



**MINUTES**  
**of the Regular Meeting**  
**Monterey Regional Water Pollution Control Agency**  
**Board of Directors**  
**May 23, 2005**

**1. CALL TO ORDER**

The Regular Meeting of the Board of Directors of the Monterey Regional Water Pollution Control Agency was Called to Order by Vice Chair Cortopassi at 7:00 p.m. on Monday, May 23, 2005, in the Board Room at 5 Harris Court, Bldg. D, Monterey, California.

**2. PLEDGE OF ALLEGIANCE**

**3. ROLL CALL**

**BOARD MEMBERS PRESENT:**

Carlo Cortopassi, Vice Chair	Castroville Service Area 14
Ramiro Cortez	Boronda County Sanitation District
Joe Russell	Del Rey Oaks
Charles Scholl	Marina Coast Water District
Jeff Haferman	Monterey
Butch Lindley	County of Monterey
Peggy Shirrel	Moss Landing County Sanitation District
Dan Cort	Pacific Grove
Gloria De La Rosa	Salinas
Darryl Choates	Seaside
Dewey J. Baird	U.S. Army - Ex-Officio

**BOARD MEMBERS ABSENT:**

David Pendergrass, Chair	Sand City
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**STAFF PRESENT:**

Keith Israel	General Manager
Robert Wellington	Legal Counsel
Jim Heitzman	Assistant General Manager
Robert Jaques	Director of Engineering Planning and Technology
Tom Buell	Director of Finance
John Tiernan	Director of Administrative Services

Betty Nebb	Executive Assistant
Ed Oyama	Lead Engineer
Jean Premutati	Human Resources Analyst
Kelly Cadiente	Accounting Supervisor

**OTHERS PRESENT:** Les Turnbeaugh – City of Monterey  
Carl Niizawa – Seaside County Sanitation District  
Bjorn Lundegard – City of Seaside

**AUDIENCE:** 0

#### **4. PUBLIC COMMENTS**

[At 7:02 p.m., with no comments received, Vice Chair Cortopassi opened and closed Public Comments.]

#### **5. CONSENT AGENDA**

**ACTION TAKEN:** On a motion by Mrs. Shirrel, seconded by Mr. Choates, the Board unanimously approved the Consent Agenda, Items A through I as follows:

- A. Approve Minutes - Regular Meeting – Regular Meeting, April 25, 2005**
- B. Receive Financial Statements, April 2005**
- C. Receive Comparison Percentage of Budget Expended Through April 2005 vs 2004**
- D. Receive Check Register – April 2005**
- E. Receive Plant Flows and Effluent Quality for Connected Agencies, Plus Flow Charts for Fort Ord and Marina – April 2005**
- F. Receive Actual vs. Budgeted Fiscal Year 2004/05 Expenditures for the Capital Improvement Program and Capitalized Equipment Fund**
- G. Receive Actual vs. Anticipated Fiscal Year 2004/05 Revenues from Capacity Charges**
- H. Approve Negotiation with FKC for the Procurement of Two Dewatering Screw Presses for the Biosolids Dewatering Project**
- I. Approve Purchase of Trickling Filter Motor**

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**6. COMMITTEE REPORTS AND RELATED ACTION ITEMS**

**A. BUDGET/PERSONNEL COMMITTEE**

**ACTION TAKEN:** On a motion by Mr. Choates, seconded by Mr. Russell, the Board unanimously approved the Budget/Personnel Committee minutes for Monday, May 9, 2005, which included the following recommendations:

- Information Only – No Action Taken

**B. RECYCLED WATER STORAGE COMMITTEE**

**ACTION TAKEN:** On a motion by Mrs. Shirrel, seconded by Mrs. De La Rosa, the Board unanimously approved the Recycled Water Storage Committee minutes for Wednesday, May 18, 2005, which included the following recommendations:

- That the Board approve the updated Commercial/Residential Salt Reduction Program.
- That the Board approve recommendation by staff to continue to work closely with both MPWMD and MCWRA to have the Agency's two recycled water projects included in their Implementation Grant applications.
- That the Board approve recommendation for staff to clarify with the auditors that the format for tracking costs for the recycled water budget is acceptable and to assure that costs incurred are directly related to each recycled water project.

