



**1. CALL TO ORDER**

Chair York called the meeting of the Executive Committee to order at 8:30 a.m. as a teleconference meeting. Individuals in attendance are listed below:

**Executive Committee Members**

Ron Greenwood, Carmichael Water District  
Brett Ewart, City of Sacramento  
Grace Espindola, City of Yuba City  
Tony Firenzi, Placer County Water Agency  
Kerry Schmitz, Sacramento County Water Agency  
Dan York, Sacramento Suburban Water District

**Staff Members**

Jim Peifer, Rob Swartz, Monica Garcia, Josette Reina-Luken, Cecilia Partridge, Michelle Banonis, Amy Talbot, Raiyna Villasenor and Ryan Bezerra, Legal Counsel

**Others in Attendance**

Paul Helliker, Brian Sanders, Jay Boatwright, Mark Emmerson, Charles Duncan, Bruce Kamilos, Greg Zlotnick, Patty Howard, Robert Dugan and Anne Sanger

**2. PUBLIC COMMENT**

None

Chair York announced that the agenda items would be reported in a different order than noted on the agenda. The minutes reflect the items in the order listed on the agenda.

**3. CONSENT CALENDAR:**

- 3a. Authorize a Teleconference Meeting
- 3b. Minutes of the June 22, 2022, Executive Committee meeting
- 3c. Authorize the Executive Director to enter into a Professional Services Agreement for WEP Regional Toilet Saturation Study

Motion/Second/Carried (M/S/C) Mr. Ewart moved, with a second by Ms. Espindola to approve the consent calendar items, authorize a Teleconference meeting, approve the minutes of the June 22, 2022 Executive Committee meeting and Authorize the Executive Director to enter into a Professional Services Agreement for WEP Regional Toilet Saturation Study. Ron

Greenwood, Carmichael Water District, Brett Ewart, City of Sacramento, Grace Espindola, City of Yuba City, Tony Firenzi, Placer County Water Agency, Kerry Schmitz, Sacramento County Water Agency, Dan York, Sacramento Suburban Water District voted yes. The motion passed.

**4. PRESENTATION – REGIONAL GOVERNMENT SERVICES (RGS) EMPLOYEE COMPENSATION STUDY AND POSITION RECLASSIFICATIONS UPDATE**

Patty Howard, RGS Lead Advisor, gave a presentation on the RWA classification and compensation study. She provided information on the classification study next steps and what needs to be done before the compensation study can begin, the benefit components, comparable agencies and recommendations for staff positions and the Executive Director position. She suggested no fewer than eight and no more than fourteen agencies be selected for comparison.

Mr. Peifer said that the compensation study results are used to reset staff salary bands. In addition to selecting agencies for comparison the benefit components to include in the study also need to be defined.

There was discussion about the time frame to provide the selected comparable agencies to RGS for the compensation study to be completed by the end of the year. It was suggested that RGS pick the agencies that are closest to staff classifications and that flextime or working remotely be considered in the study for future staff recruitment and retention. Ms. Howard said that the end of August was the deadline for RGS to receive the agency comparison information to have the study completed by November.

After discussion it was suggested that a meeting with Ms. Howard and the Employee Compensation Survey Oversight Ad Hoc Committee be scheduled to discuss comparable agencies and other relevant items for the study. A recommendation will be presented by the committee to the Executive Committee at the August meeting.

**No motion was made at this time.**

**5. CLOSED SESSION – PUBLIC EMPLOYEE PERFORMANCE EVALUATION**

Government Code §§ 54954.5(e), 54957(b)(1) Title: Executive Director  
There was nothing to report.

**6. LEGISLATIVE/REGULATORY UPDATE**

Mr. Peifer provided an update on SB 222 which would establish a state-run water rate assistance program upon funding. RWA staff suggested changing the current Support position to Oppose Unless Amended.

M/S/C Mr. Firenzi moved, with a second by Ms. Espindola to take an Oppose Unless Amended position on SB 222 as recommended by staff. Ron

Greenwood, Carmichael Water District, Brett Ewart, City of Sacramento, Grace Espindola, City of Yuba City, Tony Firenzi, Placer County Water Agency, Kerry Schmitz, Sacramento County Water Agency, Dan York, Sacramento Suburban Water District voted yes. The motion passed.

## **7. AD HOC COMMITTEE UPDATES**

Mr. Peifer said that there was a recommendation from the 3x3 committee to cease work on developing a governance structure that would merge the SGA and SCGA.

The 200.3 Election Procedures Ad Hoc Committee has met, and a proposal has been provided to Andrew Ramos, legal counsel. The proposal will reduce the rounds of voting and simplify the process for electing the Executive Committee.

Spacing issues still need to be resolved as staff has outgrown the current office space.

The Purchasing Ad Hoc Committee is progressing under the leadership of Rebecca Scott.

The Awards Committee will be meeting towards the end of the year.

The second Water Quality meeting was held with operations staff from the region. Lunch sponsorship for future meetings is requested.

Chair York announced a Policy 200.2 (Authority Delegated to the Executive Committee) Ad Hoc Committee to review the policy to improve efficiency. The members are Greg Zlotnick, Chair, Paul Selsky, Audie Foster, Tony Firenzi, Bruce Kamilos, Dan York and Jim Peifer.

## **8. RWA POLICY 400.4 REVISIONS – EXECUTIVE DIRECTOR PERFORMANCE REVIEW EVALUATION**

Mr. Dugan gave a report on the revisions resulting from the Revisions to RWA Policy 400.4 Ad Hoc Committee made on RWA Policy 400.4. The committee compiled the input received from members on the best way to evaluate the Executive Director of our organization. A new evaluation tool with criteria to measure our expectations is being recommended for approval to be presented to the board. He explained the different sections of the RWA and SGA Executive Director Performance Evaluation form and detailed the changes and revisions made in the document.

There was discussion on retaining a third-party facilitator if deemed necessary or appropriate by consensus of the Executive Director and Executive Committee. A facilitator would assist in coordinating discussion between the Executive Director, Evaluation Committee and Executive Director on changes to the total compensation package or contract. The decision to retain a third-party facilitator could be made

later.

Under the “Who is Involved” section, it was suggested that a sentence be added at the end of the first paragraph stating, “At least one of the committee members shall be an elected official from a different member agency.”

M/S/C Mr. Ewart moved, with a second by Mr. Firenzi to consider the Ad Hoc Committee revisions with the suggested amendment and make recommendations on revisions to Policy 400.4 to the RWA Board of Directors. Ron Greenwood, Carmichael Water District, Brett Ewart, City of Sacramento, Grace Espindola, City of Yuba City, Tony Firenzi, Placer County Water Agency, Kerry Schmitz, Sacramento County Water Agency, Dan York, Sacramento Suburban Water District voted yes. The motion passed.

## **9. EXECUTIVE DIRECTOR’S REPORT**

Mr. Peifer introduced Raiyna Villasenor as the new RWA and SGA employee. Ms. Villasenor has an impressive resume with a variety of experience gained from consulting services while with ESA. Raiyna will primarily assist with implementation of the SGA Groundwater Sustainability Plan.

RWA gained support at the ACWA DC conference from the regional delegation for water supply and reliability issues.

The NWRA conference in Montana showed that western states have similar water issues.

He informed the Executive Committee that staff is making progress on finalizing the procedures to hold hybrid meetings in the office. Cameras and equipment have been purchased and are being evaluated.

## **10. DIRECTORS’ COMMENTS**

There were no directors’ comments.

## **ADJOURNMENT**

Chair York adjourned the meeting at 11:18 a.m.

By:

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Chairperson

Attest:

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Board Secretary