



**MINUTES OF THE REGULAR
MEETING OF
THE
INLAND EMPIRE UTILITIES AGENCY
BOARD OF DIRECTORS**

**WEDNESDAY, NOVEMBER 16, 2016
10:00 A.M.**

DIRECTORS PRESENT:

Terry Catlin, President
Michael Camacho, Vice President
Steven J. Elie, Secretary/Treasurer
Jasmin A. Hall
Paul Hofer

STAFF PRESENT:

P. Joseph Grindstaff, General Manager
Chris Berch, Executive Manager of Engineering/AGM
Martha Davis, Executive Manager of Policy Development/AGM
Randy Lee, Executive Manager of Operations/AGM
Christina Valencia, Chief Financial Officer/AGM
Blanca Arambula, Deputy Manager of Human Resources
Kathryn Besser, Manager of External Affairs
Chad Bonnet, Electrical & Instrumentation Technician I
Jerry Burke, Deputy Manager of Engineering
Sharmeen Bhojani, Manager of Human Resources
Andy Campbell, Groundwater Recharge Coordinator/Hydrogeologist
Javier Chagoyen-Lazaro, Manager of Finance and Accounting
Tina Cheng, Budget Officer
Roberto Delgado, Deputy Manager of Maintenance
Javier Gallegos, Electrical & Instrumentation Technician I
Jason Gu, Grants Officer
Joel Ignacio, Senior Engineer
Sylvie Lee, Manager of Planning and Environmental Resources
Jason Marseilles, Senior Engineer
Lisa Morgan-Perales, Senior Water Resources Analyst
Jeff Noelte, Manager of Technical Services
Jason Pivovaroff, Senior Engineer
Jesse Pompa, Senior Engineer
John Scherck, Acting Deputy Manager of Engineering
Peter Soelter, Senior Internal Auditor LT
Shaun Stone, Manager of Engineering
Ken Tam, Senior Associate Engineer - PE
Al VanBreukelen, Deputy Manager of Maintenance
Teresa Velarde, Manager of Internal Audit
April Woodruff, Board Secretary/Office Manager

OTHERS PRESENT:

- Jan Catlin
- Dan Chadwick, City of Fontana
- Jean Cihigoyenetché, JC Law Firm
- Vivian Castro, CBWCD
- Tony Mata, City of Fontana
- Tyler Old, PFM
- Doug Brown, Stradling Yocca Carlson & Rauth

A regular meeting of the Board of Directors of the Inland Empire Utilities Agency* was held at the office of the Agency, 6075 Kimball Avenue, Bldg. A, Chino, California on the above date.

President Catlin called the meeting to order at 10:13 a.m., and he dispensed with the pledge of allegiance to the flag. A quorum was present.

President Catlin stated that members of the public may address the Board. There was no one desiring to do so.

President Catlin introduced his wife, Jan Catlin, who after twenty years that he's been on the IEUA Board, was attending her first IEUA Board meeting. However, since this was his last Board meeting, she wanted to be here. He stated that without her love and support he wouldn't have been able to do all that he has done here in the last 20 years.

President Catlin asked if there were any changes/additions/deletions to the agenda. There were no changes/additions/deletions to the agenda.

1. NEW HIRE INTRODUCTIONS

Executive Manager of Operations/Assistant General Manager Randy Lee introduced the following new hires:

- Mr. Chad Bonnett, Electrical & Instrumentation Technician I, hired 10/10/16
- Mr. Javier Gallegos, Electrical & Instrumentation Technician I, hired 10/10/16
- Mr. Roberto Delgado, Deputy Manager of Maintenance, hired 10/24/16

2. CONSENT CALENDAR

President Catlin asked if there were any Board members wishing to pull an item from the Consent Calendar for discussion.

Upon motion by Director Elie, seconded by Director Camacho, and unanimously carried:

M2016-11-1

MOVED, to approve the Consent Calendar.

- A. Approved the minutes from the September 21, 2016 and October 5, 2016.
- B. Adopted Resolution No. 2016-11-1, commending Mayor Dennis Yates for his 24 years of public service with the City of Chino, and best wishes on his retirement.
- C. Adopted a support position for the process of developing the California WaterFix Project, noting that an official support position for the project is not recommended until costs are fully disclosed.
- D. Adopted the 2017 Federal and State Legislative Priorities.

Continued....

