



S A W P A

SANTA ANA WATERSHED PROJECT AUTHORITY

11615 Sterling Avenue, Riverside, California 92503 • (951) 354-4220

SPECIAL NOTICE REGARDING CORONAVIRUS DISEASE 2019 (COVID-19) AND PARTICIPATION IN PUBLIC MEETINGS

On March 4, 2020, Governor Newsom declared a State of Emergency resulting from the threat of COVID-19. Governor Newsom issued Executive Order N-25-20 (3-12-20) and Executive Order N-29-20 (3-17-20) which temporarily suspend portions of the Brown Act relative to conducting of public meetings. Accordingly, it has been determined that all Board and Committee meetings of the Santa Ana Watershed Project Authority held pursuant to the Brown Act will be conducted virtually, including meetings of the:

- SAWPA Commission
- PA 22, PA 23, and PA 24 Committees
- OWOW Steering Committee

REGULAR MEETING OF THE COMMISSION TUESDAY, OCTOBER 6, 2020 – 9:30 A.M.

PUBLIC PARTICIPATION

Public participation is welcome and encouraged. You may participate in the October 6, 2020 meeting of the SAWPA Commission by telephone* and virtually through the Zoom app as follows:

Meeting Access Via Computer (Zoom):	Meeting Access Via Telephone*:
<ul style="list-style-type: none"> • https://sawpa.zoom.us/j/92491559523 • Meeting ID: 924 9155 9523 	<ul style="list-style-type: none"> • 1 (669) 900-6833 • Meeting ID: 924 9155 9523

If you are unable to participate by telephone* or virtually, you may also submit your comments and questions in writing for the Commission’s consideration by sending them to publiccomment@sawpa.org with the subject line “Public Comment Item #” (insert the agenda item number relevant to your comment) or “Public Comment Non-Agenda Item”. Submit your written comments by 6:00 p.m. on Monday, October 5, 2020. All public comments will be provided to the Chair and may be read into the record or compiled as part of the record.

***IMPORTANT PRIVACY NOTE: Participation in the meeting via the Zoom app is strongly encouraged. Please keep in mind: (1) This is a public meeting; as such, the virtual meeting information is published on the World Wide Web and available to everyone. (2) Should you participate remotely via telephone, your telephone number will be your “identifier” during the meeting and available to all meeting participants. Participation in the meeting via the Zoom app is strongly encouraged; there is no way to protect your privacy if you elect to call in to the meeting. The Zoom app is a free download.**

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PURSUANT TO THE PROVISIONS OF EXECUTIVE ORDER N-25-20 ISSUED BY GOVERNOR GAVIN NEWSOM ON MARCH 12, 2020, AND EXECUTIVE ORDER N-29-20 ISSUED BY GOVERNOR GAVIN NEWSOM ON MARCH 17, 2020, ANY COMMISSION MEMBER MAY CALL INTO THE COMMISSION MEETING WITHOUT OTHERWISE COMPLYING WITH THE BROWN ACT'S TELECONFERENCING REQUIREMENTS.

VIRTUAL ACCESSIBILITY FOR THE GENERAL PUBLIC:

Due to the spread of COVID-19, and until further notice, the Santa Ana Watershed Project Authority will be holding all upcoming Board and Committee meetings by teleconferencing and virtually through Zoom.

This meeting will be accessible as follows:

Meeting Access Via Computer (Zoom)*:	Meeting Access Via Telephone*:
<ul style="list-style-type: none"> https://sawpa.zoom.us/j/92491559523 	<ul style="list-style-type: none"> 1 (669) 900-6833
<ul style="list-style-type: none"> Meeting ID: 924 9155 9523 	<ul style="list-style-type: none"> Meeting ID: 924 9155 9523
<p>*Participation in the meeting via the Zoom app (a free download) is strongly encouraged; there is no way to protect your privacy if you elect to call in by phone to the meeting.</p>	

All votes taken during this meeting will be conducted by oral roll call.

REGULAR COMMISSION MEETING TUESDAY, OCTOBER 6, 2020 – 9:30 A.M.

AGENDA

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE (David J. Slawson, Chair)

2. ROLL CALL

3. PUBLIC COMMENTS

Members of the public may address the Commission on items within the jurisdiction of the Commission; however, no action may be taken on an item not appearing on the agenda unless the action is otherwise authorized by Government Code §54954.2(b).

4. ITEMS TO BE ADDED OR DELETED

Pursuant to Government Code §54954.2(b), items may be added on which there is a need to take immediate action and the need for action came to the attention of the Santa Ana Watershed Project Authority subsequent to the posting of the agenda.

5. CONSENT CALENDAR

All matters listed on the Consent Calendar are considered routine and non-controversial and will be acted upon by the Commission by one motion as listed below.

- A. [APPROVAL OF MEETING MINUTES: SEPTEMBER 15, 2020](#)..... 9
Recommendation: Approve as posted.
- B. [TREASURER’S REPORT – AUGUST 2020](#)..... 13
Recommendation: Approve as posted.

6. NEW BUSINESS

- A. [EXECUTIVE RECRUITMENT | GENERAL MANAGER \(CM#2020.65\)](#) 19
Presenter: Rich Haller
Recommendation: Receive and file; consider appointment of an Ad Hoc Committee; and, provide additional direction as desired.
- B. [CONTRACT AMENDMENT | RICH HALLER \(CM#2020.64\)](#)..... 41
Presenter: Rich Haller
Recommendation: Approve the Second Amendment to Employment Agreement between the Santa Ana Watershed Project Authority and Rich Haller (Second Amendment) and authorize the Commission Chair to execute the Second Amendment.
- C. [2021 MEDICAL INSURANCE CAP \(CM#2020.62\)](#)..... 43
Presenter: Rich Haller
Recommendation: Direct staff to adjust the medical insurance cap from \$1,781.93 to \$1,944.00 which reflects the ACWA/JPIA 2021 Kaiser Family Plan rate.
- D. [LEGAL SCOPE OF SERVICES, COSTS FOR FYS 2020 AND 2021 \(CM#2020.63\)](#)..... 47
Presenter: Rich Haller
Recommendation: Receive and file.

7. INFORMATIONAL REPORTS

Recommendation: Receive for information.

- A. [CHAIR’S COMMENTS/REPORT](#)
- B. [COMMISSIONERS’ COMMENTS](#)
- C. [COMMISSIONERS’ REQUEST FOR FUTURE AGENDA ITEMS](#)

8. CLOSED SESSION

- A. [PURSUANT TO GOVERNMENT CODE SECTION 54957 – PERSONNEL MATTERS](#)
General Manager

9. ADJOURNMENT

Americans with Disabilities Act: If you require any special disability related accommodations to participate in this meeting, call (951) 354-4220 or email kberry@sawpa.org. 48-hour notification prior to the meeting will enable staff to make reasonable arrangements to ensure accessibility for this meeting. Requests should specify the nature of the disability and the type of accommodation requested.

Materials related to an item on this agenda submitted to the Commission after distribution of the agenda packet are available for public inspection during normal business hours at the SAWPA office, 11615 Sterling Avenue, Riverside, and available at www.sawpa.org, subject to staff’s ability to post documents prior to the meeting.

Declaration of Posting

I, Kelly Berry, Clerk of the Board of the Santa Ana Watershed Project Authority declare that on September 28, 2020, a copy of this agenda has been uploaded to the SAWPA website at www.sawpa.org and posted at the SAWPA office, 11615 Sterling Avenue, Riverside, California.

/s/

Kelly Berry, CMC

2020 SAWPA Commission Meetings/Events

First and Third Tuesday of the Month

(NOTE: Unless otherwise noticed, all Commission Workshops/Meetings begin at **9:30 a.m.** and are held at SAWPA.)

January		February	
1/7/20	Commission Workshop [cancelled]	2/4/20	Commission Workshop
1/21/20	Regular Commission Meeting	2/18/20	Regular Commission Meeting
March		April	
3/3/20	Commission Workshop	4/7/20	Commission Workshop
3/17/20	Regular Commission Meeting	4/21/20	Regular Commission Meeting
May		June	
5/5/20	Commission Workshop	6/2/20	Commission Workshop [cancelled]
5/19/20	Regular Commission Meeting	6/16/20	Regular Commission Meeting
July		August	
7/7/20	Commission Workshop	8/4/20	Commission Workshop [cancelled]
7/21/20	Regular Commission Meeting	8/18/20	Regular Commission Meeting [cancelled]
7/28 – 7/31/20	ACWA Spring Conference, Monterey		
September		October	
9/1/20	Commission Workshop	10/6/20	Commission Workshop
9/15/20	Regular Commission Meeting	10/20/20	Regular Commission Meeting
November		December	
11/3/20	Commission Workshop	12/1/20	Commission Workshop
11/17/20	Regular Commission Meeting	12/1 – 12/4/20	ACWA Fall Conference, Indian Wells
		12/15/20	Regular Commission Meeting

2021 SAWPA Commission Meetings/Events

First and Third Tuesday of the Month

(NOTE: All meetings begin at 9:30 a.m., unless otherwise noticed, and are held at SAWPA.)

January 1/5/21 Commission Workshop 1/19/21 Regular Commission Meeting	February 2/2/21 Commission Workshop 2/16/21 Regular Commission Meeting
March 3/2/21 Commission Workshop 3/16/21 Regular Commission Meeting	April 4/6/21 Commission Workshop 4/20/21 Regular Commission Meeting
May 5/4/21 Commission Workshop 5/18/21 Regular Commission Meeting 5/4 – 5/7/21 ACWA Spring Conference, Monterey	June 6/1/21 Commission Workshop 6/15/21 Regular Commission Meeting
July 7/6/21 Commission Workshop 7/20/21 Regular Commission Meeting	August 8/3/21 Commission Workshop 8/17/21 Regular Commission Meeting
September 9/7/21 Commission Workshop 9/21/21 Regular Commission Meeting	October 10/5/21 Commission Workshop 10/19/21 Regular Commission Meeting
November 11/2/21 Commission Workshop 11/16/21 Regular Commission Meeting	December 12/7/21 Commission Workshop 12/21/21 Regular Commission Meeting 11/30 – 12/3/21 ACWA Fall Conference, Pasadena

SAWPA COMPENSABLE MEETINGS

IMPORTANT NOTE: Due to the spread of COVID-19, and until further notice, the Santa Ana Watershed Project Authority will be holding all upcoming meetings by teleconferencing. Participation information will be included on each posted agenda or meeting notice.

In addition to Commission meetings, Commissioners and Alternate Commissioners will receive compensation for attending the meetings listed below, pursuant to the Commission Compensation, Expense Reimbursement, and Ethics Training Policy.

IMPORTANT NOTE: These meetings are subject to change. Prior to attending any meetings listed below, please confirm meeting details by viewing the website calendar using the following link:

<https://sawpa.org/sawpa-calendar/>

MONTH OF: October 2020

DATE	TIME	MEETING DESCRIPTION	LOCATION
10/6/20	8:30 AM	PA 23 Committee Mtg	VIRTUAL/TELEPHONICALLY
10/6/20	10:00 AM	PA 24 Committee Mtg	CANCELLED
10/13/20	8:30 AM	PA 22 Committee Mtg	CANCELLED
10/15/20	4:00 PM	LESJWA Board of Directors Mtg	VIRTUAL/TELEPHONICALLY
10/19/20	1:30 PM	Lake Elsinore/Canyon Lake TMDL Task Force Mtg	VIRTUAL/TELEPHONICALLY
10/21/20	1:30 AM	MSAR TMDL/Regional WQ Monitoring Task Force	VIRTUAL/TELEPHONICALLY
10/26/20	1:30 PM	Basin Monitoring Program Task Force Mtg	VIRTUAL/TELEPHONICALLY

MONTH OF: November 2020

DATE	TIME	MEETING DESCRIPTION	LOCATION
11/3/20	10:00 AM	PA 24 Committee Mtg	VIRTUAL/TELEPHONICALLY
11/10/20	8:30 AM	PA 22 Committee Mtg	VIRTUAL/TELEPHONICALLY
11/10/20	3:00 PM	Emerging Constituents Program Task Force Mtg	VIRTUAL/TELEPHONICALLY
11/26/20	11:00 AM	OWOW Steering Committee Mtg	VIRTUAL/TELEPHONICALLY

Please Note: We strive to ensure the list of Compensable Meetings set forth above is accurate and up-to-date; the list is compiled based on input from SAWPA staff and Department Managers regarding meeting purpose and content.

