



Inland Empire Utilities Agency
A MUNICIPAL WATER DISTRICT

**MINUTES OF THE REGULAR
MEETING OF
THE BOARD OF DIRECTORS
OF
THE INLAND EMPIRE UTILITIES AGENCY*
WEDNESDAY, MARCH 16, 2016
10:00 A.M.**

DIRECTORS PRESENT:

Terry Catlin, President
Steven J. Elie, Secretary/Treasurer
Jasmin A. Hall

DIRECTORS ABSENT:

Michael Camacho, Vice President
Gene Koopman

STAFF PRESENT:

P. Joseph Grindstaff, General Manager
Chris Berch, Executive Manager of Engineering/Assistant General Manager
Christina Valencia, Chief Financial Officer/Assistant General Manager
Ernest Yeboah, Executive Manager of Engineering/Assistant General Manager
Blanca Arambula, Deputy Manager of Human Resources
Sharmeen Bhojani, Manager of Human Resources
Kathy Besser, Manager of External Affairs
Josh Biesiada, Construction Project Manager
Jerry Burke, Deputy Manager of Engineering
Javier Chagoyen-Lazaro, Manager of Finance and Accounting
Tina Cheng, Budget Officer
Warren Green, Manager of Contracts and Facility Services
Jason Gu, Grants Officer
Randy Lee, Manager of Operations
Sylvie Lee, Manager of Planning and Environmental Resources
Alex Lopez, Senior Financial Analyst
Dave Mendez, Acting Deputy Manager of Engineering
Lisa Morgan-Perales, Senior Water Resources Analyst
Jeff Noelte, Manager of Technical Services
Craig Proctor, Pretreatment and Source Control Supervisor
John Scherck, Acting Deputy Manager of Construction Management
Shaun Stone, Manager of Engineering
Stephanie Riley, Executive Assistant
April Woodruff, Board Secretary/Office Manager

OTHERS PRESENT:

Jean Cihigoyenetche, Cihigoyenetche, Grossberg, & Clouse
Vivian Castro, Chino Basin Water Conservation District
Ryan Shaw, City of Ontario

A regular meeting of the Board of Directors of the Inland Empire Utilities Agency* was held at the office of the Agency, 6075 Kimball Avenue, Bldg. A, Chino, California on the above date.

President Catlin called the meeting to order at 10:00 a.m., and he led with the pledge of allegiance to the flag. A quorum was present.

President Catlin stated that members of the public may address the Board. There was no one desiring to do so.

President Catlin asked if there were any changes/additions/deletions to the agenda. There were no changes/additions/deletions to the agenda.

1. FISCAL YEAR 2016/17 BUDGET UPDATE WORKSHOP

Chief Financial Officer/Assistant General Manager Christina Valencia gave a summarized PowerPoint of the FY 2016/17 Budget, highlighting the key provisions. She highlighted the water rates, which has been continuously discussed with the Member Agencies since February. She reminded the Board that last year, the Agency deferred the restructure of the rates for a year, at the request of the Member Agencies. Due to the recent discussions with the Member Agencies, Ms. Valencia provided a preview of what they are recommending. She reviewed the FY 2016/17 staffing budget update. She noted that capital expenditures were not reviewed. She stated that the Ten-Year Capital Improvement Plan review is still underway, and staff will be bringing it back, along with all the O&M and staff recommendations for FY 2016/17 amendments as part of the June adoption. Ms. Valencia stated that staffing is anticipated to remain at 290 full time equivalents through FY 2019/20. She reviewed the consolidated fund balances. She stated that staff provided a comparison of what was adopted for consolidated fund balances as of FY 2016/17 versus what staff is now projecting for the end of FY 2016/17, which is an increase of approximately \$20 million. She stated that this is driven by what happened by end of FY 2014/15, the reserves came in significantly higher and continue to be significantly higher this year, due to primarily the Agency's CIP expenditures are not as aggressive or in line with what staff projected. Therefore, some of the projects have been delayed. Ms. Valencia reported that the Engineering Department has a new process in place to make sure that those projects are well defined and scopes are well addressed. She noted that there is an upward trend on the reserves in the future years, and that is driven by the rates that are currently in place. She stated that the Agency will be achieving cost-of-service on both the recycled water and on the wastewater programs, which will allow the Agency to start setting the property taxes aside to finance the relocation of RP-2, the rehab of RP-1, and further into the future, the decommissioning of RP-2 facility. Ms. Valencia focused on the Water Resources Fund. She provided a glimpse of what the total program cost are by fiscal year. She noted the actual program cost for FY 2015/16 includes staffing costs to administer the conservation program, the water resources long-term planning process, and any professional services, long-term planning and initiatives associated with regional water resources management. She stated that SARCUP costs or any other local supply resiliency projects that were identified as part of the IRP Phase II that is currently underway are not included in the program costs. She stated that the peak in the program cost trend line in FY 2015/16 is the completion of the Turf Removal Program. She reviewed the funding sources. Ms. Valencia stated that as part of the rates that the Agency is proposing to implement effective July 1, is going to be a restructuring of the current rates. She stated that currently, the rates are supporting the costs with meter accounts charges, acre foot surcharges, and grants/MWD reimbursements. She stated that going forward, the acre foot surcharges and meter account charges will be replaced with readiness-to-serve pass through for MWD charges and meter equivalent unit charges. She reported that the Member Agencies requested a 7-year phase implementation of the readiness-to-serve methodology. She further stated that to make sure that we are equitable and fair, and to recover the cost as the Agency incurs them, the Agency is implementing a change in the readiness-to-serve recovery to mirror that methodology by MWD. Ms. Valencia noted that the readiness-to-serve that is not

