

**SQUAW VALLEY PUBLIC SERVICE DISTRICT
PERSONNEL COMMITTEE MEETING
DATE: JULY 29, 2019**

Call to order at 4:20 P.M.
Public comment – none

Directors Present: Directors Fred Ilfeld and Bill Hudson

Attendees: Jessica Asher, Board Secretary; Brandon Burks, Operations Supervisor; Mike Geary, General Manager.

Items reviewed by the Committee include the following:

C. Succession Planning

Mr. Burks reviewed a memo that was provided to the committee from Mr. Burks, Operations Manager to Mike Geary, General Manager regarding the Operations Specialist Trainee hiring process.

John O’Neal, Operations Specialist II, notified management of his retirement effective August 23rd, 2019. John has worked at the District for almost 18 years; his retirement creates a void in experience and capability in the Department. As such, the District completed a recruitment process to hire a replacement. Through the hiring process staff identified two outstanding candidates.

The two applicants both live in Truckee and will improve response times in case of an emergency. Their local residency relieves challenges created by the region’s lack of achievable housing and suggests a stronger likelihood of longevity in the position.

Hiring two new staff will assist in the capabilities of tackling maintenance and repair projects in-house, providing initial staffing needs for the Olympic Meadow Property if acquired, and could provide opportunities to diversify and generate additional revenue. As other staff in the Operations Department near retirement, hiring two candidates will significantly strengthen the District succession planning position, and capture institutional knowledge before long-time operators depart.

The cost associated with hiring two trainees can be offset by through reimbursement by an apprenticeship program through the California Rural Water Association that helps train and cover costs of entry level trainees. Other revenue streams are being explored to potentially available to offset the cost.

D. Closed Session – District Labor Negotiations and Performance Evaluation of General Manager.

The Committee met in Closed Session pursuant to Government Code 54957 et al regarding the performance evaluation and employment contract of the General Manager. No action was taken.

No further business coming before the Personnel Committee, the meeting was adjourned at 4:11 P.M.

By, J. Asher