



THREE VALLEYS MUNICIPAL WATER DISTRICT SPECIAL BOARD MEETING WORKSHOP MINUTES

California State Polytechnic University, Pomona
Kellogg West Conference Center – Hillside East
3801 W. Temple Ave.
Pomona, CA 91768

October 28, 2024 – 8:30 a.m.

1. CALL TO ORDER

The Special Board Meeting Workshop was called to order by President Roberto at 8:36 a.m. at Kellogg West Conference Center, Hillside East.

2. ROLL CALL

Roll call was taken with a quorum of the Board present.

DIRECTORS PRESENT

Jody Roberto, President
Mike Ti, Vice President
Carlos Goytia, Secretary
Bob Kuhn, Treasurer
David De Jesus, Director
Jeff Hanlon, Director
Danielle Soto, Director

STAFF PRESENT

Matthew Litchfield, General Manager
Steve Kennedy, Legal Counsel
Nadia Aguirre, Executive Board Secretary
Kirk Howie, Chief Administrative Officer
Steve Lang, Chief Operations Officer
Sylvie Lee, Chief Water Resources Officer
Viviana Robles, Human Resources/Risk Manager
Jose Velasquez, Chief Finance Officer

Other attendees present: Charles Wilson, PC Consulting Services, Inc.; Jeanette Flores

3. PUBLIC COMMENT

President Roberto opened public comment and there was none.

4. BOARD OF DIRECTORS WORKSHOP FACILITATED BY CHARLES WILSON

Benefits Review and Salary Schedule

The first topic of discussion was the employee benefits review. The methodology used to calculate the Cost of Living Adjustment will not change and the compensation study will move from every 3 years to every 2 years. The list of comparable agencies was modified to replace the Water Facility Authority with West Valley Water District and replace West Basin Municipal Water District with Elsinore Valley Municipal Water District.

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The District is below market in retiree benefits, executive administrative leave, and vacation leave accruals. The Board discussed changes that can be made to remain competitive in the industry and retain high-quality employees.

Directors requested options on retirement benefits and total employee compensation with an emphasis on benefits at a future board meeting.

Board Member Stipends

Board member compensation has not been increased since 2007. The Board agreed on a stipend increase from \$200 to \$250 per meeting attending. The process will commence in April 2025 with an effective date of July 1, 2025.

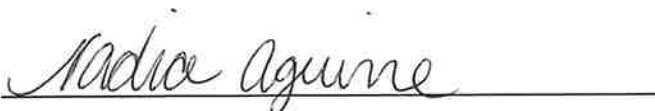
District holidays will be discussed at a future board workshop.

5. ADJOURNMENT

President Roberto adjourned the Special Board of Directors Workshop meeting at 12:04 p.m. to the next regular meeting scheduled for Wednesday, November 6, 2024.



Jody Roberto
President, Board of Directors



Recorded by: Nadia Aguirre
Executive Assistant