recovered through direct pass-through will be recovered through the meter equivalent unit rates. She stated that due to limited funding sources for this fund, labor costs have historically been subsidized by other programs. She noted last year, staff costs were appropriately accounted and will continue going forward. She reported that labor costs went from \$900,000 to \$1.7 million, which is included in the program costs. However, as the request of the Member Agencies, the Agency is deferring recovery of employment costs over a four-year period. She stated that it is important to note that since the Agency is phasing in both the employment costs recovery going forward, the Agency will need additional inter-fund loans and property tax subsidies. Ms. Valencia briefly reviewed the Water Resources Fund and the preliminary cost of service recovery in 4 years. The proposed implementation plan is to adopt a 4-year MEU rate and the RTS direct recovery percentage amounts over a 7-year period.

2. **CONSENT CALENDAR**

President Catlin asked if there were any Board members wishing to pull an item from the Consent Calendar for discussion. President Catlin stated that Consent Item 1F, Resolution No. 2016-3-8, Authorizing Agency Organization Memberships and Affiliations was pulled due to lack of a 4/5 vote.

Upon motion by Director Elie, seconded by Director Hall, and unanimously carried:

M2016-3-1

MOVED, to approve the Consent Calendar.

- A. Approved the minutes from the February 17, Board Meeting.
- B. Approved the total disbursements for the month of January 2016, in the amount of \$8,807,661.98
- C. The Board:
 1. Adopted Resolution No. 2016-3-1, authorizing the General Manager to sign a Financial Assistance Agreement with the State Water Resources Control Board (SWRCB) for a Planning Grant application through the Small Community Wastewater Grant Program; and

RESOLUTION NO. 2016-3-1

RESOLUTION OF THE BOARD OF DIRECTORS OF THE INLAND EMPIRE UTILITIES AGENCY, SAN BERNARDINO COUNTY, CALIFORNIA, ESTABLISHING ITS INTENTION TO APPLY FOR A FINANCIAL ASSISTANCE GRANT FOR THE SMALL COMMUNITY FEASIBILITY STUDY TO EVALUATE PROVIDING SEWER SERVICES TO SEPTIC USERS IN THE IEUA SERVICE AREA

(for full text, see Resolution Book)

2. Adopted Resolution No. 2016-3-2, dedicating certain revenues in connection with the Small Community Wastewater Grant Program and associated State Revolving Fund loan financing.

Continued...

RESOLUTION NO. 2016-3-2
RESOLUTION OF THE BOARD OF DIRECTORS OF THE
INLAND EMPIRE UTILITIES AGENCY, SAN BERNARDINO
COUNTY, CALIFORNIA, DEDICATING CERTAIN REVENUES
IN CONNECTION WITH THE SMALL COMMUNITY GRANT
FUNDING PROGRAM AND ASSOCIATED STATE
REVOLVING FUND (SRF) FINANCING FROM THE STATE
WATER RESOURCES CONTROL BOARD
(for full text, see Resolution Book)

- D. The Board adopted Resolution No. 2016-3-3, for the Agency to initiate a SGMA boundary change request to the California Department of Water Resources recommending that the Bulletin 118 Basin Boundary of the Chino Basin be conformed to the adjudicated Chino Basin boundary throughout the majority of the Chino Basin.