- E. Approved the total disbursements for the month of August 2016, in the amount of \$10,282,194.52.
- F. Approved the total disbursements for the month of September 2016, in the amount of \$13,658,483.29.
- G. Adopted Rate Resolution No. 2016-11-2, to remove the per million gallon (MG) sewer service rate and maintain the equivalent dwelling unit (EDU) volumetric rate as adopted for Fiscal Years (FY) 2015/16 through 2019/20.
- H. Approved the updated Debt Management Policy governing all Agency's debt.
- I. The Board:
 - 1. Approved the proposed Letter Agreement Between IEUA and County of San Bernardino regarding implementing recycled water requests; and
 - 2. Authorized the General Manager to execute the Agreement.
- J. Rejected the September 7, 2016, bids for the construction of the RP-4 Improvements, Project No. EN14018.
- K. The Board:
 - 1. Approved Contract No. 4600002229 to Aqua Ben Corporation, establishing a one-year contract for supply of Hydrofloc 748E with options for four additional one-year extensions, for a potential total contract term of five years; and
 - 2. Authorized the General Manager to execute the contract with the four potential contract extensions.
- L. The Board:
 - 1. Approved Contract No. 4600002237 to Chemtrade Chemicals US LLC, establishing a two-year contract for the supply of bulk aluminum sulfate with options for three additional one-year extensions, for a potential total contract term of five years; and
 - 2. Authorized the General Manager to execute the contract with the three potential contract extensions.
- M. The Board:
 - 1. Awarded Single Source Contract No. 4600002240 to Misco, Inc. for the Carbon Canyon Water Recycling Facility (CCWRF) climber screens and influent gates repair for a total amount not-to-exceed \$358,000; and

Continued....

M2016-11-1, continued.

2. Authorized the General Manager to execute the contract.

N. Ratified Contract No. 4600002233 with Jeremy Harris Construction, Inc. (previously authorized by the General Manager) for the Declez Basin Restoration of Physical Structures maintenance activities for a not-to-exceed amount of \$185,808.

O. The Board:

1. Awarded a consultant contract to Carollo Engineers for the Project Management and Design Services for the RP-4 Primary Clarifier Rehabilitation Project No. EN17043 and RP-4 Process Rehabilitation Project No. EN17110 for a not-to-exceed total amount of \$1,288,858; and

2. Authorized the General Manager to execute the consultant contract.

P. The Board:

1. Approved the design-build contract award for the Headquarters Audiovisual Upgrades, Project No. EN16049, to New Millennium Construction Services in the amount of \$831,890; and

2. Authorized the General Manager to execute the design-build contract.

3. **ACTION ITEM** – (to be continued after Closed Session)

SARCCUP FY 2017 BUDGET

President Catlin made the disclosure that the Water Facilities Agency (WFA), where he currently works, could potentially become a participant in SARCCUP. He noted that he had both WFA and IEUA legal counsel review and both concurred there was no conflict of interest; however, to err on the side of caution, he will abstain from voting, but will participate in listening to the presentation.

(Director Hall left the meeting room at 10:17 a.m.)

(Director Hall re-entered the meeting room at 10:20 a.m.)

Manager of Planning and Environmental Resources Sylvie Lee gave a background on the Santa Ana River Conservation and Conjunctive Use Program (SARCCUP), the Prop. 84 \$55M of grant proceeds for the project; and the role and benefits to the Chino Basin, such as 96 thousand acre feet (TAF) of storage capacity, 32 TAF new dry-year yield production and exchanges, and various construction projects to support three main components to the SARCCUP – habitat improvement (\$13M), water use efficiency (\$2M), and groundwater bank (\$85M).

Director Elie stated that he wanted it to be clear to the public, at large, that nothing has been decided yet what projects will get done. He stated that this is the plan of action for the benefit of the whole region of which the Chino Basin could play a significant part, but it still has to be vetted. This kind of project requires a lot of planning and hard work with the whole region pulling together. He stated that this is only step one of multiple components.

Ms. Lee reported that Project Agreement 23 (PA 23) was established by the SAWPA member agencies to govern water banking elements of the SARCCUP. She stated that the PA Committee will implement measure pursuant to a \$55M Proposition 84 grant, and may implement other measures consistent with the purpose of SARCCUP. Ms. Lee stated that on September 22, 2016, the SAWPA PA 23 committee approved the FYE 2017 budget. She stated that this budget provides a framework for the committee activities to address the SARCCUP. However, before expenditures can be approved by the committee, the budget must be adopted by each of the respective Boards of the five PA 23 member agencies, of which IEUA is a member. Therefore, staff is recommending that the Board adopt the PA 22 and PA 23 committee budgets for FYE 2017.

