

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

**April 30, 2008**

**MINUTES**

**CALL TO ORDER**

President Billy Vandegrift brought the special meeting to order on Wednesday, April 30, 2008, at 6:45 p.m. Directors Justin Masters, Tony Rogozinski, and Larry Brilliant were in attendance. Also present were General Manager Wayne Lowery and District Legal Counsel Bob Thurbon.

**1. Approve draft Pay for Performance Program prepared by CPS Human Resource Services. (Continued April 15, 2008, Agenda Item No. 3)**

The board reviewed previous discussions on the CPS Pay for Performance draft document as well as an alternate implementation proposal by the General Manager. The alternate proposal accepted the basic tenets of the plan but moved implementation to the entire organization over a three year period in collaboration with employee groups. Emphasis was placed on utilization of the District's current merit system with the five step salary schedule.

Direction was given to the General Manager to work with CPS to modify the current proposal to emphasize the performance element but without the pay incentive at this time. There should also be discussion with CPS about modifying the current agreement accordingly.

**Adjournment**

President Vandegrift adjourned the meeting at approximately 8:35 p.m.

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

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

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

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