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**SAWPA COMMISSION
REGULAR MEETING MINUTES
SEPTEMBER 15, 2020**

COMMISSIONERS PRESENT

David J. Slawson, Chair, Eastern Municipal Water District
Kati Parker, Vice Chair, Inland Empire Utilities Agency
Kelly E. Rowe, Secretary-Treasurer, Orange County Water District
Brenda Dennstedt, Western Municipal Water District
T. Milford Harrison, San Bernardino Valley Municipal Water District

COMMISSIONERS ABSENT

None

**ALTERNATE COMMISSIONERS
PRESENT; NON-VOTING**

Steven Adams, Alternate, Western Municipal Water District

STAFF PRESENT

Rich Haller, Karen Williams, Carlos Quintero, David Ruhl, Mark Norton,
Dean Unger, Rick Whetsel, Marie Jauregui, Kelly Berry

OTHERS PRESENT

Andrew D. Turner, Lagerlof, LLP; Janet Philiposian, Lewis Brisbois
Bisgaard & Smith LLP; Beth Olhasso, West Coast Advisors

The Regular Commission meeting of the Santa Ana Watershed Project Authority was called to order at 9:34 a.m. by Chair Slawson on behalf of the Santa Ana Watershed Project Authority, 11615 Sterling Avenue, Riverside, California. The record will reflect this meeting was conducted virtually.

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE

Pursuant to the provisions of Executive Order N-25-30 issued by Governor Gavin Newsom on March 12, 2020, and Executive Order N-29-20 issued by Governor Gavin Newsom on March 17, 2020, any Commission member may call into the Commission meeting without otherwise complying with the Brown Act's teleconferencing requirements. In concert with state and local efforts to prevent the spread of COVID-19, the Santa Ana Watershed Project Authority will be holding all Board and Committee meetings by teleconference and virtually through the Zoom app until further notice.

Members of the public who were unable to participate by teleconference or virtually were invited to submit comments and questions in writing via email for the Commission's consideration. All votes taken during this meeting were conducted via oral roll call.

2. ROLL CALL

An oral roll call was noted and recorded by the Clerk of the Board. Chair Slawson left the meeting at approximately 9:36 a.m. Vice Chair Parker chaired the meeting at this point. Commissioner Dennstedt introduced Steven Adams, newly appointed Alternate Commissioner for WMWD.

3. PUBLIC COMMENTS

There were no public comments; there were no public comments received via email.

4. ITEMS TO BE ADDED OR DELETED

There were no added or deleted items.

5. GOVERNMENT FINANCE OFFICERS ASSOCIATION (GFOA) ACHIEVEMENT AWARDS – FYE JUNE 30, 2019

SAWPA’s Finance Department was recently awarded the Certification of Achievement for Excellence in Financial Reporting. This award is the highest form of recognition in governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management.

Chair Slawson returned and resumed chairing the meeting at approximately 9:42 a.m.

6. CONSENT CALENDAR

A. APPROVAL OF MEETING MINUTES: SEPTEMBER 1, 2020

Commissioner Rowe noted that he did mention during the September 1, 2020 meeting that Orange County had a growth in homeless from 20 people in one year, to approximately 2,000 two years later, then due to enforcement efforts the number dropped to zero. If enforcement efforts were in place along the Santa Ana River there would be no need for a study assessing homelessness impact.

MOVED, approve the Consent Calendar.

Result:	Adopted by Roll Call Vote (Unanimously)
Motion/Second:	Harrison/Dennstedt
Ayes:	Dennstedt, Harrison, Parker, Rowe, Slawson
Nays:	None
Abstentions:	None
Absent:	None

7. NEW BUSINESS

A. PROPOSITION 84 AND PROPOSITION 1 STATUS UPDATE

Marie Jauregui provided a PowerPoint presentation contained in the agenda packet on pages 17 – 35. There was no discussion.

This item was for informational and discussion purposes; no action was taken on Agenda Item No. 7.A.

B. DISADVANTAGED COMMUNITIES INVOLVEMENT (DCI) PROGRAM STATUS (CM#2020.60)

[This item is subject to the provisions of Project Agreement 25]

Rick Whetsel provided the PowerPoint presentation contained in the agenda packet on pages 40 – 54. Whetsel noted the SAWPA-hosted virtual Disadvantaged Communities and Tribal Involvement Lessons Learned Summit will be held October 8, 13 and 14; Commissioners were encouraged to participate in the event.

This item was for informational and discussion purposes; no action was taken on Agenda Item No. 7.B.

C. EXTENSION OF AGREEMENT WITH WEST COAST ADVISORS FOR LEGISLATIVE AFFAIRS SERVICES (CM#2020.61)

Rich Haller provided an oral report. Commissioner Dennstedt voiced her concern over the amount of the contract, whether these services were duplicative of those already provided by lobbyists to individual member agencies, and asked if the amount could be reduced due to that duplication of effort. Rich Haller noted there is a weekly legislative affairs conference call to coordinate the activities of member agencies and SAWPA. Beth Olhasso, West Coast Advisors, stated having this coordinated voice has been very effective in crafting a strong regional message for legislators. It was the consensus of the Commission that the monthly lobbying reports (included in the agenda packet) are also emailed to the

Commissioners. Commissioner Dennstedt encouraged a quarterly legislative report before the Commission during the legislative session; the Commission concurred and the motion was revised accordingly.

MOVED, approve and authorize extending the agreement with West Coast Advisors to provide state legislative affairs services for an additional period of two (2) years in the total not-to-exceed amount of \$240,000; the monthly legislative reports will also be provided to the Commission; and, West Coast Advisors will provide quarterly reports before the Commission during the legislative session.

Result:	Adopted by Roll Call Vote (Unanimously)
Motion/Second:	Parker/Dennstedt
Ayes:	Dennstedt, Harrison, Parker, Rowe, Slawson
Nays:	None
Abstentions:	None
Absent:	None

The Commission next considered Informational Reports, Agenda Item Nos. 8.A. through 8.J.

D. UPDATE ON CLAIM FOR MONEY/DAMAGES | CLAIMANT LARRY McKENNEY

Legal Counsel Turner noted that during Closed Session the Commission considered the information provided as well as remarks made by Mr. McKenney during the last Commission meeting and has a better understanding of what transpired.

This item was for informational and discussion purposes; no action was taken on Agenda Item No. 7.D.

The Commission next considered Agenda Item Nos. 8.K, 8.L., and 8.M.

8. INFORMATIONAL REPORTS-

The following oral/written reports/updates were received and filed.

A. CASH TRANSACTIONS REPORT – JULY 2020

B. INTER-FUND BORROWING – JULY 2020 (CM#2020.58)

C. PERFORMANCE INDICATORS/FINANCIAL REPORTING – JULY 2020 (CM#2020.59)

D. PROJECT AGREEMENT 25 – OWOW FUND – FINANCIAL REPORT, JUNE 2020

E. PROJECT AGREEMENT 26 – ROUNDTABLE FUND – FINANCIAL REPORT, JUNE 2020

F. BUDGET VS ACTUAL VARIANCE REPORT – FYE 2020 FOURTH QUARTER – ENDING JUNE 30, 2020 (CM#2020.57)

G. FINANCIAL REPORT FOR THE FOURTH QUARTER ENDING JUNE 30, 2020

H. FOURTH QUARTER FYE 2020 EXPENSE REPORTS

I. GENERAL MANAGER REPORT

J. STATE LEGISLATIVE REPORT

The Commission next considered Closed Session, Agenda Item No. 9.A. and 9.B.

K. CHAIR'S COMMENTS/REPORT

There were no comments/reports from the Chair.

L. COMMISSIONERS' COMMENTS

There were no Commissioner comments.

M. COMMISSIONERS' REQUEST FOR FUTURE AGENDA ITEMS

Commissioner Dennstedt requested an overview of Lagerlof's retention – General Services Agreement(s) and Task Orders including the amount spent to date. Commissioner Rowe requested an update on the weather modification feasibility study and cost analysis completed by the consultant – the next phase is a CEQA mitigated negative declaration and moving forward if favorable. Commissioner Harrison requested auxiliary meetings not be scheduled on the same day as SAWPA Commission meetings, other than Project Agreement committee meetings, and deferred to the General Manager as to requiring a future agenda item or simply enacting a staff policy. There was discussion and direction to staff to provide a more extensive list of SAWPA auxiliary meetings within the existing format of the compensable meetings table.

9. CLOSED SESSION

Chair Slawson recessed the meeting to Closed Session at 10:23 a.m. Legal Counsel Andy Turner noted that Item 9.B. would first be considered and Janet Philibosian, Lewis Brisbois Bisgaard & Smith LLP would participate in that discussion. General Manager Rich Haller, Deputy Manager Karen Williams, and Clerk of the Board Kelly Berry were present during the discussion of Agenda Item No. 9.B. General Manager Rich Haller and Legal Counsel Turner was present during the discussion of Agenda Item No.9.A.

A. PUBLIC EMPLOYEE ANNUAL PERFORMANCE EVALUATION – PURSUANT TO GOVERNMENT CODE SECTION 54957

Title: General Manager

B. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d)(2)

Name of Party: Larry McKenney

Chair Slawson resumed Open Session at 11:37 a.m. Legal Counsel Turner announced the Commission received reports on Agenda Item Nos. 9.A. and 9.B. during Closed Session; direction was provided to staff and legal counsel and there was no reportable action.

The Commission next considered Agenda Item No. 7.D.

10. ADJOURNMENT

There being no further business for review, Chair Slawson adjourned the meeting at 11:50 a.m.

Approved at a Regular Meeting of the Santa Ana Watershed Project Authority Commission on Tuesday, October 6, 2020.

David J. Slawson, Chair

Attest:

Kelly Berry, CMC
Clerk of the Board

*Santa Ana Watershed
Project Authority*



Finance Department

Santa Ana Watershed Project Authority
TREASURER'S REPORT


August 2020

During the month of August 2020, the Agency's actively managed temporary idle cash earned a return of 1.862%, representing interest earnings of \$17,452. Additionally, the Agency's position in overnight funds L.A.I.F. generated \$29,880 in interest, resulting in \$47,332 of interest income from all sources. Please note that this data represents monthly earnings only, and does not indicate actual interest received. There were zero (0) investment positions purchased, zero (0) positions sold, one (1) position matured, and zero (0) positions were called.

This Treasurer's Report is in compliance with SAWPA's Statement of Investment Policy. Based upon the liquidity of the Agency's investments, this report demonstrates the ability to meet customary expenditures during the next six months.

September 8, 2020

Prepared and Submitted by:


Karen L. Williams, Chief Financial Officer

Santa Ana Watershed Project Authority

INVESTMENT PORTFOLIO - MARKED TO MARKET - UNREALIZED GAINS & LOSSES

August 31, 2020

SAWPA primarily maintains a "Buy and Hold" investment philosophy, with all investments held by US Bank via a third-party safekeeping contract.

