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MINUTES OF THE
BOARD OF DIRECTORS REGULAR MEETING
OTAY WATER DISTRICT
NOVEMBER 4, 1998

1. The meeting was called to order by President Poveda at 1:07 p.m. in the District Boardroom, 2554 Sweetwater Springs Boulevard, Spring Valley, California.

DIRECTORS PRESENT: Directors Poveda, Laudner, Price, Watton, and Inocentes

DIRECTORS ABSENT: None

STAFF PRESENT: General Manager Lewinger
Operations Dept Head Mahanke
Admin Services Dept Head Alvarez
Engineering Dept Head Stanton
Finance Dept Head Chambers
Attorney Harron
District Secretary Bartlett-May
Public Affairs Administrator Cassens
Others as per attached list

2. After the Pledge of Allegiance, a motion was made by Director Laudner, seconded by Director Price, and unanimously carried, to approve the agenda.

3. Ms. Jennifer Dreyer of Tamayo and Associates, stated she is here today to share the data collected from the employee opinion survey conducted in August, 1998. There were 123 responses received which is extremely high for a survey response. There were 86 surveys with written comments included. This survey did not replicate the first survey although there were some similar questions so where possible there are comparisons but it is not possible to take question for

1 question and do a direct comparison because many of the questions are very
2 different. She acknowledged the District for its commitment to do this follow-up
3 survey because it takes a lot of time and energy to do this. This is something that
4 great organizations such as Qualcomm and Intel do on a regular basis. The report
5 includes an analysis of the quantitative results. The survey results show that "In
6 general, Otay Water District is a good place to work." This survey question
7 received a 4.60 mean score. Overall, the quantitative results show a majority of
8 mid-range scores falling between 3.0 and 3.92 on a scale of one to five with one
9 representing strongly disagree and five representing strongly agree. This signifies
10 a satisfactory level of performance and a lot of opportunity for improvement. The
11 wide range of responses to a majority of the survey items suggested that
12 individuals perceive the District differently. Some people view the District as
13 changing and improving for the best and some cite no change or very little
14 improvement. This indicates there are different experiences for employees which
15 is to be expected in most organizations.

20 The report includes a list of the survey questions and the mean score for
21 each. These were broken down into the five highest and lowest rated items.
22 Another method of analyzing the data is to group the results by categories
23 including employees, supervisors, management, board, employee representative
24 committee, communication, teamwork, recognition and organization goals.

26 The report also includes a comparison of similar questions on the 1997 and
27 1998 surveys and an analysis of the written comments. The respondents (all those
28 completing the survey) overall firmly believe that the District is a good place to
29 work. Respondents strongly believe that they better understand and are more

1 willing to take responsibility for achieving the goals of the District although some
2 individuals and departments are moving faster than others There is strong
3 agreement among respondents that their skills and abilities are being effectively
4 utilized although there is still some lack of trust with the current promotional
5 process.
6

7 Mr. Larry Marion, of HRMS, stated he would reinforce Ms. Dreyer's
8 comments relative to the structure and value of the survey and how it can best be
9 utilized by the organization. It is largely a snapshot of the organization at a given
10 point in time and his sense is that this is an organization in transition and in every
11 area which was looked at, there are positives and negatives. He sees nothing
12 dramatic in any of the areas. The survey indicates a strong sense of commitment
13 to the notion of the value of teamwork. There was a sense of building both
14 effective intradepartmental teamwork and interdepartmental teamwork. Some
15 respondents felt that some managers need to provide greater emphasis and
16 support for interdepartmental cooperation. The message was essentially that
17 there still needs to be work done to facilitate a process that will allow functional
18 units to work together better.
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22 Mr. Marion stated that there is a sense on the part of many people that they
23 are taking responsibility for solving problems and resolving differences. There is
24 an openness in sharing information which talks to the fact that it is getting better in
25 these areas. There is some concern to some people in terms of sharing
26 information, solving problems and intervening when there is a conflict across some
27 departmental lines. There was some specific information that talks about the
28 opportunity for each department to re-examine how they do business and to look
29

1 for areas of continuous improvement in terms of providing service across
2 departmental lines. There is a sense that there is a need to improve sharing of
3 information with other departments, providing internal service, supporting
4 employees, and building stronger relationships based on trust and respect. His
5 sense is that this whole issue of trust and respect is a by-product of everything else
6 that is occurring in the organization. As everything else improves, trust and
7 respect will improve as a product of that.

