



Board Members

Paul Resnikoff
Mary Badame
Bryan Mekechuk
Rishi Kumar

Member Agencies

City of Campbell
Town of Los Gatos
City of Monte Sereno
City of Saratoga

MEETING MINUTES

**September 2, 2021
4:00 p.m.**

Teleconference/Public Participation Information to Mitigate the Spread of COVID-19

CALL TO ORDER

Meeting was called to order at 4:03 p.m. with all Board Members present.

ROLL CALL

Attendee Name	Title	Member Agency	Status
Paul Resnikoff	Chair	City of Campbell	Present
Mary Badame	Board Member	Town of Los Gatos	Present
Bryan Mekechuk	Vice-Chair	City of Monte Sereno	Present
Rishi Kumar	Board Member	City of Saratoga	Present

PLEDGE OF ALLEGIANCE

ROLL CALL

ORAL COMMUNICATIONS FROM THE PUBLIC

WRITTEN COMMUNICATIONS

None.

NEW BUSINESS

1. Receive and File a Report on Classification and Compensation Study.

The Executive Director provided background on the Classification and Compensation Study and reviewed the scope of work. Koff and Associates presented the study findings and recommendations. Three key areas were posed for Board discussion: 1) Authority's pay philosophy, 2) transition to future compensation goals, and 3) mixing elements of base pay and benefits.

Chair Resnikoff inquired about the absence of West Valley communities in the list of comparator agencies and suggested that the Executive Director discuss this variance further with the Technical Advisory Committee. Board member Badame asked about past staff turnover. The Executive Director noted that some staff went on to manage other stormwater programs in the county, however staff turnover had significantly declined since the formation of the new Joint Powers Authority.

Vice-Chair Mekechuk pointed out there are a few factors to consider when evaluating salary and benefits for staff including the cost of living and the size of the organization. Vice-Chair Mekechuk questioned whether the study was a fair comparison given the small size of the Authority and being largely staffed by part time hourly employees verses salaried employees. Furthermore, it was noted that employee retention and recruitment is highly dependent on the nature of the work place environment.

Board member Kumar requested clarification on the problem that needed to be solved. Employee retention, cost and risk of recruiting and training, and resource impacts of the new municipal regional permit were discussed. Board member Kumar noted that given the ongoing pandemic, city budget challenges, and the uncertainty of the impacts of the next permit that he could not support any increase in operational expenses at this time.

Board member Kumar recommended this item be revisited next year after the new permit is issued. Chair Resnikoff and Board Member Badame supported this recommendation. Board member Mekechuk recommended any future increases be gradual rather than a step function or large one-time increase. Chair Resnikoff recommended that the Executive Director focus on non-salary related benefits that will enhance the work environment but aren't costly. Board member Kumar added he would like for the Executive Director to consider the contract model to fill in any future gaps in labor.

Upon motion by Board Member Kumar, seconded by Board Member Badame, the Board unanimously approved to receive and file the final report on the classification and compensation study.

2. Receive and File a Report on the Regional Stormwater Permit Reissuance.

The Executive Director provided a summary of current and anticipated new or enhanced Regional Stormwater Permit requirements, and reviewed the schedule of issuance and adoption. Upon motion by Board Member Kumar, seconded by Vice-Chair Mekechuk, the Board unanimously approved to receive and file the report on the Regional Stormwater Permit Reissuance.

ADDRESSING THE BOARD

Any person shall have the right to address the Board during consideration of any item on the Board's agenda or during the time for oral communication if not on the agenda but pertaining to subject matter within the jurisdiction of the Board. Any person wishing to address the Board should stand or raise the hand and wait to be recognized by the Chairperson. Please stand at the podium, if able, state your name and address for the record, and proceed to address the Board. All remarks and questions should be addressed to the Board through the Chairperson and not to any member thereof or to the public. No question should be asked a Board member or a member of Authority staff without first obtaining permission of the Chairperson.

CONSENT CALENDAR

Upon motion by Board Member Kumar, seconded by Board Member Badame, the Board unanimously approved all items in the consent calendar.

3. Approve Minutes of May 6, 2021, Regular Board Meeting Minutes.
4. Approve Minutes of May 6, 2021 Special Board Meeting Minutes.
5. Approve the Executive Director's Travel Request to Attend the International City/County Management Association (ICMA) 2021 Annual Conference.
6. Receive and File a Report on the 2021 Strategic Priorities.
7. Receive and File the West Valley Clean Water Program Authority FY2021-22 YTD Financial Report.

FUTURE MEETING ITEMS

1. Receive and File FY2020-21 Annual Report to the San Francisco Regional Water Quality Control Board.
2. Cost of Service and Long-term Funding Options Study.

BOARD MEMBER REPORTS

None.

EXECUTIVE DIRECTOR REPORT

The Executive Director reported that a meeting will be held with the West Valley City Managers and staff to review the preliminary findings of the cost of service and long-term funding options study. The purpose of the meeting is to gather feedback on strategic next steps prior to finalizing the report for the Board's consideration at its November 4, 2021 meeting.

ADJOURNMENT

The meeting was adjourned at 5:00p.m.

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