Upon motion by Director Elie, seconded by Director Camacho, with Director Catlin abstaining from voting, the motion carried (4-0);

M2016-11-2

MOVED, to:

1. Adopt the PA 22 and PA 23 Committee Budgets for Fiscal Year Ending (FYE) 2017 for the SARCCUP; and
2. Authorize the General Manager to execute the requisite documents.

RP-1 DEWATERING CENTRIFUGE EMERGENCY REPAIR

Executive Manager of Operations Randy Lee stated that at RP-1 there are four centrifuges, two are operational at any given time, and two serve as backups. He reported that on June 4, 2016, RP-1 experienced an equipment failure in the lubrication system on centrifuge unit 1 and 3, which rendered both units inoperable, and the original equipment manufacturer (OEM) was contacted to provide emergency repair service for all four centrifuge units. Mr. Lee reported that during the repair service, centrifuge unit 2 and 3 required additional repair. He stated that root cause failure analysis was completed, and it was determined that AW68 hydraulic oil was used instead of OEM recommended AW46 hydraulic oil. Improvements have been implemented to avoid another incident. Mr. Lee stated that staff is recommending that the Board ratify the emergency parts and service for \$107,880, a change order for \$11,350, and approve the additional repair of centrifuge unit 2 for a total project not-to-exceed amount of \$160,000.

Upon motion by Director Hall, seconded by Director Catlin, and unanimously carried:

M2016-11-3

MOVED, to:

1. Ratify the emergency purchase of parts and services from Alfa Laval under Purchase Order No. 4500024955 for \$107,880 and Purchase Order No. 4500025219 for \$11,350; and
2. Approve the additional costs associated with centrifuge unit 2 repair and shipping for a total project not-to-exceed amount of \$106,000.

4. INFORMATION ITEMS

LAFCO UPDATE – CASE NO. 3212 (WRITTEN)

Manager of External Affairs Kathy Besser provided a LAFCO update. She reported that as a result of LAFCO staff's October 13 Departmental Review Committee meeting, the LAFCO Commission authorized the Executive Officer to form a committee with two representatives each

from IEUA, CBWCD, IERCD and County Administrative Offices/Flood Control. The first meeting was held November 12 to discuss alternatives to the Plan for Service submitted by IEUA, consisting of IEUA's original proposal; dividing the district with all education programs and facilities going to IERCD and the basins and basin management going to IEUA; or keeping the same role for IERCD and giving the basins to County Flood Control.

Director Elie stated that he needs a better understanding – he said that he read LAFCO's letter and there are valid questions for the Agency to answer. Director Elie stated to be fair to the taxpayers, we need to get answers. He stated that the reason that the Agency is going through this exercise is because, since 2015, LAFCO had asked the Agency to do this, and it was for the taxpayers' benefit and to determine whether that kind of facility should exist today. He stated that somebody has to explain this to the taxpayers.

Director Hofer stated that he echoed Director Elie's concerns, and that it is unfortunate that Agency staff has been tossed into doing some of LAFCO's work, which makes it more difficult

ENGINEERING AND CONSTRUCTION MANAGEMENT PROJECT UPDATES (POWERPOINT)

Deputy Manager of Engineering Jerry Burke gave a PowerPoint presentation on the Engineering and Construction Management Project Updates. He provided updates on the following Projects: EN15008-Water Quality Laboratory; EN22002-NRW Flow Meter Replacement; EN14042-1158 Recycled Water Pump Station Upgrade; EN13048-RP-1 Power Upgrade; EN13056-RP-4 MCC Power Center Five Roof Access; and EN16055-Headquarters Building Backup Generator.

SEPTIC TO SEWER FEASIBILITY STUDY UPDATE (POWERPOINT)

Senior Engineer Ken Tam gave a PowerPoint presentation on the Septic to Sewer Feasibility Study update. He highlighted the project goals and plan of implementation, the Feasibility Study progress, and the project schedule. He noted that Planning staff and Grants staff are working with the State Board to secure a grant of \$500,000 maximum per city, with a focus on disadvantage communities for this Feasibility Study. He stated that the Feasibility Study will be completed in April 2017.

