



TAHOE-TRUCKEE SANITATION AGENCY

A Public Agency
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Directors

Blake Tresan: President
Scott Wilson: Vice President
Dale Cox
Dan Wilkins
David Smelser
General Manager
Richard Pallante

BOARD OF DIRECTORS REGULAR MEETING MINUTES

March 20, 2024

I. Call to Order

President Tresan called the regular meeting of the Tahoe-Truckee Sanitation Agency Board of Directors to order at 9:00 A.M. Roll Call and Pledge of Allegiance followed.

Directors Present: Blake Tresan, TSD
Scott Wilson, NTPUD
Dan Wilkins, TCPUD
Dale Cox, OVPSD (via teleconference)
David Smelser, ASCWD

Staff Present: Richard Pallante, General Manager
Roshelle Chavez, Executive Assistant/Board Clerk
Vicky Lufrano, Human Resources Administrator
Michael Peak, Operations Manager
Paul Shouse, Maintenance Manager
Jason Hays, Technical Services Manager
Michelle Mackey-Adams, Accounting Supervisor
Andrew Ramos, Agency Counsel (via teleconference)
Greg O'Hair, Chief Plant Operator
Brandon Dimond, Operations Supervisor
Collin Fisher, Operations Shift Supervisor
Dan Underwood, Operations Department
Daniel Robenko, Operations Department,
Joel Oberly, Operations Department,
Luke Swann, IT Supervisor
Scott Fleming, Senior Engineer
Trevor Shamblin, Engineering Department
Kristin Davis, Laboratory
Kristin Schrandt, Laboratory
Tanner McGinnis, Maintenance Supervisor
Jeff Navarete, Maintenance Department
Justin Parrish, Maintenance Department
Jaime Garcia, Maintenance Department
Soraya Bedout-Morz, Maintenance Department
Jesus Zarate, Maintenance Department
Ryan Schultz, E&I Supervisor
Dean Haines, Maintenance Department
Tobin Fuchs, Maintenance Department
Dawn Davis, Administrative Department
Celeste Graves, Administrative Department
Kayle Ohle, Administrative Department
Kevin Demm, Administrative Department

Consultants Present: Lizz Cook, Boucher Law
Georg Krammer, Gallagher Consulting Company
Uday Sant, Brown and Caldwell
Colin Casey, Brown and Caldwell

Public Present: None

II. Public Comment

There was no public comment. No action was taken by the Board.

III. Consent Agenda

1. Approval of the minutes of the Regular Board meeting on February 21st, 2024
2. Ratification of approval of General Fund Warrants

MOTION by Director Wilkins **SECOND** by Director Wilson to approve the Consent Agenda; unanimously approved.

The Board approved the motion by the following roll call vote:

AYES: Directors Cox, Wilson, Smelser, Wilkins, and President Tresan.
NOES: None.
ABSENT: None.
ABSTAIN: None.

Motion approved.

IV. Regular Agenda

1. Discussion Ratification and Review of the Financial Statements

Director Wilkins arrived at 9:13 a.m.

The Board approved the motion by the following roll call vote:

MOTION by Director Wilson **SECOND** by Director Smelser to approve the Ratification of the Financial Statements; unanimously approved.

The Board approved the motion by the following roll call vote:

AYES: Directors Cox, Wilson, Smelser, Wilkins, and President Tresan.
NOES: None.
ABSENT: None.
ABSTAIN: None.

Motion approved.

2. Discussion and Approval of Selected Comparable Agencies and a Selection of Classic or PEPRA as a Comparable for the Classification and Compensation Study with Gallagher Consulting Company (Formerly Koff & Associates)

Gallagher Consulting presented an update to the Board of Directors after working with staff on the Classification and Compensation Study with the General Manager, Human Resources Administrator, and the T-TSA Observation group. After extensive discussion between the Board of Directors, Gallagher, and additional input from staff the Board approved the staff recommendation and asked for the following information to be included with the data deliverables, in addition to what Gallagher already intends to provide:

- Detailed qualitative and quantitative analysis enumerating all the benefits that are examined, describing them, and quantifying them for the comparator agencies.
- Qualitative descriptions of all the non-wage benefits (not just value) and what those are that we can look at.
- Retiree Benefits: Pension and Health.
- Medical/Health Benefit Cost Sharing: Between Employee/Employer comparison with comparable agencies.
- Vacation Days: Actual vs comparable agencies. Example: TTSA 12 vs ??
- HRA/HSA/FSA Benefit Contributions.
 - Any Other Contribution on Behalf of Employees.
- PENSION: PEPRA as the comparable for the Classification Study.
 - What Classic Retirement plan/contract do comparable agencies have?
 - Do comparable agencies contribute to Classic Employee's Portion of Pension payment?