RESOLUTION NO. 2016-3-3
RESOLUTION OF THE BOARD OF DIRECTORS OF THE
INLAND EMPIRE UTILITIES AGENCY, SAN BERNARDINO
COUNTY, CALIFORNIA, REQUESTING BOUNDARY
MODIFICATION FOR THE CHINO GROUNDWATER BASIN
UNDER THE SUSTAINABLE GROUNDWATER
MANAGEMENT ACT
(for full text, see Resolution Book)

- E. The Board adopted, pursuant to the California Senate Bill 785:
1. Resolution No. 2016-3-4, approving use of the design-build method for project delivery; and

RESOLUTION NO. 2016-3-4
RESOLUTION OF THE BOARD OF DIRECTORS OF THE
INLAND EMPIRE UTILITIES AGENCY, SAN BERNARDINO
COUNTY, CALIFORNIA, ESTABLISHING ITS INTENTION TO
INITIATE THE USE OF CALIFORNIA SENATE BILL 785,
WOLK DESIGN-BUILD ("SB785")
(for full text, see Resolution Book)

2. Resolution No. 2015-3-5, approving a Conflict of Interest Policy for design-build projects.

RESOLUTION NO. 2016-3-5
RESOLUTION OF THE BOARD OF DIRECTORS OF THE
INLAND EMPIRE UTILITIES AGENCY, SAN BERNARDINO
COUNTY, CALIFORNIA, APPROVING THE
ORGANIZATIONAL CONFLICT OF INTEREST POLICY FOR
DESIGN-BUILD PROJECTS
(for full text, see Resolution Book)

- F. The Board moved the Adopted Resolution No. 2016-3-8, Authorizing Agency Organizational Memberships and Affiliations Board letter to the March Board meeting, as it requires a 4/5 vote.

Continued...

M2016-3-1, continued.

G. The Board:

1. **Approved Contract No. 4600002079, in the amount of \$172,160 with Lance, Soll & Lunghard, LLP, Certified Public Accountants, to provide annual financial audit services for the Inland Empire Utilities Agency for an initial 3-year term and two single-year options to extend, beginning in FY 2015/16;**
2. **Approved Contract No. 4600002081, in the amount of \$21,160 to LSL to provide financial statement preparation services for the Chino Basin Regional Financing Authority (CBRFA) for an initial 3-year term and two single-year options to extend, beginning in FY 2015/16; and**
3. **Authorized the General Manager or his designee to execute the contracts.**

H. The Board:

1. **Awarded a 15-month contract to ConServ Construction, Inc., for a not-to-exceed amount of \$300,000 to implement the Program; and**
2. **Authorized the General Manager to execute the contract.**

I. The Board:

1. **Approved contract No. 4600002068 to West Valley Mosquito and Vector Control District (WVMVCD) establishing a two-year contract for midge fly sampling and control investigation services at various groundwater recharge sites for a not-to-exceed amount of \$280,000; and**
2. **Authorized the General Manager, or his designee, to execute the contract.**

J. The Board:

1. **Approved the contract award of four 5-year Master Contracts for asphalt services, or all of the Agency's structures and facilities in the not-to-exceed amount of \$100,000 each, to the following;**
 - **EBS General Engineering, Inc. (Contract No. 4600002077)**
 - **G.M. Sager Construction Company, Inc. (Contract No. 4600002075)**
 - **Medina Construction (Contract No. 4600002076)**
 - **Terra Pave, Inc. (Contract No. 4600002067); and**

Continued....

2. Authorized the General Manager to execute the contracts.

K. The Board:

1. Approved the contract award of four 5-year Master Contracts for roofing services, or all of the Agency's structures and facilities in the not-to-exceed amount of \$100,000 each, to the following;
 - Best Contracting Services, Inc. (Contract No. 4600002074)
 - Exbon Development, Inc. (Contract No. 4600002078)
 - Right-Way Roof Corporation (Contract No. 4600002065)
 - Tecta America Southern California, Inc. (Contract No. 4600002073); and
2. Authorized the General Manager to execute the contracts.

L. The Board:

1. Approved the contract award of four 5-year Master Contracts for fencing services, or all of the Agency's structures and facilities in the not-to-exceed amount of \$100,000 each, to the following;
 - Ace Fence Company (Contract No. 4600002071)
 - Ferreira Construction Company, Inc. (Contract No. 4600002070)
 - Harris Steel Fence Company, Inc. (Contract No. 4600002069)
 - Moore Fence Company (Contract No. 4600002066); and
2. Authorized the General Manager to execute the contracts.

