



REGULAR BOARD MEETING AGENDA
BOARD OF DIRECTORS MEETING
MALAGA COUNTY WATER DISTRICT
3580 SOUTH FRANK AVENUE
FRESNO, CALIFORNIA 93725
Tuesday, November 25, 2025 at 6:00PM

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in a District Board Meeting, please contact the District Office at 559-485-7353 at least 48 hours prior to the meeting to ensure that reasonable arrangements can be made to provide accessibility to the meeting.

Please submit all written correspondence for the Board of Directors by 12:00 pm the Friday prior to the meeting. Please deliver or mail to the District Clerk.

1. Call to Order:

2. Roll Call: President Charles Garabedian, Jr.; Vice President Salvador Cerrillo; Director Irma Castaneda; Director Frank Cerrillo, Jr.; Director Carlos Tovar, Jr.

3. Certification: Certification was made that the Board Meeting Agenda was posted 72 hours in advance of the meeting.

4. Consent Agenda. The items listed below in the Consent Agenda are routine in nature and are usually approved by a single vote. Prior to any action by the Board of Directors, any Board member may remove an item from the consent agenda for further discussion. Items removed from the Consent Agenda may be heard immediately following approval of the Consent Agenda or set aside for discussion and action after Regular Business.

- a. Minutes of the Special Board Meeting of November 12, 2025.
- b. Minutes of the Special Board Meeting of November 13, 2025.
- c. Resolution 11-25-2025B. A Resolution approving reimbursement for conference attendance.
- d. Fowler High School Scholarship essay topic: "Influencing the Future of Water".
- e. District staff early dismissal on December 5, 2025.

Recommended action: To approve the Consent Agenda as presented or amended.

Motion by: _____; **Second by:** _____

5. Old Business:

- a. **Resolution No. 11-25-2025.** A Resolution of the Board of Directors of the Malaga County Water District approving an updated salary schedule. The Board previously approved updated job descriptions for non-exempt full-time employees. This proposed salary schedule is updated to reflect the approved job descriptions.

Recommended Action. Approve Resolution No. 11-25-2025.

Motion by: _____; **Second by:** _____

6. New Business:

- a. **Resolution No. 11-11-2025A.** A Resolution amending the District's Medical Expense Insurance Policy No. 2110.10.

Recommended Action. Approve Resolution No. 11-25-2025A.

Motion by: _____; Second by: _____

7. Recreation Reports:

8. Engineer Reports:

a. District Engineer Report.

b. CDBG Engineer Report:

9. Financial Reports:

10. General Manager's Report:

a. SitelogIQ Update.

11. President's Report:

12. Vice President's Report:

13. Director's Reports:

14. Legal Counsel Report:

15. Communications:

a. Written Communications:

b. Public Comment: *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 comments presented; however, in compliance with the Brown Act, the Board cannot take action on items that are not on the agenda. The public should address the Board on agenda items at the time they are addressed by the Board. All speakers are requested to wait until recognized by the Board President. All Comments will be limited to three (3) minutes or less per individual/group per item per meeting, with a fifteen (15) minutes maximum.*

16. Closed Session:

17. Adjournment:

Motion by: _____, Second by: _____

Certification of Posting

I, Norma Melendez, District Clerk of the Malaga County Water District, do hereby certify that the foregoing agenda for the Regular Meeting of the Board of Directors of November 25, 2025 was posted for public view on the front window of the MCWD office at 3580 S. Frank Street, Fresno Ca 93725, at 5:00P.M. On 11/21/2025.

Norma Melendez, District Clerk



**SPECIAL BOARD MEETING MINUTES
INSURANCE WORKSHOP
BOARD OF DIRECTORS MEETING
MALAGA COUNTY WATER DISTRICT
3580 SOUTH FRANK AVENUE
FRESNO, CALIFORNIA 93725
Wednesday, November 12, 2025, at 6:30PM**

ITEM 4.a.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in a District Board Meeting, please contact the District Office at 559-485-7353 at least 48 hours prior to the meeting to ensure that reasonable arrangements can be made to provide accessibility to the meeting.

Please submit all written correspondence for the Board of Directors by 12:00 pm on the Friday prior to the meeting. Deliver or mail to the District Clerk.

