

SAN GORGONIO PASS WATER AGENCY
1210 Beaumont Avenue
Beaumont, California 92223
Minutes of the
Board Employee Guide Workshop
April 4, 2013

Directors Present: John Jeter, President
Bill Dickson, Vice President
Mary Ann Melleby, Treasurer
Ron Duncan, Director (left at 1:50 p.m.)
Ted Haring, Director
Ray Morris, Director
Barbara Voigt, Director

Staff and Consultants Present:
Jeff Davis, General Manager
Tom Todd, Jr., Finance Manager

- 1. Call to Order, Flag Salute and Roll Call:** The Employee Guide workshop of the San Gorgonio Pass Water Agency Board of Directors was called to order by President John Jeter at 1:30 p.m., April 4, 2013, in the Agency Conference Room at 1210 Beaumont Avenue, Beaumont, California. President Jeter led the Pledge of Allegiance to the flag. A quorum was present.
- 2. Adoption and Adjustment of Agenda:** By unanimous consent, Agenda Item 4b was moved to item 4a in order to accommodate Director Duncan's schedule.
- 3. Public Comment:** There was no public comment at this time. No members of the public were present.
- 4. New Business:**
President Jeter turned the meeting over to the Chair of the Employee Guide Committee.
 - A. Discussion of Possible Life Insurance Option for Employees.** A summary table of various options and costs was included in the agenda package. General Manager Davis indicated that staff was bringing more information on this issue to the Board at the Board's request. Finance Manager Todd then reviewed the summary table with the Board. General Manager Davis indicated that the Board had three choices—do nothing, allow employees to purchase life insurance through a payroll deduction at their expense, or cause the Agency to subsidize life insurance premiums for staff. After discussion, the Board asked staff to develop an alternative that includes the Agency paying for life insurance premiums up to 25% of an employee's salary, with the employee picking up any additional costs for the insurance premium. A goal of July 1 was set to

implement such a program. Staff was directed to bring full cost information back to the Board for consideration and possible approval.

B. Discussion of Proposed Changes to Employee Manual. Finance Manager Todd reviewed two proposed Employee Manual changes with the Board. The first was a change in the overtime provision, in order to be consistent with State law. The second was related to the resolution the Board recently passed regarding the employee share of PERS to be paid by new employees not previously members of PERS. It was the consensus of the Board that the proposed changes were acceptable; staff was directed to bring these changes to the Board for final approval.

C. Discussion of Retirement Resolution for New Hire Who is a Member of CalPERS. General Manager Davis reminded the Board that, even though the new pension law dictates the employee share of PERS for new employees (7%), and the Board has defined a 3% contribution by current employees, the employee share of PERS to be paid by new employees who have previously been in PERS is not defined. He explained that the Board has a number of options, including setting the amount at the same rate as current employees, at the same rate as future employees, or some other rate. After discussion, it was the consensus of the Board that any future rank and file employees who are hired from a PERS contracting agency should pay 7% of their salary into PERS, while the amount for any future General Manager should be negotiable. The Board directed staff to come back to the Board with a policy that implements this for consideration.

5. Announcements: The following announcements were reviewed:

- A. Engineering Workshop, April 8, 2013 at 1:30 pm.
- B. Regular Board Meeting, April 15, 2013 at 1:30 p.m.
- C. Finance and Budget workshop April 22, 2013 at 1:30 p.m.

6. Adjournment: The Employee Guide workshop of the San Geronio Pass Water Agency Board of Directors was adjourned at 2:03 p.m.



Jeffrey W. Davis, Secretary of the Board