human Resources and Risk Management conducted the District's 2026 Employee Benefits Survey to evaluate employee satisfaction with the District's current benefits program and identify opportunities for future improvements. The survey gathered employee feedback regarding health insurance, retirement benefits, leave programs, wellness initiatives, employee communications, and other benefit offerings. The results provide valuable insight into employee priorities and will assist the District in evaluating future benefit strategies, supporting recruitment and retention efforts, and informing benefit-related decisions, including the upcoming Open Enrollment process.

Background

Employee benefits remain one of the District's most significant investments in attracting, retaining, and supporting a highly qualified workforce. Periodically evaluating employee satisfaction allows the District to better understand workforce needs while ensuring benefit programs continue to align with organizational objectives and industry practices.

To obtain this information, Human Resources staff conducted a Employee Benefits Survey between June 1 and June 11, 2026. A total of 34 employees representing all employee groups with various years of service participated in the survey. Employees evaluated their satisfaction with current benefit offerings, enrollment processes, leave programs, retirement benefits, wellness initiatives, and potential future enhancements.

Discussion

Overall, the survey indicates that employees have a strong understanding of the District's benefits program and are highly satisfied with several core benefit offerings. Medical coverage, enrollment communications, and employee understanding of available benefits all received favorable responses, demonstrating the effectiveness of the District's current benefits administration.

The survey also identified several opportunities for future consideration. Employees expressed the strongest interest in improvements to the overall benefits package (78%), followed by support for leave enhancements (58%), additional wellness benefits (56%), equitable application of leave and workplace flexibility (54%), and retirement education (34%).

Open-ended responses consistently identified several recurring themes, including improvements to dental and vision coverage, vacation accrual and holiday benefits, expanded wellness opportunities, retirement savings enhancements, and continued consistency in the administration of employee benefits.

The survey findings provide valuable information for future strategic planning and benchmarking efforts. Staff will utilize the results when evaluating potential benefit enhancements, conducting future discussions with benefit providers, supporting employee recruitment and retention initiatives, and preparing for the annual Open Enrollment process.

<u>Fiscal Impact</u>

Fiscal impact is undetermined at this time. The survey itself does not create a fiscal impact. Any future costs associated with potential benefit enhancements will depend upon the direction provided by the Personnel Committee and Board of Directors, negotiations with benefit providers, and future budget considerations.

<u>Attachments</u>

1. 2026 Employee Benefits Survey Results Presentation

Staff Report prepared by Ren Berioso, Human Resources and Risk Manager

Item 8 Attachment 1

Beaumont-Cherry Valley Water District

Employee Benefits Survey Results 2026

May – June 2026 · 34 Responses · Confidential

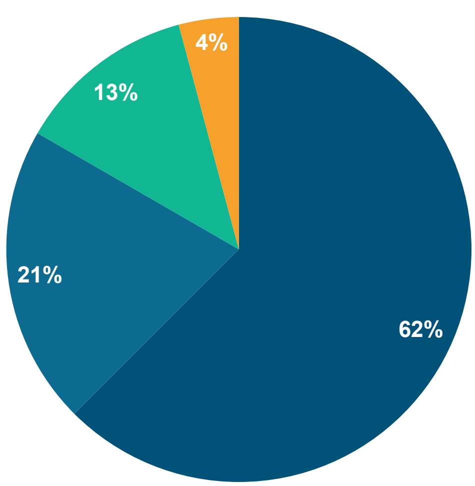
34	4	5
Responses	Employee Groups	Service Tiers

1

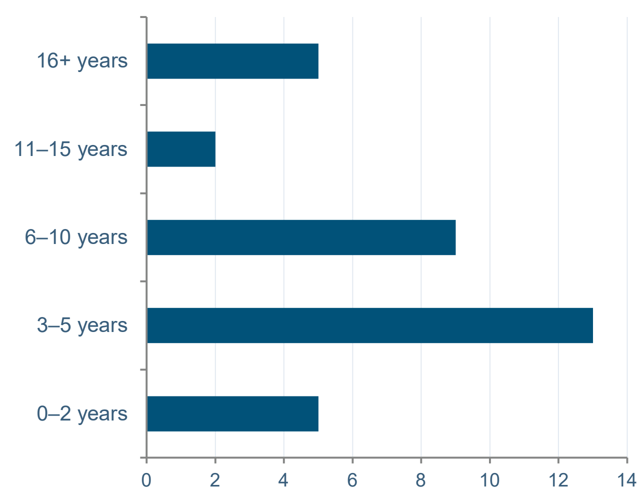
Respondent Profile

Who participated in this survey?