10 There were respondents who believe that the Management
11 Team/Employee Representative Committee has been a valuable and positive
12 addition to the District. There is a sense that it is building a reputation for dealing
13 with organizational issues and becoming an attractive forum for people to get
14 answers to questions. There was a very small percentage of respondents who feel
15 that the committee has not proved its value and that there is still work to be done in
16 terms of letting the employees know what the committee is doing and how the staff
17 can be more involved. One respondent said they had never heard of the
18 committee.

21 Ms. Dreyer stated there were some written comments on the survey relating
22 to the Board. The respondents recognized the effort on the Board's part to provide
23 direction and leadership to the District, however, there is a certain concern that the
24 Board has involved itself in internal personnel matters that should have been
25 redirected to line managers. She stated that for purposes of the survey,
26 "management" referred to the General Manager and Department Heads. The
27 qualitative comments about management are mixed with some respondents citing
28 definite progress from management and they see this in improved communication
29

1 and the desire and willingness to involve employees in decisions. On the other
2 hand, some respondents report no change and there is still some concern about
3 the sincerity of management to accept responsibility for their part in the
4 organizational issues and problems. Some respondents also report mistrust in the
5 communication from management. This mixed response is clearly an opportunity
6 to look at ways to improve in this area.
7

8 Ms. Dreyer stated in the survey, "supervisor" referred to the respondents
9 immediate boss. The respondents believe the supervisors have demonstrated a
10 willingness to change, especially in the areas of improved communication,
11 providing clear direction, encouraging teamwork and in their respectful treatment
12 of their staff. One area for improvement is that supervisors could be better role
13 models by displaying a more positive attitude on a regular basis.
14
15

16 Ms Dreyer stated the survey indicates it is clear that employees work well
17 together which was evident in the first survey as well. They feel they are
18 cooperative and collaborative and take the initiative to work together to improve
19 performance, productivity and relationships. Some of the respondents expressed
20 concern that some employees are blaming others rather than taking responsibility
21 for being part of the solution and that there may be a small group of employees
22 who will never be happy.
23
24

25 Mr. Marion reviewed the report's recommendations. Each department
26 should review the information, use the results as an opportunity to target specific
27 improvement areas, and design a strategy to work on improving their activities in
28 those areas that they feel are relevant to their department. Part of the
29 recommendation would be in the future when this type of survey is done, that it is

1 an opportunity to do a more effective demographic break out so it is known what is
2 coming from what departments, managers, supervisors and employees.

3 The second recommendation is that the Department Heads and managers
4 take an active role in improving the interdepartmental relationships. This will be an
5 on-going evolution that is an essential part of making the organization what it
6 needs to be. This must start on this level in order to provide the facilitation so that
7 managers, supervisors and leads can feel comfortable being a part of trying to
8 work better across departments.
9

10 The third recommendation is that supervisors review and implement the
11 information provided in the training as a tool to improve inter- and intra-
12 departmental relationships. Mr. Marion stated he and Patti Lynn have covered a
13 great deal of training and he provided the Board a summary document of all the
14 training done. The supervisors need to implement this training to improve the
15 skills that are needed in order to improve these areas.
16

17 The fourth recommendation is that employees use the communication and
18 conflict models provided in the training to improve relationships with peers and
19 management.
20

21 The fifth recommendation is that members of the Management/Employee
22 Representative Committee continue to heighten awareness of the value of using
23 the committee as a resource for addressing organizational concerns. He feels this
24 committee is one of the most valuable things that has been established in this
25 organization. He feels it is important that the representatives in the group
26 represent the people they are supposed to represent and have the consensus of
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1 the people they represent. He stated he is not suggesting this is not going on at
2 the present time.

