



BIGHORN-DESERT VIEW WATER AGENCY

"To provide a high quality supply of water and reliable service to all customers at a fair and reasonable rate."

Finance/Public Relations/Education and Personnel Standing Committee

SPECIAL Meeting Minutes

Committee Members: Director McKenzie & Director Dicht

BOARD MEETING OFFICE
1720 N. CHEROKEE TR.
LANDERS, CALIFORNIA 92284

March 23, 2022
Time – 4:00 P.M.

PUBLIC AND BOARD WISHING TO PARTICIPATE REMOTELY
TELECONFERENCE LINE THRU ZOOM 669-900-6833
OR
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Passcode: 893800

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CALL TO ORDER

Chair McKenzie called the meeting to order at 4:03 pm.

PLEDGE OF ALLEGIANCE

Led by Chair McKenzie.

ROLL CALL

Directors Present: Chair McKenzie
Director Dicht

Staff Present: Marina West

One (1) member of the Board attending the meeting as an observer. Zero public attended via Zoom.

APPROVAL OF AGENDA

Agenda was approved with GM West noting a typo on page ; general manager salary increase effective July 1, 2022 not 2023 as shown on the printed agenda.

Discussion and Action Items -

1. Review 2022 Social Security Cost-of-Living Index and Discuss 2022 Cost-of-Living Adjustment for Staff and General Manager

GM West gave the staff report as presented in the Agenda Packet. During the PowerPoint portion of the presentation she introduced a new slide summarizing the change in payroll taxes and CalPERS contributions. She noted that the staff of the Agency is our greatest asset and given that the Social Security Index adopted the 5.9% increase in October 2021. This is well before the latest inflationary impacts to food and fuel which is locally at \$6.00 per gallon.

GM West informed the Board that the action is intended to be adopted by the full Board about this time of year for incorporation into the annual budget. She noted that the Fiscal Year 2022/23 Budget will be reconfigured this year allowing for better discussion and analysis of salary and benefits each year and to be projected into the future.

Director Dicht commented that he agreed with employees being crucial and given the "ecosystem we are in" where there are potentially other opportunities for employment elsewhere and with housing costs going up the Consumer Price Index is even higher than 5.9%. He felt the SSI of 5.9% was justified and that our low-income customers would be familiar with that metric. He suggested it probably was not enough given that the Consumer Price Index was at 7.9% and it probably would not keep up with the rising costs. He questioned if there is a different metric allowing the Board to provide a different formula.

Chair McKenzie stated that she was not opposed to justifying a higher COLA based on the CPI at 7.9%.

GM West offered to accept the 5.9% COLA per the SSI index so as to allow room for the staff to achieve the 7.9% COLA based on CPI.

The Committee concluded to recommend to the full Board a Cost-of-Living Adjustment, effective on or about July 1, 2022 for all non-exempt staff. The Committee recommends the Board accept the general manager's proposal for 5.9% Cost-of-Living Adjustment effective on or about July 1, 2022.

The Committee asked that total salary package (salary/taxes/CalPERS/medical) be presented in the final budget.

2. Review Status Report on Public Relations Activities

GM West reviewed the Public Relations report and answered questions for the committee.

3. Consent Items –

- a. FPREP Committee Meeting Minutes January 19, 2022
- b. PARS Investment Statement December 2021, January 2022 and February 2022

Recommended Action:

Approve as presented (Items a-b):

4. Public Comment Period

5. Verbal Reports - Including Reports on Courses/Conferences/Meetings.

- 1. Committee Members' Comments/Reports – Director Dicht's commented on the CSDA Conference in San Diego and that he applied for the grant to attend. He said that he did receive approval for the grant.

- 2. General Manager's Report – Reported on Drought Round grant awarded to BDVWA in the amount of \$235,000. She also stated the Agency expects to be awarded \$750,000 from the Prop. 1/Round 2 opportunity. She stated that the Agency may also have opportunity to apply for additional funds from this same grouping. Lastly, she reported on the Hi-Desert Water District Engineering Committee Meeting she attended on March 22nd. The HDWD is considering expansion of the Ames/Reche Recharge area and installation of another production well.

6. Adjournment

Chair McKenzie adjourned the meeting at 5:30 pm.

Approved by:



JoMarie McKenzie, Committee Chair



Official Seal