- PROVIDE DATA TABLES ON T-TSA:
 - Average, Median, "Where we are now," 50th Percentile, and 75th Percentile.
 - Data comparison **without the cost of labor** vs the comparable agencies **before and after** they are compared to "everyone."
 - Data comparison **with the cost of labor** vs the comparable agencies **before and after** they are compared to "everyone."

The Board approved the motion by the following roll call vote:

MOTION by Director Wilkins **SECOND** by Director Smelser to approve the Selected Comparable Agencies and the Selection of PEPRA as a Comparable for the Classification and Compensation Study with Gallagher Consulting Company; unanimously approved.

The Board approved the motion by the following roll call vote:

AYES: Directors Cox, Wilson, Smelser, Wilkins, and President Tresan.
 NOES: None.
 ABSENT: None.
 ABSTAIN: None.

Motion approved.

3. Approval to Enter into an Agreement with Brown and Caldwell to Perform the Final Design of the River Crossing Gravity Main between MH 33 and MH 35 Rehab Project

The Board approved the motion by the following roll call vote:

MOTION by Director Cox **SECOND** by Director Smelser to approve the Agreement with Brown and Caldwell to perform the Final Design of the River Crossing, Gravity Main between MH 33 and MH 35 Rehab Project in the amount of \$761,960; unanimously approved.

The Board approved the motion by the following roll call vote:

AYES: Directors Cox, Wilson, Smelser, Wilkins, and President Tresan.
 NOES: None.
 ABSENT: None.
 ABSTAIN: None.

Motion approved.

4. Discussion, Review, and Approval of Nutrient Removal Alternative Evaluation Process Study

The Board approved the motion by the following roll call vote:

MOTION by Director Wilkins **SECOND** by Director Wilson to approve the Nutrient Removal Alternative Evaluation Process Study by Carollo Engineers in the amount of \$726,053; unanimously approved.

The Board approved the motion by the following roll call vote:

AYES: Directors Cox, Wilson, Smelser, Wilkins, and President Tresan.
 NOES: None.
 ABSENT: None.
 ABSTAIN: None.

Motion approved.

5. Approval to enter into an Agreement with Brown and Caldwell to perform the Final Design of the Digestion Improvements Project

The Board approved the motion by the following roll call vote:

MOTION by Director Wilson **SECOND** by Director Cox to approve the Agreement with Brown and Caldwell to perform the Final Design of the Digestion Improvements Project in the amount of \$2,254,226; unanimously approved.

The Board approved the motion by the following roll call vote:

AYES: Directors Cox, Wilson, Smelser, Wilkins, and President Tresan.
NOES: None.
ABSENT: None.
ABSTAIN: None.

Motion approved.

6. Discussion/Staff Direction Regarding California Special Districts Association Call for Support.

Direction was given, and the General Manager, Richard Pallante, was authorized to support the California Special Districts Association Call for Support on behalf of the Tahoe-Truckee Sanitation Agency. Mr. Pallante will submit an online submission form.

7. Placer County LAFCO Ballot Selection Voting for Regular and Alternate Special District Representative.

Direction was given, by the Board of Directors for the following votes for Regular and Alternate Representatives for the Placer County LAFCO:

*REGULAR: 1. Josh Alpine / ALTERNATE: 1. Josh Alpine & 2. Judy Freedman

V. Management Team Reports

1. Department Reports

Mr. Peak provided an update on the Operations department.

Mr. Shouse provided an update on the Maintenance department.

Mr. Hays provided an update on the Technical Services department.

Ms. Cook provided an update on the Administration department.

No action was taken by the Board.

2. General Manager Report

Mr. Pallante provided an update on the status of various ongoing projects, none of which required additional action by the Board.

VI. Board of Directors Comment

Director Smelser stated that fifty snowplows were down in our area during the recent snowstorm because they had trouble getting service. He was told that they were having trouble getting technicians out to service them during the snow event and it didn't take much to take them out. How does that affect the Agency? Mr. Pallante said that the loader the Agency is getting is not at the same level as the snowplows Caltrans has; later down the line, it will be challenging to make sure to meet the environmental requirements and stay within budget.

Director Tresan thanked all staff for completing everything for the large Board meeting.

VII. Adjournment

There being no further business, the meeting was adjourned at 12:01 P.M.

By:



Richard Pallante, General Manager

Date:

Approved: 04/17/2024