3 The sixth recommendation is that the Board, the General Manager, and the
4 Department Heads continue to provide unified leadership to ensure the
5 implementation of the District's ideology. He thought one of the most valuable
6 parts of the process was the opportunity to have the Board, the General Manager,
7 the Department Heads and the entire Staff in one building to talk specifically about
8 what the organization should look like. He feels the document that came out of that
9 workshop is the most concrete document that will help define how everyone can
10 best serve each other and get along with each other and accomplish the work of
11 the District.
12

13 The seventh recommendation is that the Department Heads and Managers
14 hold each other accountable. It is important for peers to talk to peers about what
15 they see in each other.
16

17 Mr. Marion stated it is his experience that when organizations start to
18 change, there is a lot of tension across relationships but what is important is to
19 recognize that this is the beginning of a trip and not the end. Everything he knows
20 about this organization is that it is moving in the right direction and the pace is
21 extremely commendable at this time and that the leadership and encouragement
22 is provided to continue to move the organization in the direction it is going.
23

24 Director Price thanked Ms. Dreyer and Mr. Marion for their presentation.
25 She is pleased by the changes she sees in the survey and feels that it speaks well
26 of everybody's effort to bring about positive change. She asked what they would
27 suggest in the form of concrete measurement as the next step other than the
28
29

1 recommendations. She stated a recommendation was made that if another
2 survey were done that demographic information be obtained and she inquired if
3 that could be explained.
4

5 Ms. Dreyer stated her response as far as when or if to do a survey goes
6 back to the comment she made about the excellent organizations such as
7 Qualcomm and Intel who do these surveys on a regular basis. Every year may not
8 be necessary especially because Otay's survey took on a life of its own and it
9 became very important for many people while others have stated they are tired of
10 surveys. She would suggest surveys maybe every other year because it takes an
11 investment of time, energy and money.
12

13 Mr. Marion stated the whole idea of a demographic break out for the next
14 survey is so if a respondent answers that managers are outstanding, it would be
15 helpful to know if the respondent was a manager or an employee. He stated
16 another thing that can be done is after a survey is done, take the survey data and
17 then do focus groups to validate the information. A lot of the comments on the
18 survey are very vague or general and it is difficult to know if the issue is impacting
19 20 people or 150 people. That kind of clarity can be obtained if focus groups are
20 held after the survey.
21
22

23 Director Inocentes stated that when the first survey was done, the
24 comments were kept until after the Board had had an opportunity to read them. He
25 inquired if the comments from this survey were still available.
26

27 Ms. Dreyer stated they are not available. She clarified that the hand written
28 comments were not seen by the Board after the first survey, she had prepared a
29

1 report that she compiled from that information. The hand written comments from
2 both surveys belong only to the consultants.

3 Director Inocentes inquired if the written comments had been compiled into
4 a report or were still available.

5 Ms. Dreyer stated only the form presented today.

6 President Poveda stated he would like to take some time to sift through this
7 information. He would like copies of the survey report to be given to each
8 employee. Comments can be made at a later time after everyone has had some
9 time to think about the information.
10

11 Director Watton stated he agrees and would like some kind of follow-up
12 meeting where these results could be discussed. He sees some positive
13 movement in varying degrees. He feels some of the tension between the
14 management and some of the other employee groups is a natural tension that will
15 never go away but what is illuminating is that there are a variety of responses most
16 of which are positive. Even the comments that there hasn't been enough change
17 or that the change is not fast enough indicates there has been some change. He
18 stated maybe more surveys is not the answer but a program that would continue to
19 push these things along.
20

21 Mr. Marion stated there is a process in changing organizations called
22 unfreezing. This is the moment in time where there is a clear indicator that the
23 organization is starting to move and he feels that is where the District is now. He
24 believes the support is genuinely there across the organization to continually
25 improve.
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1 Ms. Dreyer stated it is very important to continue building relationships.
2 She suggested everyone look at each and every comment made and take them
3 seriously instead of thinking that does not apply to me or my department. The
4 greatest opportunity for impact is in the interdepartmental relationships.
5

6 Director Watton stated it would be helpful to find out why someone would
7 feel management is insincere or why a manager might deny that a comment
8 applies to them. It is important to address the extremes as well as all those who
9 feel the District is moving forward.
10

11 Director Price stated she would agree that focus groups should be used or
12 another all-hands meeting.
13

14 Director Watton stated he was not looking for that type of all-hands
15 workshop but a group such as is here today. He would not be against it but that
16 was not his concept.
17

18 Mr. Marion offered that the first step would be for each department head to
19 spend some time with this document after their employees have had a chance to
20 go through it and hold a meeting to reach consensus on the issues that are
21 applicable to their department. This could be used to develop action plans to
22 address the issues. This needs to be moved into the normal organizational
23 structure and not continue to be some externally supported activity.
24

25 Ms. Dreyer stated the District could do as Mr. Marion has suggested and
26 then hold a meeting where the action plans could be shared.
27

28 Director Price inquired if the Board should do this as an internal group even
29 though they did not have an opportunity to participate in the survey.