1. Call to Order: 6:31pm

2. Roll Call: President Charles Garabedian, Jr.; Vice President Salvador Cerrillo; Director Irma Castaneda; Director Frank Cerrillo, Jr.; Director Carlos Tovar, Jr.

All present.

Also present: Norma Melendez and Michael Slater.

3. Certification: Certification was made that the Board Meeting Agenda was posted 24 hours in advance of the meeting.

4. New Business:

a. **Insurance Workshop.** Presentation and discussion of 2025 Open Enrollment/Policy Renewal.

Recommended action: board's pleasure.

Gina Cuttone summarized the health insurance renewal plan and provided additional plan recommendations for the board to review. After board discussion, in order to make a decision for an item included in the November 13 agenda, a closed session item needed to be added to tonight's board meeting as the discussion would pertain to personnel details.

Motion by Vice President Cerrillo, Second by Director Castaneda and by a 5-0 vote to add the closed session item regarding Health Insurance Plan.

5. Public Comment: None for this meeting.

6. Closed Session: Closed session began at 7:43pm.

The board came back to open session at 8:09pm, no reportable action.

7. Adjournment:

Motion by Vice President Cerrillo, Second by Director Tovar, Jr. and a 5-0 vote to adjourn the meeting at 8:10pm.

Certification of Posting

I, Norma Melendez, District Clerk of the Malaga County Water District, do hereby certify that the foregoing minutes for the Special Meeting of the Board of Directors of November 12, 2025, was posted for public view on the front window of the MCWD office at 3580 S. Frank Street, Fresno Ca 93725, on 11/26/2025.

Norma Melendez, District Clerk



**REGULAR BOARD MEETING MINUTES
BOARD OF DIRECTORS MEETING
MALAGA COUNTY WATER DISTRICT
3580 SOUTH FRANK AVENUE
FRESNO, CALIFORNIA 93725
Thursday, November 13, 2025 at 6:00PM**

ITEM 4.b.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in a District Board Meeting, please contact the District Office at 559-485-7353 at least 48 hours prior to the meeting to ensure that reasonable arrangements can be made to provide accessibility to the meeting.

Please submit all written correspondence for the Board of Directors by 12:00 pm the Friday prior to the meeting. Please deliver or mail to the District Clerk.

1. Call to Order: 6:02 p.m.

2. Roll Call: President Charles Garabedian, Jr.; Vice President Salvador Cerrillo; Director Irma Castaneda; Director Frank Cerrillo, Jr.; Director Carlos Tovar, Jr.

All present.

Also present: Norma Melendez and Michael Slater

3. Certification: Certification was made that the Board Meeting Agenda was posted 72 hours in advance of the meeting.

To respect the presenters' schedules, item 5.b. has been moved to the beginning of the agenda.

4. Old Business:

a. Resolution No. 11-13-2025. A resolution of the board of directors of the Malaga County Water District approving a health insurance plan and designating an insurance broker. After conducting discussions with the Districts insurance broker and holding a workshop to discuss various health and welfare plans, it is recommended that the Board of Directors select on or more health insurance plans for the District employees to choose from.

Correction to the Agenda item 4.a.: Please note that a typo on the original agenda has been rectified in the official minutes The correct detail is now reflected.

Recommended Action. Approve Resolution No. 11-13-2025.

Motion by Director Castaneda; Second by Vice President Cerrillo and by a 5-0 vote to approve Resolution No. 11-13-2025.

b. Public Hearing. Comunidad Nuevo Lago (formerly Shady Lakes MHP) Sewer Consolidation. A CEQA Initial Study/Mitigated Native Declaration has been prepared, circulated, and made available for public comments. Public review period has closed, and no comments were received. A Resolution is provided for adoption of a Mitigated Negative Declaration with a Mitigation, Monitoring, and Reporting Program for the Comunidad Nuevo Lago Mobile Home Park Sewer Consolidation Project (SCH: 2025091351).

Recommended Action: Approve the Resolution to Adopt a Mitigated Negative Declaration with a Mitigation, Monitoring, and Reporting Program for the Comunidad Nuevo Lago Mobile Home Park Sewer Consolidation Project (SCH: 2025091351)

Public hearing opened at 6:43 p.m. No public comments were made. Public hearing closed at 6:43 p.m.

