



Setting Standards of Excellence in Public Service

MINUTES
SPECIAL MEETING OF THE BOARD OF DIRECTORS
PUBLIC WORKSHOP
Wednesday, March 27, 2019 – 6 p.m.
7811 University Avenue, La Mesa, CA 91942-0427

1. President McMillan called the special board meeting to order at 6:02 p.m. The roll call showed a quorum of the board present: Directors McMillan, Gracyk, Verbeke, Scalzitti and Hedberg.

Staff present: Lugo, Olney, Tomasulo, Bryant, Miller, Janzen, Solano, Pope, Annett, Curtis, Watt, Ross, Malkin, Emery, Andrews, Soto, Doubrava, Uhrhammer, LeMasters and Dambrose. General Counsel Elizabeth W. Hull was also present.

Others present: Customers Mike Wallace, Michael Chapin, Gordon Place, Larry Nichols, Tom Brady and Amy Huie. President, Reward Strategy Group Inc. Allan Crecelius, and Senior Principal Consultant, Reward Strategy Group Inc. Gina Calderon were also present.

2. Director Scalzitti led the Pledge of Allegiance. No invocation was provided.
3. President McMillan reported there were no additions or deletions to the agenda. The motion to approve the agenda carried unanimously.

Motion: Gracyk
Second: Scalzitti

4. President McMillan provided opportunity for members of the public to address the board on any item under the subject matter jurisdiction of the district. There were no requests to be heard.

WORKSHOP

5. The board conducted a public workshop to review the compensation and benefits survey prepared for Helix Water District Board of Directors by Reward Strategy Group Inc.

General Manager Carlos V. Lugo introduced President, Reward Strategy Group Inc. Allan Crecelius and Senior Principal Consultant, Reward Strategy Group Inc. Gina Calderon. Mr. Crecelius provided a PowerPoint presentation and answered all questions with the assistance of Ms. Calderon, General Manager Carlos V. Lugo, Director of Administrative Services Jennifer C. Bryant and Human Resources Manager Anne D. Solano.

Customers Larry Nichols, Tom Brady and Gordon Place requested clarification regarding CalPERS retirement formulas, healthcare insurance benefits, public versus private sector benefit packages, size comparisons of the various agencies surveyed, certification requirements, recruitment strategies and prevailing wage. General Manager Lugo reported raw data and the final report could be provided to those interested in specific information.

President McMillan introduced the audience to Customer Larry Nichols. Mr. Nichols volunteered to coordinate future meetings to present any additional questions regarding the survey to staff or the board for clarification.

ADJOURNMENT

6. President McMillan adjourned the meeting at 6:59 p.m.


Daniel H. McMillan, President

ATTEST:


Sandra L. Janzen, Secretary of the Board