



**MINUTES OF THE REGULAR
MEETING OF
THE
INLAND EMPIRE UTILITIES AGENCY
BOARD OF DIRECTORS**

**WEDNESDAY, AUGUST 1, 2018
10:00 A.M.**

DIRECTORS PRESENT:

Steven J. Elie, President
Michael Camacho, Vice President
Jasmin A. Hall, Secretary/Treasurer
Paul Hofer

DIRECTORS ABSENT:

Kati Parker

STAFF PRESENT:

Chris Berch, Executive Manager of Engineering/AGM
Randy Lee, Executive Manager of Operations/AGM
Joshua Aguilar, Senior Engineer
Blanca Arambula, Deputy Manager of Human Resources
Lucia Diaz, Facilities Program Supervisor
Connie Gibson, Executive Assistant
Warren Green, Manager of Contracts & Procurement
Linda Johnson, Records Management Supervisor
Sylvie Lee, Manager of Planning & Environmental Resources
Chander Letulle, Manager of Operations & Maintenance
Mark Lopez, Human Resources Officer
Lisa Morgan-Perales, Senior Water Resources Analyst
Martin Pinon, Interim Human Resources Manager
Sarah Recinto, Assistant Engineer
Rachael Solis, Supervisor of Engineering Administration
Shaun Stone, Manager of Engineering
April Woodruff, Board Secretary/Office Manager
Jeff Ziegenbein, Manager of Regional Compost Operations

OTHERS PRESENT:

Jean Cihigoyenetché, JC Law Firm
Joan Heithoff, CEA

A regular meeting of the Board of Directors of the Inland Empire Utilities Agency* was held at the office of the Agency, 6075 Kimball Avenue, Bldg. A, Chino, California on the above date.

President Elie called the meeting to order at 10:01 a.m. and Director Hofer led the pledge of allegiance to the flag. A quorum was present.

President Elie stated that members of the public may address the Board. There was no one desiring to do so.

President Elie asked if there were any changes/additions/deletions to the agenda. There were no changes/additions/deletions to the agenda.

WORKSHOP

IEUA ENERGY MANAGEMENT PROGRAM

Executive Manager of Engineering/AGM Chris Berch presented a history of the energy management program, where the program is today, and where the Agency is planning to go in the future. He stated that energy management is a core function of the Agency because energy management is the largest single non-labor operational cost, the biggest opportunity for cost containment, and many of the assets the Agency has invested in over time has provided resiliency in the energy market. He gave an overview of the Agency's operating costs, Agency-wide electrical usage, historical utility costs, various energy management assets at the different facilities, solar efficiency, a case study of RP-1, and the next steps for the Agency.

(Director Camacho left the Board meeting room at 10:29 a.m.)

(Director Camacho re-entered the Board meeting room at 10:30 a.m.)

Discussion ensued regarding the yearly cost savings for various energy saving programs and its effect on the EDU rates, potential partnerships with the gas company in looking at the beneficial uses of the biogas, the natural gas British Thermal Unit (BTU) value, the source of natural gas, and available fact sheets on the Agency's energy saving programs.

ORGANICS DIVERSION NEW LAWS AND SIGNIFICANT CHANGES

Manager of Regional Compost Operations Jeff Ziegenbein stated that policy changes are taking place and gave an overview of how these policy changes may affect the Agency and the Inland Empire Regional Composting Authority (IERCA). California is taking a leading role in combatting climate change and a large part of their program is committed to reducing green house gases. This is directly related to organics that are placed in landfills that decompose without oxygen, emitting methane. California creates about 75 million tons of solid waste and more than half is currently going into the landfill system. He stated that the state currently has a mandate and a goal to reach 75 percent in recycling. The state is looking to increase the organics recycling amount, which is 33 percent of the 44 percent that is being recycled and diverted from landfills. He gave an overview of the process of organics recycling, California mandates, forecasts, California's current capacity, wastewater treatment plants, California compost industry, CalRecycle's Regions, regional challenges, IERCA, and next steps.

Discussion ensued about how the Agency can work in policy development at the state level, the committees the Agency is a part of, the implementation of the state mandates and penalties, coordination with member agencies, and agricultural use of compost.

CLOSED SESSION

President Elie stated that he was informed that there will be no closed session.

