



Minutes
Special Board Meeting
September 22, 2022

1. A. **CALL TO ORDER:** Chair Bublak called the meeting to order 10:00 a.m.

B. **SALUTE TO THE FLAG**

C. **ROLL CALL**

PRESENT: Director Pam Franco, Vice Chair Javier Lopez, Chair Amy Bublak

ABSENT: Director Bret Silveira

2. **RECOGNITION, APPOINTMENTS, ANNOUNCEMENTS & PRESENTATIONS:** None

3. A. **SPECIAL BRIEFINGS:** None

B. **STAFF UPDATES:**

1. General Manager Granberg provided a presentation on design-build project activities, design build contract status, environmental clearance/permitting, other activities, funding/financing update, public outreach, and shared project photos.

Chair Bublak opened public participation.

Chair Bublak closed public participation.

2. Finance Director Moreno provided an update on financial activities as of September 12, 2022. Revenue and expenses reviewed.

Chair Bublak opened public participation.

Chair Bublak closed public participation.

C. **PUBLIC PARTICIPATION:**

Chair Bublak opened public participation.

John Doe spoke and was asked to wait until item 7A is opened for public participation.

Chair Bublak closed public participation.

4. **DECLARATION OF CONFLICTS OF INTEREST AND DISQUALIFICATIONS:** None

5. **CONSENT CALENDAR:**

- A. **Action:** Motion by Director Franco, seconded by Vice Chair Lopez, approving the minutes of the Regular Meeting of August 18, 2022. Motion carried 3/0 by the following vote:

Director Franco	Director Silveira	Vice Chair Lopez	Chair Bublak
Yes	Absent	Yes	Yes

B. **Action:** Motion by Director Franco, seconded by Vice Chair Lopez, amending article V section 3 of bylaws meeting time from 3:30 pm to 12:00 pm. Motion carried 3/0 by the following vote:

Director Franco	Director Silveira	Vice Chair Lopez	Chair Bublak
Yes	Absent	Yes	Yes

6. **PUBLIC HEARINGS:** None

7. **SCHEDULED MATTERS:**

A. General Manager Granberg discussed preliminarily accepting the wholesale water system operations, maintenance, and administration proposal submitted by the City of Turlock and direction to negotiate and prepare an operation and service agreement with the City of Turlock for later consideration by the Governing Board. Dale Goodman, City of Turlock Municipal Services Director, presented the City of Turlock the operation and maintenance staffing proposal that included 14 employees, an organizational chart, salaries, and benefits FY 2023-24, and worst-case scenario if they need to increase salary ranges, hiring timeline, other considerations to give the City of Turlock the opportunity to operate the plant and provide savings to the SRWA.

The board discussed the timeline to get certifications required for some of the positions. Dale Goodman responded that in the case of some they need to put in time working at a T5 plant for about a year and passing the test. Director Franco asked about how many Turlock employees are interested in moving over to the SRWA plant. Dale Goodman indicated about 15% of the qualified personal is showing interest. Vice Chair Lopez indicated that a fifth operator is going to be needed for coverage. Dale Goodman responded that if there is not a fifth operator, the plant manager or the supervisors can provide coverage as needed. General Manager Granberg indicated his concern with the timeline for hiring and the salaries offered by City of Turlock on attracting certified personnel. Another concern is that a service contract between the SRWA and City of Turlock is needed. General Manager Granberg indicated he is ready now if board approves for him to move forward and rely on support from both cities. Vice Chair Lopez asked what positions should be hired immediately. General Manager Granberg responded with Plant Manager and Water Operations Supervisor. Granberg indicated they normally have employees under them that they can bring over for other positions to work with the Plant and Operations supervisor. Vice Chair Lopez asked if the same goal can be accomplished by the City of Turlock by hiring the top positions and if the Board can be part of the hiring process. Dale Goodman said the top employees would be City of Turlock employees and is not sure if the board can be part of the hiring. Goodman indicated their goal is to provide the best service and maybe some adjustments may be made in the process but there will still be a savings for the rate payers. Vice Chair Lopez is confident that the City of Turlock can do it. Finance Director Moreno indicated that the General Manager can sit on the hiring panel since the City does ask employees from other cities to sit on those panels. The selection of employees is jointly with SRWA. The financial component to the proposal may be increased to add a fifth operator and still have savings. General Manager Granberg said his main concern on this is the timing. When the contractor is finished with testing, the plant may have to be shut down or ask Jacobs to continue to run if not all employees are

hired and trained. General Manager said this can be costly and the contractor may not have the availability. Operators are needed by April 1, 2023, for training. General Granberg indicated that he is ready to start hiring, posting jobs on website, and using TAC for hiring if the Board approves. Vice Chair Lopez that this is a good opportunity for Turlock.

Chair Bublak opened public participation.

Jon Doe indicated that the startup of any plant is difficult. Doe indicated that it is hard to find hard workers that want to improve and move to other plants. Doe indicated that for operators to move their current positions, the City of Turlock would need to increase the pay scale for a complicated plant. Pushing off on the hiring is missing out on training opportunities for future staff.

City of Turlock City Manager Reagan Wilson commented that the City has a great hiring record and great health benefits package for their employees.

Finance Director Moreno added that City of Turlock went through a reorganization City wide and will allow to manage this project.

Chair Bublak closed public participation.

The board discussed that all the concerns that General Manger Granberg are met and that City of Turlock deserves the opportunity. Director Franco asked that City of Ceres be allowed to put in their time as well with the plant and that Turlock is ready to move forward. Legal Counsel Shanahan advised if all parties are on the same page, approving a business contract can take place but it may delay the timeline. Chair Bublak asked for everyone to be on board and give the rate payers the savings. Director Pam said that rate payers have been “hammered” on other utilities and City of Turlock is jumping on the savings for both cities rate payers. Vice Chair Lopez indicated the goal is to provide clean and affordable water. Counsel Shanahan recommended the board to think about having someone separate from the City of Turlock to be the General Manager, for example someone from the City of Ceres.

Action: Motion by Director Franco, seconded by Vice Chair Lopez, to preliminarily accept the wholesale water system operations, maintenance and admin proposal submitted by the City of Turlock, in addition to adding another T3 Senior Operator and authorize and direct the General Manager to negotiate and prepare as operation and service agreement with the City of Turlock for later consideration by the Governing Board. Motion carried 3/0 by the following vote:

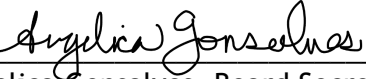
Director Franco	Director Silveira	Vice Chair Lopez	Chair Bublak
Yes	Absent	Yes	Yes

B. The board discussed not wanting to setup up employee benefit program since the delay of the switchgear may be delaying live dates of the plant.

Action: Motion authoring and directing the General Manager to begin hiring full-time plant operations, maintenance and admin staffing consistent with approved February 17, 2022, staffing and salary plan. And approve General manager recommend health, sick leave, and vacation benefits. *(Action failed due to any motion.)*

8. **MATTERS TOO LATE FOR THE AGENDA:** None
9. **BOARD ITEMS FOR FUTURE CONSIDERATION:** None
10. **BOARD COMMENTS:** None
11. **NEXT MEETING DATE:** October 7, 2022, Special meeting in Ceres
12. **CLOSED SESSION:** None
13. **ADJOURNMENT:** Chair Bublak adjourned the meeting at 11:11 a.m. Motion carried unanimously.

Respectfully submitted,



Angelica Gonsalves, Board Secretary