

JOSHUA BASIN WATER DISTRICT
REGULAR MEETING MINUTES
WEDNESDAY, MAY 15, 2019

CALL TO ORDER/PLEDGE OF ALLEGIANCE – President Johnson called the meeting to order at 6:30 p.m.

DETERMINATION OF A QUORUM – President Johnson, Vice President Unger, Director Hund, Director Luckman, and Director Reynolds.

STAFF PRESENT -Curt Sauer, GM, Mark Ban, AGM-Operations, Susan Greer, AGM-Finance, Anne Roman, Accountant, and Beverly Waszak, Executive Assistant

CONSULTANTS PRESENT - Kathleen Radnich, Public Outreach and Mr. Gil Granito, Redwine and Sherrill, District Counsel.

APPROVAL OF AGENDA – President Johnson moved the Citizens Advisory Report by Karen Tracy, Chairperson to report after Public Comment.

MSC¹ (Luckman/Hund) motion carried by the following vote:

Ayes: Hund, Johnson, Luckman, Reynolds, and Unger
Noes: None
Absent: None
Abstain: None

PUBLIC COMMENT –

Al Marquez, Sunfair Community had an issue with the new fees in reference to receiving a copy of a DVD of the Board meetings, they have always been free in the past and now they are \$5.00.

CONSENT CALENDAR – Regular Board Meeting Minutes April 17, 2019 and March 2019 Check Register.

Director Reynolds inquired why there were no minutes for the previous meeting (May 1, 2019). Beverly Waszak, Executive Assistant responded that with all of the Public Hearings there has been a backlog but all minutes will be caught up by the June 5, 2019 Board meeting.

Director Reynolds made a motion to approve the Consent Calendar. Director Luckman seconded.

MSC¹ (Reynolds/Luckman) motion carried by the following vote:

Ayes: Hund, Johnson, Luckman, Reynolds, and Unger
Noes: None
Absent: None
Abstain: None

Karen Tracy, Citizens Advisory Committee Chairperson reported on the last CAC meeting on May 14, 2019, they discussed the Ordinance for redistricting, Terra Verde Energy for the Solar Feasibility Study, Well 14 update, and CIRP updates.

PROJECTED COSTS OF SUCCESSION NANAGEMENT FOR ADMINISTRATIVE STAFF - GM Sauer briefed the Board on the projected costs, which President Johnson had requested at the April 10, 2019 Finance Committee meeting. GM Sauer guided the Board through the next six (6) steps and closed with the summarizing that during the 19 month transition period the District will see a decrease in costs of approximately \$68,000. Salary costs for these positions during the year of 2021 will be approximately \$89,000 less than today's costs. This is a total reduction over 31 months of approximately \$157,000.

BOARD COMMENTS –

Director Hund appreciated all the hard work the staff put into this document. Director Luckman also thanked the staff for laying it out in a way that makes it easy to understand.

DIRECTOR OF ADMINISTRATION JOB DESCRIPTION – GM Sauer reminded the Board of Directors of the approved Organizational Assessment Plan that was conducted to create a succession plan for the District's many upcoming retirements. Phase I has concluded and is working as intended. Phase II is in progress and includes the reclassification of the Human Resources Manager/Contract Administrator to become the Director of Administration. GM Sauer recommended that the Board approve the Director of Administration job description with a salary Range 53, \$107,730 to \$141,351. This was followed by a Q&A period with the Board of Directors.

PUBLIC COMMENTS –

Al Marquez, Sun Fair Community agreed with President Johnson and stated that in the last ten (10) years we have more chiefs than indians. We have so many people that are exempt than we have non-exempt.

Gayle Austin, Joshua Tree stated that when someone mentions a six (6) figure salary it seems to be a trigger. Because we are a disadvantaged community doesn't mean that staff should be paid less, as if they took a position in an advantage community, they still have the same skill sets. The staff lives and works in our community, which contributes to the economy.

BOARD COMMENTS –

Director Hund commented that regardless of your income level you deserve to have safe reliable drinking water. The way we are going to keep having it, is to have top notch professional staff.

Director Luckman agreed with Gayle Austin and Director Hund commenting that we have a very experienced person who does a very responsible job and we need to pay them in accordance with their talent.

President Johnson reminded everyone that 50% of our community is \$40,000 or less in annual income and we are a disadvantage community. The issue is not the salary it's the timing. After following the Organizational timeline we are talking 6 month increments, with 18 months before the CFO leaves, GM Sauer will leave in 4 or 5 weeks, which leaves us with a short window.