3. ACTION ITEMS (Action Items B & C will continue following Closed Session)

A. RECYCLED WATER POLICY PRINCIPLES

Manager of Planning and Water Resources Sylvie Lee gave a PowerPoint presentation on the Recycled Water (RW) Policy Principles. She stated that the Regional Sewerage Program Technical and Policies Committees approved the RW Policy Principles unanimously. Ms. Lee stated that there are seven total principles, highlighting the regional recycled water entitlement. She stated that a slight change was made at the request of the City of Ontario. The phrase "...entitlement will be used..." was adjusted to state "...entitlement may be used...". She stated that this wording would also be followed through to be used within the Regional Contract amendment. If a user consumes over their base entitlement, the user will be required to provide replacement water equivalent their overage. Ms. Lee explained that currently out of the member agencies the City of Chino is the only one exceeding their base entitlement. It was agreed upon, by IEUA and the seven member agencies that for a seven-year period the City of Chino would not be required to provide replacement water for current use above its entitlement of existing customers. The City of Chino will be required to provide replacement water for any new customers connected during this period. In exchange the City of Chino has agreed to give up rights to their recycled water recharge apportionment.

General Manager Joseph Grindstaff explained that some Member Agencies are uncomfortable implementing the contract amendment because of an unaffected section of the regional Contract that allows the IEUA Board of Directors to amend the contract, after a process of going through the Regional Sewerage Program Technical Committee and the Regional Sewerage Program Policy Committee, without Member Agency signatures.

Director Elie stated that this provision has existed for almost 50 years. He stated that he is very pleased that an agreement on recycled water was finally reached and hopes that the member representatives report back to their superiors that the amendment at issue and agreed upon does not involve the potentially disputed section of the Regional Contract, and therefore disputes about that section should not get in the way of promoting success. He emphasized that there is a big history lately in this basin of problems arising over something that may or may not happen in the future that has nothing to do with the issue at hand. He stated that he can only say in the strongest of terms, that that potential for the Board to impose an amendment is not an issue for what is being discussed right now. He stated we need to stop personal beliefs and lawyers from getting in the way of progress, because it is not our intent to be heavy-handed about this. However, the Contract does provide the Agency a very effective hammer which was included for a reason then. There was obviously consideration 46 years ago, and it still exists today. He stated that the lawyers and some of the principals need to get on board with getting the problems solved that we can solve, rather than fighting about what we could be fighting about in the future. Director Elie said that it starts with focusing on the positive, and moving forward, instead of figuring out problems we may or may not have in the future. Doing so will allow us to move a lot quicker, save our constituents a whole bunch of money, and get the job done. He concluded by stating that it is important that this Board is unified in moving forward with what the contract provides, while still working with member agencies, to get things done for the benefit of our mutual constituents.

Upon motion by Director Elie, seconded by Director Hall, and unanimously carried:

M2016-3-2

MOVED, to:

1. Adopt the Recycled Water Policy Principles; and
2. Direct staff to develop a Regional Contract amendment based on the Recycled Water Policy Principles.

4. INFORMATION ITEMS

A. MWD AND DROUGHT UPDATE

Executive Manager of Engineering/Assistant General Manager Chris Berch gave a brief presentation updating the Board on MWD and the drought status. Mr. Berch stated that the State Water Project (SWP) allocation is currently at 30 percent. MWD is currently evaluating snow pack, it is currently estimated at 90 percent. Mr. Berch stated that MWD is reviewing the budget and future rates and how it relates to the Water Supply Allocation Plan. He stated that member agencies were requested to conserve 15 percent; however, conservation efforts have almost doubled the requested percentage. General Manager Joseph Grindstaff stated that he estimates the SWP allocation to be raised to 50 percent. Mr. Berch added that a 50 percent allocation could end the need for the Water Supply Allocation Plan for next year.

A. PLANNING AND ENVIRONMENTAL RESOURCES UPDATE

Manager of Planning and Water Resources Sylvie Lee stated that the Planning and Environmental Resources department are working on numerous planning documents including both the Integrated Resources Plan and the Water Use Efficiency Plan. Ms. Lee also gave an update on the RP-5 Solids Handling Facility flare as it related to AQMD regulations.

