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

MINUTES OF THE PERSONNEL COMMITTEE MEETING
Tuesday, August 18, 2026, at 4:30 p.m.

CALL TO ORDER

Chair Covington called the meeting to order at 4:55 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 Jr. Director of Finance and Administration Sylvia Molina Human Resources and Risk Manager Ren Berioso Management Analyst II Erica Gonzales Executive Assistant Lynda Kerney
BCVWD Employee Association reps:	Ericka Enriquez, Luis Lomeli
Members of the Public:	None

PUBLIC COMMENT: None.

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

2. **Acceptance of Personnel Committee Meeting minutes**
   a. July 21, 2026 Regular Meeting

   The Committee accepted the meeting minutes by the following vote:

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

3. **Report / Update from BCVWD Employees Association:** Luis Lomeli reported that the group has a negotiations meeting scheduled with the General Manager on Aug. 19.

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

5. **Human Resources Report**
   Human Resources and Risk Manager Ren Berioso presented highlights of the July 2026 report:
   - Currently 46 employees
   - Notable anniversaries including Robert Rasha Jr. (12 years)

- A Water Utility Worker I position has been opened
- Turnover Rates:
  - July 2026 monthly turnover: 2.17% (one separation)
  - YTD turnover rate: 8.42% (Lower than in 2025)

Committee members acknowledged the anniversary milestones.

6. Ten-Year Historical Analysis of CalPERS Health Premium Trends (2018–2027)

Mr. Berioso presented the 10-year historical analysis of CalPERS health premiums requested by the Committee at its July meeting. The analysis used family premium rates because most District employees have family coverage. He reported that rates fluctuated between 2017 and 2023, including decreases in some plans, but generally increased from 2024 through the published 2027 rates. Although premium costs continue to rise, the year-over-year percentage increases have fluctuated rather than increased progressively.

The Committee and staff discussed the distinction between annual percentage changes and the cumulative increase in actual premium costs. General Manager Dan Jaggers calculated that most plans are approximately 1.7 to 1.8 times their 2017 cost, and Chair Covington noted that several premiums have nearly doubled over the 10-year period. Staff noted that most District employees are enrolled in Kaiser Permanente or Blue Shield Access+ HMO, which remain among the more moderately priced options. Mr. Jaggers also observed that health insurance costs have increased substantially faster than general inflation over the period discussed.

Director Williams asked whether regulatory changes or other factors may have contributed to the higher premium increases beginning around 2024. Berioso indicated he would research the question and report back. Chair Covington suggested that the historical analysis should ultimately be presented to the full Board when appropriately timed with a related agenda item.

7. Dental Benefits Survey Results

Mr. Berioso presented the results of the follow-up dental benefits survey requested by the Committee at its July meeting. He reported that 43 of 45 employees responded, with 17 enrolled in the Ameritas PPO, 14 in the Liberty HMO, and 12 not enrolled in a District dental plan. Overall satisfaction differed significantly by plan, with 33 percent of PPO participants and 67 percent of HMO participants reporting satisfaction. Employee concerns centered on premium costs, out-of-pocket expenses, coverage limitations, and the value received for the cost of coverage.

The Liberty HMO generally received favorable employee feedback, with employees indicating a preference to retain the plan while identifying additional coverage for major services as a desired improvement. The Ameritas PPO received substantially less favorable feedback, with employees expressing interest in alternative carriers, particularly Guardian. Employees who declined District dental coverage cited alternative coverage through a spouse or other source, cost, and available plans not meeting their needs.

Berioso reviewed alternative PPO options obtained through the District's benefits broker, Keenan, including Guardian plans with different annual maximums, premiums, provider networks, and benefit provisions. The Committee discussed the relative value of the alternatives. Mr. Berioso explained that, according to Keenan, the District may offer only one PPO and one HMO dental plan because competing dental plans of the same type cannot be offered within a single agency, although the District is not limited to its current carriers. Dental premiums are employee paid.

General Manager Jaggers suggested that, because employees bear the cost of the benefit, they should be provided the available alternatives and allowed to indicate their preferred plan. Chair

Covington agreed, expressing support for giving employees the greatest opportunity to select coverage that meets their needs. Director Williams similarly supported an option that would provide the greatest employee satisfaction. The Committee supported staff continuing to evaluate available dental coverage and obtaining employee input regarding the preferred option.