1 Mr. Marion stated everyone operates with two perspectives; how you see
2 yourself and how others see you. The Board could certainly review how the Staff
3 sees the Board.
4

5 Director Poveda stated he is pleased with the results and feels the survey
6 indicates movement. The training has been critical this past year and he would
7 like to see an all-hands meeting to clarify the organization's goals. He stated a
8 request has been made to go into closed session with Mr. Marion and Ms. Dreyer.
9

10 Attorney Harron stated a closed session can only be held if they intend to
11 evaluate personnel.
12

13 Director Poveda stated that is the purpose.
14

15 The Board went into Closed Session at 1:55 p.m. The meeting reconvened
16 at 2:30.
17

18 Director Poveda stated the Board went into closed session to discuss
19 some personnel matters with regard to the survey. At this point he is prepared to
20 say he has full confidence and support for the management team. The Board
21 thinks there has been movement. He thinks that there has been a lot of work not
22 only in terms of management but all the employee groups, employees, supervisors
23 and even the Board to make a good faith effort to improve the organization to
24 move toward accomplishing our organizational goals.
25

26 General Manager Lewinger stated management's goal is to continue the
27 improvement.
28

29 Director Laudner stated he is pleased that 123 people responded to the
survey.

1 RESOLUTION NO. 3767

2 A RESOLUTION OF THE BOARD OF DIRECTORS OF
3 OTAY WATER DISTRICT EXPRESSING APPRECIATION
4 TO STEVEN D. KOBLER FOR TWENTY YEARS
5 OF SERVICE TO THE DISTRICT

6 A motion was made by Director Laudner, seconded by Director Inocentes,
7 and unanimously carried, to adopt Resolution No. 3767.

8 Operations Department Head Mahanke presented Mr. Kobler with his
9 resolution. He stated Mr. Kobler started at the District as an electrician and
10 eventually began working on the chlorination disinfection. He was instrumental in
11 designing and constructing the chlorination trailer which won an award.
12

13 General Manager Lewinger stated Mr. Kobler will be conducting a training
14 session on November 18 on what water quality means and he invited the Board
15 members to attend.
16

17 President Poveda thanked Mr. Kobler for his years of service to the District.

18 9. Director Inocentes pulled Item 9d from the Consent Calendar.

19 A motion was made by Director Poveda, seconded by Director
20 Watton , and unanimously carried, to adopt the following items on the
21 Consent Calendar:
22

23 a) RESOLUTION NO. 3768

24 A RESOLUTION OF THE BOARD OF DIRECTORS OF OTAY
25 WATER DISTRICT FIXING TERMS AND CONDITIONS FOR THE
26 ANNEXATION TO OTAY WATER DISTRICT AND
27 IMPROVEMENT DISTRICT NO. 22 OF THOSE LANDS
28 DESCRIBED AS "SUNBOW ANNEXATION, REMAINING
29 PARCELS (APN 640-070-40, 641-010-24, 641-020-19, 641-060-
07, 644-020-01, 644-011-02, 644-011-03, 620-150-10) AND
ANNEXING SAID PROPERTY TO IMPROVEMENT DISTRICT
NO. 22 (WO 8919/DIV. 1 AND 2)

b) RESOLUTION NO. 3769

1 A RESOLUTION OF THE BOARD OF DIRECTORS OF OTAY WATER
2 DISTRICT CANCELING THE REGULAR BOARD OF DIRECTORS
3 MEETING SET FOR DECEMBER 2, 1998

- 3 c) INFORMATIONAL REPORT ON PUBLIC INVOLVEMENT PROCESS
4 REGARDING THE STUDY OF LOCAL GROUNDWATER -- DALEY
5 RANCH

5 10. Director Inocentes stated he pulled Item 9d regarding Mr.
6 Ripperger's claim against the District because he is concerned that there is no
7 sensor on the parking lot security gate. He inquired if the District plans to put a
8 sensor on the gate.
9

10 General Manager Lewinger stated it would defeat the purpose of the gate if
11 a sensor was placed on it that would keep the gate open when something was in
12 the path. Someone could stand in the open gate so that it never closed and
13 anyone could come into the parking lot.
14

