

SANTA YNEZ COMMUNITY SERVICES DISTRICT
MEMORANDUM

TO: Board of Directors

FROM: Board of Directors, Board President

DATE: November 20, 2024

SUBJECT: General Manager, Annual Performance Review. Conference with Labor Negotiators (Govt. Code § 54957.6) Agency designated representatives: Board President Frank Redfern and Unrepresented employee: General Manager Loch A. Dreizler. And, if necessary, discuss any contract agreement or compensation modifications.

Discussion

The district may hold a closed meeting with the local agency's designated representatives (President Redfern) regarding Mr. Dreizler's salary, any other compensation, and any other matter within the statutorily provided scope of representation.

During Closed Session

1. While the Board meets in closed session with the designated board member to discuss the performance review and any additional compensation - the Board could request that Mr. Dreizler exit the Board Room during their initial discussion.
2. When the Board completes the initial discussion, President Redfern could meet with the employee in his office to discuss the outcome of the discussion or
3. Mr. Dreizler could also meet with the entire Board before the open session when the negotiations are complete.

Policy Implications

Government Code § 54957 – In General, before the closed session, the legislative body of the local agency shall hold an open and public session in which it identifies its designated representatives.

Government Code §54957.6 - Conference with Labor Negotiator (director/representative)

Government Code §54957.6 (a) - Notwithstanding any other provision of law, a legislative body of a local agency may hold closed sessions with the local agency's designated representatives regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits of its represented and unrepresented employees, and, for represented employees, any other matter within the statutorily provided scope of representation.

The closed sessions shall not include final action on the proposed modifications.

These will be announced in the Open Session.

**General Manager Evaluation
November 20, 2024**

My Expectations

I am adequately compensated in salary and benefits. Also, I recently transitioned to Medicare, saving the District approximately \$20,000 for the last 12 months, and these savings will continue until my employment ends.

My only request is about time, not compensation or benefits. After providing adequate staffing for the District, I would like to begin a measured transition to working one day a week from home and eventually two days a week from home. There have been a few occasions throughout the years when I have worked from home, and I can remain efficient and effective, especially with remote access to the District's secure digital resources.

Brief Work Summary

Technical, Managerial, and Financial represent the fundamental trilogy of public agencies. My emphasis has always been on making it easier for future staff to run the District efficiently for all three. I developed the Mind Map to understand the district's intricacies graphically. (See Mind Map, to be distributed at the meeting.)

Year One, July 2022 through July 2023, mainly focused on the Managerial portion of the District: Personnel Changes In Lieu of Pay and Organizing Documents/Files for easier access.

Year Two, July 2023 through July 2024, mainly focused on the Financial portion of the District, outsourcing payroll, hiring Eide Baily to help with budget and auditing, simplifying reserves graphics, and switching over to more user-friendly accounting software.

Year Three, July 2024 through July 2025—will continue to focus on the Technical portion of the District, integrate a work order system, and mechanize operations and maintenance.

Looking Forward

- With the help of the Directors, Staff, and the Public, I look forward to integrating the District's Reserves, Investments, Capital Improvement Plan, and Budgets to provide the most accurate information for developing the upcoming Rate Study
- Also, further discussion and move forward with sewer system expansion in areas of the district that have shown interest, further expanding connections in our sphere of influence.

Closed Session Procedures On the Following Page

E. CLOSED SESSION PROCEDURES

- a. Announce that this is about a Public Employee Performance Evaluation (Government Code § 54957) Title: General Manager.
- b. Also, announce that this may include a Conference with Labor Negotiators (Govt. Code § 54957.6)—agency designated representatives: Board President Frank Redfern and unrepresented employee: General Manager Loch Dreizler.
- c. Take any public comments about the closed session before the closed session begins.
- d. **Adjourn to Closed Session – REQUEST ANY PUBLIC TO WAIT OUTSIDE, TURN RECORDINGS OFF and NOTE TIME**

The closed sessions shall not include final action on the proposed modifications.

These will be announced in the Open Session.

F. RECONVENE TO OPEN SESSION - TURN RECORDINGS ON and NOTE TIME, INVITE PUBLIC BACK

- a. Report any actionable items from the Closed Session (§ 54957.1).
- b. If necessary, discuss any contract agreement or compensation modifications and
 - i. Report on the agreement or any other forms of compensation for the General Manager – Mr. Dreizler.
 - ii. Identify the amount of the item approved (e.g., salary via hourly increase) and do a
 - iii. Roll call vote for any seconded motions and
 - iv. Action by the Board shall be memorialized in the minutes, including how each Board member voted.