



# BIGHORN-DESERT VIEW WATER AGENCY

*Our Mission - "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 Meeting Minutes

Committee Members: Director McKenzie & Director Dicht

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



Note New Meeting Day

TUESDAY January 17, 2023  
Time – 4:00 P.M.

PUBLIC AND BOARD WISHING TO PARTICIPATE REMOTELY  
\*\*TELECONFERENCE LINE THRU ZOOM 669-900-6833\*\*

OR

Join Zoom Meeting

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/81273849220?pwd=RGI5SFNaRW9SazJEYzhsUnM3aXkzQT09>

Passcode: 910054

Or

Dial: 1-669-900-6833

Webinar ID: 812 7384 9220

Passcode: 910054

### CALL TO ORDER

Chair McKenzie called the meeting to order at 4:00 pm.

### PLEDGE OF ALLEGIANCE

Led by Chair McKenzie.

### ROLL CALL

Directors Present: Chair McKenzie  
Director Dicht

Staff Present: Marina West

Public Present: 0 member(s) of the public indicated they were participating via teleconference.  
0 members of the Board was present in the meeting room as an observer.

### APPROVAL OF AGENDA

Director McKenzie moved to approve the Agenda as presented. Seconded by Director Dicht.

## Discussion and Action Items

### 1. Review Proposal from Fedak & Brown, LLP for Audit Services for Fiscal Years Ending 2023 through 2027

GM West gave the staff report as outlined in the Agenda Packet as well as a PowerPoint presentation on the quote received compared to the proposals received in 2018.

GM West answered questions of the Committee members. The Committee concurred with taking this proposal to the full Board for further consideration and possible execution.

### 2. Review Social Security Index Cost-of-Living Adjustment (COLA) for 2023 and Discuss Fiscal Year 2023/24 Cost-of-Living Adjustment to the Range and Step Scale for Staff and General Manager

GM West gave the staff report as provided in the Agenda Packet as well as a PowerPoint presentation on the impact of the Social Security Index 2023 Cost-of-Living (COLA) adjustment of 8.7% on the expenses. She clarified that the values presented are for FY2023/24 but use actual FY2021/22 audited expenses so there is some lag time. GM West also noted that salary issues are “sticky” right now because it’s hard to know where the market is going and it’s hard to know what our Disadvantaged/Fixed Income customer’s tolerance for affordability is. However, there could be a new demographic that has moved into the area in the past couple of years. Lastly, she discussed the difficulties finding experienced staff. For instance, staff is seeking to fill the vacant operator position with someone that has experience actually operating a backhoe rather than picking up another “entry level” applicant.

Committee members discussed various aspects of the labor market, clarified merit increases and private sector trends as well as their own personal experiences. There was a brief discussion regarding other possible options to offering compensation but without boosting the Range and Step Scale so fast such as an “inflation” bonus to help bridge the issue.

GM West asked for feedback from the Committee on how to proceed. It was agreed that the process can move forward. Staff should prepare the draft budget with the 8.7% COLA and bring that to the next Finance Committee meeting in March.

### 3. Review Draft Resolution No. 23R-XX Service Line Installation Fee

GM West gave the staff report noting that due to price escalation staff is just trying to stay ahead of the costs since the process takes approximate 90-days to complete and set the new rate.

Committee concurred with the resolution and that it be moved to the full Board for further consideration and possible adoption.

**4. Review Draft Newsletter for January and February Utility Bill Insert**

GM West asked for feedback on the next scheduled newsletter to be inserted into the utility bills.

Committee provided feedback on the draft and then concurred with its upcoming publication.

**5. Consent Items –**

- a. FPREP Committee Meeting Minutes September 21, 2022
- b. FPREP Committee Meeting Minutes November 16, 2022
- c. PARS Investment Statement October 2022 and November 2022
- d. Grant Award Status Report – December 2022

Recommended Action:

Approve as presented (Items a-d):

***Committee approved the Consent Items a-d.***

**6. Public Comment Period**

None

**7. Verbal Reports - Including Reports on Courses/Conferences/Meetings.**

- 1. Committee Members' Comments/Reports – none.
- 2. General Manager's Report – GM West informed the Committee that direct deposit of payroll is effective with this Thursday, January 19, 2023 payroll.

**8. Adjournment**

Chair McKenzie adjourned the meeting at 5:12 pm.

Approved by:



---

JoMarie McKenzie, Committee Chair



**Official Seal**