BY EMPLOYEE GROUP



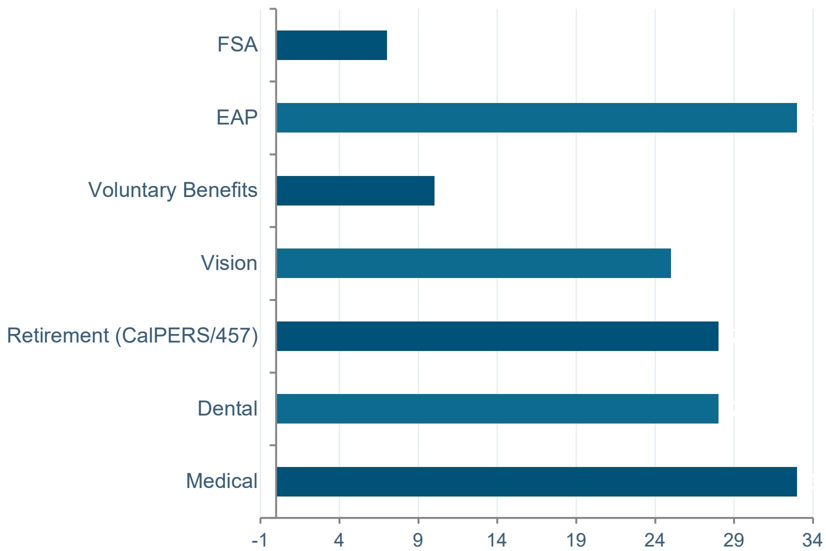
BY YEARS OF SERVICE



2

Current Benefits Participation

Which benefits are employees currently enrolled in?



96%
enrolled in
Medical

75%
enrolled in
Dental

75%
enrolled in
Retirement

3

Health Benefits Satisfaction

Medical, Dental & Vision · % Agree or Strongly Agree

100%
Medical Plans Provide Adequate Coverage

96%
Satisfied with Medical Plan Options

92%
Sufficient Access to Doctors & Providers

AREAS FOR IMPROVEMENT

Satisfied with Dental Plan 59%

Satisfied with Vision Plan 68%

Health Benefits Info Easy to Understand 88%

4

Benefits Valued Most & Least

Employee-ranked Top 5 vs. Bottom 5 benefits

TOP 5 MOST VALUED

1. **Medical Insurance** — 33 of 34
2. **Retirement (CalPERS Pension)** — 29 of 34
3. **Vacation Leave** — 28 of 34
4. **Sick Leave** — 33 of 34
5. **Deferred Comp (457 Plan) / Holidays** — 31 of 34

BOTTOM 5 (LEAST VALUED)

1. **Employee Perks (FunEx, gym discounts)** — 24 of 34
2. **Voluntary Benefits** — 22 of 34
3. **Wellness Programs** — 21 of 34
4. **Flexible Spending Accounts (FSA)** — 20 of 34
5. **Vision Insurance** — 19 of 34

5

Overall Satisfaction & Policy Fairness

% Agree or Strongly Agree

OVERALL BENEFITS

- **92%** Understand benefits available
- **83%** Overall package meets personal/family needs
- **50%** BCVWD provides a competitive package