8. Annual Employee Engagement Results and Acknowledgment of 2025 Great Place to Work Certification

Mr. Berioso presented the results of the 2026 Annual Employee Engagement Survey conducted through Great Place to Work. He reported that the District earned Great Place to Work certification for the sixth consecutive year, exceeding the 70 percent threshold required for certification. Thirty-eight of 44 eligible employees participated, for an 86 percent response rate. The District's overall employee engagement score was 75 percent, compared with 88 percent in 2025, and the overall Great Place to Work statement score was also 75 percent, compared with 95 percent the prior year. Berioso noted that the 2026 results were among the District's lower scores during the survey period, although not as low as 2022.

Staff discussed factors that may influence year-to-year results. Berioso noted that both 2022 and 2026 coincided with MOU negotiations. Mr. Jaggers observed that employee perceptions may be heightened during bargaining years because employees are actively evaluating compensation, benefits, working conditions, and practices at comparable employers. He also noted that the District's higher 2025 results followed a salary survey and associated salary adjustments. Mr. Jaggers characterized the results as cyclical and said that, while he prefers engagement scores above 80 percent, the historical data provides context for understanding the current results. Chair Covington confirmed that the survey is administered during the same period each year.

Mr. Berioso reviewed the District's strongest areas, including meaningful work, work-life balance, accountability, job stability, and work flexibility, several of which compared favorably with benchmarks for highly rated small and medium workplaces. Areas identified for improvement included leadership fairness, work motivation and engagement, facilities and equipment, career advancement, and compensation and benefits. He noted that a substantial portion of responses in several lower-scoring categories were neutral rather than negative, presenting an opportunity to improve. Compensation and benefits received a 46 percent positive response, with approximately 30 percent of respondents neutral.

Director Williams observed that employee perceptions of compensation may also be affected by the current economy and the reduced purchasing power of employees' earnings. Chair Covington agreed, and the Committee discussed the increasing cost of everyday necessities and its effect on how employees may perceive their compensation regardless of nominal wage levels. Mr. Berioso noted that the survey results suggested employees may distinguish between satisfaction with benefits and satisfaction with pay.

Mr. Berioso advised that employee comments received with the survey were generally negative this year. Mr. Jaggers acknowledged that internal organizational matters may have contributed to some of the comments and results. Chair Covington characterized the survey information as useful and recognized that various circumstances can influence employee responses. He emphasized the importance of continuing the annual survey so employees have an opportunity to be heard, while allowing the District to identify and respond to areas of concern.

Chair Covington indicated support for continuing the survey each July and presenting the Great Place to Work recognition to the full Board. The Committee was asked to receive and file the survey results and forward acknowledgment of the certification to the Board.

The Committee received and filed the report and recommended the 2025 Great Place to Work Certification to be presented to the next regular Board meeting by the following vote:

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

9. Policies and Procedures Manual Updates / Revisions

Mr. Berioso characterized the proposed revisions as policy housekeeping intended to modernize the language and maintain alignment with current labor law, with no major substantive changes. Because applicable laws change over time, the revised policies generally reference governing law rather than incorporating extensive statutory language.

a. Policy 3095 – Pregnancy Disability Leave
Director Williams asked for clarification regarding the proposed language providing for an interactive process when an employee remains disabled after exhausting Pregnancy Disability Leave. Mr. Berioso explained that Human Resources would engage with the employee to understand and document the circumstances supporting a potential extension or accommodation. Director Williams confirmed her understanding that this process could apply when a physician determines that an employee must remain off work beyond the prescribed leave period.

The Committee recommended Policy 3095 to be presented to the Board for consideration by the following vote:

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

b. Policy 3096 – Lactation Accommodation
Berioso reported that the proposed revisions to Policy 3096 update and modernize the language to maintain consistency with applicable law.

The Committee recommended Policy 3096 to be presented to the Board for consideration by the following vote:

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

10. 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)

11. Next Meeting Date: September 22, 2026

The Committee postponed the Regular Meeting of Sept. 15 due to lack of quorum

ADJOURNMENT: *5:54 p.m.*

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