15 Director Inocentes stated he would be concerned that someone's car could
16 break down in the gate's path and the gate would close on it.
17

18 Director Poveda asked if there were sensors that could be added.

19 General Manager Lewinger stated the only type of sensor that would keep
20 the gate from closing when a car is in the pathway of the gate would be a light
21 sensor to detect that there is something blocking the gate. Pressure sensors only
22 detect a change in pressure, and motion detectors only detect motion. Staff
23 discussed that this type of light sensor would remove the security that the gate was
24 installed to provide and that there would not be much concern that a car would
25 break down while in the path of the gate.
26
27

28 Director Inocentes inquired if the gate stopped when it hit Mr. Ripperger's
29 car.

1 Mr. Ripperger stated that side of the gate stopped but the other side of the
2 gate proceeded to close.

3 Engineering Department Head Stanton stated this is a traditional gate
4 design wherever security gates are installed.

5
6 Director Laudner stated if a child were to get caught between the gates,
7 they could be killed and he feels from that viewpoint alone, the gate needs a
8 sensor.

9
10 Director Watton stated the gate could have a sensor installed that would
11 cause the gate to stop upon impact with an object or person.

12 Director Poveda stated this is a typical security gate installation like
13 apartment complexes have where there are a lot of children and so he does not
14 feel this would be an issue at the District where there are no residential areas or
15 schools nearby. He stated there are two issues before the Board. The first is the
16 claim itself and the second is the discussion of a sensor for the gate. He stated as
17 he understands the claim, Mr. Ripperger was parked between the gates talking to
18 someone when the gates closed on his vehicle. Mr. Ripperger assumed that the
19 gates had sensors and that is why he was not concerned about parking in the path
20 of the gates. Mr. Poveda stated he would have felt uncomfortable parking where
21 there was a possibility gates would close.

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24
25 Mr. Ripperger stated the main thing he wanted to bring forward was
26 discussion about the gates. The driveway approach is very short and if someone
27 has to stop there for any reason, this could happen again. He stated he could live
28 with the decision either way.
29

1 A motion was made by Director Inocentes, seconded by Director Watton,
2 and unanimously carried, to deny Mr. Ripperger's claim.

3 General Manager Lewinger stated he would make sure all employees know
4 that the gate does not have a sensor and automatically close.

5
6 11. Mr. Mike Zizzi of Leaf & Cole, the District's auditing firm, reviewed
7 the Independent Auditor's Report which indicates that the financial statements are
8 the responsibility of the District and his responsibility as an auditor is to express
9 an opinion on the statements. He followed generally accepted auditing standards
10 and used sampling techniques to obtain reasonable assurance and come to the
11 conclusions that they have drawn. In Leaf & Cole's opinion the financial
12 statements fairly stated the District's financial position. There were several
13 changes to the accounting principals in the current year including GASB 27 which
14 deals with accounting for pensions, GASB 31 which deals with accounting for
15 investments, and GASB 32 which deals with accounting for deferred
16 compensation plans. The only one that really affected the financial statements was
17 GASB 31 where the investments must be marked to fair value in the current year.
18 He reviewed the balance sheets, liabilities and fund equity, statements of
19 revenues, expenses and changes in fund equity, Statements of Cash Flows.

20
21 General Manager Lewinger pointed out that there will be no management
22 letter this year identifying management practices that could be improved.

23
24 Mr. Zizzi stated the management letter last year addressed three issues,
25 two of which they felt strongly about and these issues were implemented in the
26 current year.
27
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29

1 Mr. Lewinger commended the finance staff and stated this is a direct
2 reflection on their efforts.

3 Finance Department Head Chambers stated the final audit report will be
4 brought back to the Board for approval.
5

6 12. Administrative Services Department Head Alvarez stated the
7 Personnel Committee had requested the District's Policy No. 24, Recruitment and
8 Selection Policy, be brought to the Board. This came to the Board on October 7
9 for discussion and was referred back to the Personnel Committee at that time.
10

11 The Personnel Committee met on October 26 and there was discussion with the
12 employee representatives regarding the concerns expressed by Board members
13 regarding lack of external competition. The recommendation from the Personnel
14 Committee was to modify the policy to include the following:
15

- 16 • Appointment of the best qualified candidate on the basis of job-
17 related standards of experience; education, training, ability, and merit;
18
- 19 • All vacant positions be opened allowing all interested individuals to
20 compete for employment opportunities with the District;
21
- 22 • Fair and adequate consideration to all qualified internal candidates
23 including affording them an oral interview;
24
- 25 • Job announcements outlining the planned recruitment and
26 examination process.