POLICY & FAIRNESS

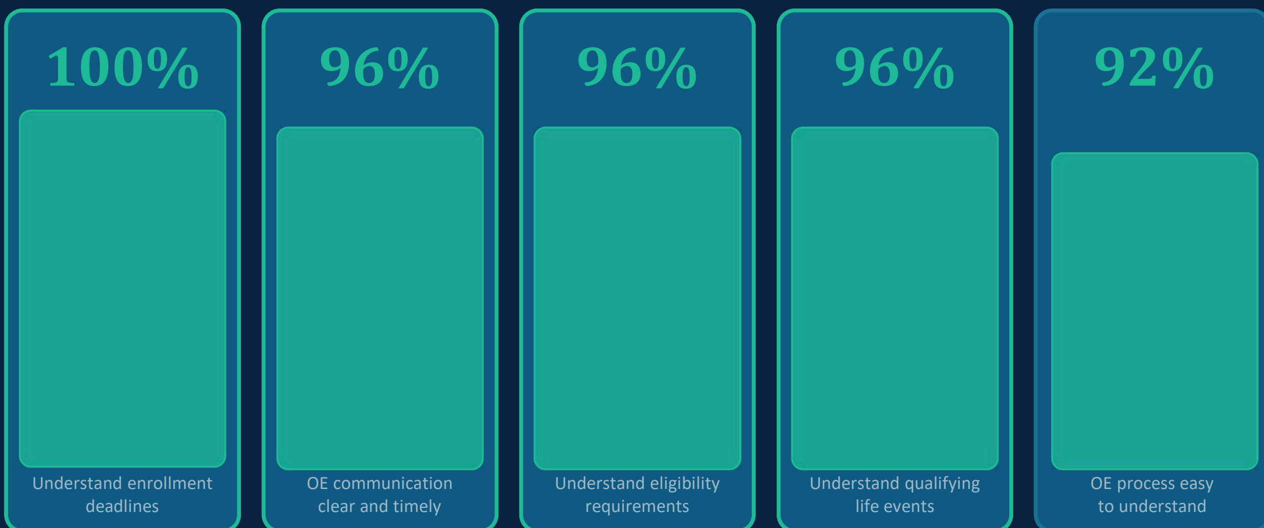
- **75%** Benefits policies applied fairly
- **79%** Benefits align with life stage needs
- **74%** BCVWD regularly reviews benefits

⚠ Only 50% feel BCVWD provides a competitive package — a key area to address in communications and benchmarking.

6

Enrollment & Communication

Open Enrollment knowledge and process clarity

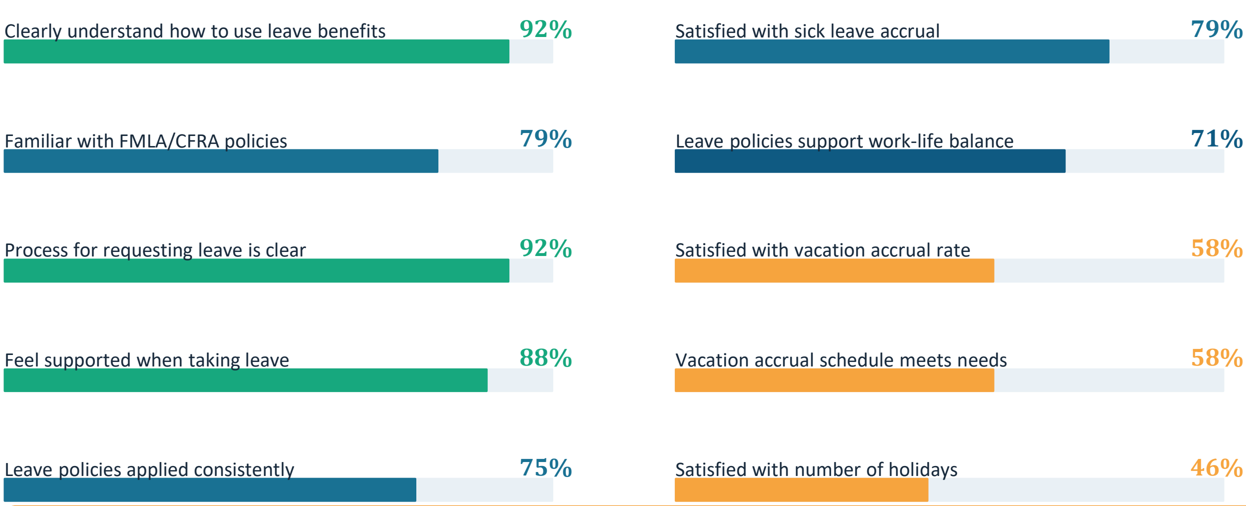


✓ Enrollment communication is a clear organizational strength — all metrics above 90%

7

Leave & Time Off

Satisfaction with leave policies and accrual rates



⚠ Holidays (46%) and vacation accrual rates (58%) are the lowest-scoring leave metrics — a recurring theme in open-ended feedback.