MWD AND DROUGHT UPDATE – STATE WATER PROJECT (POWERPOINT)

Senior Engineer Jason Pivovarovoff gave a PowerPoint presentation tour of the State Water Project. In this series, he highlighted the Bay Delta, which consists of a 700-mile maze of waterways with over 1,000 miles of levees, which are at risk of a deteriorating system, earthquakes, and sea level rise and subsidence. He stated that the California Water Fix will update the State's water supply system.

(Director Camacho left the meeting room at 11:05 a.m.)

(Director Camacho re-entered the meeting room at 11:09)

(Director Elie left the meeting room at 11:13 a.m.)

(Director Eile re-entered the meeting room at 11:15 a.m.)

RP-5 BATTERY STORAGE PROJECT UPDATE (POWERPOINT)

Senior Engineer Jesse Pompa gave a PowerPoint on the RP-5 Battery Storage Project update. He reported that the August cost savings were \$7,011 and 9.4% of facility electricity costs.

THE FOLLOWING INFORMATION ITEMS WERE RECEIVED AND FILED BY THE BOARD:

TREASURER'S REPORT OF FINANCIAL AFFAIRS FOR AUGUST (WRITTEN/POWERPOINT)

TREASURER'S REPORT OF FINANCIAL AFFAIRS FOR SEPTEMBER (WRITTEN/POWERPOINT)

PUBLIC OUTREACH AND COMMUNICATION (WRITTEN)

LEGISLATIVE REPORT FROM INNOVATIVE FEDERAL STRATEGIES (WRITTEN)

LEGISLATIVE REPORT FROM WEST COAST ADVISORS (WRITTEN)

LEGISLATIVE REPORT FROM AGRICULTURAL RESOURCES (WRITTEN)

CALIFORNIA STRATEGIES, LLC MONTHLY ACTIVITY REPORT (WRITTEN)

RP-1/RP-5 EXPANSION PRELIMINARY DESIGN REPORT (PDR) UPDATE (WRITTEN/POWERPOINT)

RECHARGE MASTER PLAN PRELIMINARY DESIGN REPORT UPDATE (WRITTEN/POWERPOINT)

FY 2015/16 IEUA ANNUAL WATER USE EFFICIENCY PROGRAMS REPORT (WRITTEN/POWERPOINT)

ANNUAL WATER USE REPORT (WRITTEN/POWERPOINT)

FY 15/16 BUILDING ACTIVITY SUMMARY TEN-YEAR GROWTH SURVEY (POWERPOINT)

1ST QUARTER PLANNING & ENVIRONMENTAL RESOURCES UPDATE (POWERPOINT)

5. AGENCY REPRESENTATIVES' REPORTS

SAWPA REPORT

President Catlin reported that he was unable to attend the November 15, Commission meeting, and that Director Hall attended as the alternate.

Director Hall reported that the Commission meeting was routine in nature.

MWD REPORT

Director Camacho reported that Lake Mead hit the lowest level in July 2016, since being filled in the 1930's. He stated a further drop will trigger shortage allocation on the river, which has never been encountered before. Director Camacho said that the Colorado River Basin states, which are California, Nevada, and Arizona, are working on adopting a Drought Contingency Plan to minimize storage conditions on the river.

REGIONAL SEWERAGE PROGRAM POLICY COMMITTEE REPORT

Chief Financial Officer/AGM Christina Valencia reported that the November 3, Policy Committee meeting was routine in nature.

CHINO BASIN WATERMASTER REPORT

Director Elie reported that the safe yield re-set process is moving forward with the rest of the package, besides the actual safe yield. He reported a meeting is set for Thursday, and there will be no meeting in December.

6. GENERAL MANAGER'S REPORT

General Manager Joseph Grindstaff had nothing additional to report.

7. BOARD OF DIRECTORS' REQUESTED FUTURE AGENDA ITEMS

There were no Board requested future agenda items.

8. BOARD OF DIRECTORS' COMMENTS

Director Camacho reported that he attended the Battery Storage Project Dedication on October 20; the Three Valleys Leadership Breakfast on October 27; and the Breakfast with Supervisor Rutherford on October 28.

