

**MINUTES OF THE MEETING OF THE  
BOARD OF DIRECTORS OF  
UNION SANITARY DISTRICT  
DECEMBER 23, 2013**

**1. CALL TO ORDER**

President Lathi called the Board to Order at 7:02 p.m.

**2. PLEDGE OF ALLEGIANCE**

**3. ROLL CALL**

PRESENT: Manny Fernandez, Vice President  
Tom Handley, Director  
Pat Kite, Director  
Anjali Lathi, President  
Jennifer Toy, Secretary

ABSENT: None

STAFF: Rich Currie, General Manager  
Sol Cooper, Mechanic  
Tom Graves, Assistant to the General Manager/Board Secretary

CONSULTANTS: None

VISITORS: None

4. **APPROVAL OF THE MINUTES OF DECEMBER 9, 2013**

Action

On a motion made by Director Kite and seconded by Director Handley, the Minutes of the Board of Directors Meeting of December 9, 2013 were approved. The motion carried unanimously.

5. **WRITTEN COMMUNICATIONS**

There were no official written communications.

6. **ORAL COMMUNICATIONS**

There were no oral communications.

7. **APPROVING SIGNATURE AUTHORITY FOR THE DEPUTY GENERAL MANAGER**

GM Currie asked the Board to include signature authority for the Deputy General Manager for up to \$50,000. The DGM is now overseeing two workgroups, and this authority is an integral part of that responsibility.

Action

On a motion made by Director Fernandez and seconded by Director Kite, the Board approved signature authority up to \$50,000 for the Deputy General Manager. The motion carried unanimously.

8. **IDENTIFY POTENTIAL DATES FOR A JOINT BOARD OF DIRECTORS MEETING WITH ALAMEDA COUNTY WATER DISTRICT**

The results of a USD Doodle poll showed that March 3<sup>rd</sup>, 6<sup>th</sup> and 31<sup>st</sup> worked best for our board. March 6 would be the last choice. We have forwarded those dates to ACWD's Board for their comments, and await their response. In addition to service connection insurance programs, we are also proposing to add earthquake preparedness, global warming and sea level rise as additional topics for discussion. We will send out another Doodle poll to finalize a date as soon as we hear from ACWD.

It was suggested by the Board that the two Boards meet more frequently in the future.

9. **DEVELOP SCOPE OF FUTURE OUTREACH PROGRAM WORKSHOP**

In response to Board member interest, GM Currie is proposing January or February for an Outreach Program Workshop. In addition to the topics enumerated in the staff report, Director Handley proposed adding a lobby information electronic kiosk with printer.

10. **SCHEDULE FOR GENERAL MANAGER'S PERFORMANCE EVALUATION**

GM Currie proposed the schedule outlined in the staff report. January 15<sup>th</sup> is preferred for the closed session over January 16<sup>th</sup>.

11. **EBDA COMMISSION REPORT**

Director Handley gave a brief report.

12. **LEGISLATIVE UPDATE FOR DECEMBER**

GM Currie presented the update.

Director Kite inquired about AB811, regarding USA pipe markings. GM Currie explained the thinking behind creating the database instead of requiring training that was to create a higher level of awareness as a first step toward qualifications in the future.

13. **GENERAL MANAGER'S CONTRACT – RETIREE MEDICAL BENEFITS**

GM Currie gave some background, and distributed a survey of comparable agencies in the area. Currently, the District pays \$900/month for the GM and spouse.

Director Handley inquired what Employee +1 would be currently for medical. GM Currie said USD's cap for Employee +1 for Medical is \$1,709.

Director Lathi asked what the current Kaiser rate is for Employee +1. GM Currie replied that it is \$1,337. Kaiser with Medicare drops to \$576 for Employee +1.

Director Kite asked if the Affordable Care Act would change any of these assumptions. GM Currie explained that USD is a qualifying plan, and as such, none of our plans will change. Rates may change, but it is impossible to predict.

**Action**

On a motion made by Director Handley and seconded by Director Fernandez, the Board approved a Retiree Medical Benefit of \$1,100 per month with an inflation adjuster until age 65, and then a benefit of \$700 per month plus an inflation adjuster after age 65 for the GM +1. The inflation adjuster would be tied to whatever determining cost of living index is used by the District for current employees. The motion carried unanimously.

**14. COMMITTEE MEETING REPORTS**

The following committees met: Construction and Legal/Community Affairs.

**15. GENERAL MANAGER'S REPORT**

Mr. Currie reported the following:

- a. RMC Consulting has been selected to do the Hayward Marsh study.
- b. The District received the first Sewer Service Charge payment from Alameda County in the amount of \$22M.
- c. One of our Environmental Compliance Inspectors has turned in her resignation. She intends to pursue additional educational opportunities.
- d. The Sanitary Sewer Management Plan (SSMP) will soon be placed on the public website.
- e. A circuit breaker malfunctioned at the plant, and there was concern about it not working properly, Power was shut down and the new breaker was installed within about 30 minutes.
- f. We will be scheduling a workshop with the Board for next month on a Local Limit Study for Ammonia. This came about as a result of the Hayward Marsh limits and previous experience with Solyndra.

**16. OTHER BUSINESS**

None.

**17. ADJOURNMENT**

At 8:10 p.m., the Board adjourned to the next Regular Board Meeting on Monday, January 13, 2014 in the Boardroom at 7:00 p.m.

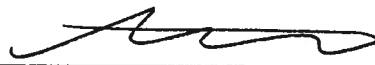
SUBMITTED:

  
TOM GRAVES  
DISTRICT CLERK

ATTEST:

  
JENNIFER TOY  
SECRETARY

APPROVED:

  
ANJALI LATHI  
PRESIDENT

Adopted this 13th day of January, 2014.