

**EL DORADO HILLS COMMUNITY SERVICES DISTRICT  
BOARD OF DIRECTORS SPECIAL MEETING**

**April 15, 2008**

**MINUTES**

**CALL TO ORDER**

President Billy Vandegrift brought the special meeting to order on Wednesday, April 2, 2008, at 6:10 p.m at Bertelsen Park. Directors Tony Rogozinski and Justin Masters were in attendance. Also present were General Manager Wayne Lowery, Parks Director Kent Oakley, Finance Director Allison Hamaker, Construction Inspector Darrah Ramsbotham and eight members of the public.

**1. Site tour of Bertelsen Park to review proposed Phase II improvements.**

Directors and staff met with residents at Bertelsen Park to review three possible locations for construction of a basketball half court. The consensus was to leave the basketball court out of the Phase II construction plans and consider the improvement at a future date when greater public input could be solicited.

The board adjourned the meeting to return to the Parks Conference Room, 1030 St. Andrews Drive, to complete the agenda.

President Vandegrift reopened the meeting at 6:38 pm. Director Brilliant was in attendance.

**2. Approve contract for Bertelsen Park Phase II parking lot and basketball court renovation. (Continued April 10, 2008, Agenda Item No. 16)**

The board reviewed the discussion at Bertelsen Park confirming their earlier consensus to not construct the basketball half court at this time.

**Motion No. 1 It was moved by Director Rogozinski and Director Brilliant seconded the motion to approve the contract with Veerkamp Engineering to construct the Phase II parking lot improvements at Bertelsen Park not including the basketball court and, further, to authorize staff to renegotiate the terms of the contract to allow for this adjustment. Motion carried 4/0/1 (Trapani absent).**

Kent Oakley explained that Planning Department needs to redefine the scope of work for use of the Proposition 40 grant funding planned for this project. He will set up another community meeting before reallocating the funds. There was some agreement that an element like a shade structure or shade sails at the playground would be a good use of the money, and that the funds saved from the basketball element may have to be dedicated to the same park. Oakley will give the construction company direction to begin the project by paving the back loop parking spaces while the community meeting is arranged to settle the design decisions.

**3. Approve draft Pay for Performance Program prepared by CPS Human Resource Services. (Continued April 2, 2008, Agenda Item No. 2)**

Director Masters stated he would like to see One Page Plans for all employees that align with District goals. He expressed concern at absence of staff participation at this meeting.

Director Rogozinski was concerned that the Pay for Performance Plan, as proposed, could promote further divisiveness between management and the union, and asks for a process richer in feedback from employees.

**Motion No. 2 It was moved by Director Rogozinski to accept the Pay for Performance Plan without the pay element and begin a dialogue with the union employees on tying the District's salary administration to performance goals. Motion died.**

Director Brilliant wanted to be able to reward those that put in extra effort to stretch their skills, abilities, and contribution to the District. He emphasized that consistency in the program is key to its acceptance.

**Motion No. 3 It was moved by Director Masters to present the Pay for Performance model to the union employees and invite them to participate in discussions with the board of directors. Motion died.**

Directors Rogozinski, Masters and Brilliant were concerned about the disparity between the various pay for performance program options expressing that they are accustomed to a bonus award versus this program's permanent salary range. All Directors wanted clear expectations in performance goals tied to the award of the step increase at evaluation time.

General Manager Lowery said the District can improve quality and efficiency in the performance evaluation process as part of the current movement toward best practices. He expressed interest in working with employees to move a salary schedule with virtually automatic step increases to one where pay increases were based on performance. He felt that by working with employees, a fair system could be developed.

The general consensus of the board was to schedule a special meeting in the next few weeks with Director Trapani and legal counsel to complete discussion on the Pay for Performance proposal including possible implementation district-wide.

**Not on Agenda.**

General Manager Lowery reported on the positive results he is seeing from recent meetings between Directors Vandegrift and Rogozinski and employees. These were in a focus group format and one of many recent efforts to solicit concerns and suggestions from District employees while developing an action plan to make the CSD a better work environment. A list of issues recently discussed was shared with the directors.

He also reported that Director Trapani expressed concern that increasing growth in his law practice was making it difficult to attend to his responsibilities as a member of the CSD board and he needs to submit his resignation. Lowery shared Policy No. 5080 which outlines

procedures for filling vacancies on the board and was directed to work with Director Trapani and President Vandegrift to solicit candidates to consider for the vacancy. Appointment interviews were tentatively scheduled for the May 8, 2008 regular board meeting. A list of candidate questions will be prepared.

**Closed Session**

- 4. Closed session under California Government Code §54957, regarding the appointment, employment, evaluation of performance or dismissal of an employee: General Manager. (Continued April 2, 2008, Agenda Item No. 1)**

Since the meeting was running late, the directors agreed to reschedule the closed session and asked directors Vandegrift and Brilliant to prepare a draft midyear evaluation on the General Manager for consideration. His annual performance review should also be started.

**ADJOURNMENT**

President Vandegrift adjourned the meeting at approximately 8:30 pm.

**APPROVED:** \_\_\_\_\_  
Wm. F. Vandegrift, President  
EDHCSD Board of Directors

**DATE:** \_\_\_\_\_

**ATTEST:** \_\_\_\_\_  
Wayne A. Lowery, General Manager  
Secretary to the Board of Directors

**DATE:** \_\_\_\_\_