Motion by Vice President Cerrillo; Second by Director Cerrillo, Jr. and by a 5-0 vote to approve Resolution 11-13-2025A adopting a Mitigated Negative Declaration with a Mitigation, Monitoring and Reporting Program for the Comunidad Nuevo Lago MHP Sewer Consolidation Project.

5. New Business:

- a. **Resolution No. 11-11-2025B. A resolution of the board of directors of the Malaga County Water District adopting a recycled paper purchasing policy.** Under the State's CalRecycle Short-Lived Climate Pollutants Procurement of Recovered Organic Waste Produces Recycled Content Paper Procurement Requirements, certain jurisdictions, not including Malaga, are required to procure paper products with minimum recycled content and maintain reports related to such procurement. Although the requirement do not apply to Malaga, the Districts desires to, when such products are available, meet the District needs, and are at no additional cost, voluntarily paper products that contain recycled content.

Correction to the Agenda item 5.a.: Please note that a typo on the original agenda has been rectified in the official minutes The correct detail is now reflected.

Recommended Action. Approve Resolution No. 11-13-2025B.

Motion by Vice President Cerrillo; Second by Director Tovar, Jr. and by a 5-0 vote to approve Resolution No. 11-13-2025B as presented.

- b. **Presentation by the Fresno County, Public Works and Planning on the 2024 General Plan/Housing Element.** This presentation will be given by Carlos Aguirre from the Department of Public and Planning. This short presentation will consist of the recently adopted Fresno County General Plan Review, Housing Element Update, and ways the County is working with the Service Districts throughout the unincorporated communities in the County.

For information.

Yvette Quiroga and Carlos Aguirre presented the Fresno County General Plan to the board, highlighting desires to bring more housing to the community of Malaga. The presenters emphasized a desire for coordination and communication between County and the service providers to bring affordable housing to Malaga.

6. Recreation Reports:

- a. Thanksgiving Luncheon.
- b. Trick or Trunk.
- c. Tree lighting.

- d. Toy Drive.
- e. Parade.

Vice President Cerrillo reported a great turn out for both the Thanksgiving Luncheon and the Halloween Program. The final programs of the year include the Christmas Tree lighting on December 2nd, the Car Show Toy Drive on December 9 and the Christmas Program and Parade on December 20.

Thanksgiving Basket Raffle: The Board of Directors selected 10 winners who will receive a Thanksgiving basket.

7. Engineer Reports:

- a. District Engineer Report.
 - 1. High Speed Rail Fence at the WWTF.
- b. CDBG Engineer Report:
 - 1. WWTP Nitrogen Reduction Project Progress Payment Report.

8. General Manager's Report:

- a. SitelogIQ Update. **The solar panels are not yet connected to the PG&E grid. The district continues to wait for the final County inspection. Calvin Olsen assures the district that the project is moving along.**
- b. Break in at Frito-Lay. The owner of the property where Frito-Lay operates has reported multiple break-ins, potential from the Districts Wells site located adjacent to the property. The District is working with the property owner to enhance security including the potential to share the expense of installing barbed or razor wire at the well site.

Legal Counsel recommends that the District confirm the property owner has obtained all permits needed for the installation of the razor wire.

9. Financial Reports: None for this meeting.

10. President's Report:

President Garabedian, Jr. excused himself at 7:00 p.m. as he has prior commitments to attend.

11. Vice President's Report: Report given under item 8.a & b.

12. Director's Reports: None for this meeting.

13. Legal Counsel Report: None for this meeting.

14. Communications:

- a. Written Communications:
 - 1. **Fowler Scholarships enrollment was announced. Board of directors directed staff to confirm the district's participation with Fowler HS.**
- b. Public Comment: **No public comments.**

15. Consent Agenda. The items listed below in the Consent Agenda are routine in nature and are usually approved by a single vote. Prior to any action by the Board of Directors, any Board member may remove an item from the consent agenda for further discussion. Items removed from the Consent Agenda may be heard immediately following approval of the Consent Agenda or set aside for discussion and action after Regular Business.

- a. Minutes of the Regular Board Meeting of October 28, 2025.
- b. Accounts Payable Report.

Recommended action: To approve the Consent Agenda as presented or amended.

Motion by Vice President Cerrillo; Second by Director Tovar, Jr. and by a 5-0 vote to approve the consent agenda as presented.

