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

MINUTES OF THE PERSONNEL COMMITTEE MEETING
Tuesday, July 21, 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, Justin Petruescu
Members of the Public:	None

PUBLIC COMMENT: None.

ACTION ITEMS

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

2. **Acceptance of Personnel Committee Meeting minutes**
   a. June 16, 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:** None.

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

5. **Human Resources Report**
   Human Resources and Risk Manager Ren Berioso presented highlights of the June 2026 report:
   - Currently 46 employees

- Notable anniversaries including Mike Morales (25 years), William Clayton (11 years).
- The Customer Service position has been filled, and the person has started work
- Turnover Rates:
  - June 2026 monthly turnover: 2.08% (three separations)
  - YTD turnover rate: 6.67%

Committee members acknowledged the anniversary milestones.

6. 2026 Risk Management Report for Second Quarter – April to June

Human Resources and Risk Management Manager Ren Berioso presented the second-quarter Risk Management Report covering workers' compensation, property damage and loss, claims against the District, emergency response, and Federal Emergency Management Agency (FEMA) training. Workers' compensation cases increased to four in the second quarter. Mr. Berioso said training continues to reinforce proper body mechanics and ergonomics, with mandatory training for field and office staff scheduled through ACWA JPIA.

Chair Covington asked how work-related injuries are evaluated given the potential for contributing factors outside the workplace. Mr. Berioso explained that incidents are documented in coordination with the employee and supervisor and evaluated along with medical information, with ACWA JPIA making a determination. He noted that the review considers the circumstances surrounding the injury and potential contributing factors.

Berioso reported a significant decrease in property damage and loss incidents, from five in the prior quarter to one minor external-party incident with an estimated loss of approximately $450. There were no District driver-related incidents during the quarter. He attributed the improvement in part to defensive driving training and increased employee accountability under the District's revised driver training and record policy. Chair Covington reported observing a District vehicle traveling at an excessive speed on Interstate 10 and encouraged continued attention to safe driving. General Manager Dan Jaggers emphasized maintaining a safe and responsible District presence in the community. In response to Chair Covington, Jaggers advised that implementation of vehicle cameras had been paused while the District pursued other measures first.

Mr. Berioso also reported reduced hydrant theft activity. Employee Association representative Luis Lomeli noted that many brass components have been replaced with ductile iron. Chair Covington observed that bollards had been installed around hydrants that had previously sustained repeated vehicle damage.

Mr. Berioso advised that one previously reported claim involving financial loss had been closed and that another matter remains pending and is being handled by ACWA JPIA. He reported no Emergency Response Team activity during the quarter and said FEMA training compliance remained at 92 percent, with staff continuing efforts toward full compliance.

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

Human Berioso presented the CalPERS-adopted 2027 health insurance premium rates. The District pays 100% of health insurance premiums for eligible employees and their dependents and the adopted rates will be considered in development of the FY 2027 budget. Based on current enrollment, average HMO premiums will increase 7.54% and PPO premiums will increase 6.93% in 2027. If the District's current 44 subscribers maintain the same plan selections, the estimated annual cost would increase from approximately $1.107 million to $1.173 million, an increase of

$65,934, or approximately 5.9%. Actual costs will depend on employee elections during open enrollment and any changes in staffing or enrollment.

Chair Covington requested a 10-year comparison showing the District's annual health insurance cost increases. Chair Covington and staff also discussed the comparatively higher cost and limited enrollment in PPO coverage. General Manager Jaggers noted that PPO coverage may be appropriate for particular needs but is not necessarily the most cost-effective option.

8. 2026 Employee Benefits Survey Results

Mr. Berioso presented results of the 2026 Employee Benefits Survey, explaining that the annual survey is intended to assess the effectiveness and perceived value of District benefits and identify opportunities for improvement. He emphasized that the results were descriptive rather than prescriptive, particularly while MOU negotiations are underway.