**7. INFORMATIONAL ITEMS**

**A. Fort Ord Issues Status Summary**

No questions or comments.

**B. Reclamation Project Status Summary**

The reclamation plant is up and running, with a late start this year due to seasonal rain. There is information in the report about the current status.

**C. Progress Report – Regional Storm Water Permit**

No questions or comments.

**D. Strategic Planning Goals (2005-2008)**

The information has been updated from our meeting last month. Most of the goals will be coming due in the next few months.

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**8. STAFF REPORTS**

**A. General Manager/Assistant General Manager/Legal Counsel**

Mr. Israel commented that last week AMBAG had their Water Forum and had good participation. MRWPCA provided a presentation on our two projects: Urban Project and Groundwater Recharge Project. There were lots of questions and very positive support. A representative from the State Water Reuse Association provided an update on water recycling in California.

A group from Australia of executive-level managers working on recycling projects will be visiting. The group was here four years ago; this time they're spending two weeks touring in Florida, Texas, Mexico; then to San Diego, Monterey and the San Francisco Bay area. We plan to give them a tour of the RTP and on the evening of Thursday, June 9<sup>th</sup>, we have planned dinner and speakers for them. There has always been very good exchange of information resulting in productive talks. If any Board member is interested in joining us, please contact staff.

**B. Department Head(s)**

No questions or comments.

**C. Presentations:**

Mr. Tiernan introduced Jean Premutati, Human Resource Analyst, who has been with the Agency for 15 years. Ms. Premutati gave a presentation to the Board about Human Resources. A handout of the presentation was given to Board and audience members.

Mrs. Sherril asked if the current health insurance premiums are lower than the costs in 1990 due to less coverage. Ms. Premutati answered that staff through employee contributions are paying more of the premium cost than in 1990, and the health insurance benefits have modified.

Mr. Israel stated that in the past we went to semi, self-insured plans in which each employee had a vested interest in our medical usage. We provided education for our employees passing on information that is useful to help keep the claims down. Plus, we have brochures sent out to the employees and families on how to help control insurance costs and maintain good health. Even though rates are going up, we are trying to do as much as we can and that effort has contributed to savings over the last few years.

Mr. Lindley asked about workers compensation rates. Ms. Premutati stated that the Agency's rates (experience modification) are actually going down in 2005-06 and that is due in large part to the development of the safety officer position within the organization.

Mr. Lindley continued by asking about staff turnover. Ms. Premutati stated that the

average age of staff is 46 years old; we have 41 employees who are age 50 or older with 80 total full-time and part-time employees. Mr. Tiernan continued that we are concerned about our aging work force and that's why Mr. Heitzman has been active in our succession planning to see what the options are.

Mr. Cort inquired about opportunity or options for staff over 50 or 60 to stay on board. Mr. Heitzman indicated that under the Public Employee Retirement System (PERS), employees are eligible to retire at 50; however, they can stay as long as they want to and indications are that most people are going to stay until they are 62 to 65.

Mr. Israel stated the PERS system has a great program that allows us to offer the opportunity for people to come back and work up to half time. We utilize it wherever we can and thereby can benefit from the knowledge of long-term employees.

**9. BOARD MEMBER COMMENTS**

Vice Chair Cortopassi reminded all Board members to send their evaluation for the General Manager to Betty before Wednesday, May 25th.

Mr. Cort asked for clarification about the Budget Workshop meeting and Mr. Israel stated that it is a special Board meeting held each year. The draft budget will be reviewed with staff reports focusing on budget information. Typically the meeting is about 40 minutes of presentation and dialog to get Board members' input and questions before the final adoption of the budget two weeks later.

**10. ADJOURNMENT**

With no further business, Vice Chair Cortopassi adjourned the meeting at 7:22 p.m. to the Budget Workshop Board Meeting in the Board Room at 5 Harris Court, Building D, on Monday, June 13, 2005, at 7:00 p.m.

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Keith E. Israel  
General Manager/Secretary to the Board

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Carlo Cortopassi  
Vice-Chair of the Board of Directors