

Personnel Committee Meeting Minutes
San Juan Water District
October 1, 2024
4:00 p.m.

Committee Members: Ken Miller, Chair
Ted Costa

District Staff: Paul Helliker, General Manager
Donna Silva, Director of Finance
Teri Grant, Board Secretary/Administrative Assistant

Topics: Cash in Lieu of Healthcare Benefits (W & R)
Other Personnel Matters
Public Comment

1. Cash in Lieu of Healthcare Benefits (W & R)

Ms. Silva reviewed the staff report which will be included in the Board packet. She explained that, in 2017, the Board adopted a Cash in Lieu of provision in the Employee Compensation and Benefits policy. This benefit paid participating employees \$450 in lieu of the District providing healthcare benefits. She explained that only one employee participated in the benefit and staff would like to make this option more attractive to employees by increasing the stipend with a range to match the employee's spousal and dependent status, thereby creating a greater benefit for the employees while decreasing costs for the District. The Committee discussed the recommendation, and Ms. Silva also informed the Committee that the stipend would be taxable income to the employee.

The Personnel Committee recommends that the Board approve an amendment to section 6.1.15 of Board Policy HR-6.1 Employee Compensation and Benefits

2. Other Personnel Matters

Ms. Silva informed the Committee that staff is working on a Memorandum of Understanding (MOU) that governs the Water Treatment Plant shift operators. The shift operators currently have an MOU that was signed by Mr. Keith Durkin and the employees; however, CalPERS requires the MOU to be approved by the Board in order for certain compensation to be included in the employee's pension. The Committee prefers that this topic be reviewed directly by the Board and another Committee meeting is not needed.

Director Costa requested that the Committee meet later in the year or the beginning of next year to discuss staff's participation in the Hinkle Reservoir Replacement Project. He would like to see if it's possible to recognize the employees who worked on the project and provide a monetary award.

3. Public Comment

There were no public comments.

The meeting was adjourned at 4:14 p.m.