

AGENDA FOR A COMMITTEE MEETING OF THE BOARD OF DIRECTORS
OF THE VALLECITOS WATER DISTRICT
MONDAY, MARCH 1, 2010, AT 12:00 P.M.
AT THE DISTRICT OFFICE
201 VALLECITOS DE ORO, SAN MARCOS, CALIFORNIA

CALL TO ORDER – PRESIDENT FERGUSON

PLEDGE OF ALLEGIANCE – DIRECTOR HANNAN

ROLL CALL

ORAL COMMUNICATIONS

Persons wishing to address a matter not on the Agenda may be heard at this time; however, no action will be taken until the matter is placed on a future agenda in accordance with Board policy.

ITEMS FOR DISCUSSION

1. REVIEW OF DRAFT UPDATED EMPLOYEE HANDBOOK
2. PRESENTATION ON VALLECITOS WATER DISTRICT REORGANIZATION

*****END OF DISCUSSION ITEMS*****

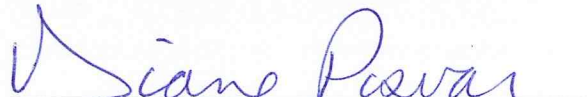
OTHER BUSINESS

*****END OF OTHER BUSINESS*****

If you have any disability which would require accommodation in order to enable you to participate in this meeting, please call the Executive Secretary at 760.744.0460 ext. 261 at least 48 hours prior to the meeting.

AFFIDAVIT OF POSTING

I, Diane Posvar, Administrative Secretary of the Vallecitos Water District, hereby certify that I caused the posting of this Agenda in the outside display case at the District office, 201 Vallecitos de Oro, San Marcos, California by 12:00 p.m., Thursday, February 25, 2010.



Diane Posvar

MINUTES OF THE COMMITTEE MEETING OF THE BOARD OF DIRECTORS
OF THE VALLECITOS WATER DISTRICT
MONDAY, MARCH 1, 2010, AT 12:00 PM AT THE DISTRICT OFFICE,
201 VALLECITOS DE ORO, SAN MARCOS, CALIFORNIA

President Ferguson called the Committee meeting to order at the hour of 12:00 p.m.

Director Hannan led the pledge of allegiance.

Present: Director Ferguson
Director Gentry
Director Hannan
Director Poltl
Director Shell

Staff Present: General Manager Lamb
Legal Counsel Jackson
Director of Finance Scaglione
Director of Human Resources Caudle
Engineering Manager Gerdes
Operations & Maintenance Manager Arrant
Administrative Secretary Posvar

ORAL COMMUNICATIONS

None.

COMMITTEE ITEMS

REVIEW OF DRAFT UPDATED EMPLOYEE HANDBOOK

Director of Human Resources Caudle presented and reviewed all proposed changes to the revised draft employee handbook. The proposed document has been reviewed by management and legal counsel.

Brief, general discussion took place.

This item was presented for information and will be presented to the Board for consideration and approval at the regular Board meeting scheduled on March 17, 2010.

PRESENTATION ON VALLECITOS WATER DISTRICT REORGANIZATION

General Manager Lamb reported that the current organizational structure is based upon a reorganization approved by the Board of Directors on November 10, 2008. The proposed reorganization furthers the Board's desire for cost efficiency while maintaining adequate staffing for efficient operation of the District which can be met through the following goals: 1) centralize employees that provide general support services under one Department; 2) ensure reasonable ratio of managers/supervisors/staff; and, 3) verify the need for current and future positions. One goal of this reorganization is to centralize employees who provide internal support to all departments, i.e. Information

Technology, Public Information/Conservation, Safety, Risk Management, Human Resources, administrative support, etc.

The proposed reorganization considers the number of managers and supervisors as well as the ratio of managers/supervisors/employees. A supervisor/employee ratio of 5 or 6 to 1 is a reasonable ratio to ensure proper supervision, however, ratios can be higher dependent upon the positions. This structure more fully utilizes the expertise and abilities of the existing managers and supervisors without sacrificing efficiency or placing an undue burden on any department.

The proposed reorganization will result in a reduction in annual operating costs of approximately \$225,000.

General Manager Lamb reviewed and discussed all changes in the proposed District reorganization. Brief, general discussion followed.

This item was for information and will be presented to the Board for consideration and approval at the regular Board meeting scheduled on March 17, 2010.

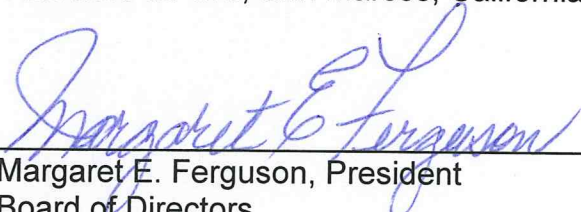
OTHER BUSINESS

None.

ADJOURNMENT

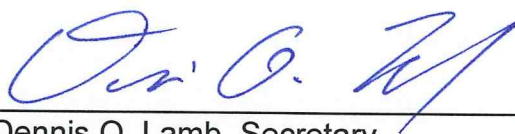
There being no further business to discuss, President Ferguson adjourned the Board Committee meeting at the hour of 1:05 p.m.

A Regular Meeting of the Vallecitos Water District Board of Directors has been scheduled for Wednesday, March 3, 2010, at 4:00 p.m. at the District office, 201 Vallecitos de Oro, San Marcos, California.



Margaret E. Ferguson, President
Board of Directors
Vallecitos Water District

ATTEST:



Dennis O. Lamb, Secretary
Board of Directors
Vallecitos Water District