16. Closed Session: None for this meeting.

17. Adjournment:

Motion by Director Cerrillo, Jr., Second by Director Tovar, Jr. and by a 5-0 vote to adjourn the meeting at 7:13 p.m.

Certification of Posting

I, Norma Melendez, District Clerk of the Malaga County Water District, do hereby certify that the foregoing minutes for the Special Meeting of the Board of Directors of November 13, 2025 was posted for public view on the front window of the MCWD office at 3580 S. Frank Street, Fresno Ca 93725, on November 26, 2025.

Norma Melendez, District Clerk

RESOLUTION NO. 11-25-2025B

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE MALAGA COUNTY WATER DISTRICT APPROVING REIMBURSEMENT OF EXPENSES FOR CONFERENCE ATTENDANCE

WHEREAS, members of the Board of Directors of the Malaga County Water District attend, from time to time, conferences related to special districts, board governance, and education that enhance their service to the District, provide required training, and provide education and outreach/networking opportunities for those Directors; and

WHEREAS, the costs to the Directors for such attendance are a reimbursable expense pursuant to state law and the Board desires to approve such expenses.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE MALAGA COUNTY WATER DISTRICT AS FOLLOWS:

1. That the foregoing recitals are true and correct and incorporated by this reference herein as though fully set forth at this point.
2. The Board of Directors hereby approves the payment of expenses related to the attendance of Directors at the 2025 ACWA fall conference and expo as attached hereto and incorporated herein by this reference as Attachment A.

Passed and adopted by the Board of Directors of the Malaga County Water District at their meeting held on this 25th day of November 2025, by the following vote:

AYES:

NOES:

ABSENT:

Charles Garabedian, Jr., President
Malaga County Water District

ATTEST:

Norma Melendez,
Secretary of the Board of Directors
Malaga County Water District

Attachment A
Reimbursement of Expenses for
Conference Attendance

ACWA Fall Conference-December 2025

	Monday	Tuesday	Wednesday	Thursday	
	12/1/2025	12/2/2025	12/3/2025	12/4/2025	Total:
Carlos Tovar					
Per Diem Per Day**	110.00	150.00	150.00	90.00	\$ 500.00
Mileage 334.0 x 2= 668.00			668.00x .70 cents a mile		\$ 467.60
				Total:	<u>\$967.60</u>

	Monday	Tuesday	Wednesday	Thursday	
	12/1/2025	12/2/2025	12/3/2025	12/4/2025	Total:
Irma Castaneda					
Per Diem Per Day**	110.00	150.00	150.00	90.00	\$ 500.00
Mileage 334.0x 2=668.00			668.00x .70 cents a mile		\$ 467.60
				Total:	<u>\$967.60</u>

	Monday	Tuesday	Wednesday	Thursday	
	12/1/2025	12/2/2025	12/3/202	12/4/2025	Total:
Frank Cerrillo Jr.					
Per Diem Per Day**	110.00	150.00	150.00	90.00	\$ 500.00
Mileage 334.0x 2=668.00			668.00x .70 cents a mile		\$ 467.60
				Total:	<u>\$ 967.60</u>

Grand Total: \$2,902.80

**Per Diem Breakdown	<i>4/12/2022 Effective Date</i>
Breakfast	\$40.00
Lunch	\$50.00
Dinner	\$60.00
Total:	<u><u>\$150.00</u></u>

ITEM 5.a.

RESOLUTION NO. 11-25-2025

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE MALAGA COUNTY WATER DISTRICT APPROVING UPDATED THE DISTRICT SALARY SCHEDULE.

WHEREAS, the Board of Directors adopts, and amends, from time to time, a salary schedule for the various positions at the Malaga County Water District (“District”); and

WHEREAS, the Board of Directors desires to adopt an amended salary schedule consistent with the amended organizational chart and job descriptions.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE MALAGA COUNTY WATER DISTRICT AS FOLLOWS:

1. That the foregoing recitals are true and correct and incorporated by this reference herein as though fully set forth at this point.
2. The Board of Directors hereby adopts and approves the amended salary schedule as attached hereto and incorporated herein by this reference as Attachment A to this resolution.
3. Any employee that does not meet the qualifications set forth in the current Job Description for the position they occupy shall continue employment at their current salary until such time as they meet the requirements of the position they occupy. At such time their salary will be adjusted as set forth in the salary schedule.
4. The General Manager or his or her designee may, for the purposes of hiring or retention of an employee, advance an employee in the years of service column based on experience or training received outside the District.

