



**HIDDEN VALLEY LAKE COMMUNITY SERVICES DISTRICT
PERSONNEL COMMITTEE REPORT
MEETING DATE: June 4, 2019**

The Hidden Valley Lake Community Services District Personnel Committee met at the District office located at 19400 Hartmann Road, in Hidden Valley Lake, California. Present were:

Director Herndon
Director Lieberman
General Manager, Kirk Cloyd
Administrative Assistant, Penny Cuadras

CALL TO ORDER

The meeting was called to order at 3:30 p.m. by Director Herndon.

APPROVAL OF AGENDA

On a motion made by Director Lieberman and seconded by Director Herndon the Committee unanimously approved the agenda. Director Herndon requests agenda Item 6 be addressed first.

DISCUSS AND REVIEW:
Employee Compensation Policy

The Personnel Committee recommend staff present a draft compensation policy to the Board for approval with an amendment to reflect an independent salary survey be conducted at a minimum of every three years. The need to do a study more often for given positions shall be based on recommendation from staff.

DISCUSS AND REVIEW:
Employee Handbook

The Personnel Committee reviewed and discussed the employee handbook. Members discussed the employee benefits and the suggested a cost share approach for staff. Staff provided information from legal counsel to consider before implementing the cost share approach. Director Lieberman mentioned the cost sharing was a suggestion for the budget and has not been a discussion the Board has had at this time.

PUBLIC COMMENT

Members of the public and staff suggest the Committee consider the impact implementing cost sharing would have on the employees. A staff member in the public mentioned to the Board, "the primary reason he returned to the District was due to the Benefits offered by the District"

A staff member in the public asked that the Committee consider staff as intellectual capital; mention of a collective bargaining unit and discussion with HVLA representative were noted; there is a sincere hope for a compromise, but the question asked by staff in the public was what is the risk of not reaching consensus on the budget and how will that effect the district?

COMMITTEE MEMBER COMMENT

Members of the Committee were delighted that staff showed up to the meeting and appreciate the employee feedback

ADJOURNMENT

On a motion made by Director Lieberman and seconded by Director Herndon to adjourn the meeting; the meeting was adjourned at 5:29 p.m.