Investment	Security			Purchase	Maturity	Call		Yield To	Investment	Market Value	Unrealized	Coupon	Interest
Type	Type	CUSIP	Dealer	Date	Date	(if appl)	Par Value	Maturity	Cost	Current Month	Gain / (Loss)	Rate	Earned
Agency	FHLMC	3137EAEC9	WMS	09-16-16	08-12-21	No Call	\$ 1,000,000.00	1.335%	\$ 990,060.00	\$ 1,009,284.00	\$ 19,224	1.125%	\$ 1,133.79
Agency	FHLMC	3137EADB2	WMS	04-17-17	01-13-22	No Call	\$ 500,000.00	2.375%	\$ 512,767.00	\$ 515,261.00	\$ 2,494	2.375%	\$ 1,008.56
Agency	FHLB	313379Q69	WMS	12-14-17	06-10-22	No Call	\$ 1,000,000.00	2.150%	\$ 998,930.00	\$ 1,034,208.00	\$ 35,278	2.125%	\$ 1,826.12
Agency	FHLB	3130A3GE8	MBS	02-04-20	12-13-24	No Call	\$ 500,000.00	1.414%	\$ 531,250.00	\$ 550,895.50	\$ 19,646	2.750%	\$ 600.51
Agency	FNMA	3135G0H55	WMS	12-28-15	12-28-20	No Call	\$ 1,000,000.00	1.830%	\$ 1,002,140.00	\$ 1,005,694.00	\$ 3,554	1.875%	\$ 1,554.26
Agency	FNMA	3135G0F73	WMS	06-16-16	11-30-20	No Call	\$ 1,000,000.00	1.150%	\$ 1,015,157.00	\$ 1,003,510.00	\$ (11,647)	1.500%	\$ 976.72
Agency	FNMA	3135G0X24	MBS	02-04-20	01-07-25	No Call	\$ 500,000.00	1.398%	\$ 505,380.00	\$ 528,019.50	\$ 22,640	1.625%	\$ 593.71
Agency	USTN	912828WC	WMS	11-17-15	10-31-20	No Call	\$ 1,000,000.00	1.638%	\$ 1,005,312.50	\$ 1,002,656.00	\$ (2,657)	1.750%	\$ 1,391.04
Agency	USTN	912828L32	WMS	06-17-16	08-31-20	No Call	\$ -	0.000%	\$ -	\$ -	\$ -	0.000%	\$ 437.53
Agency	USTN	912828L65	WMS	06-16-16	09-30-20	No Call	\$ 500,000.00	1.041%	\$ 506,992.19	\$ 500,501.00	\$ (6,491)	1.375%	\$ 441.95
Agency	USTN	912828L99	WMS	06-16-16	10-31-20	No Call	\$ 500,000.00	1.051%	\$ 506,914.06	\$ 501,022.50	\$ (5,892)	1.375%	\$ 446.10
Agency	USTN	912828S76	WMS	12-14-17	07-31-21	No Call	\$ 1,000,000.00	2.013%	\$ 969,062.50	\$ 1,008,672.00	\$ 39,610	1.125%	\$ 1,709.51
CORP	Apple Inc	037833AK6	WMS	10-15-18	05-03-23	No Call	\$ 500,000.00	3.360%	\$ 479,898.50	\$ 527,299.00	\$ 47,401	2.400%	\$ 1,426.86
CORP	Toyota Motor Corp Credit	89236TFNO	WMS	10-15-18	09-20-23	No Call	\$ 500,000.00	3.550%	\$ 497,747.50	\$ 543,740.00	\$ 45,993	3.450%	\$ 1,507.53
CD	American Express	02587DP85	WMS	04-19-17	04-19-21	No Call	\$ 248,000.00	2.250%	\$ 248,000.00	\$ 248,000.00	\$ -	2.250%	\$ 473.92
CD	American Express BK FSB	AN4199708	WMS	05-10-17	05-10-21	No Call	\$ 248,000.00	2.200%	\$ 248,000.00	\$ 248,000.00	\$ -	2.200%	\$ 463.39
CD	Sallie Mae BK SLT Lake City	7954503Q6	MBS	07-01-19	06-27-22	No Call	\$ 247,000.00	2.250%	\$ 247,000.00	\$ 247,000.00	\$ -	2.250%	\$ 472.01
CD	Morgan Stanley Bank NA	6169OUHP8	MBS	07-05-19	07-05-22	No Call	\$ 247,000.00	2.200%	\$ 247,000.00	\$ 247,000.00	\$ -	2.200%	\$ 461.52
CD	Goldman Sachs Bank USA	38148PUV7	WMS	12-20-17	12-20-22	No Call	\$ 248,000.00	2.500%	\$ 248,000.00	\$ 248,000.00	\$ -	2.500%	\$ 526.58

Total Actively Invested Funds	\$ 10,738,000.00	\$10,759,611.25	\$10,968,762.50	\$ 209,151	1.862%	\$ 17,451.60
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Total Local Agency Investment Fund		\$44,874,498.20		0.784%	\$ 29,880.27
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Total Invested Cash	\$ 10,738,000.00	\$55,634,109.45		0.992%	\$ 47,331.86
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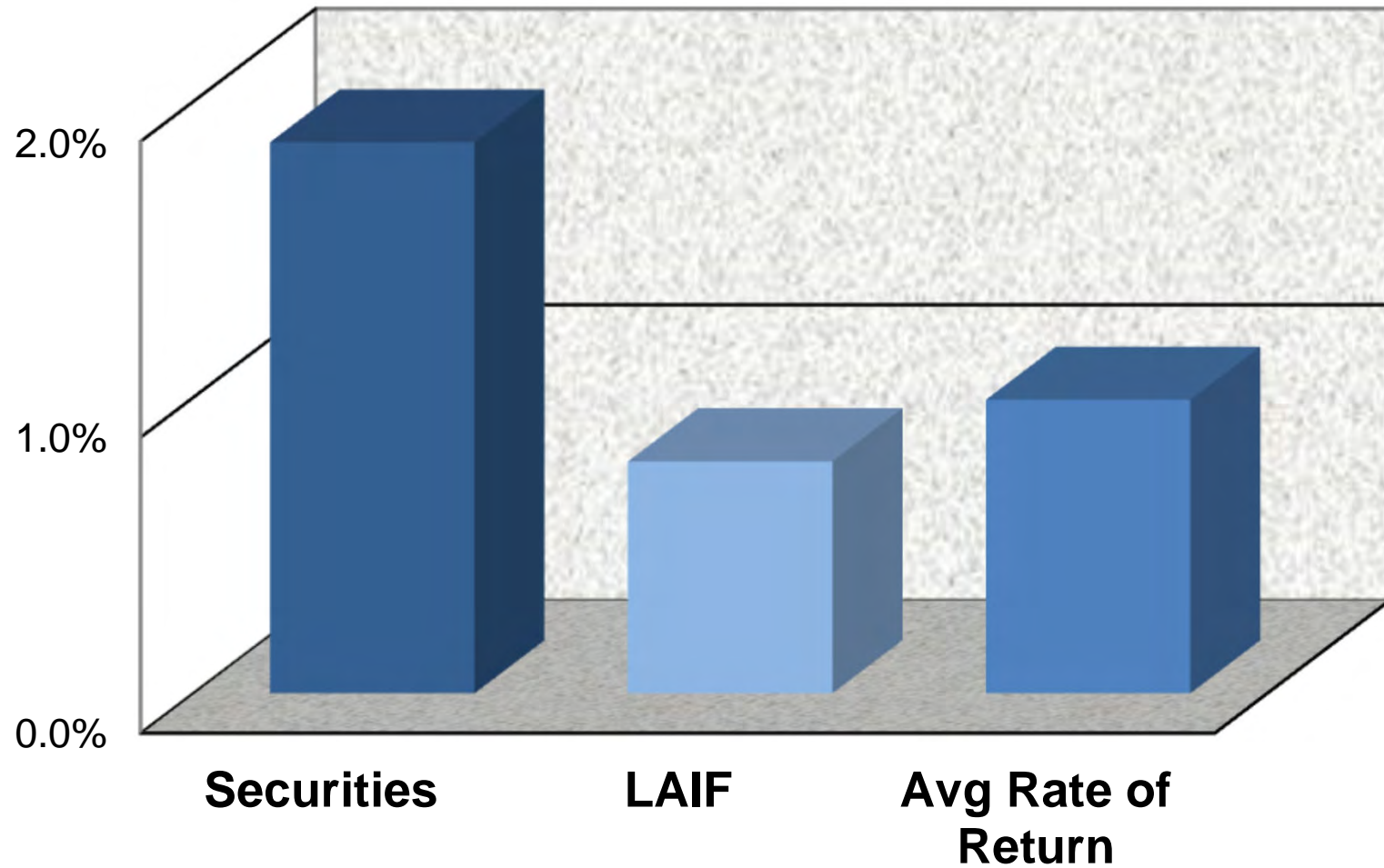
Key to Security Type:

FHLB	= Federal Home Loan Bank
FHLMC	= Federal Home Loan Mortgage Corporation
FNMA	= Federal National Mortgage Association
USTN	= US Treasury Note
CORP	= Corporate Note
CD	= Certificate of Deposit
GDB	= Goldman Sachs Bank
AEC	= American Express Centurion

Key to Dealers:

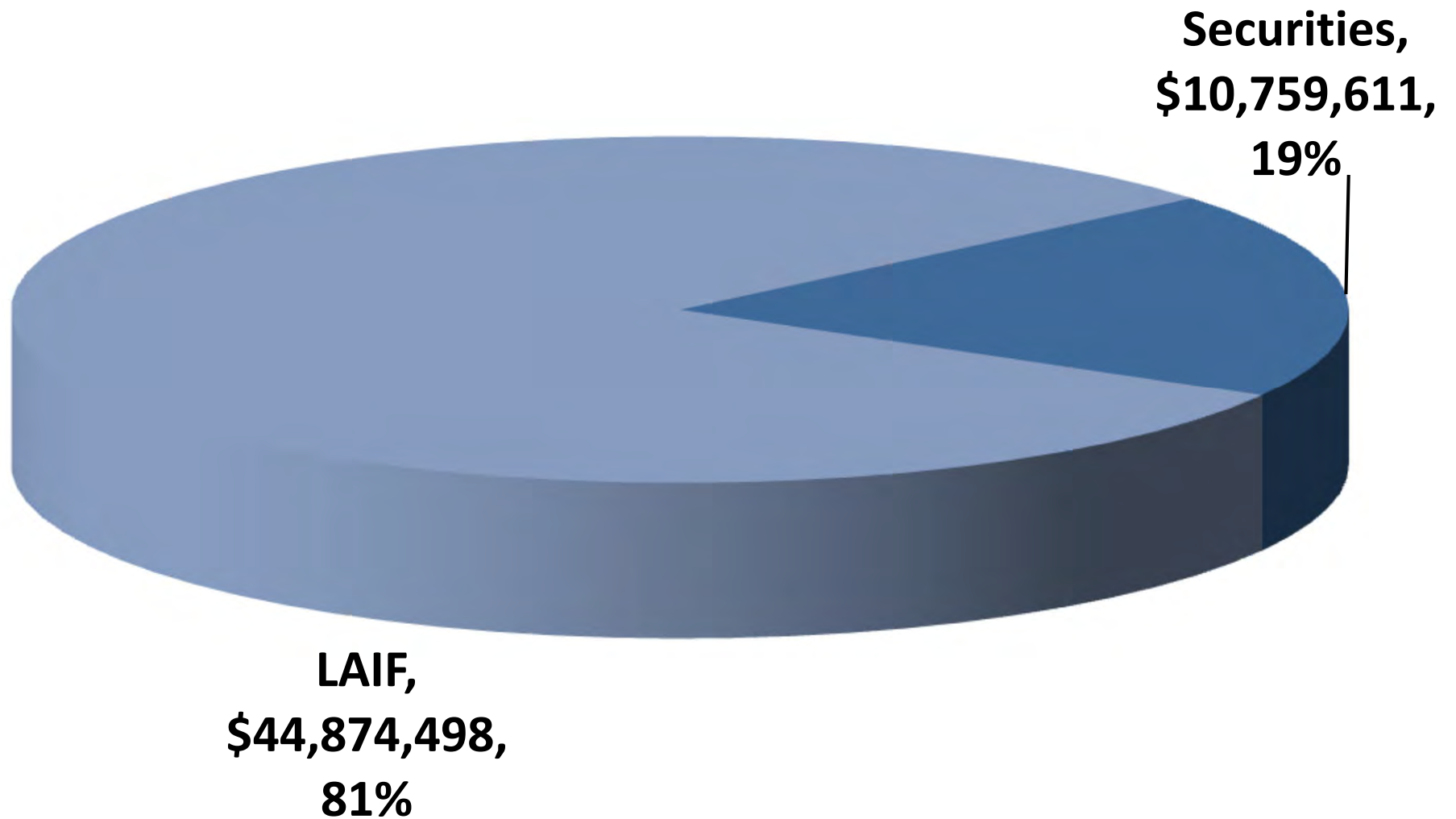
FCS	= FinaCorp Securities
MBS	= Multi-Bank Securities
MS	= Mutual Securities
RCB	= RBC Dain Rauscher
SA	= Securities America
TVI	= Time Value Investments
WMS	= Wedbush Morgan Securities

