

**SQUAW VALLEY PUBLIC SERVICE DISTRICT
PERSONNEL COMMITTEE MEETING
DATE: JANUARY 21, 2020**

Call to order at 9:00 A.M.
Public comment – none

Directors Present: Directors Fred Ilfeld and Bill Hudson

Attendees: Jessica Asher, Board Secretary; Mike Geary, General Manager; Jessica Grunst, Account Clerk II and Human Resources Specialist

Items reviewed by the Committee included the following:

C. Personnel Policies and Procedures Manual Update – Educational Incentive Program

- a) Review Resolution 2020-02 amending Policy 2151.
- b) Review Resolution 2020-03 rescinding Policy 2151, superseding prior memos regarding educational incentives, and approving revisions to the Personnel Policy and Procedures Manual.
- c) Review Resolution 2020-04 identifying educational incentives awarded between 5/27/2017 and 1/27/2020.

Mike Geary reviewed the staff report and exhibits related to this item, including providing information on the history and purpose of the educational incentive program. Mr. Geary also discussed the structure of the personnel related policies and codes including the District Code, the Personnel Policies and Procedures Manual (PP&PM), the Policy Handbook, and the two active Union Memorandums of Understandings (MOUs).

Jessica Grunst and Mr. Geary reviewed the requirements of the educational incentive program as required by CalPERS.

Jessica Asher and Mr. Geary described the main requirements of the current and proposed policies and outlined the proposed changes including an increase to the cumulative maximum incentive from 7.5% to 10% consistent with the maximum incentive available for represented Utility Department personnel, expanding and modernizing the training and certification offerings, and correcting the language describing the salary increase calculation methodology to be consistent with CalPERS requirements and current practice. Staff reviewed all proposed changes with the Board Directors in attendance.

The Directors were supportive of the proposed program and recommended only minor edits for staff consideration before discussing the matter with the full board.

No further business coming before the Personnel Committee, the meeting was adjourned.
By, JA