Passed and adopted by the Board of Directors of the Malaga County Water District at their meeting held on this 25th day of November 2025, by the following vote:

AYES:

NOES:

ABSENT:

//

Charles Garabedian, Jr., President
Malaga County Water District

ATTEST:

Norma Melendez
Secretary of the Board of Directors
Malaga County Water District

Attachment A
Full Time Position
Salary Schedule

Full-Time Position Salary Schedule 11-25-2025

Classification: Operator III

Years of Service	Minimum Qualification		Additional Water Certificates ¹	Cross Connection Control		Class A/B License	Hazmat Certificate	Operator III Range		Water Department Manager Range		CPO Range	
	Sewer 3 Water T2D2 Backflow Collection System			Prevention Certificate									
0-1	\$ 6,300.00	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,300.00	\$ 6,820.50	\$ 6,930.00	\$ 7,502.55	\$ 7,371.00	\$ 7,979.99	
2-5	\$ 6,394.50	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,394.50	\$ 6,915.00	\$ 7,033.95	\$ 7,606.50	\$ 7,481.57	\$ 8,090.55	
5-10	\$ 6,522.39	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,522.39	\$ 7,042.89	\$ 7,174.63	\$ 7,747.18	\$ 7,631.20	\$ 8,240.18	
10-20	\$ 6,652.84	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,652.84	\$ 7,173.34	\$ 7,318.12	\$ 7,890.67	\$ 7,783.82	\$ 8,392.81	
20+	\$ 6,785.89	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,785.89	\$ 7,306.39	\$ 7,464.48	\$ 8,037.03	\$ 7,939.50	\$ 8,548.48	

¹ Up to D3 T3

Classification: Operator II

Years of Service	Minimum Qualification		Additional Water Certificates ¹	Cross Connection Control		Class A/B License	Hazmat Certificate	Operator II Range		Water Department Manager Range	
	Sewer 2 Water T1D1 Backflow Collection System			Prevention Certificate							
0-1	\$ 5,519.00	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,519.00	\$ 6,039.50	\$ 6,181.28	\$ 6,643.45	
2-5	\$ 5,601.79	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,601.79	\$ 6,122.29	\$ 6,274.00	\$ 6,734.51	
5-10	\$ 5,713.82	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,713.82	\$ 6,234.32	\$ 6,399.48	\$ 6,857.75	
10-20	\$ 5,828.10	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,828.10	\$ 6,348.60	\$ 6,527.47	\$ 6,983.46	
20+	\$ 5,944.66	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,944.66	\$ 6,465.16	\$ 6,658.02	\$ 7,111.67	

¹ Up to D2 T2

Classification: Operator I

Years of Service	Minimum Qualification		Additional Water Certificates ¹	Cross Connection Control		Class A/B License	Hazmat Certificate	Operator I Range	
	Sewer 1 Water T1D1 Backflow Collection System			Prevention Certificate					
0-1	\$ 4,752.50	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 4,752.50	\$ 5,273.00	
2-5	\$ 4,823.79	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 4,823.79	\$ 5,344.29	
5-10	\$ 4,920.26	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 4,920.26	\$ 5,440.76	
10-20	\$ 5,018.67	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,018.67	\$ 5,539.17	
20+	\$ 5,119.04	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,119.04	\$ 5,639.54	

¹ Up to D2 T2

Classification ECI

Years of Service	Minimum Qualification:		Additional Water Certificates ¹	ECI Certificate Grade ²	Class A/B License	Hazmat Certificate	Additional Sewer Certificate ³	ECI Range	
	ECI Sewer 1 Water T1D1								
0-1	\$ 4,087.50	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,087.50	\$ 5,908.50
2-5	\$ 4,148.81	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,148.81	\$ 5,969.81
5-10	\$ 4,231.79	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,231.79	\$ 6,052.79
10-20	\$ 4,316.42	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,316.42	\$ 6,137.42
20+	\$ 4,402.75	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,402.75	\$ 6,223.75

¹ Up to D2 T2

² Up to ECI III

³ Up to wastewater 2

Classification: District Clerk/Secretary

				CSDA				Quickbooks	
				Secretary	Training ¹	Bilingual	Certificate		
		Notary							
0-1	\$	4,328.22	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 4,328.22	\$ 4,848.72
2-5	\$	4,544.63	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 4,544.63	\$ 4,891.63
5-10	\$	4,908.20	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 4,908.20	\$ 5,255.20
10-20	\$	5,006.37	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 5,006.37	\$ 5,353.37
20+	\$	5,106.49	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 5,106.49	\$ 5,453.49

¹ As determined by the Board including but not limited to AB 1234, Sexual Harassment Prevention Training, Brown Act Training, Public Records Act, General Finance, and HR.