Interest Rate Analysis

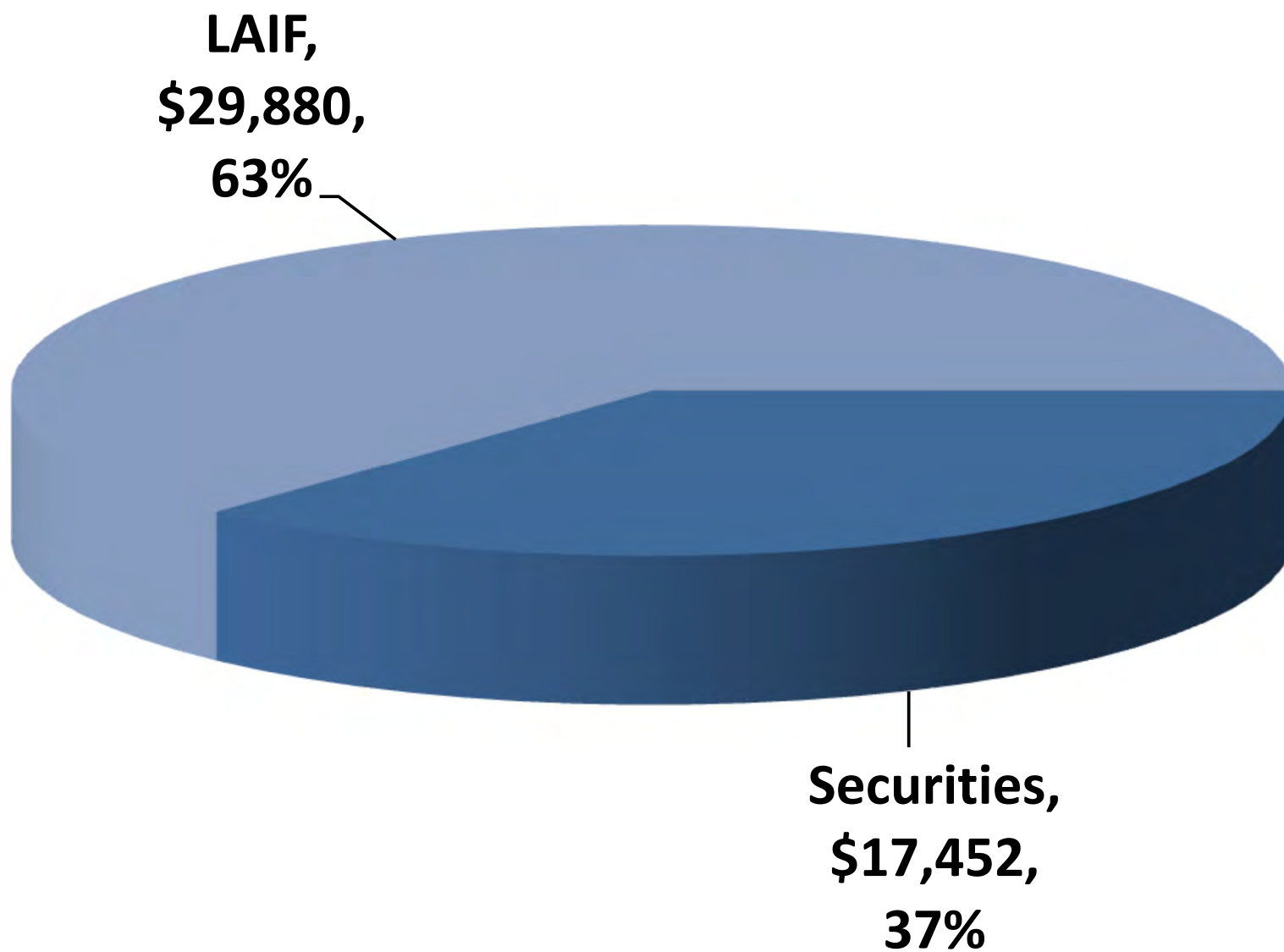


Investments

\$55,634,109



Interest 47,332



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COMMISSION MEMORANDUM NO. 2020.65

DATE: October 6, 2020
TO: SAWPA Commission
SUBJECT: Executive Recruitment | General Manager
PREPARED BY: Richard E. Haller, General Manager

RECOMMENDATION

It is recommended that the Commission receive and file this report on the executive recruitment for SAWPA General Manager; consider appointment of an Ad Hoc Committee; and provide additional direction as desired.

DISCUSSION

Rich Haller has provided notice that he is resigning his position as General Manager of SAWPA. On September 15, 2020, the SAWPA Commission provided direction to Mr. Haller to seek the services of the executive recruiter utilized during the September 2017 General Manager recruitment – Gary Phillips, Bob Murray & Associates (Consultant). Accordingly, attached is the Bob Murray & Associates Proposal to Conduct an Executive Recruitment for the Position of General Manager (Proposal) in an amount not to exceed \$29,900; a General Services Agreement and Task Order have been issued.

During the 2017 Executive Recruitment, the Commission formed an Ad Hoc Committee to work with SAWPA designated staff and Consultant in the recruitment of the General Manager which included the recruitment brochure and ad language and overseeing the recruitment process. While Consultant’s Proposal outlines the proposed recruitment process, the Commission will ultimately direct and oversee the process. Additional direction from the Commission is welcome during this process; we seek to compile a proposed timeline of events and proceed accordingly.

RESOURCE IMPACTS

There are sufficient funds in the FY 2020-21 Budget to cover these consultant costs.

Attachments:

1. Bob Murray & Associates Proposal to Conduct an Executive Recruitment for the Position of General Manager
2. 2017 Recruitment Brochure



A Proposal to Conduct an Executive Recruitment

for the Position of

GENERAL MANAGER

on behalf of the



**SANTA ANA WATERSHED
PROJECT AUTHORITY**

1544 Eureka Road, Suite 280
Roseville, CA 95661
(916) 784-9080
(916) 784-1985 fax

September 24, 2020

MR. RICHARD HALLER
GENERAL MANAGER &
BOARD OF COMMISSIONERS
SANTA ANA WATERSHED PROJECT AUTHORITY (SAWPA)
11615 STERLING AVENUE
RIVERSIDE, CA 92503

Dear Mr. Haller and Members of The Board:

Bob Murray & Associates is pleased to submit a proposal to conduct the General Manager recruitment for the Santa Ana Watershed Project Authority (SAWPA). The following details our qualifications and describes our systematic—yet flexible—method of identifying, recruiting, and screening outstanding candidates on your behalf. It also includes a proposed budget, timeline, and guarantee.

At Bob Murray & Associates, we pride ourselves on providing quality service to local governments, non-profit agencies, and private firms. Our recruitment process helps you to determine the direction of the search and the types of candidates you seek while capitalizing on our decades of experience and vast network of contacts to reach those candidates. Our expertise ensures that the candidates we present to the Santa Ana Watershed Project Authority (SAWPA) will match the criteria you have established, be a good fit for your organization, and be outstanding in their field.

Our firm has an unmatched record of success in recruiting local government professionals. We have conducted numerous General Manager/District Manager searches on behalf of large and small cities and districts throughout the Western United States. We are currently conducting the General Manager recruitment on behalf of the Laguna Beach County Water District. We most recently conducted the General Manager recruitments on behalf of Jurupa Community Services District, CA; Mendocino County Russian River Flood Control and Water Conservation Improvement District, CA; the Mountain House Community Services District, CA; and Reclamation District #1000, CA. Previously, we have conducted the Chief Assistant General Manager/Electric Services recruitment on behalf of the City of Glendale, CA; The General Manager of the recruitments on behalf of the Bear Valley Community Services District, CA; the Fallbrook Public Utility District, CA; the Livermore Area Recreation and Park District, CA; the Santa Ana Watershed Project Authority, CA; the Yuima Municipal Water District, CA; the Cachuma Operation and Maintenance Board, CA; the Hidden Valley Lake Association, CA; the Town of Discovery Bay's Community Services District, CA; the Mendocino County Russian River Flood Control & Water Conservation Improvement District, CA; the Montecito Water District, CA; the Sewer Authority Mid-Coastline, CA; the Tamalpais Community Services District, CA; and the Vallecitos Water District, CA; the District Manager recruitment on behalf of the Rancho Simi Recreation and Park District, CA; and the Assistant General Manager recruitment on behalf of the Santa Clarita Valley Water Agency, CA. As a result, we have an extensive number of contacts that will be valuable when recruiting candidates.

We have conducted numerous searches for management professionals working in the fields of water management and supply. We have previously conducted the Deputy Director for the

Environment – Watershed Protection Division recruitment on behalf of the City of San Jose, CA; the General Manager recruitment on behalf of the Mendocino County Russian River Flood Control & Water Conservation Improvement District; Assistant Director of Water and Sewer Utilities recruitment on behalf of the City of Santa Clara; the Director of Water Quality recruitment on behalf of the Sweetwater Authority, CA; the Director of Utilities recruitment on behalf of the City of Vacaville, CA; the Deputy Operating Officer-Treated Water Operations & Maintenance, Assistant Officer-Water Supply, Assistant Officer-Water Utility Enterprise, and the Deputy Operating Officer-Watershed Design and Construction recruitments on behalf of the Santa Clara Valley Water District, CA; the Utilities Director recruitment on behalf of the City of Boulder City, NV; the Director of Distribution recruitment on behalf of the Sweetwater Authority, CA; the Director of Water and Sewer Utilities recruitment on behalf of the City of Santa Clara, CA; and the Director of Water and Wastewater Resources recruitment on behalf of the City of Daly City, CA. Our experience and knowledge of outstanding candidates will ensure you have a quality group of finalists from which to select the Santa Ana Watershed Project Authority’s next General Manager

We work as a team on every search at Bob Murray & Associates. Your Project Lead would be Gary Phillips, who would not only direct and supervise the project team from beginning to end but also serve as the Recruiter for the project as well.

To learn first-hand of the quality of our services and why the majority of our engagements come from repeat and referred clients, we invite you to contact the references listed on page 14 of the attached proposal.

We look forward to your favorable consideration of our qualifications. Please do not hesitate to contact us at (916) 784-9080 with any questions.

Sincerely,



Valerie Gaeta Phillips
President, Bob Murray & Associates

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THE RECRUITMENT PROCESS

Bob Murray & Associates' recruiters are specialists in finding the perfect fit, providing security and fairness to candidates and clients while ensuring the integrity of the search process. We understand that superlative recruiting for the General Manager will lead to superlative results for the Santa Ana Watershed Project Authority (SAWPA). Outlined below are the steps in our proven recruitment process, refined through our 30+ years of experience in executive search.

STEP 1 DEVELOP THE CANDIDATE PROFILE

Our understanding of the Santa Ana Watershed Project Authority (SAWPA)'s needs will be key to a successful search. Gary Phillips will meet with the Commission and key stakeholders to learn as much as possible about the ideal candidate for the General Manager position. We want to become familiar with the values and culture of the organization, as well as to understand the current and future issues, challenges, and opportunities in the Santa Ana Watershed Project Authority (SAWPA).

Mr. Phillips will review and help define the SAWPA's wish-list regarding the ideal candidate's personality, management style, knowledge, skills, and abilities and will work with the SAWPA to identify expectations regarding education and experience. The Commission and Mr. Phillips will discuss compensation, benefits, and other key information necessary to ensure that outstanding candidates are attracted to this opportunity. The profile we develop together at this stage will drive subsequent recruitment efforts.

