

MINUTES  
SPECIAL MEETING  
BOARD OF DIRECTORS  
PARADISE IRRIGATION DISTRICT  
MARCH 29, 2017

The special meeting of the Board of Directors of the Paradise Irrigation District was called to order at 6:30 p.m. by President Bill Kellogg, followed by an Invocation and the Pledge of Allegiance to the Flag of the United States of America.

OPENING

BOARD MEMBERS PRESENT: Directors Dan Wentland, Marc Sulik, Vice President Cliff Jacobson and President Bill Kellogg

ROLL CALL

BOARD MEMBERS ABSENT: Director Anne Rice

STAFF PRESENT: General Manager George Barber, CFO/Treasurer Kevin Phillips, WTP Superintendent Jim Passanisi, WTP Operations Supervisor Bill Taylor, Distribution Superintendent Keith O'Brien, Assistant Distribution Superintendent Jim Ladrini, IT Manager Mickey Rich, Office & Customer Service Manager Christie Park, and Secretary Georgeanna Borrayo

ALSO PRESENT: PID Legal Counsel Dustin Cooper and members of the public

Ward Habriel commented that people care in this community and the Board was elected because of the people. The public is not interested in career politicians acting in their own best interest, or that of special interest groups. This is a talented Board and the public will appreciate the Board's consideration on behalf of the community.

PUBLIC PARTICIPATION  
(Item 2)

Barry Bunte commented on observations based on his attendance at Board meetings over the past 4 years. The District has had to manage state mandates relating to the drought and lost revenue from conservation, a water rate evaluation and increases to water service rates and charges, a Process Water Recycle Project to develop a solution to achieve regulatory compliance, and a special recall election. There have been times when Manager Barber has been exposed to vehement criticism, and he has remained steadfast and has continued to lend his guidance and expertise to the Board. Manager Barber has proven himself to be an honest and dedicated servant.

President Kellogg announced the closed session subject matter and invited public comments. As there were no comments, the Board entered into closed session at 6:36 p.m. to discuss the following:

CLOSED SESSION:  
PUBLIC EMPLOYEE PERFORMANCE EVALUATION  
(Item 3.a.)

PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957(b). General Manager.

President Kellogg reconvened the special meeting at 7:37 p.m. and announced the Board discussed Manager Barber's letter of resignation submitted Friday afternoon on March 24 and effective on May 8, 2017, and accepted the terms communicated in his letter. There was also discussion regarding an interim manager. A special meeting will be scheduled in one to two weeks to further discuss recruitment of a new General Manager and possible designation of an interim manager.

CLOSED SESSION ANNOUNCEMENT

Director Jacobson stated he was surprised by Manager Barber's resignation. There are some pretty serious issues facing the District such as a modification for the existing waste wash water processing at the Treatment Plant (Process Water Recycle Project), and he feels less confident about getting everything done in a timely manner now that Manager Barber is leaving.

Director Jacobson further added he joined the Board because he was frustrated and thought management was not doing a good job. Since he has been on the Board, he feels he has a really good relationship with the Directors and Manager Barber. Manager Barber has conveyed information to him in a timely manner and he has done a good job with some very difficult issues the District has had to deal with. The Board will be hard pressed to find someone to replace the knowledge he has, adding he appreciates how Manager Barber has helped him with processing through the issues and he wishes him good health and success in his next endeavor.

Director Sulik expressed appreciation to Manager Barber for the help he has provided. He was looking forward to working together and is sorry to see him go.

Director Wentland indicated that as a relatively new Board member, the exposure has been pleasant. As the Board moves forward, every attempt will be made to do as much as possible out in the open and encouraged public input.

Public input to the Board included: 1) Reconsidering Manager Barber's last day in the office; 2) Contracting with a professional search firm to assist with the recruitment process; and 3) Taking time to look for an individual that wants to be here and will work with the Board and also serve the people.

GENERAL  
MANAGER  
RECRUITMENT /  
REPLACEMENT  
(Item 4)

It was moved by Director Jacobson and seconded by Director Sulik to proceed with the recruitment and replacement process of a new General Manager.

AYES: Directors Wentland, Sulik, Jacobson, and Kellogg

NOES: None

ABSENT: Director Rice

**Motion passes 4-0**

Director Jacobson indicated the Board does not take any of this lightly and addressed the suggestion to end Manager Barber's service immediately. As a business owner, he feels a transition period is appropriate and will be beneficial to the person selected to fulfill the responsibilities as an interim manager. He is appreciative of Manager Barber's willingness to stay a little longer during this transition period.

President Kellogg thanked the public for their attendance and commented on Manager Barber's resignation letter where he acknowledges the employees for making PID successful. President Kellogg added the Board appreciates everyone in the organization and looks forward to continued staff support and contributions.

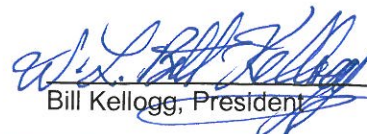
DIRECTORS'  
COMMENTS

No additional comments made.

ADJOURNMENT

Director Wentland moved to adjourn the meeting. The special meeting was adjourned at 7:50 p.m.

  
Georgeanna Borrayo, Secretary

  
Bill Kellogg, President