

Draft Minutes Special Board Meeting December 11, 2024

Quick recap

General Manager Chris Troyan discussed various issues related to bonuses and budget constraints, as well as the potential challenges and opportunities related to the golf course's closure. The Board and GM also discussed the ongoing agreement with the Tri-Party, the potential for John Pedri to take on a part-time role as an acting General Manager, and the hiring of a Contract Plant Operator from Water Talent. The conversation ended with discussions on the potential hiring of a new CPO, the possibility of rehiring a former employee, and the formation of an ad hoc committee to explore staffing options.

Items to be completed

- GM to separate GM and CPO duties in job descriptions
- Tyler from Water Talent to send an updated task order with revised language regarding housing options
- GM to contact California Rural Water Association about their site visit
- John Pedri to assist with California Rural Water Association contract and site visit
- GM to approach Joe Wilson about potential CPO position
- GM and John Pedri to develop a detailed work plan and chain of command for new organizational structure
- Board to schedule a special meeting within the next week to discuss compensation options for GM
- GM to pursue local candidates for open operator positions
- Board President nominated 2 board members (John Denten and Gary Abel) for an ad hoc committee to explore new GM recruitment and other staffing options

Summary

Golf Course Closure Challenges and Opportunities

The GM discussed the potential challenges and opportunities related to the golf course's closure. He mentioned that the use of the irrigation field could be affected, and that they might need to hire someone to run the irrigation system in a worst case scenario. The GM also referred to the Tri- Party agreement that states the land the golf course resides on can only be used as a golf course and cannot be assigned for other purpose. He reminded the SRGL management of these points during a lunch meeting. The GM also mentioned the possibility for a cost analysis and hiring someone to take care of the golf course.

Sea Ranch Golf Links Discussion

The GM discussed the ongoing agreement with the Sea Ranch Golf Links. The GM mentioned a meeting with the management, who reassured him that they still plan to pay and use the recycled water. The GM reminded them of their liability for any costs incurred if GCSO has to run the irrigation fields. The GM also reminded that the new cost agreement with the Sea Ranch Golf Links lowers their bill by about \$10,000 a year on average. The closing date for the Sea Ranch was discussed, with January 25th being the last day and plans on closing indefinitely. The GM expressed to the board some concerns about potential non-payment and the need to fight for it.

Part-Time GM Role and Hiring Discussion

John Pedri and the GM discussed the potential for John Pedri to take on a part-time role as an acting General Manager (GM) for the organization, including managing personnel and administrative tasks if and when Chris leaves. John Pedri agreed to this proposal and offered to help with board meetings, resolutions, and grant management. John Pedri also discussed the need for a work plan and a flow chart to clarify roles and responsibilities. Tyler Reifert, from Water Talent, was present to discuss the hiring of a Chief Contract Plant Operator (CPO) from his agency. Tyler explained that his agency would handle all paperwork, including the CPO acknowledgment form and contract operator form, and would provide an employee with the necessary certifications and experience. The agency would charge an all-inclusive hourly rate of \$150, which would cover all expenses, including payroll, taxes, and insurance. The agreement could be terminated with 30 days' notice.

Interim Chief Plant Operator Rate

Tyler Reifert proposes a rate of \$150 per hour for a full-time interim Chief Plant Operator, which includes housing costs. If the district can provide housing, the rate would be reduced to \$130 per hour. The contract would specify the applicable rate based on whether housing is provided by the district or not.

Operator Need and Emergency Support

Randy Burke, Chris Troyan, and Tyler Reifert discussed the potential need for an additional operator to support their operations. Chris mentioned that there were people interested in becoming operators, including a board member from the Anchor Bay district and a man who will lose his job once the golf course closes. Tyler clarified that while they could provide temporary or emergency operators, they typically don't share housing with their operators. The team also discussed the possibility of operators going home on their off days but emphasized the importance of being available during rainstorms and other emergencies. The final decision on the need for an additional operator was left open for further discussion.

New CPO Hiring and Logistics

In the meeting, Chris Troyan, Tyler Reifert, John, Randy Burke, and District Council Andy Turner discussed the potential hiring of a new CPO and the logistics of the role. They discussed the candidate's availability, the possibility of a site visit, and the candidate's ability to drive a truck requiring a Class B CDL. They also discussed the candidate's potential to take over some aspects of the GM role in authorizing certain tasks. The team agreed to further discuss the candidate's qualifications and the potential for an interim GM role. They also mentioned a potential partnership with the California Rural Water Association. The conversation ended with the board considering the candidate's availability for the next year or two.

Rehiring a previous employee and Staffing Costs

Chris discusses the possibility of rehiring a former employee. Chris then analyzes the potential cost savings of hiring a contractor at \$130 per hour compared to their current staffing expenses. The discussion focuses on weighing the financial implications of different staffing options without reaching a clear decision.

Contract Operator and Committee

Chris, Randy, and Andy Turner discussed the potential of making an offer to the previous employee. Instead, district council suggested forming an ad hoc committee to explore options. President De Denten agreed to this proposal and assigned board member John Denten and Vice President Gary Abel to serve on the committee along with the GM. The board will schedule a special meeting for the following week to discuss extra compensation for the current GM to remain with the district.