

MINUTES
BOARD OF DIRECTORS
SUNNYSLOPE COUNTY WATER DISTRICT
Special Meeting
July 10, 2014

- A. CALL TO ORDER:** The meeting was called to order at 4:04 p.m. by President Villalon, at the Sunnyslope County Water District office, 3570 Airline Highway, Hollister, California.
- B. ROLL CALL: Present:** President Danny Villalon; Directors Dave Clapham, Kathy Hill, John Johnson, and Dave Meraz.
- C. PLEDGE OF ALLEGIANCE:** General Manager/Secretary Ridenhour led Directors, staff and public in the Pledge of Allegiance.
- D. APPROVAL OF AGENDA:** Upon motion made by Director Meraz, seconded by Director Clapham, and carried 5-0, the agenda was approved as presented.
- E. PUBLIC COMMENTS AND AUDIENCE INTRODUCTIONS:** The Board welcomed members of the public and opened the meeting to public comments regarding matters not itemized on the agenda; there were no comments from the public.

Managers present for Open Session: General Manager/Secretary Don Ridenhour; Executive Assistant/Stenographer Carol Porteur; Finance and Human Resource Manager Cathy Buck; Water/Wastewater Superintendent Jim Filice, and Associate Engineer Sean Knight.

Staff present for Open Session: Abel Alvarez, Kelly Brill, Kevin Castro, Manny Chavez, Ernie Eclarin, Tom Estrada, Pat Hagins, Pat Jackson, Kim Malko, Walter Norman, Dave Padilla, Scott Watson, and Anabel Zavala.

F. NEW BUSINESS:

DISCUSSION REGARDING LABOR CONTRACT NEGOTIATIONS: President Villalon reviewed the Employee Contract Proposal for three years beginning July 1, 2014 and ending June 30, 2017, which the Board of Directors was offering to staff. The proposal included zero or limited annual Cost of Living Adjustments (COLA) based on an average of three CPI indexes; employees to pay a share of cost of annual CalPERS retirement plan increases; eliminating the two top Water/Wastewater Utility Maintenance salary steps, changing the Operations and Maintenance Crew Chief position from non-exempt to exempt, and no change to other benefits and compensation.

Tom Estrada gave a presentation on the way the maintenance staff jobs have changed with more chemistry and biology knowledge and technical skills required. He discussed the multiple licenses that the Water/Wastewater Utility Maintenance staff are required to hold and emphasized the need for salary step increases as incentives to encourage use of personal time to get the licenses that benefit the District. In general, Tom sought to familiarize the Board of Directors with the duties required. Various staff members discussed their views on the contract proposal with the Board and listened to the Board's explanation.

Staff presented the Board of Directors with a counter-proposal from the employees for annual COLA increases of one half of the average CPI for each of the next three years with no other changes to positions, steps, or benefits. Jim Filice stated that cost of living

increase is not a raise, essentially it is just to keep up with the increased prices.

G. ADJOURN: Upon motion made by Director Meraz, seconded by Director Clapham, and unanimously carried 5-0, the meeting was adjourned at 5:33 p.m.

APPROVED BY THE BOARD: s/ Danny Villalon
Danny Villalon, President

RESPECTFULLY SUBMITTED: s/ Donald G. Ridenhour
Donald G. Ridenhour, Secretary