8

EAP, Wellness & Retirement

Employee support programs and retirement benefit awareness

EAP & WELLNESS

Aware of Employee Perks 96%

Aware of EAP 88%

EAP provides valuable support 73%

Sufficient wellness benefits/programs 75%

Employee perks are valuable 42%

Only 42% find employee perks valuable — suggests gym/FunEx perks need redesign or replacement.

RETIREMENT BENEFITS

92% Understand retirement benefits (CalPERS, 457)

87% Retirement benefits meet long-term needs

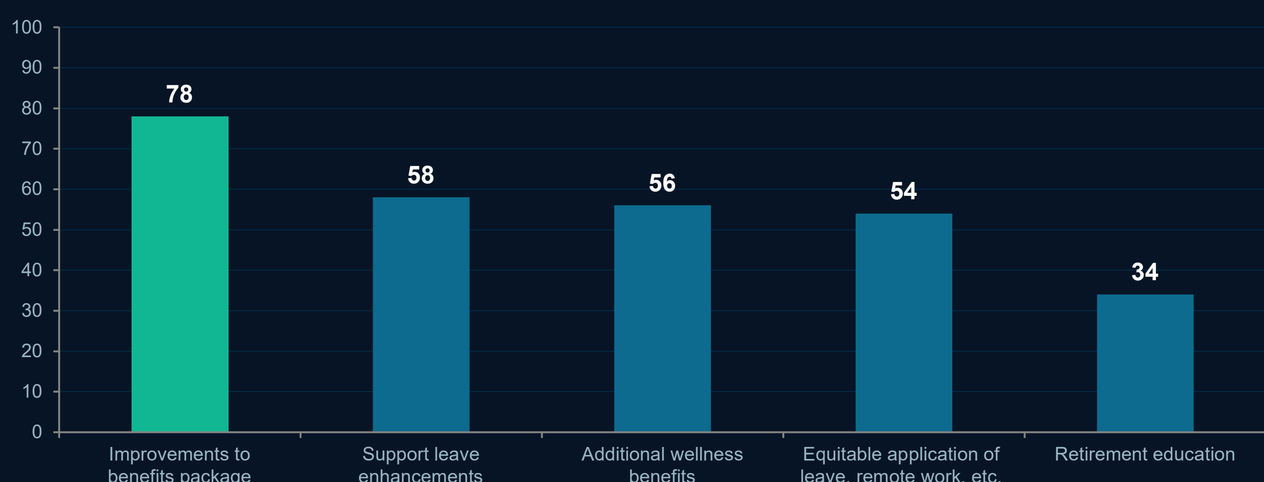
34% Would benefit from retirement education

34% would benefit from retirement education — on June 4, 2026, HR facilitated a workshop series through CalPERS.

9

Employee Interest in Future Enhancements

How much appetite is there for change?



TAKEAWAY Improving the benefits package emerged as the highest employee priority (78%), making it the strongest opportunity to enhance employee satisfaction, retention, and overall engagement.

10

Key Themes from Employee Feedback

Summary of open-ended suggestions — most frequently mentioned topics

Improve Dental & Vision

Multiple employees want the District to cover or improve dental and vision plans, similar to full medical coverage.

Increase Vacation Accrual

Requests to raise the vacation cap (160 hrs → 200–260 hrs), add Christmas Eve, and equalize leave policies across groups.

Better Gym / Wellness Perks

Employees want more gym options (LA Fitness, paid memberships) and meaningful wellness programs — current FunEx perks feel token.

457 Match from the District

Several employees, especially management, specifically requested the District match 457 deferred compensation contributions.

Fairness & Consistency

Concerns around equitable application of leave, remote work, and sick leave cash-out policy. Perceived favoritism mentioned by several.

11

Recommended Action Areas

Priorities based on survey findings

HIGH

Dental & Vision Plan Review

Benchmark current dental/vision plans against comparable agencies; explore District contribution or improved plan options.

MEDIUM

Rethink Employee Perks

Only 42% find current perks (FunEx, gym discounts) valuable. Consider expanded gym partnerships or a fitness reimbursement program.

HIGH

Vacation Accrual & Holiday Policy

Evaluate raising the vacation cap and adding floating or additional holidays (e.g. Christmas Eve) to address the 46–58% dissatisfaction.