Director Elie reported that he also attended the Battery Storage Project Dedication, which was a great event. He noted that Congresswoman Torres said that she would be unable to attend the dedication, and took a preview tour of the Battery Storage Project. She was so impressed with the project, that she rearranged her schedule to attend the dedication. Director Elie also noted that Congressman Takano, who is the Chair of the Battery Storage Caucus, was at the dedication. He also attended a tour of the Calaveras County Water District facilities on November 2 and 3.

Director Elie commented that Terry (President Catlin) has been a mentor to him in the 6 years that he has been on the Board. He said that Terry has put a lot into this Agency, and a lot of himself into the Agency. To Terry, his friend, he said - thank you for service, and he truly means the word "service" to this Agency. Director Elie stated that the Agency is losing a lot of historical and indentured servitude knowledge by President Catlin no longer serving on this Board. Director Elie concluded that his will sorely miss President Catlin.

Director Hall reported that she attended the 2016 Annual CSDA Conference in San Diego from October 10 through 13. She stated the keynote speaker was Mr. Ross Shafer, who is a six-time Emmy Award winning comedian and author of 14 human resource training films. His topic was "How to Stay Relevant". His take home message was staying relevant is different from being current. Being "current" is awareness. Relevance is taking action to make sure you matter to your customers, your constituents, and your teams. Director Hall also attended the Battery Storage Project Dedication and the Three Valleys Leadership Breakfast. She reported that she will be meeting with Supervisor Janice Rutherford.

President Catlin reported that he attended the Battery Storage Project Dedication, which is such a wonderful project. He stated to think of the significance of technology improving to such an extent where you can put batteries in place to store energy, to be utilized later at an industrious scale. He said that IEUA was the first with such a project, which shows the leadership that the Board has, and the staff has, in trying to employ such technology. He reported that he attended Three Valleys Leadership Breakfast and the Calaveras County Water District Facilities Tour.

President Catlin stated that he would be remiss if he didn't say a few words at his last IEUA Board meeting. He said the following:

"It was a great pleasure to work alongside my Board colleagues, Michael, Steve, and Jasmin.

Jasmin, although we were on the Board together for just a short time, I enjoyed our conversations.

Michael and Steve, I appreciate your guidance and help throughout the years. You will always be my good friends.

The best part of my experience at the Agency for the past 20 years is not only realizing all the amazing accomplishments, including the battery storage project we spoke about earlier, but most importantly to me are the relationships I have developed with all of you over the years. I have known some of you since the beginning.

JC (Jean Cihigoyenette) - I think he may have been here before I was.

Joe Grindstaff - he was at Monte Vista when I first started, but it's been wonderful having the chance to work with him here.

Christina, it's been great to see you grow into the CFO position, and you've done a great job.

April, I have worked with you the whole time I've been here, and I think you are the one I'm going to miss most of all. You have done a wonderful job taking care of me - and the other Board members. I know it hasn't always been easy, but you have always done such a great job. I know you will continue to do a great job going forward. Executive Managers, please be kind to her and get your Board letters in on time.

For others, I have gotten to know you as time went on.

Martha Davis, Teresa Velarde, Randy Lee, Chris Berch, and all the managers and staff in the audience.

I am very proud to have been a part of this Agency. The Agency's success and its recognition are due, in a very large part, to the smart and dedicated individuals who work here. Thank you for giving me a wonderful experience."

9. CLOSED SESSION

The Board went into Closed Session at 11:42 a.m., A. PURSUANT TO GOVERNMENT CODE SECTION 54956.9(a) – CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION: (1) Chino Basin Municipal Water District vs. City of Chino, Case No. RCV51010; (2) Martin vs. IEUA, Case No. CIVRS 1000767; (3) Mwembu vs. IEUA, Case No. CIVDS 1415762; B. PURSUANT TO GOVERNMENT CODE SECTION 54956.8 – CONFERENCE WITH REAL PROPERTY NEGOTIATOR: (1) Supplemental Water Transfer/Purchase, Negotiating Party: General Manager P. Joseph Grindstaff, Under Negotiation: Price and Terms of Purchase; C. PURSUANT TO GOVERNMENT CODE SECTION 54956.9 – CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION: One (1) Case; D. PURSUANT OF GOVERNMENT CODE SECTION 54956.9(d)(4) CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION; INITIATION OF LITIGATION: Two (2) Cases; E. PURSUANT TO GOVERNMENT CODE SECTION 54957 – PERSONNEL MATTERS: (1) Various Positions – Compensation Study; (2) Various Positions; F. PURSUANT TO GOVERNMENT CODE SECTION 54957 – PERSONNEL MATTERS – PUBLIC EMPLOYEE PERFORMANCE EVALUATION: (1) Manager of Internal Audit; (2) Board Secretary/Office Manager

The meeting resumed at 1:13 p.m., and General Counsel Jean Cihigoyenette stated that the below-mentioned matters were discussed in Closed Session, and the Board took the following actions:

Regarding Conference with Legal Counsel – Existing Litigation:

Martin vs. IEUA, Case No. CIVRS 1000767

Mwembu vs. IEUA, Case No. CIVDS 1415762

The Board took no reportable action.