ACTION ITEM

ADOPTION OF RESOLUTION 2018-8-2 THROUGH 2018-8-8 APPROVING MOU, PERSONNEL MANUALS, AND SALARY MATRIX FOR SIX EMPLOYEE GROUPS

Interim Human Resources Manager Martin Pinon stated that there are four labor contracts that have reached agreements. Resolutions reflecting these agreements, changes to personnel manuals for the Unrepresented and Executive Management Employees, and a new salary matrix are being brought forward to be approved by the Board. Lastly, the Board is being asked to authorize the General Manager to enter into all agreements. He stated that one contract reached agreement the day prior and will be brought to the Board on August 15, 2018.

Upon motion by Director Hall, seconded by Director Camacho, and unanimously carried:

M2018-8-1

MOVED, to:

1. Adopt Resolution Nos. 2018-8-2 through 2018-8-5, approving Memorandum of Understandings (MOUs) for all employees of the General, Laboratory, Professional, and Supervisors' Units;

RESOLUTION 2018-8-2
RESOLUTION OF THE BOARD OF DIRECTORS OF INLAND EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY, CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING FOR LABORATORY UNIT EMPLOYEES (for full text, see Resolution Book)

RESOLUTION 2018-8-3
RESOLUTION OF THE BOARD OF DIRECTORS OF INLAND EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY, CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING FOR SUPERVISORS' UNIT EMPLOYEES (for full text, see Resolution Book)

RESOLUTION 2018-8-4
RESOLUTION OF THE BOARD OF DIRECTORS OF INLAND EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY, CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING FOR GENERAL UNIT EMPLOYEES (for full text, see Resolution Book)

RESOLUTION 2018-8-5
RESOLUTION OF THE BOARD OF DIRECTORS OF INLAND EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY, CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING FOR PROFESSIONAL UNIT EMPLOYEES (for full text, see Resolution Book)

2. Adopt Resolution Nos. 2018-8-6 and 2018-8-7, approving the Personnel Manuals for all Unrepresented and Executive Management Employees, respectively;

Continued...

M2018-8-1 continued.

RESOLUTION 2018-8-6
RESOLUTION OF THE BOARD OF DIRECTORS OF INLAND
EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY,
CALIFORNIA, APPROVING THE PERSONNEL MANUAL FOR
UNREPRESENTED EMPLOYEES (for full text, see Resolution Book)

RESOLUTION 2018-8-7
RESOLUTION OF THE BOARD OF DIRECTORS OF INLAND
EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY,
CALIFORNIA, APPROVING THE PERSONNEL MANUAL FOR
EXECUTIVE MANAGEMENT EMPLOYEES
(for full text, see Resolution Book)

3. Adopt Resolution No. 2018-8-8, approving the Salary Schedule/Matrix; and


RESOLUTION 2018-8-8
RESOLUTION OF THE BOARD OF DIRECTORS OF INLAND
EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY,
CALIFORNIA, APPROVING THE AMENDMENT OF THE
UNREPRESENTED, EXECUTIVE MANAGEMENT, LABORATORY
UNIT, PROFESSIONAL UNIT, GENERAL UNIT AND
SUPERVISORS' UNIT SALARY SCHEDULE/MATRIX (for full text,
see Resolution Book)

4. Authorize the General Manager to execute the MOUs for the General, Laboratory, Professional, and Supervisors' Units; and make the necessary changes to the Personnel Manuals effecting the Unrepresented and Executive Management Employees.

President Elie thanked Mr. Pinon for his efforts on behalf of the Agency. General Manager Halla Razak thanked the leadership of the different unions. She stated that a successful negotiation takes two sides, they have been cooperative partners, and this is a good start for the upcoming three years. President Elie also thanked staff for going through the challenging process. Director Hall stated that involving staff in the process displayed collaboration and team work as issues were able to be conveyed and heard.

President Elie stated that Mr. Philip L. Anthony, who had been on the Orange County Water District Board, for 37 years passed away on July 26, 2018.

With no further business, President Elie adjourned the meeting in memory of Director Philip L. Anthony at 11:13 a.m.



Jasmin A. Hall, Secretary/Treasurer

APPROVED: AUGUST 15, 2018