

MINUTES
BOARD OF DIRECTORS
SUNNYSLOPE COUNTY WATER DISTRICT
Special Meeting
September 13, 2016

- A. CALL TO ORDER:** The meeting was called to order at 4:45 p.m. by President Hill, at the Sunnyslope County Water District office, 3570 Airline Highway, Hollister, California.
- B. ROLL CALL: Present:** President Kathleen Hill; Directors: Mike Alcorn, Judi Johnson, Dave Meraz, and Danny Villalon.
- C. PLEDGE OF ALLEGIANCE:** General Manager/Secretary Ridenhour led Directors, staff and public in the Pledge of Allegiance.
- D. PUBLIC COMMENTS ON CLOSED SESSION MATTERS:** 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. None.

E. CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957.6:

President Hill moved the meeting to closed session at 4:47 p.m.

Staff Present for Closed Session: General Manager/Secretary Don Ridenhour and Attorney Heidi Quinn.

1. Conference with Labor Negotiators: Kathy Hill, Mike Alcorn & Don Ridenhour.

President Hill reconvened the meeting to open session at 5:18 p.m.

- F. REPORT IN OPEN SESSION ACTION TAKEN IN CLOSED SESSION:** General Manager/Secretary Ridenhour reported that the Board met in closed session pursuant to Government Code Section 54957.6 to discuss negotiations held between the negotiating committee, Directors Alcorn and Hill, and General Manager/Secretary Ridenhour, and staff members, Pat Jackson and Kelly Brill. The negotiations were discussed with the full Board and action will be taken in tonight's Agenda item I-1, under new business.
- G. APPROVAL OF AGENDA:** Upon motion made by Director Johnson seconded by Director Alcorn, and carried 5-0, the agenda was approved as presented.
- H. 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. None.
- Staff present for Open Session:** General Manager/Secretary Don Ridenhour, Attorney Heidi Quinn, Executive Assistant/Stenographer Carol Porteur, Finance and Human Resource Manager Cathy Buck, and Assistant Engineer Rob Hillebrecht.
- I. CONSIDER APPROVAL OF A REVISED COMPENSATION PACKAGE FOR DISTRICT EMPLOYEES INCLUDING A COST OF LIVING ADJUSTMENT, REVISED SALARIES, AND STAFF CONTRIBUTION TO THE CALPERS RETIREMENT SYSTEM:** President Hill stated that the Board reviewed and discussed the following salary & benefit adjustments proposed for FY 2016 and FY 2017:

1. Cost of living increases –

- 3.0% COLA, effective July 1, 2016.
- 1.5% COLA, effective July 1, 2017.

2. PER's Retirement –

- Employee's cost sharing contribution to CalPERS fixed at 2.0% for two years, effective beginning July 1, 2016. Excludes three employees covered by PEPR retirement benefit.

3. Salary increases for select positions -

- Account Technicians to receive 2% raise, effective July 1, 2016.
- Executive Assistant to receive 3% raise, effective July 1, 2016.
- Provide \$60 per month stipend for qualified Spanish speaking/writing staff members (qualifying test to be prepared by General Manager).
- Water/Wastewater Superintendent to receive 5% raise, effective July 1, 2016.

4. Look at changing to another dental plan which more dentists in the area accept -

- The Board is willing to modify the dental plan as requested by staff as long as it does not result in any increase in cost to the District.

5. Change the negotiation intervals back to every two years -

- The current Board supports the request to conduct negotiations every two years.

6. Other – (Personnel Committee suggested)

- The funding status of CalPERS and any District "Unfunded Liability" are concerns of the Board and will be considered in future compensation negotiations.
- The Board will consider conducting a new salary survey in two years.

Director Alcorn stated that #5- changing the negotiation intervals back to every two years was the intent of the current Board, but the current Board would not be able to bind that agreement to a future Board.

Director Alcorn also noted on #6 a concern of the Board is the funding of CalPERS Unfunded Liability. If the CalPERS retirement was to drop below or remain below 75% of being funded, the Board would need to consider adjustment in future compensation negotiations.

Upon a motion to approve the revised compensation package as presented for District Employees including a cost of living adjustment, revised salaries, and staff contribution to the CalPERS Retirement System made by Director Johnson, seconded by Director Meraz, and a roll call vote requested, the following votes were cast: President Hill – yes, Director Alcorn – yes, Director Johnson – yes, Director Meraz – yes, and Director Villalon – yes, the motion carried 5-0.

J. ADJOURN: President Hill adjourned the meeting at 5:29 p.m.

APPROVED BY THE BOARD: *s/ Kathleen A. Hill*

Kathleen A. Hill, President

RESPECTFULLY SUBMITTED: *s/ Donald G. Ridenhour*

Donald G. Ridenhour, Secretary