

**MINUTES OF SPECIAL MEETING OF THE
BOARD OF DIRECTORS OF THE
LATHROP IRRIGATION DISTRICT**

The Regular Meeting of the Board of Directors of the Lathrop Irrigation District convened on Wednesday, January 22, 2025, at 4:00 p.m. at 1235 Academy Dr, Lathrop, California. The meeting was noticed as an optional online meeting for members of the public and staff.

| | |
|-----------------------------|--|
| Board of Directors Present: | Juan Vega, Ravi Kotecha & Michael Dell'Osso |
| Directors Absent: | N/A |
| Also Present: | Curtis Bryant, Marylou Enriquez, and Erik Jones (Brian Biering) & Shellie Anderson (Bryce Consulting). |
| Public Present: | None |

There being a quorum present, the meeting was declared in order by Director Vega at 4:03 PM.

PUBLIC COMMENT: None

APPROVAL OF THE MINUTES OF December 12, 2024, Regular Board Meeting: Director Kotecha made a motion to approve the minutes as amended, and the motion was seconded by President Vega. The motion was approved on a vote of 2-0. Director Dell'Osso was not present at meeting on December 12, 2024.

STAFF REPORTS:

- a. Mr. Bryant provided an update Mainspring Generator. 8-10 fully commissioned. There is problem with gas flow. Will be asking for permission to Run. PG&E Needs to change valve, no production yet.
- b. Mr. Jones sent documents to Brian and his office to complete the binder. Brian advised they are still working on it, and should be ready by next board meeting.
- c. Mr. Jones provided copy of board meeting schedule
- d. The board of directors agreed on accepting Phase 2 Mira Red Lines from Mr. Bearing. Going to accept and send back to River Islands for review.
- e. Mr. Bryant provided brief statement on transition plan for Mr. Jones. Mr. Bryant, stated Mr. Jones and him will get together and have a finalized transition plan by next board meeting. Mr. Bryant stated Mr. Jones is doing about 95% of the job. Currently works with Mr. Jones daily, and feels comfortable doing most job tasks as of now. Mr. Bryant also briefly discussed adding to office staff and hiring accountant.

- f. Mr. Jones provided resumes for both accounting candidates. Briefly discussed background for both candidates. Discussed pros and cons regarding location and accessibility. After the board of directors reviewed resumes, they decided to go with Lyndsay George CPA, who will begin at the end of month or early February.
- g. Shellie Anderson from Bryce Consulting provided Survey Presentation regarding findings. Director Vega wants to address "Customer Service Entry Level" position aggressively. Percentages were within range of findings, except Assistant GM position and Customer service Entry level. Director Vega suggested building out salary scale with steps and see where employees stand when it comes time for reviews. Director Vega also suggested looking into incentive programs.

REVIEW OF MOU AGREEMENT FOR COLA WITH SALARY SURVEY: Board of directors suggested if its more than 5% you won't get that until following year. If you are paid under market, you will be brought up to market. Director Vega suggested creating an MOU and salary scale, sooner than later. Also agreed on having salary survey every 4 years.

REVIEW DRAFT OF PAYCHEX EMPLOYEE HANDBOOK: Mr. Bryant brought up vacation for field staff and "DIR". Director Kotecha suggested not changing anything for current employees. Director Vega suggested to forget DIR and the word "UNION". Director Vega stated field employees should follow a pay structure like all employees, eventually address stand by pay, possibly have apprenticeship for different levels for Field Personnel.

REVIEW OF THE BRYANT CONSULTING AGREEMENT: Mr. Bryant will have something more defined next board meeting. Mr. Bryant stated his consulting agreement will be based on how much Mr. Jones will need help on. Mr. Bryant stated at this time he doesn't know what Mr. Jones will need help on until issue arises.

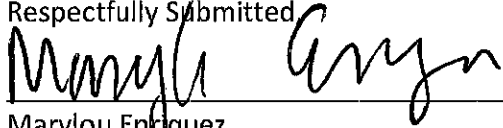
DISTRICT ENGINEERS REPORT: Mr. Jones stated there's not much of an update. Currently Mr. Belloci our Engineer is pushing for more maintenance on equipment. Will start tracking for records, can't touch until T3 lineup goes live.

TREASURES REPORT: Mr. Jones presented Treasures report. Energy purchases down by 35%. Director Dell' Osso made a motion to approve, and the motion was seconded by President Vega. The motion was approved on a vote of 3-0.

OTHER BUSINESS: Director Kotecha asked about LID moving offices. Mr. Bryant stated he presented future plans to Susan Dell' Osso and will touch bases with her on meeting he has with her following Monday January 27th.

ADJOURNMENT: The meeting was adjourned at 5:57 PM on a motion made by Director Kotecha and seconded by President Vega, the motion passed with a 3-0 vote. The next meeting is on February 26, 2025.

Respectfully Submitted

A handwritten signature in black ink, appearing to read "Marylou Enriquez", written over a horizontal line.

Marylou Enriquez
Secretary / Treasurer