

JOSHUA BASIN WATER DISTRICT
SPECIAL MEETING MINUTES
TUESDAY, OCTOBER 29, 2019

CALL TO ORDER/PLEDGE OF ALLEGIANCE – President Johnson called the meeting to order at 5:30 p.m.

DETERMINATION OF A QUORUM – President Johnson, Vice President Unger, Director Floen, and Director Reynolds. Director Hund is absent.

STAFF PRESENT –Mark Ban, GM, Sarah Johnson, Director of Administration, and Anne Roman, Accountant

CONSULTANTS PRESENT –Nate Kowalski, Labor Counsel, Atkinson, Andelson, Loya, Rudd & Romo (AALAR)

APPROVAL OF AGENDA – Vice President Unger moved to approve the Agenda. Director Reynolds seconded.

MSC¹ (Unger/Reynolds) 4/0/1 motion carried by the following vote:

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

PUBLIC COMMENT – None

CLOSED SESSION – Immediately following Item #5 of tonight’s Agenda, at approximately 5:35 p.m., the Board went into Closed Session pursuant to Government Code Section 54957.6 to consult with the District’s Designated Labor Negotiators (Sarah Johnson, Director of Administration, Mark Ban, General Manager, and Nate Kowalski, Labor Counsel, AALAR). The Closed session ended at approximately 6:26 p.m. and the Board returned to open session at 6:30 p.m. No reportable action was taken.

RATIFICATION OF UNION MEMORANDUM OF UNDERSTANDING – Nate Kowalski, Labor Counsel, informed the Board that over the course of five (5) negotiating sessions, they have reached a tentative agreement. The agreement is a comprehensive MOU covering a 22-month period and recommended that the Board adopt Resolution No. 19-1010 authorizing the General Manager to execute the Memorandum of Understanding with the American Federation of State, County, and Municipal Employees. This was followed by a brief Q&A with the Board of Directors.

President Johnson motioned to adopt Resolution N0. 19-1010. Director Reynolds seconded.

MSC¹ (Johnson/Reynolds) 4/0/1 motion carried by the following vote:

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

EMPLOYER-EMPLOYEE ORGANIZATION RELATIONS RESOLUTION – Nate Kowalski, Labor Counsel stated that the Employer-Employee Organization Relations Resolution is designed to represent a variety of representational issues that sometimes arise. This Resolution will deal with the questions on how to form a Union, how to certify a Union, what positions are in the Bargaining Unit, and what positions are outside the Bargaining Unit, and how to de-certify a Union. Resolution No. 19-1015 is in accordance with State Law.

Vice President Unger motioned to adopt Resolution No. 19-1015. Director Reynolds seconded.

MSC¹ (Unger/Reynolds) 4/0/1 motion carried by the following vote:

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

COMPENSATION PLAN FOR THE MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEES OF THE DISTRICT – Sarah Johnson, Director of Administration, informed the Board of Directors of the recent changes. The last Compensation Plan, Resolution No. 17-974, was adopted May 2017 for the MSC Employees in terms of cost of living adjustments and health and welfare benefits. In an effort to streamline and facilitate the Board’s decision process, the MSC employees present Resolution No. 19-1011 concurrently with the Board’s consideration of the union employee’s proposal.

Director Reynolds motioned to adopt Resolution No. 19-1011. Director Floen seconded.

MSC¹ (Reynolds/Floen) 4/0/1 motion carried by the following vote:

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

NEW EMPLOYEE HANDBOOK – Sarah Johnson, Director of Administration gave the staff report and informed the Board that the last time the Employee Handbook had been updated was 1990 and that it has been reviewed by the Union. This Employee Handbook supersedes the previous Employee Handbook and covers the new employment laws that have changed since then. This was followed by a brief Q&A with the Board of Directors.

MSC¹ (Reynolds/Unger) 4/0/1 motion carried by the following vote:

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

WELLNESS PRGRAM FOR ELIGIBLE EMPLOYEES OF THE DISTRICT – Sarah Johnson, Director of Administration gave the staff report. Designing and managing an employee wellness program is an important step to improving the health and productivity of employees and potentially improving the overall cost of employer-provided health care. A brief Q&A followed with the Board of Directors.

MSC¹ (Unger/Floen) 4/0/1 motion carried by the following vote:

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

OFFICE HOURS – Sarah Johnson, Director of Administration gave the staff report. Per the new 10/40 work week the District will be closed on Fridays, Saturday, and Sundays, including all posted holidays. A brief Q&A followed with the Board of Directors.

MSC¹ (Reynolds/Floen) 4/0/1 motion carried by the following vote:

Ayes: Floen, Johnson, Reynolds, and Unger

Noes: None

Absent: Hund

Abstain: None

ADJOURNMENT – The Special Board meeting of October 29, 2019 was adjourned at 7:07 p.m.

Respectfully Submitted,



Mark Barr, General Manager and Board Secretary