



**SUMMARY ACTION MINUTES**  
**SPECIAL MEETING**  
**MALAGA COUNTY WATER DISTRICT**  
**3580 SOUTH FRANK STREET**  
**FRESNO, CALIFORNIA 93725**  
**WEDNESDAY, FEBRUARY 18, 2009, 5:30 PM**

1. **CALL TO ORDER:** President Garabedian called the Meeting to order at 6:05 P.M.
2. **ROLL CALL:**
  - 2A. **Directors Present:** President Charles Garabedian, Jr., Vice President Salvador Cerrillo, Director Irma Castaneda, Director Frank Cerrillo, Jr., Director Frank Soto
  - 2B. **Others Present:** Russ Holcomb, Michael Slater, Laurie Cortez and Veronica Calderon
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. No Public Communications were made at this Meeting.
5. **EMPLOYEE BENEFITS WORKSHOP:**
  - 5A. **Maternity Leave:** Board stated there would be no need to adopt a new policy for Maternity Leave if the employees are going to enroll in State Disability Insurance. Brief Discussion Followed.
  - 5B. **State Disability Insurance (SDI):** General Manager Stated that he has talked to the District's Employees. They have stated that they are all in favor of adding the State Disability Insurance. District will apply for SDI. Brief Discussion Followed.
  - 5C. **Paid Time Off (PTO):** Board will approve/adopt the Paid Time Off (PTO) Policy in its final format when presented at a future Board of Directors meeting.
  - 5D. **Other:** General Manager asked if the Board would like to consider an In-Lieu Policy revision. The revision would indicate the length of time In-Lieu payments could continue during an extended leave. Legal Counsel will need to review if In-Lieu payments can be received during a covered SDI leave. Brief Discussion followed.
6. **CLOSED SESSION:**

The Board went into Closed Session at 6:50 PM  
Board returned from Closed session at 7:45 PM  
President Garabedian announced the following action taken during Closed Session:  
Approved a 2.5% salary increase retroactive from 01/01/09, delayed from 07/01/08.
7. **ADJOURNMENT:** Meeting Adjourned at 7:46 PM