



TRABUCO CANYON WATER DISTRICT EXECUTIVE COMMITTEE MEETING RECAP | APRIL 1, 2024

DIRECTORS PRESENT

Vice President Ed Mandich, Committee Chair
President Stephen Dopudja, Committee Member

STAFF PRESENT

Fernando Paludi, General Manager
Michael Perea, Assistant General Manager
Roseann Lejsek, Administrative Assistant
Gary Kessler, Water Operations Superintendent
Other Staff were present

CONSULTANTS PRESENT

None

PUBLIC PRESENT

None

CALL MEETING TO ORDER

Vice President Mandich called the March 4, 2024 Executive Committee Meeting to order at 5:00 PM.

VISITOR PARTICIPATION

No visitor participation was received.

ORAL COMMUNICATION

No oral communication was received.

COMMITTEE MEMBER COMMENTS

None

REPORT FROM THE GENERAL MANAGER

None

DISCUSSION MATTERS

ITEM 1: APPROVAL OF EXECUTIVE COMMITTEE MEETING RECAP

Mr. Paludi presented the Executive Committee Meeting Recap(s) for Committee consideration in accordance with the agenda.

- MOTION:** Approve the Executive Committee Meeting Recap(s) and recommend the Board of Directors receive and file the same (Consent Calendar) – Director Dopudja
- SECOND:** Director Mandich
- AYES:** Directors Mandich & Dopudja
- NOES:** None
- ABSTAIN:** None

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MOTION PASSED/FAILED: Passed 2 - 0

ITEM 2: BOARD AGENDA PLANNING CALENDAR

Mr. Paludi provided a handout that included the following agenda planning items for Committee review and consideration:

April 2024

Special Board Meeting – 4/4

- Review updated financial model based on preliminary FY 25 budget and revised CIP
- Consider position on Proposition 218 / peaking bill.
- OC LAFCO – Special District Seat Nomination

Regular Board Meeting – 4/18

- Award Harris Grade Pipeline Replacement Design Contract (E/O)
- Discuss/approve health benefit determination methodology (Exec & F/A)
- Receive and file District Total Compensation Survey Update (Exec & F/A)

Trabuco Canyon Public Financing Authority – 4/18

- Approve loan legal documents and finance plan (F/A)

May 2024

Water Awareness Day – 5/11

Regular Board Meeting – 5/16

- Award Recycled Water P.S. Improvements Design Contract (E/O)
- Award WWTP Blower Replacement Project (E/O)
- Accept Saddle Crest Facilities (tent)
- Settlement Offer with Rutter Development (Closed Session)

Trabuco Canyon Public Financing Authority – 5/16

- Approve lending bank and legal documents (F/A)

June 2024

Regular Board Meeting – 6/20

- Award HR Support Services Contract (Exec and F/A)
- Adopt FY 2024-25 Budget

MOTION: None – Informational item only.

ITEM 3: DISCUSSION CONCERNING TOTAL COMPENSATION SURVEY

Mr. Paludi presented this matter for Committee consideration, and he provided background information on the total compensation survey performed by Ralph Andersen & Associates. Mr. Paludi reported that in addition to total compensation information, the District requested that the comparator agencies be surveyed regarding their method of deriving the health insurance benefit they offer their employees to provide information to support a discussion on the District’s method as requested by the Board. Mr. Paludi presented the results of the health benefit survey, as well as the total compensation comparison for discussion which used the same criteria as the survey conducted in 2021. Director Dopudja remarked about the challenges of balancing rising healthcare costs

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with market salaries and the competitive interplay between the two factors for staff compensation. Discussion occurred concerning the total compensation benefits components included in the survey data. Director Dopudja recommended looking at the overall total compensation and stated that getting feedback from staff on the preference of competitive salaries or benefits during this process is important to the Board. Discussion occurred between the Committee and staff regarding possible options in order to be competitive on salary as well as benefits. Mr. Kessler expressed concern that some positions may not receive any type of adjustment based on the raw data in the report, and he commented that the previous survey included a minimum floor for those positions. Director Dopudja indicated that the Committee intends to address this concern.

MOTION: None – Informational item only.

OTHER MATTERS

ITEM 4: REPORTS OR COMMENTS FROM THE GENERAL MANAGER AND/OR STAFF

Saddleback Meadows

Mr. Paludi provided a brief history of this development and the related reservoir improvement project, and he reported that the District is looking at a significant increase in project costs. Discussion occurred on whether the project is needed at this time due to the current state mandates regarding demand decrease and whether the District can accommodate the demands of the development with existing storage. Mr. Paludi commented that staff will evaluate the feasibility of that consideration.

MOTION: None

ADJOURNMENT

Vice President Mandich adjourned the April 1, 2024 Executive Committee Meeting at 6:22 p.m.