

Approved January 22, 2019

**MINUTES OF A REGULAR MEETING OF THE  
CUCAMONGA VALLEY WATER DISTRICT  
BOARD OF DIRECTORS  
January 8, 2019**

A regular meeting of the Cucamonga Valley Water District Board of Directors was called to order at 6:03 p.m. by President Curatalo. President Curatalo led the Pledge of Allegiance.

CALL TO ORDER  
6:03 p.m.

In Attendance:

Board James V. Curatalo, Jr., President  
Luis Cetina, Vice President (arrived at 6:05 p.m.)  
Oscar Gonzalez, Director  
Randall J. Reed, Director  
Kathleen J. Tiegs, Director

Staff Martin Zvirbulis, General Manager/CEO  
Jeff Ferre, BB&K, Legal Counsel

John Bosler, Assistant General Manager  
James Bryan, Water Utility Supervisor  
Frank Chu, Information Technology Manager  
Cindy Cisneros, Executive Assistant, General Manager  
Carrie Corder, Assistant General Manager  
Eduardo Espinoza, Director of Engineering Services  
Eric Grubb, Principal Management Analyst  
Rob Hills, Water Treatment Plant Manager  
Robert Kalarsarinis, Customer Service Manager  
Robert Koczko, Construction & Maintenance Manager  
Praseetha Krishnan, Associate Engineer  
Gidti Ludesirishoti, Associate Engineer  
Mike Maestas, Water Production Manager  
Erin Morales, Lead Community Outreach Representative  
Angelo Orioli, Customer Service Supervisor  
Roberta Perez, Human Resources Manager  
Shawn Spromberg, Wastewater Utility Supervisor  
Tuan Truong, Associate Engineering  
Taya Victorino, Executive Assistant, Board of Directors

Guests Lian Bosler  
Ash Dhingra, AKD Consulting  
Stephanie Gonzalez

Guests (cont.)

Bill Mathis, Mathis Group  
Gordon Reed  
Kris Reed  
Hank Stoy

ADDITIONS/DELETIONS TO THE AGENDA

None.

ADDITIONS/  
DELETIONS

PUBLIC COMMENT

None.

PUBLIC COMMENT

GENERAL MANAGER/CEO REPORTS

A) District Updates

Mr. Martin Zvirbulis, General Manager/CEO reported the following:

- Nothing additional to report at this time.

GENERAL  
MANAGER/CEO  
COMMUNICATIONS

CONSENT CALENDAR

- A) Approve Minutes of the December 11, 2018 Regular Board Meeting.
- B) Approve Minutes of the December 17, 2018 Special Board Meeting.
- C) Approve Board Calendar of Events.
- D) Approve Cash Disbursements for month ending December 31, 2018.
- E) Approve Cash and Investment Report for month ending November 30, 2018.
- F) Receive and File Monthly Budget Report for month ending October 31, 2018.
- G) Receive and File November 2018 Water Production Report.
- H) Receive and File January 2019 Communications & Outreach Report.
- I) Adopt a Proclamation in honor of Director Randall James Reed' service to the Inland Empire Utilities Agency.

CONSENT  
CALENDAR

**PASSED 5-0**

Vice President Cetina arrived at 6:05 p.m.

**On a motion by Director Reed, and seconded by Director Gonzalez to approve Consent Calendar Items as submitted. Passed 5-0.**

PRESENTATION

The Board and General Manager presented Director Randall Reed with a proclamation honoring his retirement from the Inland Empire Utilities Agency and his dedicated service to the water industry.

PRESENTATION OF  
PROCLAMATION  
TO DIRECTOR REED

The Board collectively congratulated Director Reed on his retirement and wished him success in his future endeavors.

Director Reed thanked the Board for recognizing him tonight and thanked his family for their support.

**RESOLUTION NO. 2019-1-1 AND APPROVAL OF EXTRA HELP SERVICES AGREEMENT**

Mr. Jeff Ferre presented a resolution and agreement for Board consideration. The current General Manager, Martin Zvirbulis, will retire from the District effective January 31, 2019. CalPERS requires a 180-day waiting period after the effective date of retirement before a retired employee can return to work for a public agency. The waiting period can be waived by adopting a resolution which certifies the necessary nature of that appointment to fill a critical need position before that 180-day period would have passed. Mr. Zvirbulis has been serving as an advisor in his role as General Manager for current litigation the District is involved in. The resolution and agreement would allow the new General Manager to request the service of Mr. Zvirbulis if needed.

Director Tiegs requested Mr. Zvirbulis' personal address be removed from the agreement as it is a public record.