26 Director Poveda stated the Personnel Committee has met twice and there
27 was dialogue regarding internal and external equity, fairness, and consistency. He
28 feels this policy does a good job of addressing all these concerns by making sure
29 that all qualified employees get a first look and a fair opportunity for advancement

1 and to compete for the position, while at the same time, it addresses the issue of
2 external equity in terms of opening positions to internal and external candidates

3
4 Director Price pointed out that there were a number of other considerations
5 addressed by the Committee including whether or not the current policy meets
6 legal requirements. The other consideration was that the policy was written
7 originally because there was a sense that recruitment was not being done fairly or
8 equitably internally. She feels this policy addresses this concern by including as
9 part of every job announcement, an indication of exactly what the criteria will be
10 and what the process will be. The survey results indicated there was still some
11 lack of trust in the current promotional process and she feels the new policy should
12 alleviate this concern. She stated that the Board greatly values the employees and
13 that they go to great lengths to prove that. She feels comfortable with the policy
14 before the Board today.

15
16
17 Ron Ripperger, an employee representative, questioned if the policy's
18 purpose should state that "It is the policy of the Otay Water District (the District) to
19 recruit and select the best qualified candidates **of good moral character...**"
20 because he is unsure if that is appropriate. He also suggested the words "for
21 which they believe they meet the minimum qualifications" be removed from that
22 same sentence.

23
24
25 Administrative Services Department Head Alvarez stated he simply means
26 the District would want to hire people who would conform to that. Background
27 checks are done for criminal records or anything that would reflect poorly on their
28 moral character or their ability to do their job.

1 Director Poveda stated that phrase also struck him as questionable. He
2 inquired if Attorney Harron felt there was any legal question that would need to be
3 resolved with that statement.
4

5 Attorney Harron stated the District could still disqualify convicted felons and
6 people who have committed crimes of moral turpitude without spelling it out in the
7 policy.
8

9 Director Poveda stated he did not have a problem with the reference to
10 employees applying for positions for which they believe they meet the minimum
11 qualifications because he feels it provides for parameters and simply lets the
12 employees know they can apply for the position if they feel they meet the
13 qualifications.
14

15 Director Watton stated he also feels that wording is a positive
16 encouragement statement. He supports the revised policy and places the
17 responsibilities on Mr. Alvarez's shoulders to have a more standardized process
18 that everyone understands. He would like to see a report in one year to see how
19 this policy is working and how it affects recruitment.
20

21 Jeff Novak, an employee representative, stated the current policy is working
22 and is not hampering hiring of qualified people. He stated Director Poveda had
23 inquired what other agencies were doing and it was determined that most other
24 agencies leave the decision to the department head's discretion as to whether
25 they want to advertise internally or externally.
26

27 Director Poveda stated he did not think the current policy gives the
28 department heads much discretion because if there are two fully qualified internal
29 candidates, they cannot look at external applicants. The issues are fairness,

1 consistency, competition, and making sure the employees are looked at first, and
2 the new policy addresses these issues.

3 Larry Olds, an employee representative, stated the employees he
4 represents in Operations are very happy with the current policy and the survey
5 showed that with the increase in the mean score of the recognition and career
6 opportunities questions between 1997 and 1998.
7

8 Tim Keeran, an employee representative, stated it was because of the
9 fairness issue that the management team and the employee representatives
10 revised the policy and the group of Operations employees he represents wants to
11 leave the policy alone.
12

13 Director Poveda stated he appreciates the comments and he hopes the
14 employees can appreciate the Personnel Committee's position. He would also
15 like to see a report brought back to the Board in one year.
16

17 Employee Joanne Pitt inquired what Director Poveda meant by giving the
18 employees a "first look."
19

20 Director Poveda stated he was referring to giving all fully qualified internal
21 candidates an interview.
22

23 Employee Pam Johnson stated she has worked for the District for nine
24 years and she feels the reason many employees have been with the District for
25 many years is because when they were hired they felt there were promotional
26 opportunities at the District and that is why they continue their education. She
27 stated she feels this is snatching the opportunity away from employees to move
28 into jobs that are different from their current job. She stated the policy was only
29 adopted in September 1997 and she does not feel it needs fixed at this time.

