

MINUTES OF THE SPECIAL MEETING  
OF THE DISTRICT BOARD  
MT. VIEW SANITARY DISTRICT  
MARCH 26, 2011

The District Board of the Mt. View Sanitary District convened in a special session at its regular place of meeting, Mt. View Sanitary District Meeting Room, 3800 Arthur Road, Martinez, County of Contra Costa, State of California, on March 26, 2011, at 8:15 a.m.

ROLL CALL OF DIRECTORS

PRESENT: Directors Stanley R. Caldwell, David P. Maggi, Gregory T. Pyka Vice-President Randell E. Williams, and President Elmer "Al" J. Schaal  
ABSENT: None  
Also Present: STAFF – District Manager Michael D. Roe, Assistant District Manager Neal B. Allen, District Engineer Randolph W. Leptien, and District Legal Counsel J. Daniel Adams  
PUBLIC: None.

PUBLIC COMMENT

None

OLD BUSINESS

1. COMPARATIVE PRESENTATION OF MVSD EMPLOYEE BENEFITS PROGRAM
  - A. REPORT FROM STAFF

Staff presented a summary of District provided employee benefits. Staff also provided a summary comparison of benefits with the seven agencies proposed by staff to the Personnel Committee as appropriate for salary survey comparison. Staff expressed the difficulty in comparing public employee benefits to private employee benefits due to the lack of information readily available from the private sector.

The Board of Directors discussion included recognition that the benefits provided in the public sector were different than those provided in the private sector, that there were different risks and rewards for employees in private sector versus the risks and rewards for public employees.

2. CONTINUED STRATEGIC PLAN UPDATE SESSION

Staff presented a DRAFT Strategic Plan for the Mt. View Sanitary District that incorporates the results of the District's previous strategic planning sessions, complete with goals and anticipated deliverables for each year of activity. The intent is to provide a strategic plan that sets forth the activities over the next few years to address the District's strengths, weaknesses, opportunities and threats. The Board asked several clarifying questions to better understand the goals and overall scope of each goal.

Staff requested the Board to review the Draft and to provide comments to staff in time to incorporate any recommended changes and prepare a final draft for consideration at the May 12, 2011 Regular Board Meeting. Staff requested that any comments be forwarded directly to staff by April 20, 2011 in order to meet this goal.

The Board directed staff to continue the process of preparing the revised Strategic Plan.

3. STATUS REPORT – FISCAL YEAR 2010-2011 MANAGER'S GOALS AND OBJECTIVES

District Manager Roe provided a status report on the Manager's Goals and Objectives for Fiscal Year 2010-2011 for the Board's review and consideration in their preparation for the District Manager's evaluation to be held in closed session at the Regular Board Meeting on April 14, 2011.

4. DRAFT FISCAL YEAR 2011-2012 MANAGER'S GOALS AND OBJECTIVES

District Manager Roe presented Draft Fiscal Year 2011-2012 Manager's Goals and Objectives based on the DRAFT Strategic Plan presented earlier in this meeting. Staff and the Board of Director reviewed each proposed goal in detail, with staff provided clarification in response to Board questions. District Manager Roe stated that the first year activities would be carried forward as the proposed Manager's Goals and Objectives to be considered at the April Regular Board meeting. District Manager Roe requested that any comments from the Board be forwarded directly to staff by April 4, 2011 for inclusion in the agenda packet for the April Regular Board Meeting.

The Board concurred with staff's request.

ADJOURNMENT

The meeting was adjourned at 10:45 a.m.

  
\_\_\_\_\_  
Neal B. Allen, Assistant District Manager