Optional Service: Community and Staff Involvement

We find that many of our clients value a recruitment process that opens the opportunity for community members, business leaders, organization representatives, and employees to provide input regarding the ideal candidate. Our recruiters are skilled in designing and facilitating forums, town hall meetings, and online surveys that allow equitable involvement from a variety of constituencies and in consolidating feedback into a cohesive narrative of common themes.

If the Santa Ana Watershed Project Authority (SAWPA) so desires, we will work with the Commission to create a customized community and/or staff input process.

STEP 2 DESIGN/DISTRIBUTE BROCHURE AND ADVERTISEMENTS

Mr. Phillips and your dedicated Recruitment Coordinator will use the candidate profile developed with the Santa Ana Watershed Project Authority (SAWPA) to create a professional recruitment brochure, with the assistance of our professional graphic designer. The four-page, full-color brochure will describe the community, organization, position, ideal candidate, and compensation and will include pictures provided by the Santa Ana Watershed Project Authority (SAWPA) that you feel best represent your organization and your community.

Upon your approval, Mr. Phillips will send the brochure by postal mail and email to a targeted audience, personally inviting potential candidates to apply for the General Manager position. We will also place the recruitment brochure on our website, which attracts over 11,000 unique hits

weekly and is a trusted resource for candidates seeking executive and professional positions. Two sample brochures are included in this proposal package for your reference.

Mr. Phillips will also design an effective advertising campaign appropriate for the General Manager recruitment. Our broadest outreach comes through our active social media involvement on Facebook, LinkedIn, and Twitter, where upcoming and current positions are posted. Sources such as *Western City Magazine*, the “Jobs Available” newsletter, and the Careers in Government website will be used to reach an extensive local government audience, while position-specific postings will be chosen to attract candidates who have built their careers in and are committed to the General Manager field.

Suggested General Manager-specific advertising sources for the Santa Ana Watershed Project Authority (SAWPA)’s search include:

- Water Environment Federation
- American Water Works Association
- Association of California Water Agencies
- Municipal Management Association

Bob Murray & Associates does not typically place ads with job aggregators or general job posting sites such as CareerBuilder, Monster, or Indeed, as we have found that the broad reach of these sites does not necessarily lead to quality candidates for executive and professional positions.

Reaching Diverse Candidates

Bob Murray & Associates, a woman- and minority-owned business, is proud of its commitment to attracting and placing diverse candidates. Not only do we place advertisements with websites designed to attract minority and female candidates, but our President, Valerie Phillips, is a member herself of many diversity-focused organizations including the Local Government Hispanic Network, the League of Women in Government, the Professional Women’s Network, Mexican Professionals, and Women Leading Government. She networks frequently with fellow members to gain insight into which potential candidates are leaders in their field.

Mr. Phillips will seek to reach candidates in communities and organizations with demographic profiles and populations served like that of the Santa Ana Watershed Project Authority (SAWPA), to maximize the potential for individuals from a wide variety of backgrounds, cultures, and life experiences to be considered for the General Manager position.

STEP 3 RECRUIT CANDIDATES

The strongest candidates are often those who are successful and content in their current positions and need to be sold on a new opportunity. Our extensive network of contacts, developed through over 1,400 successful placements, is a primary source for identifying and obtaining referrals for these candidates. Our in-house database of 40,000 current and former executive and professional candidates is a valuable resource that can only be built over time—time that we have invested into perfecting our process for finding the right candidates for our clients. Our aggressive outreach efforts are focused on phone calls to personally invite potential applicants, answer questions, and

allay any reservations, and these efforts are essential to the success of the General Manager recruitment.

STEP 4 SCREEN CANDIDATES

Following the closing date for the recruitment, Mr. Phillips will screen all resumes we have received, using the criteria established in the candidate profile as a basis upon which to narrow the field of candidates. Internal candidates receive sensitive consideration, and Mr. Phillips will discuss with the Commission how the Santa Ana Watershed Project Authority (SAWPA) wishes to proceed with these candidates.

STEP 5 CONDUCT PRELIMINARY INTERVIEWS

Mr. Phillips will personally interview the top 10 to 15 candidates from the resume screening, with the goal of determining which candidates have the greatest potential to succeed in your organization. To reduce travel-related expenses to our clients and increase efficiency in the search process, these interviews are typically conducted via Skype, FaceTime, or other convenient videoconferencing applications.

During these in-depth interviews, Mr. Phillips will explore each candidate's background and experience as it relates to the General Manager position, such as significant accomplishments, size and scope of responsibility, and organizational culture. In addition, Mr. Phillips will discuss with the candidates their motivation for applying for the position and assess his/her knowledge, skills, and abilities. We will devote specific attention to establishing the likelihood of the candidate's acceptance of the position if an offer of employment is made.

STEP 6 SEARCH PUBLIC RECORDS

Under the direction of Mr. Phillips, your dedicated Recruitment Coordinator will conduct a review of published print and online articles for each recommended candidate. Sources include Lexis-Nexis™, Google, social media, and our contacts in the field. This will alert Mr. Phillips to any further detailed inquiries we may need to make before our recommendations are finalized.

STEP 7 MAKE RECOMMENDATIONS

Based on our findings during the preliminary interview process, Mr. Phillips will recommend a limited number of candidates for your further consideration. He will make specific recommendations and will help facilitate discussions regarding the candidate pool, but the final determination of those to be considered will be up to you.

We typically recommend 6-8 candidates that we feel will best match your expectations, and we prepare a detailed written report on each candidate. This bound report provided to each member of the decision-making body includes:

- Candidate list with Recommended Finalists identified in *Group 1* and *Group 2* (primary and secondary recommendations), as well as *Internal* candidates
- Summary of experience, education, and salary information for each Recommended Finalist candidate

- Complete cover letter and resume for each Recommended Finalist candidate
- List of *Other Applicants* (those who did not meet minimum qualifications or were otherwise unsuitable, based on our screening process)

Bob Murray & Associates maintains all search records for a period of seven (7) years following each recruitment, and we are happy to forward cover letters and resumes for each applicant by postal mail or email as soon as the recruitment closes to new applications.

STEP 8 FACILITATE FINAL INTERVIEWS

Our years of experience will be invaluable as we help you develop an interview process that objectively assesses the qualifications of each candidate. We will work with the Santa Ana Watershed Project Authority (SAWPA) to craft and implement an interview approach that fits your needs. This may include individual and panel interviews by the Commission and key stakeholders, community/employee interview panels, writing and presentation samples, meet-and-greets, or another specialized process element Mr. Phillips helps the Santa Ana Watershed Project Authority (SAWPA) to design.

Mr. Phillips will be present on-site during the interviews to facilitate as necessary during the process and to guide discussion to consensus regarding final candidates. Bound interview books will be provided to each interview panel member containing:

- Recruitment brochure with candidate profile
- Interview schedule
- Suggested interview questions
- Experience summary, cover letter, resume, and rating form for each candidate
- Ranking forms for use during the panel interview process

We will work closely with your staff to coordinate and schedule interviews and candidate travel. Our goal is to ensure that each candidate has a very positive experience, as the way the entire process is conducted will influence the final candidates' perception of your organization.

STEP 9 CONDUCT BACKGROUND AND REFERENCE CHECKS

Mr. Phillips and your Recruitment Coordinator will conduct detailed reference checks for up to three (3) final candidates. To gain an accurate and honest appraisal of the candidates' strengths and weaknesses, we will talk candidly with people who have direct knowledge of their work and management style. In addition to gaining a 360-degree view of candidates from the perspective of their supervisors, subordinates and peers for the past several years, we will make a point of speaking confidentially to individuals who may have further insight into a candidate's abilities but who may not be on their preferred list of contacts.

Your Recruitment Coordinator will work with candidates and our professional backgrounding firm, HireRight, to conduct credit, civil litigation, and motor vehicle record checks and verify candidates' degrees.

STEP 10 ASSIST IN NEGOTIATIONS

We recognize the critical importance of successful negotiations and can serve as your representative during this process. Mr. Phillips knows what other organizations have done to put deals together with great candidates and what the current market is like for General Manager positions in organizations like the Santa Ana Watershed Project Authority (SAWPA)'s. He will be available to advise you regarding current approaches to difficult issues, such as housing and relocation. We will represent your interests and advise the chosen candidate and you regarding salary, benefits, and employment agreements, with the goal of putting together a deal that results in the appointment of your chosen candidate. With our proven experience and vested interest in a positive outcome, we can turn a very difficult aspect of the recruitment into one that is straightforward and agreeable for all parties involved.

COMPLETE ADMINISTRATIVE ASSISTANCE

We receive many unsolicited testimonials each year from clients and candidates alike noting our prompt, considerate, accurate, and professional service during the search process. Throughout the recruitment, in time intervals that suit the Santa Ana Watershed Project Authority (SAWPA), we will provide you with updates on the status of the search and attend to all administrative details on your behalf.

Candidates receive immediate acknowledgement of their applications, as well as personal phone calls and/or emails (as appropriate) advising them of their status at each critical point in the recruitment. Candidates who receive preliminary or final interviews and are not chosen to move forward in the interview process will receive personal calls from Mr. Phillips on behalf of the Santa Ana Watershed Project Authority (SAWPA).

It is our internal company standard that all inquiries from clients and candidates receive a response within the same business day whenever possible, and certainly within 24 hours if the inquiry is received during the work week. Mr. Phillips will be available to the Santa Ana Watershed Project Authority (SAWPA) by office phone, cell phone, and email at any time to ensure a smooth and stress-free recruitment process.

COSTS AND GUARANTEE

PROFESSIONAL FEE AND EXPENSES

The fixed, flat professional services fee for conducting the General Manager recruitment on behalf of the Santa Ana Watershed Project Authority (SAWPA) is \$17,500. Services provided for in this fee consist of all steps outlined in this proposal, including three (3) days of meetings on site. The professional fee does not limit the amount of time invested by Bob Murray & Associates in promoting a successful outcome for this project. In fact, our mission for this project is to ensure we assist in identifying the right candidate for SAWPA. Therefore, Mr. Phillips will contact SAWPA at the first anniversary of the placement to confirm an effective transition has occurred.

The Santa Ana Watershed Project Authority (SAWPA) will also be responsible for reimbursing expenses Bob Murray & Associates incurs on your behalf. We estimate expenses for this project not to exceed \$7,400. Reimbursable expenses include (but are not limited to) such items as the cost of recruiter travel; clerical support; brochure development; placement of ads; credit and civil background checks; education verification; and public records searches. Postage, printing, photocopying, and telephone charges are allocated costs and included in the expense estimate. *In no instance will expenses exceed this estimate without prior approval from the Santa Ana Watershed Project Authority (SAWPA).*

Expense reimbursement for candidate travel related to on-site interviews will be the responsibility of the Santa Ana Watershed Project Authority (SAWPA).