1 Director Poveda stated he feels the policy needs to be modified to improve
2 it and it can be discussed all day but he would like to call for the question.

3
4 Jeff Novak stated he feels the policy is very important because it lets
5 employees know that if they meet the necessary requirements they can get the job
6 they want and he feels this is a good morale builder.

7
8 Director Watton stated he sees this as the policy being modified to have an
9 open hiring process and the HR Department has written qualifications that would
10 not preclude a person taking an entry level position in a new discipline.

11
12 Director Laudner stated most other agencies give the incumbents extra
13 points and he sees no reason to change the current policy. He feels the policy is
14 fair to external applicants since there were 14 external applicants and 11 internal
15 applicants hired between July 1997 and October 1998.

16
17 Director Price stated she will rely at this point on the good faith efforts of the
18 Board to support its employees. She does not see this as a major change and it
19 will be monitored.

20
21 Director Inocentes stated he is still undecided and would like to hear from
22 Attorney Harron about the legality of the current policy.

23
24 Attorney Harron stated the policy that favors current employees is not a
25 violation of any law. Theoretically it could be if the District had an all white male
26 work force and minorities were not given opportunities. Since this does not exist
27 there is no factual background to support any violation of equal opportunity laws.

28
29 A motion was made by Director Poveda, seconded by Director Watton,
and carried with Directors Laudner and Inocentes voting no, to adopt the
Recruitment and Selection Policy No. 24 to replace the current Hiring and

1 Promotion policy with reports to be made to the Board from time to time and to
2 bring the policy back in one year for consideration.

3 Director Inocentes stated he is opposed because he had not heard
4 anything that leads him to believe the policy is broken and needs repair.
5

6 13. Mitch Young updated the Board on the progress on the Central Area
7 and Otay Mesa Inter-Connection Project.

8 Director Price inquired why there was no response to the RFP for the storm
9 water prevention plan.
10

11 Mr. Young stated this is a small project and its hard to get interest. He
12 stated the District will probably negotiate a contract with Lakeside Grading since
13 they will be on the job.
14

15 14. General Manager Lewinger showed a video clip of the news report
16 about the Use Area golf course. He stated the project is one month ahead of
17 schedule.
18

19 He reminded the Board that there will be a Finance Committee meeting
20 next week to go over proposals from financial investment companies.

21 He stated things are going well with the City of San Diego agreement and
22 he anticipates it will go to City Council in late November or early December.
23

24 15. Director Watton reported that he does not anticipate any opposition
25 to the CWA/MWD agreement from any of the newly elected directors at Imperial
26 Irrigation District since none of them made it an issue in their campaigns.
27

28 16. Director Inocentes sated he is very happy with the results of his
29 election and is looking forward to working with the District and serving his
constituents.

1 Director Price congratulated Director Inocentes on his re-election. She
2 reported on her attendance at an ACWA State Legislative Committee workshop
3 where they discussed the MTBE issue and AB 2027 regarding the liability of water
4 districts for water quality.
5

6 Director Laudner congratulated Director Inocentes. He stated he thought
7 the Use Area tour went well and he also toured the Twin Oaks 33 MG reservoir in
8 Vallecitos.
9

10 Director Poveda congratulated Director Inocentes on his re-election.

11 Director Watton stated he reviewed the memo from Attorney Harron
12 regarding the KURS Radio antennae lease and would like to comment on the
13 reprehensible conduct of KURS Radio's attorney. He stated he wants Attorney
14 Harron to know, as a Board member, he supports Attorney Harron and that he
15 does not need to worry about any threats made by the KURS attorney to go the
16 Board about him.
17

18 Director Poveda stated he feels the same and feels it has been very
19 unfortunate that there has been such finger pointing. He stated he has full
20 confidence in Attorney Harron and he appreciates his diligence. He also pointed
21 out that he did not speak to the attorney as she stated.
22

23 Director Price stated she also supports Attorney Harron in the fine job that
24 he has done on this often difficult project.
25

26 17. With no further business to come before the Board, the meeting was
27 adjourned at 4:01 p.m.
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President

ATTEST:

District Secretary