

MINUTES

Special Meeting of the Board of Directors
Cameron Park Community Services District
2502 Country Club Drive, Cameron Park, California

Monday, November 22, 2010 at 7:00 PM

Board of Directors

DALE GERGER, President
VALERIE SALTZEN COZE, Vice President
Directors, ALAN CLARKE, RICHARD GREEN, and DAVID JOHNSON



CALL TO ORDER: The meeting was called to order by President Gerger at 7:02 p.m.

1. **PLEDGE OF ALLEGIANCE**

2. **ROLL CALL Present:** Directors: Gerger, Coze, Clarke, Green, and Johnson

3. **APPROVAL OF AGENDA**

Action: Approve agenda. Ayes—DJ, RG, DG, AC Abstain—VC due to uncertainty that Government Code §54957 applied to Closed Session item 1.

Public comment provided:

Cameron Park resident Bill Carey commented that the best thing the board has done was to hire the general manager. He asked how the board could give the general manager the six-month evaluation 22 days past the day that it was due according to the contract. President Gerger answered that the board can do an evaluation whenever it wants because the general manager is an at-will employee. Vice President Saltzen Coze answered that putting the date into the contract was a mistake because other factors are involved with holding a meeting of the board. There are a variety of options that the general manager can take if he chooses. Director Green stated that he disagreed that it was a mistake to list the date of November 1st because it is a part of checks and balances. He noted that on June 5, 2010, General Manager Fred Smith sent the board a list of goals and objectives as a part of his agreement. President Gerger stated that the board is scheduled to go into closed session and that the public can continue comments during the appropriate time on the agenda. Vice President Saltzen Coze interjected and stated that she and Director Green are addressing two separate issues—the system of checks and balances is needed, but procedure and policy was not there to back up the date spelled out. Mr. Carey added that the board should give the general manager a chance before attacking him for every little thing he does wrong.

Cameron Park resident Barbara Rogers asked Director Coze why she abstained regarding item 1 in closed session. Vice President Saltzen Coze responded that she has not had a report and recommendation on the applicability of Government Code §54957. Ms. Rogers stated that she talked to her contacts in local government and, if the item is purely over whether the general manager had the right to fill a receptionist spot, the government code does not apply. If there was a formal grievance then it would apply. She stated that as she understood, the District had a receptionist—Mary Massey—and if Mary Massey is no longer the receptionist, then who gave who the authority to reclassify her into another position in the absence of a general manager. She stated that the item is not about a person, it is about a position. She continued to give examples as to why the item should not be in closed session.

General Manager Fred Smith answered that the board put the item into open session and the Union Representative advised the board that it had to go into closed session because it affected an individual. Ms. Rogers stated that she disagreed with the Union Representative. General Manager Fred Smith responded that his interpretation of the board's

desire was that certain directors would like the discussion in open session but it is a sensitive issue due to the individual in the current position as well as other administrative staff members. The Union is trying to do what is right by every staff member and the board has decided to follow the Union's advice. He offered to provide the letter from the Union. He suggested comments be provided after the board reports out of closed session. Ms. Rogers stated that the comments are part of her way of protecting General Manager Fred Smith because she's tired of seeing general managers beat up in the District. She answered that she has many questions about the number of people who have been hired including part time and full time individuals and she also requested an organizational chart. General Manager Fred Smith added that the board needs to be given the opportunity to follow the advice of the Union and discuss the item in closed session.

CLOSED SESSION: The Board adjourned to Closed Session at 7:20 pm to discuss the following items:

1. **NEW STAFF POSITION:** Discussion of confidential personnel matter pursuant to Government Code §54957.
2. **GENERAL MANAGER'S EVALUATION:** Discussion of confidential personnel matter pursuant to Government Code §54957.5.

BOARD RECONVENED TO OPEN SESSION AT 10:12 PM AND REPORTED OUT OF CLOSED SESSION:

Motion made to record closed session failed. Ayes—VC, RG Noes—DG, DJ Abstain—AC

Item 1: Abolish Admin Assistant position; create Office Assistant/Customer Service position. Ayes—RG, DJ, DG, VC, AC

Item 2: Directors reviewed the general manager's evaluation. Finalized reviews will be submitted and collated tomorrow and a review will be held with the general manager on Wednesday, November 24th.

OPEN FORUM: None.

1. **FIRST QUARTER FORECAST BUDGET 2010/2011:** This item was presented to the Budget & Administration Committee on November 8, 2010. The Committee forwarded it to the full board for approval.
Action: Approve first quarter forecast budget for Administration, Fire, Parks, Recreation, and Community Center reflecting the staffing changes per closed session. Ayes—VC, AC, DG, RG, DJ

MATTERS TO AND FROM DIRECTORS: None.

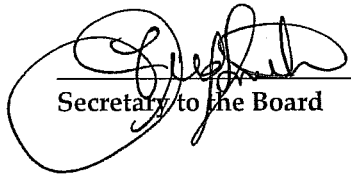
ADJOURNMENT: Meeting adjourned at 10:16 pm – Approved. Ayes – DJ, DG, VC, RG, AC

Attest:

December 15, 2010



President, Board of Directors



Secretary to the Board