Classification: Accounting Clerk

				Certificate ¹	Certificate ²	Notary	Bilingual	Certificate ³		
0-1	\$	4,375.26	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 4,375.26	\$ 4,895.76
2-5	\$	4,594.02	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 4,594.02	\$ 5,114.52
5-10	\$	4,961.54	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 4,961.54	\$ 5,482.04
10-20	\$	5,060.78	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 5,060.78	\$ 5,581.28
20+	\$	5,161.99	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 5,161.99	\$ 5,682.49

¹ Quickbooks certificate.

² Bookkeeping Certification from AIPB, NACPB or other approved organization.

³ Bookkeeping Certificate from Fresno City College or other approved institution. Only the highest salary enhancement will apply.

ITEM 6.a.

RESOLUTION NO. 11-25-2025A

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
MALAGA COUNTY WATER DISTRICT AMENDING THE DISTRICT'S
MEDICAL EXPENSE INSURANCE POLICY**

WHEREAS, the Board of Directors of the Malaga County Water District has adopted and amends, from time to time, District Policies and Procedures and now desires to amend Policy 2110.10 titled Medical Insurance.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF
THE MALAGA COUNTY WATER DISTRICT AS FOLLOWS:**

1. That the foregoing recitals are true and correct and incorporated by this reference herein as though fully set forth at this point.
2. The Board of Directors hereby amends District Policy 2110.10, as attached hereto and incorporated herein as Attachment A, effective immediately upon the passage of this resolution.

Passed and adopted by the Board of Directors of the Malaga County Water District at their meeting held on this 25th day of November 2025, by the following vote:

AYES:

NOES:

ABSENT:

Charles Garabedian, Jr., President
Malaga County Water District

//

ATTEST

Norma Melendez,
Secretary of the Board of Directors
Malaga County Water District

Attachment A
Amendment to the Districts Medical
Expense Insurance Policy



MALAGA COUNTY WATER DISTRICT POLICIES AND PROCEDURES

Policy Title: Health and Welfare Benefits

Policy No. 2110

2110.10 Medical Insurance. Accident, health, hospital and dental insurance to cover non-occupational injuries and sickness (the "Health Benefits Plan") for probationary full-time and full-time employees in all job classifications, and their eligible dependents, shall be provided by the District. The scope of coverage and the payment of premiums is subject to periodic review and revision by the Board of Directors. Members of the Board of Directors of the District and their eligible dependents may participate in the Health Benefits Plan provided by the District to employees. The Health Benefits Plan for Directors will be available only to active members of the Board of Directors and shall be unavailable after a Director is no longer an elected or appointed official of the District. In accordance with Government Code §53208.5, the benefits provided to Directors by the Health Benefits Plan may not be greater than the most generous schedule of benefits being received by any group of employees of the District. Directors and employees hired or eligible for benefits on or before February 8, 2022, in lieu of receiving health care coverage for themselves and their eligible dependents who elect not to participate in the Health Benefits Plan provided by the District, shall receive a payment each month, in the cash equivalent of the amount that the District would have otherwise incurred to enroll and maintain the employee or director in the medical insurance portion of the Health Benefits Plan provided by the District (hereinafter referred to as ("In Lieu of Payments")). In Lieu of Payments for directors, employees, and their eligible dependents shall be calculated based on the cost of the medical insurance portion of the Health Benefits Plan in effect on November 25, 2025, and shall not increase if the if the costs of providing such plan increase. A Director may direct and upon such direction the District will pay such In Lieu of Payments into a tax deferred retirement plan or account designated by the Director. Any employee hired or reclassified to a full-time or probationary full-time position on or after February 23, 2022, shall not be eligible for or receive In Lieu of Payments.