Regarding Conference with Legal Counsel – Existing Litigation:

Chino Basin Municipal Water District vs. City of Chino, Case No. RCV51010

The Board did not discuss.

Regarding Conference with Real Property Negotiator:

Supplemental Water Transfer/Purchase

The Board did not discuss

Regarding Conference with Legal Counsel – Anticipated Litigation:

One case

The Board, at its meeting of September 25, 2016, unanimously approved a settlement agreement relative to the Regional Water Quality Control Board CAO R8-2016-0016. The case is often referred to as the Ontario Airport plume matter. The settlement agreement has now been signed by all parties. Gov. Code 54957.1 (a)(3)(B)

Regarding Conference with Legal Counsel – Anticipated Litigation; Initiation of Litigation:

Two (2) cases

The Board took no reportable action.

Regarding Personnel Matters:

Various Positions – Compensation Study

Various Positions

The Board took no reportable action.

Regarding Personnel Matters – Public Employee Performance Evaluation

Manager of Internal Audit

Board Secretary/Office Manager

The Board deferred this item to the December 21 Board meeting.

3. ACTION ITEM – (continued)

ADOPTION OF RESOLUTIONS TO AMEND THE MEMORANDA OF UNDERSTANDING AND SALARY MATRIXES/SCHEDULES FOR UNIT MODIFICATION

Manager of Human Resources Sharmeen Bhojani reported that in April 2016 the Agency received a request from the Agency's employee bargaining units' representative, City employees Associates (CEA), to modify the Supervisors' Unit in order to allow the transfer of three members from the Professional and General Units to the Supervisors' Unit. She stated that in addition to granting this request, staff also recommended to the Board that employees currently assigned to the Supervisors' Unit who do not have any supervisory responsibilities be transferred to the Professionals' Unit. Ms. Bhojani reported that these changes were adopted by the Board on July 20, 2016. She stated however, given that the parties were unable to resolve all grievance related to this matter, the Agency reached an agreement with the Supervisors' Unit to reinstate the status quo pro to the Board meeting in July. Ms. Bhojani stated that the Agency will be holding a consultation meeting with all affected Units and return to the Board with the additional recommended changes.

Upon motion by Director Elle, seconded by Director Hofer, and unanimously carried:

M2016-11-4

MOVED, to adopt Resolution Nos. 2016-11-4 and 2016-11-5 to amend the Supervisors' Units, General Unit and the Professional Unit Memoranda of Understanding (MOUs) and salary matrix/schedule to reflect a unit modification.

RESOLUTION NO. 2016-11-4

RESOLUTION OF THE BOARD OF DIRECTORS OF THE INLAND EMPIRE UTILITIES AGENCY, SAN BERNARDINO COUNTY, CALIFORNIA, AMENDING THE SUPERVISORS' UNIT MEMORANDUM OF UNDERSTANDING AND THE SALARY MATRIX/SCHEDULE

(for full text, see Resolution Book)

RESOLUTION NO. 2016-11-5

RESOLUTION OF THE BOARD OF DIRECTORS OF THE INLAND EMPIRE UTILITIES AGENCY, SAN BERNARDINO COUNTY, CALIFORNIA, AMENDING THE PROFESSIONAL UNIT AND GENERAL UNIT MEMORANDUMS OF UNDERSTANDING AND THE SALARY SCHEDULE/MATRIX FOR THE UNREPRESENTED, EXECUTIVE MANAGEMENT, LABORATORY UNIT, OPERATORS' ASSOCIATION, PROFESSIONAL UNIT AND GENERAL UNIT

(for full text, see Resolution Book)

With no further business, President Catlin adjourned the meeting at 1:20 p.m.



Steven J. Elie, Secretary/Treasurer

APPROVED: DECEMBER 21, 2016