

CAYUCOS SANITARY DISTRICT  
200 Ash Avenue  
PO Box 333, Cayucos, CA 93430-0333  
805-995-3290

CONSENT CALENDAR  
AGENDA NO. 7C  
DATE JUL 15 2009

GOVERNING BOARD  
R. B. Enns, President  
R. H. McHale, Vice-President  
H. Fones, Director  
S. Lyon, Director  
M. Foster, Director

SPECIAL MEETING  
MINUTES  
June 24, 2009

1. ESTABLISH QUORUM AND CALL TO ORDER

President Enns called the meeting to order at 5:10 p.m., Wednesday, June 24, 2009.

Board members present: President Robert Enns, Vice-President Bud McHale, and Directors Hal Fones, Shirley Lyon and Michael Foster

Staff present: District Manager Bill Callahan, Administrative Services Officer Lewis Brookins, Administrative Services Technician Nancy Martin and Wastewater Collection System Maintenance Technician Dave Zevely

2. PUBLIC COMMENTS

There were no public comments received.

3. DISCUSSION OF DISTRICT PERSONNEL COSTS WITH CONSIDERATION TO APPROVE ASSOCIATED BUDGETARY PROJECTIONS FOR THE 2009-2010 FISCAL YEAR

As directed at the June 17, 2009 Regular Board meeting, Manager Callahan and Officer Brookins provided historical and projected personnel costs of the District as well as a comparison of personnel costs of other like agencies in the area. After some discussion, Board members felt that with current economic uncertainties it would be in the best interest of the District to freeze employees' salaries at this time.

President Enns asked employee Dave Zevely for comments or concerns. Mr. Zevely addressed several concerns. He reported that District field personnel are required to wear steel-toed boots and that the \$125 per year allotment does not cover the cost of boots that will last a full year. He asked the Board to consider raising the boot allowance. Mr. Zevely also asked the Board to consider raising the daily stand-by pay to \$40 from \$30. He pointed out that when one is "on-call" they are basically tethered, unable to leave the 20 minute response area. Employees on-call must be ready to react in a moment's notice to emergencies, regardless of the time of day or night. He also asked for consideration of a Cost of Living Adjustment (COLA).

Mr. Zevely was thanked for his input.

4. SCHEDULE AGENDA ITEMS FOR THE JULY 15, 2009 BOARD MEETING

President Enns announced Closed Session at 6:10 p.m.

**CLOSED SESSION:**

5. CONFERENCE WITH LABOR NEGOTIATOR pursuant to Government Code Section 54957.6 (a) Agency Designated Representative: District Manager, Unrepresented: All 6 District Employees

**RECONVENE TO OPEN SESSION:**

The meeting reconvened at 7:15 p.m.

6. ANNOUNCE ACTIONS TAKEN IN CLOSED SESSION

Three motions were made and approved.

MOTION: First by Foster with second by Enns to increase the daily stand-by rate from \$30 per day to \$40 per day. Holiday stand-by rate to remain at \$50 per District-recognized holiday. VOTE: 5-0

MOTION: First by Foster with second by Fones to increase O&M boot allowance from \$125 annually to \$180 annually. VOTE: 5-0

MOTION: First by Foster with second by Lyon to freeze all salary increases; merit based, equity based, and COLA for Fiscal Year 2009/2010. The Board may revisit this decision at any time during Fiscal Year 2009/2010. VOTE: 5-0

7. ADJOURNMENT

The meeting adjourned at 7:20 p.m.

Minutes recorded by:

*Nancy Martin*

Nancy Martin, Admin. Services Technician