



**SUMMARY ACTION MINUTES  
SPECIAL MEETING  
MALAGA COUNTY WATER DISTRICT  
3580 SOUTH FRANK STREET  
FRESNO, CALIFORNIA 93725  
TUESDAY, DECEMBER 16, 2008, 7:00 PM**

1. **CALL TO ORDER:**
2. **ROLL CALL:**
- 2A. **Directors Present:** President Charles Garabedian, Jr., Vice President Salvador Cerrillo, Director Irma Castaneda, Director Frank Cerrillo, Jr., Director Frank Soto
3. **CERTIFICATION:** Certification was made that the agenda was posted 24 hours before the meeting.
4. **PUBLIC COMMUNICATIONS:** Any member of the public may address the Malaga County Water District Board on item(s) of interest within the jurisdiction of the Board, not appearing on the agenda. The Board will listen to all communications; however, in compliance with the Brown Act, the Board cannot take action on items that are not on the agenda. Public may also address the Board on agenda items at the time they are addressed by the Board. Anyone wishing to speak is requested to wait until recognized by the Board President.  
**Public Speaker Limitations:** Public speakers will be limited to five (5) minutes or less per individual/group per item per meeting.
5. **CLOSED SESSION:**  
Board went into Closed Session at 7:05 P.M.  
Board Returned from Closed Session at 8:03 P.M.  
President Garabedian announced the following items discussed and recommended:
  - Compensation Adjustment: Pay the difference between current rate and position rate during extended duty in another position (90 days or more).
  - Cross Training Policy: Establish policy defining how/when differential pay comes into play. Final Report in February.
  - Office Training/Operating Procedures: Develop Office Training/Operating Procedures for Cross Training with Step-by-Step Procedures.
  - Office Staffing: Look into the need to increase Office Staff.
  - Wage/Salary Survey: Obtain Wage & Salary Surveys from ACWA & CSDA. Final Report in February.
6. **ADJOURNMENT:**  
Meeting Adjourned at 8:04 P.M.