The 34 participants reported high satisfaction with the District's medical benefits and plan options, while dental and vision coverage received lower satisfaction ratings. Chair Covington asked what specifically employees found unsatisfactory about the dental plan and emphasized that meaningful employee feedback is necessary before considering changes. Mr. Berioso said written comments provided limited detail, although previous employee feedback had identified premium costs and out-of-pocket expenses as concerns. General Manager Jaggers noted that dental and vision coverage is employee funded. Mr. Berioso advised that staff continues to explore whether other providers could offer greater value at a lower cost.

Chair Covington emphasized that decisions regarding benefit changes should be supported by sufficient data and should consider their effect on the workforce as a whole. He encouraged obtaining more narrative feedback from employees to better understand the reasons underlying survey responses. Jaggers and Director of Information Technology and Cybersecurity Robert Rasha discussed the District's newly developed internal survey capability, which could be used to conduct focused follow-up surveys and obtain more detailed employee comments. Chair Covington supported using such information to inform future recommendations and decisions.

In reviewing overall satisfaction, Berioso reported that employees generally understood their available benefits and indicated that the package met their personal or family needs; however, only approximately half of respondents considered the District's overall benefits package competitive. This prompted substantial discussion regarding employees' understanding of the monetary and practical value of their total compensation. It was observed that the value of employer-paid benefits, particularly medical insurance, may not be readily apparent to employees who have little need for medical care or who focus primarily on take-home pay. Chair Covington emphasized that the District fully funds medical coverage without imposing an employer contribution cap and absorbs annual premium increases, providing employees and their families both significant financial value and peace of mind. Director Williams shared her experience with an employer contribution cap at another public agency and observed that the value of fully funded coverage may become more apparent when employees have experienced having to pay a portion themselves. The Committee and staff discussed the importance of employee education regarding the full value of the District's benefits and total compensation package.

Berioso reviewed additional survey findings regarding leave and time off, employee assistance and wellness programs, and retirement benefits. He noted lower satisfaction with vacation accrual and holidays and explained that changes to those benefits would be subject to the collective bargaining process. Current employee perks also received lower ratings. Employee Association representative Luis Lomeli asked whether the District's size affects the types of discount programs available. Mr. Jaggers assured that HR staff has focused on identifying enhanced wellness and employee-perk opportunities at little or no cost to the District and noted that greater employee education may also increase awareness and use of existing programs.

Mr. Berioso reported that retirement education had been identified as an area for improvement when the survey was conducted. The District subsequently hosted a CalPERS educational session tailored to the District's retirement contract. Mr. Lomeli described the session as highly informative, and staff indicated that it addressed information employees had previously identified as lacking.

Mr. Berioso concluded by reviewing areas of employee interest for future benefit enhancements and reiterated that the survey findings were informational and did not constitute recommendations for changes. Staff will continue using employee feedback and the District's internal survey tools to better understand employee priorities and identify opportunities to improve the overall benefits experience.

9. Launch of the 2026 Annual Engagement Survey Through Great Place to Work

Mr. Berioso introduced the launch of the survey for its 6th year. Last year, the District received an overall score of 95%. Chair Covington indicated the Board supports this, and it is a good way to check the pulse of the organization; but said it Is only as good as the truthfulness of responses.

General Manager Jaggers discussed the value of tracking survey results over time and considering them in conjunction with other organizational activities, including MOU negotiations and salary surveys, to identify trends in employee satisfaction and organizational health.

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

Mr. Berioso advised that there have been eight meetings, and nine proposals were submitted by the MOU group. The General Manager / chief negotiator is in the process of discussion with the Board during closed session. The timeline is on target for the agreement before December 31, and a new MOU in place by January 2, 2027.

Mr. Jaggers noted that the Board had been briefed and the process is continuing. An initial presentation has been made.

11. 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)
- 10-Year Health Insurance Cost/Premium History
- Employee Benefits Follow-Up Survey / Expanded Feedback

12. Next Meeting Date: August 18, 2026

ADJOURNMENT: *5:50 p.m.*

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