CONSIDER

457 Match Exploration

Evaluate feasibility of a District 457 match, even at a small level. Frequently requested by management; strong retention signal.

MEDIUM

Fairness & Policy Consistency

Address leave policy consistency concerns. Ensure equitable application across all employee groups and document remote/flex work policies clearly.

ONGOING

Benefits Education Series

Introduce benefits education sessions (78% interested). Start with a Benefits 101 and a retirement planning workshop — low cost, high impact.

12

B C V W D

Beaumont-Cherry Valley Water District

Thank You

for your participation

96%	78%	6
Satisfaction with Medical Benefits	Improvements to Benefits Package	Key Action Areas Identified

Questions? Contact Human Resources

Beaumont-Cherry Valley Water District
Personnel Committee
July 21, 2026

Item 9

STAFF REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **Launch of the 2026 Annual Engagement Survey Through Great Place to Work**

Staff Recommendation

None. Informational Only.

Executive Summary

The Beaumont-Cherry Valley Water District, through its Human Resources and Risk Management Department, launched the 2026 Annual Employee Engagement Survey through *Great Place to Work*® on July 6, 2026, at 6:30 a.m. The survey will remain open through July 30, 2026, at 5:30 p.m.

The survey provides employees with a confidential opportunity to share feedback on the workplace, leadership, communication, and overall employee experience. In 2025, the District achieved an overall employee engagement score of 95%, reflecting a highly engaged workforce. The 2026 survey will help measure progress and identify opportunities to further strengthen the District's workplace culture.

Background and Discussion

Since 2021, the District has been recognized as a *Great Place to Work*® Certified organization for five consecutive years, demonstrating its ongoing commitment to employee engagement and organizational excellence. Administered by an independent third party, the annual survey ensures employee confidentiality while providing benchmarking against organizations nationwide.

The survey was electronically distributed to all eligible employees on July 6, 2026, and participation is voluntary. Great Place to Work® will provide only aggregated survey results, preserving the anonymity of individual employees. Upon completion of the survey period, Human Resources and Risk Management will analyze the results, compare them with prior years, and present a summary of findings and recommendations to the Personnel Committee and Board of Directors. The results will support future initiatives related to employee engagement, retention, leadership development, succession planning, and continuous organizational improvement.

Fiscal Impact

The annual Great Place to Work® survey is funded through the Human Resources and Risk Management's approved Fiscal Year 2026 Operating Budget.

Attachment: None.

Staff Report prepared by Ren Berioso, Human Resources and Risk Manager

Beaumont-Cherry Valley Water District
Personnel Committee Meeting
July 21, 2026

Item 10

STAFF REPORT

TO: Personnel Committee

FROM: Human Resources and Risk Management

SUBJECT: **BCVWD Employee Association Initial Bargaining Proposals for the Successor Memorandum of Understanding (MOU)**

Staff Recommendation

Informational only.

Executive Summary

The current Memorandum of Understanding (MOU) between the Beaumont-Cherry Valley Water District and the BCVWD Employee Association expires on December 31, 2026. In preparation for negotiations under the Meyers-Milias-Brown Act (MMBA), the District's Chief Negotiator, Human Resources, and Employee Association representatives met eight (8) times between January and June 2026.

Following these discussions, the Employee Association submitted nine (9) initial bargaining proposals addressing wages, benefits, leave, and other terms and conditions of employment. This report summarizes the proposals and provides supporting background for the Board's closed session discussion and direction.

Background and Discussion

The District and the BCVWD Employee Association have begun preparations for negotiating a successor MOU. Between January and June 2026, the District's Chief Negotiator, Human Resources, and Association representatives met eight (8) times to discuss potential changes to the agreement.

During those meetings, the Association initially developed ten (10) proposals but voluntarily withdrew one of the proposals in May 2026. The remaining nine (9) proposals constitute the Association's initial bargaining package and represent its opening position for negotiations.

The proposals address compensation, benefits, leave provisions, and other employment-related matters. The proposals will be presented to the Board of Directors during closed session for discussion and negotiation direction.

Fiscal Impact: To be determined.

Staff Report Prepared by Ren Berioso, Human Resources and Risk Manager