Professional Fees and Reimbursable Expenses	
Professional Services (Fixed Flat Fee)	\$17,500
Reimbursable Expenses <i>Example costs and approximate amounts include:</i>	
Brochure Design and Printing (\$1,275)	
Advertising (\$3,000)	\$7,400
Background Checks – 3 candidates (\$550)	
Consultant Travel (\$2,000)	
Other expenses – supplies, shipping, clerical (\$575)	
Not-to-Exceed Total	\$24,900

Optional Services

- Community/Staff Input Forum: \$1,500/day, plus travel expenses
- Online survey with analysis of results: \$250
- Additional on-site meeting days: \$1,500/day, plus travel expenses
- Additional background checks: \$250/candidate
- Additional reference checks: \$500/candidate
- Other services: \$250/hour or \$1,500/day

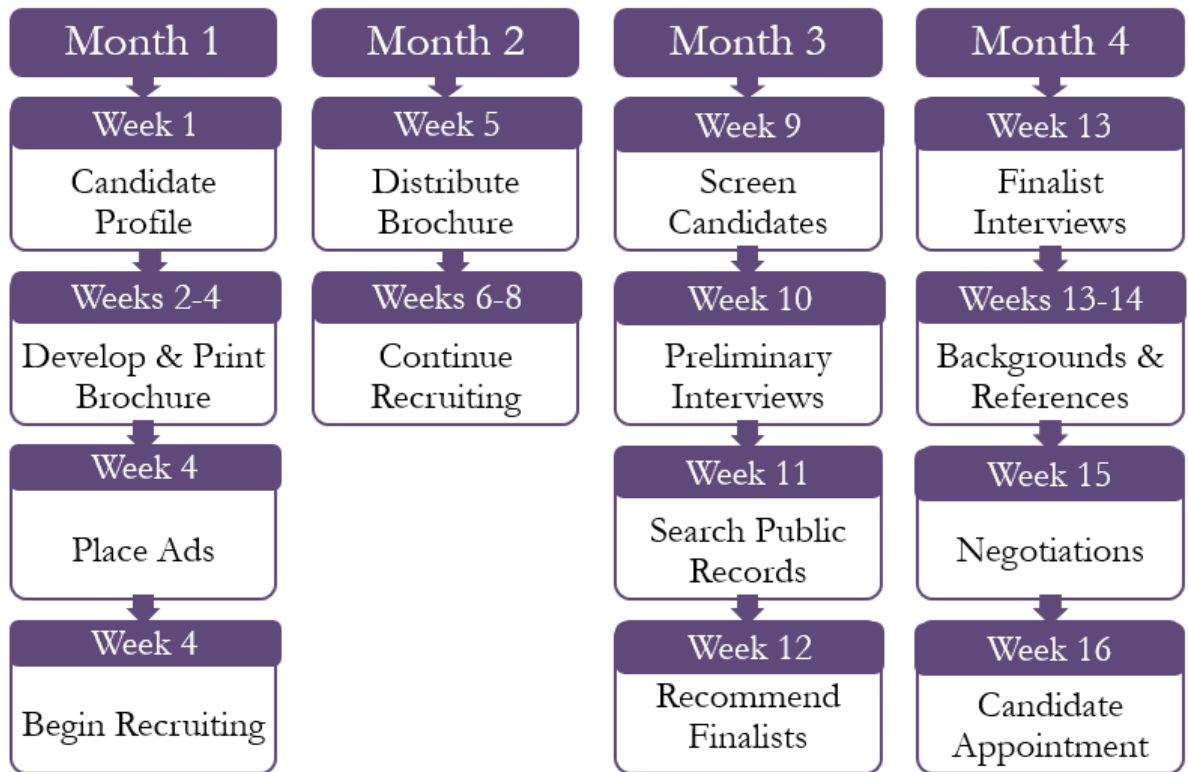
GUARANTEE

Should a candidate recommended by our firm position resign or be terminated within the first 12 months of employment, we will provide the Santa Ana Watershed Project Authority (SAWPA) with professional services to secure a replacement. Services will be provided at no cost, aside from expenses incurred on the Santa Ana Watershed Project Authority (SAWPA)'s behalf during the new search. We are confident in our ability to recruit outstanding candidates and do not expect the SAWPA to find it necessary to exercise this provision of our proposal.

RECRUITMENT SCHEDULE

We are prepared to start work on this assignment upon receipt of a signed professional services agreement or other written, authorized notification. A full search can be completed in 13-16 weeks from the date of initial meetings with our client.

The final recruitment schedule will be determined in collaboration with Santa Ana Watershed Project Authority (SAWPA). A typical timeline of tasks and events is included here for reference.



FIRM PROFILE

OUR STAFF

Bob Murray & Associates is a small firm focusing exclusively on executive search services. We have a team of nine (9):

- ◆ Bob Murray, *Founder*
- ◆ Valerie Gaeta Phillips, *President*
- ◆ Gary Phillips, *Executive Vice President*
- ◆ Regan Williams, *Vice President*
- ◆ Joel Bryden, *Vice President*
- ◆ Carmen Valdez, *Senior Executive Recruiter*
- ◆ Amber Smith, *Principal Recruitment Coordinator*
- ◆ Zoila Couture, *Senior Recruitment Coordinator*
- ◆ Gini Herndon, *Contracts Administrator/Bookkeeper*

BOB MURRAY, FOUNDER

Mr. Murray—known simply as “Bob” to his clients and candidates throughout the western U.S.—brings over 40 years’ experience as a recruiter and is recognized as one of the top local government recruiters in the nation. He conducted hundreds of searches for cities, counties, and special districts and was called on to conduct searches for some of the largest, most complex organizations in the country—and some of the smallest. Bob conducted searches for chief executives, department heads, professional and technical positions, taking the lead on many of the firm’s most difficult assignments with great success. His clients retained him again and again, given the quality of his work and success in finding candidates for difficult to fill positions.

As our Founder, Bob currently takes on few searches personally but continues to be an active presence at Bob Murray & Associates, providing valued insight and experience to our team members regarding all aspects of the recruitment process.

Mr. Murray received his Bachelor of Science Degree in Criminology from the University of California at Berkeley with graduate studies in Public Administration at California State University at Hayward.

VALERIE GAETA PHILLIPS, PRESIDENT AND RECRUITER

Ms. Gaeta Phillips has over 18 years of recruiting experience, including more than a decade of recent experience in executive search for public, private, and startup companies nationwide. Since joining Bob Murray & Associates, Valerie has completed over 40 searches in a diverse range of fields, including city and general management, planning, finance, human resources, transportation, communication and public relations, community and economic development, information technology, parks and recreation, and operations. She has recruited at all levels of municipal and non-profit organizations, from technicians and engineers to Executive Directors and Chief Executive Officers.

Valerie is valued for her passion for finding and retaining the most outstanding candidates for even the most difficult or untraditional assignments and for her commitment to her clients' success; she is also active in a variety of industry organizations and in diversity-focused associations. Valerie is called upon often to serve as an expert speaker on topics such as managing one's online reputation, diversity issues in municipal and non-profit leadership, and how to identify a good "fit" for organizational culture.

Ms. Gaeta Phillips, along with Executive Vice President Gary Phillips, has a passion for helping people, evidenced by fundraising, sponsorship, and involvement in raising awareness for organizations such as Autism Speaks, the UC Davis M.I.N.D. Institute, and the Northern California Special Olympics.

GARY PHILLIPS, EXECUTIVE VICE PRESIDENT AND RECRUITER

Since joining Bob Murray & Associates, Mr. Phillips has completed over 50 searches for executives and professionals in a wide variety of fields including animal services, city and general management, planning, legal counsel, cyber security, and human resources. Gary's clients have ranged from municipal government to non-profit and private sector organizations, and he has sourced outstanding candidates for positions from the level of division managers up to City Managers, Executive Directors, and General Managers.

Gary started his career with a New York-based Fortune 100 company and quickly became a Senior Manager, building and running a large customer service organization that eventually expanded to 13 countries in Europe. He proceeded to hold senior leadership positions in several Fortune 500 companies, with noted successes such as building an organization from two to 250 employees worldwide and growing a company from 800 to 1200 employees.

As part of an executive acquisition and recruiting team, Gary helped build a start-up enterprise software company in San Francisco, recruiting top-notch talent and building a world-class organization. He has maintained customer relationships in the public sector and the private sector, including medical and financial institutions. He prides himself on finding key talent and offering the best customer service to his clients.

Mr. Phillips, along with Ms. Gaeta-Phillips, is involved in his community as a soccer coach, as an organizer of fundraisers for Autism Speaks and the UC Davis M.I.N.D. Institute, and as a sponsor of the Northern California Special Olympics. Mr. Phillips received his Associate of Science degree and completed additional coursework at Rochester Institute of Technology, NY.

REGAN WILLIAMS, SENIOR VICE PRESIDENT AND RECRUITER

Mr. Williams brings 30 years of local government experience to Bob Murray & Associates and has over 17 years of experience in executive recruitments with our firm. In his time with Bob Murray & Associates, Regan has conducted over 275 executive searches ranging from managers and department heads to City Managers, Executive Directors, and General Managers. If Regan were to have a recruiting specialty, it would be public safety positions: he has personally conducted over 60 Police Chief and 20 Fire Chief recruitments.

Prior to joining Bob Murray & Associates, Regan served as Director of Public Safety with the City of Sunnyvale, CA. He was involved in the development of some of Sunnyvale's most innovative public safety programs and has a national reputation for excellence in law enforcement, as well as in law enforcement executive recruiting. Regan's clients find his prompt and personal attention, insight, and expertise in recruitment and selection an asset. He is often called upon to recruit for difficult-to-fill law enforcement positions, such as the position of Police Chief or City Manager in challenging political environments.

Mr. Williams received his Bachelor of Science Degree in Administration of Justice from San Jose State University. He is also a graduate of the FBI National Academy.

JOEL BRYDEN, VICE PRESIDENT AND RECRUITER

Mr. Bryden has over 30 years of local government experience that he brings to the firm, having retired as Chief of Police in Walnut Creek, CA prior to joining Bob Murray & Associates in 2013. Throughout his career, Joel has been involved in public sector consulting, with vast experience in hiring and promotional processes, as well as interviewing candidates for advancement in all aspects of local government.

Joel has a solid reputation as a leader in the public sector and his ability to find and evaluate outstanding applicants for our clients is invaluable in the search process. Since joining Bob Murray & Associates, Joel has conducted over 100 recruitments in a broad range of sectors including police, fire, building, planning, city management, and general management. He is often called upon to recruit specialized or difficult-to-fill positions, such as Independent Police Auditor.

Mr. Bryden is a graduate of the FBI National Academy and obtained his Bachelor of Arts Degree in Communication from San Diego State University. He is currently based in Walnut Creek, CA.

CARMEN VALDEZ, SENIOR EXECUTIVE RECRUITER

Carmen Valdez provides executive recruitment and human resource services to municipal government agencies and non-profits. She has more than 25 years' experience in team-building, executive search, general human resources, classification and compensation, testing, policy development, performance management, organizational development, discipline, and other employee relations activities.

Carmen has most recently been consulting with Municipal Resource Group, prior to which she spent over 30 years with the City of Milpitas, a Silicon Valley city of 70,000 residents. In this capacity, she was responsible for collective bargaining, PEPRAs and Affordable Care Act implementation, modernizing Human Resource services to improve efficiencies and reduce costs, revamping the Workers Compensation service delivery and completing a City-wide strategic plan. Carmen also spent almost 2 years as the Director of Recreation Services.

In addition to her significant experience in the public sector, Carmen earned a Bachelor of Arts degree in Business from University of Phoenix. She is also a member of Local Government Hispanic Network and League of Women in Government. She is an avid runner and enjoys giving back to her community.

AMBER SMITH, PRINCIPAL RECRUITMENT COORDINATOR

As Principal Recruitment Coordinator with Bob Murray & Associates, Ms. Smith acts as a liaison between clients and candidates from beginning to end of each recruitment process. Under the direction of each client's assigned Recruiter, Amber is responsible for the development and distribution of position recruitment and advertising materials, client research, reference and background checks, responding to requests for proposals, and providing a broad range of support services for the recruiting team. She also provides leadership for our in-house staff and is an invaluable resource.

Amber brings over a decade of client-oriented customer service, administrative, and management experience to Bob Murray & Associates. Since joining our team in 2013, she has shown a commitment to working as a partner with clients and candidates to provide a quality service and experience.

Ms. Smith received her Bachelor of Arts degree in Business Administration from La Sierra University, Riverside, California.

ZOILA COUTURE, SENIOR RECRUITMENT COORDINATOR

As Senior Recruitment Coordinator with Bob Murray & Associates, Ms. Couture acts as a liaison between clients and candidates throughout each recruitment process. Under the direction of our client's assigned Recruiter, Zoila's responsibilities include development and distribution of position recruitment and advertising materials, candidate research, reference checks, and providing a broad range of support services for the recruitment team.

Zoila joined our firm in 2019 with extensive experience in research, communication, and project management. She is committed to providing the highest level of quality support and to working as a partner with clients and candidates throughout the search process.

Ms. Couture received her Bachelor of Arts degree in Political Science from the University of California, Davis.

GINI HERNDON, CONTRACTS ADMINISTRATOR/BOOKKEEPER

Ms. Gini Herndon is the Contracts Administrator/Bookkeeper at Bob Murray & Associates. Ms. Herndon is the first point of contact at Bob Murray & Associates and has an extensive administrative background in business law.

