

TAHOE-TRUCKEE SANITATION AGENCY



A Public Agency
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TRUCKEE, CALIFORNIA 96161
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Directors

S. Lane Lewis: President
Dale Cox: Vice President
Jon Northrop
Dan Wilkins
Blake Tresan
General Manager
LaRue Griffin

BOARD OF DIRECTORS REGULAR MEETING MINUTES

November 14, 2018

I. Call to Order:

President Lewis called the special meeting of the Tahoe-Truckee Sanitation Agency Board of Directors to order at 9:00 AM. Roll call and Pledge of Allegiance followed.

Directors Present: S. Lane Lewis, NTPUD
Dale Cox, SVPSD
Jon Northrop, ASCWD
Blake Tresan, TSD

Staff Present: LaRue Griffin, General Manager
Roshelle Chavez, Administrative Services Manager
Michael Peak, Operations Manager
Richard Pallante, Maintenance Manager
Bob Gray, Information and Technology Manager
Vicky Lufrano, Human Resources Administrator
Richard P. Shanahan, Agency Counsel
Aaron Carlsson, Engineering Department
Scott Fleming, Engineering Department
Mike Smith, Engineering Department
Dawn Davis, Administration Department
Angelina Henson, Administration Department
Tiffany Hambrick, Administration Department
Robert Holmes, Maintenance Department
Paul Shouse, Maintenance Department
Jim Redmond, Maintenance Department
Jesus Zarate, Maintenance Department
Ryan Schultz, Maintenance Department
Bill Pindar, Operations Department

Public Present: None

II. Public Comment:

Agency staff, Mr. Aaron Carlsson addressed the Board of Directors regarding the article recently published in the local paper. He informed the Board of Directors that he and the majority of others do not agree with the article and are in support of the General Manager and the Board of Directors.

Agency staff, Mr. Jim Redmond addressed the Board and disagreed with some of Mr. Carlsson's statements to the Board of Directors.

Agency staff, Mr. Bill Pindar addressed the Board of Directors and requested the employee-employer relations resolution be updated.

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

III. Professional Achievements, Awards & Anniversaries

Mrs. Lufrano acknowledged Agency staff whom obtained professional achievements, awards and anniversaries for the previous calendar month to the Board of Directors.

Most of the Agency employees left the meeting following the acknowledgement.

IV. Consent Agenda

1. Approval of the minutes of the regular Board meeting on October 10, 2018.
2. Approval of general fund warrants.
3. Approval of financial statements and status of investments.
4. Approval of progress pay estimate no. 3 for the TRI MH 81-MH 83 Improvements project.

MOTION by Director Cox, **SECOND** by Director Northrop to approve the Consent Agenda items; unanimously approved.

The Board approved the motion by the following vote:

AYES:	Directors Cox, Northrop, Tresan and President Lewis
NOES:	None
ABSENT:	Director Wilkins
ABSTAIN:	None

Motion passed.

V. Regular Agenda

1. Approval to award the bid for the hydronic heating boiler.

MOTION by Director Northrop, **SECOND** by Director Tresan to approve the award of the bid for the hydronic heating boiler to R.F. MacDonald Company in the amount of \$25,102; unanimously approved.

The Board approved the motion by the following vote:

AYES: Directors Cox, Northrop, Tresan and President Lewis
NOES: None
ABSENT: Director Wilkins
ABSTAIN: None

Motion passed.

2. Approval to award the bid for the laboratory total organic carbon analyzer.

MOTION by Director Tresan, **SECOND** by Director Northrop to approve the award of the bid for the laboratory total organic carbon analyzer to Teledyne Tekmar in the amount of \$18,131.88; unanimously approved.

The Board approved the motion by the following vote:

AYES: Directors Cox, Northrop, Tresan and President Lewis
NOES: None
ABSENT: Director Wilkins
ABSTAIN: None

Motion passed.

3. Approval of Resolution No. 6-2018 establishing an emergency reserve fund policy.

MOTION by Director Tresan, **SECOND** by Director Northrop to approve Resolution No. 6-2018 establishing an emergency reserve fund policy; unanimously approved.