President Johnson moved to approve the job description as it is written but with a temporary time frame to coincide with new the new Acting General Manager's opportunity to evaluate whether he wants to move forward in this direction or not.

General Manager Sauer responded that through the transition period, the number of exempt employees remain the same. He explained his reasoning for hiring for the Director of Administration now rather than later.

This was followed by a brief discussion with President Johnson and GM Sauer.

Director Reynolds seconded President Johnson's amendment to the motion

Director Hund suggested that it would be a good idea to have the current HR Manager step into this role while AGM Greer is still on board so that she may mentor the HR Manager in this time of transition.

This was followed by another discussion between GM Sauer and the Board of Directors.

PUBLIC COMMENT –

Al Marquez, Sun Fair Community made a point of order to inform the Board of Directors that there is a motion on the floor and a second, it has been discussed there should be no more discussion and requested that the Board act on the motion.

Mr. Gil Granito, Legal Counsel, responded that the General Manager has made it abundantly clear that once you approve the job description it gives him entitlement to move on the job.

President Johnson then asked the Board to vote on his motion to approve the job description but with a brief waiting period for the Interim General Manager to make a determination to decide when to hire for the position.

MS¹ (Johnson/Reynolds) motion defeated by the following vote:

Ayes: Johnson, and Reynolds
Noes: Hund, Luckman, and Unger
Absent: None
Abstain: None

Director Hund motioned to approve the Director of Administration job description with the salary established at Range 53, \$107,730 to \$141,351.

MSC¹ (Hund/Luckman) motion carried by the following vote:

Ayes: Hund, Luckman, and Unger
Noes: Johnson, and Reynolds
Absent: None
Abstain: None

DRAFT BUDGET 2019/2020 - President Johnson stated that there was a two hour meeting at the Finance Committee on the 2019/2020 Draft Budget and thanked Accountant Anne Roman and AGM Susan Greer for doing a great job on the Budget. President Johnson explained that the Draft Budget is very detailed and is available on the website for public viewing. The Final Budget will be voted on at the next Board meeting on June 5, 2019. The Board received the information and no further action was taken.

DISTRICT GENERAL COUNSEL REPORT - Mr. Granito reported that the Senate Budget Committee #3, this morning rejected the Governor's proposal for a statewide tax on water and instead recommended the adoption of a continuous appropriation from the General Fund. Mr. Granito indicated that this was a major setback for water tax proponents. The matter now moves to the Assembly Budget Committee #3.

GENERAL MANAGER REPORT –

AGM Ban updated the Board on a specific leak on Sunburst and Dennis.

GM Sauer reported that he and other area General Managers heard from the California Water System Alliance Group about the Governor's Proposal on the statewide tax on water being rejected. GM Sauer also asked for a date from the Board to hold a Strategic Plan "Workshop". He also asked for a "Closed Session" for Union Negotiations soon. EA Waszak will send out a few dates for the Board members to agree on.

DIRECTOR COMMENTS & REPORTS ON MEETINGS ATTENDED -

Kathleen Radnich reported on the following:

- MAC meeting and Jim Sowers' presentation
- The top pics on the flyers from the Elementary school
- Session 3 of 4 on Wild Crafting this Friday (seed harvesting)
- May 16, 2019 Ms. Radnich is teach 400 Eighth Graders on water conservation
- This month is Tortoise month at the Farmers Market

Director Hund, Director Unger, and Director Reynolds reported on the ASBCSD dinner they attended on May 13, 2019.

Vice President Unger reported on the Finance Committee on May 15, 2019, and thanked AGM Susan Greer and Accountant Anne Roman for taking the time to walk the Finance Committee through the 2019/2020 Draft Budget.

Director Hund reported on the Water Resources and Operations Committee he and Director Reynolds attended on May 15, 2019.

President Johnson initiated an AD HOC Committee, consisting of himself and Director Reynolds for the recruitment and transition of the General Manager.

Director Hund commented on the Elementary school and their projects.

Director Luckman reported on the ACWA Conference.

Director Reynolds also commented on the ACWA Conference.

ADJOURNMENT – At 8:04 p.m. Director Unger moved for adjournment. Director Luckman seconded. MSC¹ (Unger/Luckman) motion carried

Respectfully Submitted,


Curt Sauer, GM and Board Secretary