Vice President Cetina requested Mr. Zvirbulis' CalPERS identification number be removed for the same reason.

Mr. Ferre advised that the requests would be verified for legal requirements and removed from the documents if permissible.

**On a motion by Director Tiegs, and seconded by Director Reed to adopt Resolution No. 2019-1-1 for exception to the 180-day waiting period in accordance with California Government Code Sections 7522.56 and 21224, and approve the Extra Help Services Agreement with the non-material changes as noted. **Passed 5-0.****

**BOARD COMMITTEE REPORT UPDATE**

A) December 12, 2018 Engineering Committee

Director Gonzalez reported the notes accurately reflect what occurred at the meeting.

B) December 20, 2018 Water Resources Committee

President Curatalo reported the notes accurately reflect what occurred at the meeting.

RESOLUTION NO.  
2019-1-1 AND  
EXTRA HELP  
SERVICES  
AGREEMENT

**PASSED 5-0**

COMMITTEE  
REPORTS

BOARD MEMBER REPORTS

BOARD MEMBER  
REPORTS

Director Reed

- Nothing to report at this time.

Director Gonzalez

- Nothing to report at this time.

Director Tiegs

- Attended the Metropolitan Water District Board Meeting and Inaugural Reception for incoming Board Chair, Gloria Gray, today. It seems Ms. Gray will have a positive impact as she would like to bring the divided water industry together.

Vice President Cetina

- Nothing to report at this time.

President Curatalo

- Nothing to report at this time.

CLOSED SESSION

CLOSED SESSION

At 6:27 p.m. President Curatalo announced that after a brief recess a closed session would be held pursuant to:

CONFERENCE WITH LABOR NEGOTIATORS

Pursuant to Government Code Section 54957.6

Agency Designated Representative: President James V. Curatalo, Jr.

Unrepresented Employee: General Manager/CEO

Closed session was called to order at 6:30 p.m.

In attendance were the entire Board, the Legal Counsel (Ferre), and Mr. Bill Mathis.

RECONVENE/REPORT ON CLOSED SESSION

RECONVENE/  
REPORT

The regular meeting reconvened at 7:06 p.m. at which time Mr. Ferre announced that there was no action to report from closed session. There was conference with the labor negotiator and discussion with the unrepresented position of General Manager, Mr. John Bosler.

GENERAL MANAGER/CEO CONTRACT

GENERAL  
MANAGER/CEO  
CONTRACT

Under the Brown Act it is required the Board of Directors consider approval of an employment agreement for the position of General Manager/CEO in open session. It also requires that a verbal report be made that summarizes the recommendation for final action on the salary and compensation paid in the form of benefits. The employment agreement with all of its terms filled in has been presented to the Board of Directors. Copies of the draft agreement have been made available to the public at the sign-in table.

**PASSED 5-0**

The position of General Manager/CEO has been offered to Mr. John Bosler. He has accepted employment and has indicated he is comfortable with the employment agreement terms which are as follows:

- Employment begins February 1, 2019
- Term of agreement is three years commencing from employment date
- \$255,000 annual compensation
- Automatic annual COLA increase
- Five weeks of vacation time and five days of administrative leave earned annually
- Entitled to 401A Deferred Compensation benefit just as the current General Manager/CEO and current Board Members
- Use of a District vehicle
- In the event of termination without cause the agreement provides for the maximum amount of severance pay to be the lesser of six months' salary or the unexpired term of the agreement

GENERAL  
MANAGER/CEO  
CONTRACT

**PASSED 5-0**

**On a motion by Director Tiegs, and seconded by Vice President Cetina** to approve entering into the employment agreement for the General Manager/CEO with John Bosler as presented to the Board of Directors and the public under this agenda item. **Passed 5-0.**

Mr. Bosler thanked the Board for the opportunity to serve as the General Manager and declared his eagerness to lead CVWD and the great people who work here.

ADJOURNMENT

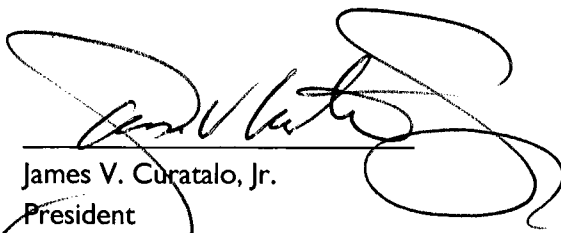
There being no further business to come before the Board, President Curatalo adjourned the meeting at 7:13 p.m.

ADJOURNED  
AT 7:13 p.m.



Martin E. Zvirbulis  
Secretary/General Manager

ATTEST:



James V. Curatalo, Jr.  
President