The Board approved the motion by the following vote:

AYES: Directors Cox, Northrop, Tresan and President Lewis
NOES: None
ABSENT: Director Wilkins
ABSTAIN: None

Motion passed.

4. Presentation of Agency biosolids process management.

Operations manager, Mr. Michael Peak, provided a PowerPoint presentation on the Agency's biosolids process management and addressed questions from the Board of Directors.

No action was taken by the Board.

VI. Management Team Reports

1. Department Reports.

Mr. Peak provided an update on current and past projects for the operations department and reported that the all waste discharge requirements were met for the month.

Mr. Pallante provided an update on current and past projects for the maintenance department.

Mr. Carlsson provided an update on current and past projects for the engineering department.

Mr. Gray provided an update on current and past projects for the Information and Technology department.

Mrs. Chavez provided an update on current and past projects for the administration department.

No action was taken by the Board.

2. General Manager Report

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

No action was taken by the Board.

VII. Board of Director Comment

Director Cox expressed his opinion on the recent election results. Director Lewis expressed his gratitude with the Agency Board members and staff. Director Tresan informed staff that there was an upcoming high school career fair.

No action was taken by the Board.

VIII. Closed Session

The Board went into closed session with legal counsel and Mr. Griffin at 10:24 AM.

1. Conference with General Manager, as Agency real property negotiator, concerning price and terms of payment relating to potential to real property exchange with Truckee Tahoe Airport District concerning Nevada County APN 019-440-81, APN 049-040-24 and APN 049-040-25 pursuant to Government Code Section 54956.8.
2. Closed session to hear complaints or charges brought against an employee by another person.

The meeting was reopened at 10:55 AM. Nothing to report from closed session.

IX. ADJOURNMENT:

There being no further business, the meeting adjourned at 10:55 AM.



LaRue Griffin
Secretary to the Board

Approved: 12/12/18

Documents
recieved by the
Board from
meeting attendees
during the Board
meeting

You may have heard rumors about Tahoe-Truckee Sanitation Agency (T-TSA) or read articles in Moonshine Ink newspaper about trouble within the wastewater treatment plant that serves the North Tahoe area. These articles have for the most part, targeted the Board and General Manager. These articles have cultivated allegations of unfair labor practices, wasting public funds and undermining employees. Do these articles accurately reflect the view held by the majority of T-TSA employees?

We are the majority of T-TSA employees who have chosen to remain silent concerning the claims made in Moonshine Ink by a small group of T-TSA employees, until now. After the series of recent articles written by a small minority of employees, we feel it is of utmost importance that we share our experiences with the public we serve. The majority of T-TSA employees are very happy at work and support the direction the Board Members and the General Manager are taking T-TSA. We feel a deep sense of pride in the work we do to ensure the protection of the environment and public. We also are exceptionally grateful for how the General Manager has negotiated competitive wages and benefits for us to help attract talented and hardworking individuals to aid us in accomplishing our work. The General Manager and management are working to foster a positive work environment. One of the ways they are accomplishing this is by putting on monthly company potluck lunches where all employees are encouraged to participate. These monthly potlucks have become a great way for all employees to get together and forge deeper connections with each other creating a more unified workforce. The General Manager and management also host an annual employee appreciation dinner party, which is also a great opportunity for employees and their families to get together. These may seem like standard perks of a full-time job but some of us have spent years laboring in environments where employee welfare and morale were not a top priority, this is not the case at T-TSA.

To ensure fairness to all employees and better serve our needs, the Board and General Manager elected to delegate the duties of the human resources to one person, and ultimately hired a person to take on those duties. The General Manager has made it his priority to seek justice and equality in the workplace. The Board and General Manager strive to make T-TSA an efficient, well-run facility, providing the best service to the North Tahoe area, and taking care of the employees that make this possible. T-TSA is a great place to work.

Please sign and return to Aaron Carlsson