Ms. Herndon is known for her collaborative approach as she works closely with our internal team and clients to ensure a successful search. As a first point of contact, Ms. Herndon is highly professional and maintains a high level of confidentiality and sensitivity.

CORPORATION

Bob Murray & Associates was founded in May 2000 and operated under the corporation name MBN Services, Inc. until June 2014; our new corporation name is GVP Ventures, Inc., incorporated in California in 2014. Contact information for the corporation and the firm is as follows:

GVP Ventures, Inc. OR Bob Murray & Associates
1544 Eureka Road, Ste. 280
Roseville, CA 95661
(916) 784-9080
apply@bobmurrayassoc.com

Our corporation and firm are financially sound (and have been so since 2000), with documentation from our accountant available to your organization prior to final execution of a professional service agreement. We have never been involved in any litigation, aside from our personnel serving as expert witnesses when called to do so.

PROFESSIONAL ASSOCIATIONS

Our firm, represented by either our President or our Executive Vice President, are involved in the following organizations to remain engaged with current and future issues relevant to the work we conduct on behalf of clients like Santa Ana Watershed Project Authority (SAWPA):

- California Special Districts Association – *Member*
- California City Management Foundation (CCMF) – *Member*
- International City/County Management Association (ICMA) – *Member*
- League of California Cities – *League Partner*
- League of Women in Government – *Sponsor/Member*
- Municipal Management Association of Northern California (MMANC) – *Sponsor/Member*
- Municipal Management Association of Southern California (MMASC) – *Sponsor/Member*
- National Forum for Black Public Administrators (NFBPA) – *Committee member for Marketing and Branding*

Members of our leadership team not only attend events sponsored by these associations but are also frequently called upon to serve as panel members and to provide specialized lectures regarding industry-specific issues.

Recent and upcoming speaking engagements and trainings provided by our staff include:

- “Role of the Chief” class, presented by Joel Bryden on behalf of the California Police Chiefs Association
- Organization of Latino Affairs invited speaker, Valerie Phillips for Hispanic Heritage Month; and
- “The Next Step on Your Career Ladder: A Rung Up or a Missed Step? What City Managers are Seeking to Create a Dream Team,” Bob Murray & Associates is a leading participant on the MMANC 2019 Conference Panel

REFERENCES

Clients and candidates are the best testament to our ability to conduct quality searches. Clients for whom Bob Murray & Associates has recently conducted similar searches are listed below:

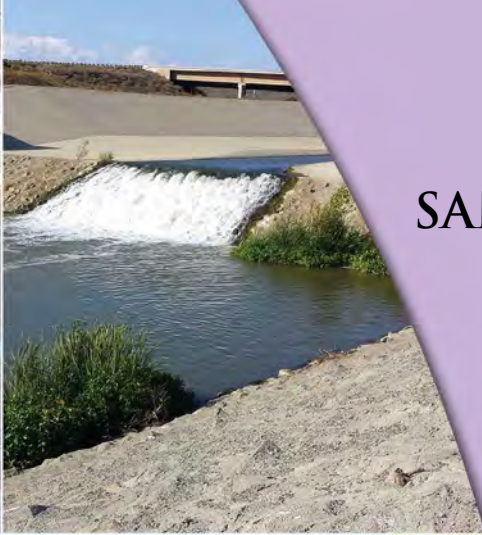
CLIENT: Rancho Simi Recreation and Park District, CA
POSITION: General Manager
REFERENCE: Ms. Theresa Pennington, Director of Administration
(805) 584-4417

CLIENT: Santa Clarita Valley Water Agency
POSITION: Assistant General Manager
REFERENCE: Mr. Matt Stone, General Manager
(661) 297-1600

CLIENT: Sweetwater Authority, CA
POSITION: Director of Distribution
REFERENCE: Ms. Tish Berge, General Manager
(619) 420-1413

We appreciate the Santa Ana Watershed Project Authority (SAWPA)'s consideration of our proposal and look forward to working with you.





SANTA ANA WATERSHED PROJECT AUTHORITY

INVITES YOUR
INTEREST IN
THE POSITION OF

GENERAL MANAGER



THE ORGANIZATION

The Santa Ana Watershed Project Authority (SAWPA) is a Joint Powers Authority with five member agencies: Eastern Municipal Water District, Inland Empire Utilities Agency, Orange County Water District, San Bernardino Valley Municipal Water District, and Western Municipal Water District.

Formed in 1968, SAWPA is a utility that which owns and operates the Inland Empire Brine Line, a 73-mile brine collection system responsible for the daily removal of over 500,000 pounds of salt, ensuring the highest and best use of groundwater resources and an expanded ability to reclaim water, providing economic benefit and retaining numerous local jobs. SAWPA administers the One Water One Watershed Program, an integrated regional water management plan envisioning a sustainable Santa Ana River Watershed that is drought resilient, salt-balanced and supportive of social, economic, and environmental vitality by 2035. Over the past 10 years, SAWPA has worked collaboratively to secure water bonds and IRWM grant funding totaling over \$250 million within the watershed. SAWPA also governs several Roundtables, collaborative forums addressing the region's water resource challenges including implementing TMDLs, Forest First, water/energy program and other regional partnerships. SAWPA's FYE 2018 budget is projected to be \$39,761,000.

The Santa Ana River Watershed, with over 6 million people, spans approximately 2,840 square miles and covers portions of San Bernardino, Riverside, and Orange Counties, and a small area of Los Angeles County. SAWPA has created the framework to select the best multi-benefit projects resulting in the completion of 50 projects valued at over \$860 Million throughout the watershed, providing 342,000 acre-feet of new water annually. The Santa Ana River Watershed has, perhaps, the most comprehensive water quality protection program of any watershed in the country due to the ongoing interest and participation of SAWPA, its member agencies, and the Regional Water Quality Control Board. The basin plans for water quality protection that have now become the standard for California were developed in the 1970s with the assistance of SAWPA. Since its inception, SAWPA has partnered with the

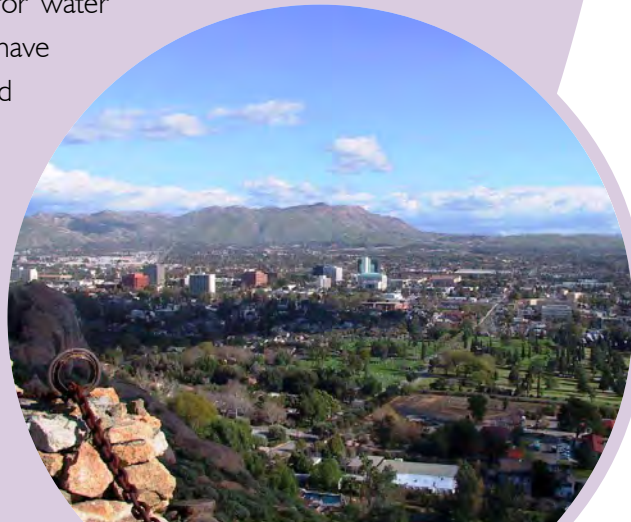
The Santa Ana River Watershed spans approximately 2,840 square miles and covers portions of San Bernardino, Riverside, and Orange Counties, and a small area of Los Angeles County.

Regional Board on numerous collaborative efforts.

SAWPA is well suited to address complex issues in the Santa Ana River Watershed due to its 49-year history in leading and governing numerous collaborative efforts working closely with Federal, State, and local agencies to obtain positive results relating to a variety of complex, sometimes controversial, water resource projects and programs. Utilizing the capable skills of SAWPA's staff, multi-agency agreements, consultant contracts, and facilitated discussions, SAWPA's successful programs and projects represent the best in collaboration, information, and data management.

THE POSITION

The General Manager, under policy direction of the SAWPA Commission is tasked to serve as Chief Executive Officer; to act as the agent of the Commission in the planning, organizing, directing, and coordination of activities related to complex water, wastewater, water reclamation, and environmental issues in the Santa Ana Watershed; to assess and direct the technical, managerial, financial, organizational, operational, political, and public relations activities of SAWPA; to provide leadership in building consensus among the member agencies, public interest groups, and other Federal, State, and local agencies in resolving watershed related issues; and to effectively analyze, communicate, and prepare recommendations for the Commission's consideration.



In this role, the General Manager is expected to be a thoughtful [or reasoned or deliberative] leader through dealings with other governmental agencies, private firms, citizen groups, and members of the general public. The duties include negotiating certain contracts with subcontractors and consultants utilized to provide special services for the Agency. In addition, the General Manager is responsible for carrying out the instructions of the Commission by assigning tasks and holding accountable those to whom assignments are delegated; providing general direction to the design, construction, operation, and maintenance of Agency facilities; and directing the development and administration of the Agency's budget – making recommendations for projects to be included in the expenditure plan.



The General Manager is responsible for establishing and monitoring an ongoing succession planning process, which includes hiring, training, nurturing, coaching, and mentoring staff in order to promote career growth among direct reports and associates by providing growth opportunities to develop beyond current responsibilities. The General Manager is the role model for the enterprise with respect to integrity.

THE IDEAL CANDIDATE

The Santa Ana Watershed Project Authority is seeking a General Manager who is an effective leader, a proven manager, and a diplomatic individual with exceptional interpersonal skills. A viable candidate would have a strong ethical commitment, a high level of personal integrity, sound judgment, and quality decision making skills. The Commission is seeking a seasoned professional with the ability to think and solve problems at a systems level. Candidates with a proven professional track record for utilizing interpersonal strengths and versatile communication styles to build rapport and influence strategic change will be valued. Attention to detail is imperative, as is neutral treatment amongst the member agencies. The General Manager should have the ability to interact and coordinate with Federal, State, and local agencies and

maintain open interagency relations. The ideal candidate will be confident when challenges are presented and perform well under pressure. Strong verbal and written skills are mandatory. An innovative and forward-thinking problem solver who has the ability to build and inspire the confidence of strong teams will be valued. The individual must demonstrate the ability to maintain a positive and focused attitude, work with the managers of the participating agencies, and act in the best interest of SAWPA and those agencies, collectively. The ideal candidate will be a capable, consensus-building individual with strength, tact, and administrative know-how. Transparency with and inclusivity of all stakeholders is essential.

Any combination of experience, education, and training that would provide the required knowledge, skills, and abilities will be considered. A typical way to obtain the knowledge, skills, and abilities would be twelve (12) years of successful progressively responsible executive or senior level management experience, preferably in a water, wastewater, and/or water resources environment, along with the equivalent to a Bachelor's degree from an accredited college or university with major course work in planning, engineering, environmental science, public administration, or a related field. A Master's degree is preferred.

A viable candidate would have a strong ethical commitment, a high level of personal integrity, sound judgment, and quality decision making skills.

THE COMPENSATION

The annual salary range for this position is open, competitive, and dependent on the qualifications and experience of the individual selected. A comprehensive General Manager benefits package is also offered which includes:

- Your choice of Medical Plans for you, your spouse, and your dependents, the cost of which is paid by the agency up to pre-designated limits.
 - o Anthem Blue Cross Prudent Buyer Classic (PPO)
 - o Anthem Blue Cross California Care (HMO)
 - o Kaiser Permanente
- Delta Dental Premier/DPO Plan for you, your spouse, and your dependents
- Vision Services Plan for you, your spouse, and your dependents
- Employee Assistance Program
- Life Insurance (2x your annual salary), up to \$250,000
- Long-term Disability Insurance at 66 2/3% of your monthly salary
- State Disability Insurance
- CalPERS
 - o Classic Members [2% @ 55] (Currently, 2.8% of 7% contribution is paid by employee; annual 1.40% increases thru 2020)
 - o New Members [2% @ 62] (share 50% of normal cost)
- Educational Reimbursement (up to \$1,400 per calendar year)
- Employee Wellness Program Reimbursement (up to \$125 per fiscal year)
- 10 Holidays per year, plus one floating holiday
- Vacation ranging from 12-22 days per year dependent upon years employed
- Sick Leave – 108 hours per year
- Management Leave – 40 hours per calendar year
- 401a Plan – mandatory 4% contribution (no match)
- SAWPA participates in Social Security
- 9/80 work schedule



Optional benefits paid in full by employee: deferred compensation/457 Plan, PERS Long-term Care insurance, additional Life, ADD, LTD, and dependent life insurance, pre-tax Flexible Spending and Child Care reimbursement accounts, and Pre-tax Accident and Wellness insurance.

TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.bobmurrayassoc.com to apply online.

**Filing Deadline:
July 20, 2017**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the Santa Ana Watershed Project Authority Commission. Candidates will be advised of the status of the recruitment following selection of the General Manager.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:
(916) 784-9080



COMMISSION MEMORANDUM NO. 2020.64

DATE: October 6, 2020
TO: SAWPA Commission
SUBJECT: Contract Amendment | Rich Haller
PREPARED BY: Rich Haller, General Manager

RECOMMENDATION

That the Commission approve the Second Amendment to Employment Agreement between the Santa Ana Watershed Project Authority and Rich Haller (Second Amendment) and authorize the Commission Chair to execute the Second Amendment.

DISCUSSION

Rich Haller has provided notice that he is resigning his position as General Manager of SAWPA, effective March 26, 2021. On September 15, 2020, the SAWPA Commission accepted the resignation under the terms set forth in the attached Second Amendment.

RESOURCE IMPACTS

None.

Attachment:

1. Second Amendment to Employment Agreement between the Santa Ana Watershed Project Authority and Rich Haller

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

BETWEEN

SANTA ANA WATERSHED PROJECT AUTHORITY AND RICH HALLER

This Second Amendment to Employment Agreement shall amend that certain Employment Agreement dated September 19, 2017, between SANTA ANA WATERSHED PROJECT AUTHORITY (“SAWPA) and RICH HALLER (“Haller”). Haller has provided notice to SAWPA that he is resigning his position as General Manager of SAWPA, effective March 26, 2021. At its meeting held September 15, 2020, the Board accepted Haller’s resignation under the following terms:

1. Haller’s last day of employment will be March 26, 2021.

2. Haller’s last day of regular attendance at the SAWPA offices will be January 1, 2021. Thereafter, Haller will be available as needed to provide support to SAWPA’s new Interim General Manager or new General Manager. Note these dates may be subject to further change based on Haller’s health.

Executed as of October ____, 2020.

HALLER

SAWPA

By: _____
Rich Haller, General Manager
SAWPA

By: _____
David J. Slawson, Chair
SAWPA Board of Commissioners

COMMISSION MEMORANDUM NO. 2020.62

DATE: October 6, 2020
TO: SAWPA Commission
SUBJECT: 2021 Medical Insurance Cap
PREPARED BY: Richard E. Haller, General Manager

RECOMMENDATION

It is recommended that the Commission direct staff to adjust the medical insurance cap from \$1,781.93 to \$1,944.00 which reflects the ACWA/JPIA 2021 Kaiser Family Plan rate.

DISCUSSION

Historically, SAWPA has set the medical insurance cap to the lower of the Kaiser or Blue Cross family rate. The current medical insurance cap is \$1,781.93. Past medical insurance cap increases since 2017 have been 2.4%, 12.97%, 2.6%, and 2.8%; the 2021 increase is 9.0%.

Applicable ACWA/JPIA 2021 Medical Plan Rates in the *Other Southern California* region are as follows¹:

Anthem Blue Cross [Classic PPO] Family Rate:	\$2,276.03 ¹
Anthem Blue Cross [CalCare HMO] Family Rate:	\$2,353.46 ¹
Kaiser [HMO with Chiro]:	\$1,994.00

¹ Reflects -4% incentive rate. Incentive rate applies only to Anthem plans.

For your reference, attached is the ACWA JPIA 2021 Medical Plan Monthly Rates sheet for the *Other Southern California* region, as well as for 2020.

CRITICAL SUCCESS FACTORS

- By providing competitive employee benefits, SAWPA can continue to maintain a strong reputation as a watershed-wide, knowledgeable, neutral and trusted facilitator, leader, and administrator of contracted activities.
- Adequate professional staff and resources to effectively provide facilitation, management, administrative and technical support to collaborative work efforts.

RESOURCE IMPACTS

There are sufficient funds in the FY 2020-21 Budget to cover the increase from the current medical insurance cap of \$1,781.93 to the proposed medical insurance cap of \$1,994.00.

Attachment:

1. 2021 ACWA JPIA Medical Plan Monthly Rates (*Other Southern California* region)
2. 2020 ACWA JPIA Medical Plan Monthly Rates (*Other Southern California* region)

ACWA JPIA 2021 Medical Plan Monthly Rates

OTHER SOUTHERN CALIFORNIA

Fresno, Imperial, Inyo, Kern, Kings, Madera, Orange, Riverside, San Diego, San Luis Obispo, Santa Barbara & Tulare Counties

Anthem Blue Cross	Standard Rates			Incentive Rates (-4%)			Change to Rates
	Single	Two-Party	Family	Single	Two-Party	Family	
Classic PPO	894.67	1,789.33	2,370.86	858.88	1,717.76	2,276.03	-0.2%
Classic PPO, Retired w/Medicare	570.23	1,140.46	1,755.31	547.42	1,094.85	1,685.09	-0.2%
Advantage PPO	787.31	1,574.61	2,086.36	755.81	1,511.63	2,002.91	2.1%
Advantage PPO, Retired w/Medicare	501.80	1,003.61	1,544.67	481.73	963.46	1,482.88	2.1%
Consumer Driven Health Plan (CDHP)	715.73	1,431.47	1,896.69	687.10	1,374.21	1,820.82	-0.2%
CDHP, Retired w/Medicare	456.19	912.37	1,404.25	437.94	875.88	1,348.08	-0.2%
CalCare HMO	925.10	1,850.21	2,451.52	888.10	1,776.20	2,353.46	7.6%
CalCare HMO, Retired w/Medicare	649.52	1,299.04	1,993.21	623.54	1,247.08	1,913.48	7.6%
Value HMO	852.02	1,704.04	2,257.85	817.94	1,635.88	2,167.54	7.6%
Value HMO, Retired w/Medicare	598.48	1,196.96	1,836.20	574.54	1,149.08	1,762.75	7.6%
Kaiser	Kaiser South			Kaiser North (Fresno area, zip based)			Change
HMO with Chiro	697.92	1,378.84	1,944.00	830.70	1,644.40	2,319.78	9.0%
HMO with Chiro & Optical	710.78	1,404.56	1,980.40	845.40	1,673.80	2,361.38	9.0%
Value HMO with Chiro	637.90	1,258.80	1,774.16	767.92	1,518.84	2,142.10	9.0%
Consumer Driven Health Plan	500.08	983.16	1,384.12	629.82	1,242.64	1,751.28	9.0%
Senior Advantage with Chiro	193.74	370.48	935.64	309.32	601.64	1,277.02	-6.2%

If you have questions or would like more information please email benefits@acwajpia.com.

Revised 7/29/2020

ACWA JPIA 2020 Medical Plan Monthly Rates

OTHER SOUTHERN CALIFORNIA

Fresno, Imperial, Inyo, Kern, Kings, Madera, Orange, Riverside, San Diego, San Luis Obispo, Santa Barbara & Tulare Counties

Anthem Blue Cross	Standard Rates			Incentive Rates (-4%)			Change to EE Tier	
	Single	Two-Party	Family	Single	Two-Party	Family		
Classic PPO	896.49	1,792.97	2,375.69	860.63	1,721.25	2,280.66	0.1%	
Classic PPO, Retired w/Medicare	571.39	1,142.78	1,758.88	548.54	1,097.07	1,688.52	0.1%	
Advantage PPO	770.98	1,541.95	2,043.09	740.14	1,480.28	1,961.37	2.3%	
Advantage PPO, Retired w/Medicare	491.40	982.79	1,512.63	471.74	943.48	1,452.13	2.2%	
Consumer Driven Health Plan (CDHP)	717.19	1,434.38	1,900.55	688.50	1,377.00	1,824.53	-0.1%	
CDHP, Retired w/Medicare	457.11	914.23	1,407.10	438.83	877.66	1,350.82	-0.3%	
CalCare HMO	859.74	1,719.48	2,278.31	825.35	1,650.70	2,187.18	8.8%	
CalCare HMO, Retired w/Medicare	603.63	1,207.26	1,852.38	579.48	1,158.97	1,778.29	8.8%	
Value HMO	791.82	1,583.64	2,098.33	760.15	1,520.30	2,014.39	8.8%	
Value HMO, Retired w/Medicare	556.19	1,112.39	1,706.46	533.95	1,067.89	1,638.21	8.8%	
Kaiser	Kaiser South			Kaiser North (Fresno area, zip based)			South	North
HMO with Chiro	640.65	1,264.30	1,781.93	762.21	1,507.42	2,125.95	2.8%	2.6%
HMO with Chiro & Optical	652.42	1,287.84	1,815.23	775.67	1,534.34	2,164.05	2.8%	2.6%
Value HMO with Chiro	585.66	1,154.32	1,626.31	704.70	1,392.40	1,963.20	2.9%	2.7%
Consumer Driven Health Plan	459.31	901.62	1,268.74	578.08	1,139.16	1,604.86	3.3%	2.9%
Senior Advantage with Chiro	206.04	395.08	912.71	329.67	642.34	1,272.05	5.6%	4.3%

If you have questions or would like more information please email benefits@acwajpia.com.

Revised 7/26/2019

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COMMISSION MEMORANDUM NO. 2020.63

DATE: October 6, 2020
TO: SAWPA Commission
SUBJECT: Legal Scope of Services, Costs for FYs 2020 and 2021
PREPARED BY: Rich Haller, General Manager

RECOMMENDATION

That the Commission receive and file an update on legal services (scope of work, costs) completed during FY 2020 and projected for FY 2021.

DISCUSSION

On September 3, 2019, the Commission approved the following motion:

Retain in-house General Counsel, approve Option 2 for consultant provided legal services supplementing in-house General Counsel, authorize the General Manager to execute an Agreement for Services with Lagerlof Senecal Gosney & Kruse LLP, and direct the General Manager to develop a work plan to identify specific work and required level of effort.

Option 1 was described as:

“Consultant-provided legal services, inclusive of the role of SAWPA General Counsel”.

Option 2 was described as:

“Consultant-provided legal services supplementing in-house General Counsel (current approach)”.

Please note that in September 2019, the General Manager’s approval authority was \$50,000; the approval authority was increased to \$100,000 on February 18, 2020.

On December 11, 2019, the position of SAWPA Executive Counsel was eliminated reducing SAWPA payroll by \$163,785 for remainder of FY 2020 and \$313,590 in FY 2021. After December 11, 2019, all legal services were contracted.

FY 2020 expenses were as follows:

Fund 100		Billed FY 2020
LSGK100-01	Update Procurement Policy	7,956.25
LSGK100-02	Update Employee Handbook	9,380.00
LSGK100-02 CO	Ongoing Personnel Matters	3,126.00

Fund 100		Billed FY 2020
LSGK100-03	Miscellaneous Tasks	10,318.00
LSGK100-04	General Legal Services	5,011.00
LSGK100-05	Meeting Attendance/Agenda Packet Review	16,549.00
LSGK100-06	JPA Agreement Restatement	3,718.50
LSGK100-07	Claims	2,971.75
		59,030.50
Fund 240		
LSGK240-01	Update Draft Ordinance 9 Enforcement Response Plan	8,710.00
LSGK240-01 CO	Review Construction Documents Reach IV	670.00
		9,380.00
	TOTAL LEGAL CONSULTANT SERVICES FY 2020	68,410.00

The Legal Consultant is paid for the time spent working on SAWPA issues (total hours well below full time or 40 hours per week) resulting in an approximate savings of \$95,375 for FY 2020. Further, work performed by the consultant has been timely and of superior quality.

For FY 2021, Legal Consultant services are budgeted to be \$139,293.00. This results in a savings of \$174,297.00 for legal services in FY 2021.

RESOURCE IMPACTS

Legal costs are budgeted in Fund 100 General Operations or the specific project such as Fund 240 Brine Line.

Attachments:-None.