THE FOLLOWING INFORMATION ITEMS WERE RECEIVED AND FILED BY THE BOARD:

C. TREASURER'S REPORT OF FINANCIAL AFFAIRS (WRITTEN/POWERPOINT)

D. FY 2015/16 SECOND QUARTER BUDGET VARIANCE REPORT (WRITTEN)

E. PUBLIC OUTREACH AND COMMUNICATION (WRITTEN)

F. LEGISLATIVE REPORT FROM INNOVATIVE FEDERAL STRATEGIES (WRITTEN)

G. LEGISLATIVE REPORT FROM WEST COAST ADVISORS (WRITTEN)

H. LEGISLATIVE REPORT FROM AGRICULTURAL RESOURCES (WRITTEN)

I. CALIFORNIA STRATEGIES, LLC MONTHLY ACTIVITY REPORT (WRITTEN)

J. FEDERAL LEGISLATIVE TRACKING MATRIX (WRITTEN)

K. STATE LEGISLATIVE TRACKING MATRIX (WRITTEN)

L. ENGINEERING AND CONSTRUCTION MANAGEMENT PROJECT UPDATES (POWERPOINT)

M. RECYCLED WATER SEMI-ANNUAL UPDATE (POWERPOINT)

N. INTERNAL AUDIT QUARTERLY STATUS REPORT (WRITTEN)

O. FOLLOW-UP REVIEW – INFORMATION TECHNOLOGY (WRITTEN)

5. AGENCY REPRESENTATIVES' REPORTS

A. SAWPA REPORT

President Catlin stated that SAWPA stated that at the March 15, 2016 meeting, a detailed presentation was given on stakeholder task forces.

B. MWD REPORT

None.

C. REGIONAL SEWERAGE PROGRAM POLICY COMMITTEE REPORT

President Catlin reported that the Recycled Water Policy Principles were presented to the Policy Committee.

D. CHINO BASIN WATERMASTER REPORT

Director Elie had nothing further to report.

6. GENERAL MANAGER'S REPORT

The General Manager's Report was received and filed by the Board.

General Manager Joseph Grindstaff mentioned that the control systems upgrade was completed at the Carbon Canyon facility. The upgrade was successful and the process will be used to upgrade control systems within the Agency's facilities. Mr. Grindstaff stated that the Agency received their first midge fly complaint; he authorized WVMVCD to assist in the complaint. He stated that the Agency is looking into a long-term agreement with WVMVCD for maintenance relating to the midge flies.

7. BOARD OF DIRECTORS' REQUESTED FUTURE AGENDA ITEMS

The Directors had no requested future agenda items.

8. BOARD OF DIRECTORS' COMMENTS

Director Hall reported that she attended Three Valleys MWD Leadership Breakfast on February 18, 2016. Director Hall stated that she also attended the CASA Conference in Washington DC on February 22 through the 24. Director Hall also stated she attended the 10th Annual State of the Women Conference in Rialto, and the Chino Basin Water Conservation District regarding water capture and retention in the age of Zika, which she found very informative.

Director Elie reported that he also attended the Three Valleys MWD Leadership Breakfast on February 18, 2016. Director Elie also reported that he attended the Water Agencies of the Inland Empire Legislative Reception on March 8, 2016, in Sacramento, CA.

9. CLOSED SESSION

The Board went into Closed Session at 10:52 a.m., A. PURSUANT TO GOVERNMENT CODE SECTION 54956.9(a) – CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION: (1) Chino Basin Municipal Water District vs. City of Chino, Case No. RCV51010; (2) Martin vs. IEUA, Case No. CIVRS 1000767; (3) Mwembu vs. IEUA Case No. CIVDS 1415762; B. PURSUANT TO GOVERNMENT CODE SECTION 54956.8 – CONFERENCE WITH REAL PROPERTY NEGOTIATOR: (1) Supplemental Water Transfer/Purchase, Negotiating Party: General Manager P. Joseph Grindstaff; C. PURSUANT TO GOVERNMENT CODE SECTION 54956.9 – CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION: Two (2) Cases; D. PURSUANT TO GOVERNMENT CODE SECTION 54957 – PERSONNEL MATTERS: (1) Various Positions – Compensation Study, (2) Various Positions; E. PURSUANT TO GOVERNMENT CODE SECTION 54957 – PERSONNEL MATTERS – PUBLIC EMPLOYEE PERFORMANCE EVALUATION: (1) General Manager

The meeting resumed at 11:32 p.m., and General Counsel Jean Cihigoyenette stated that the below-mentioned matters were discussed in Closed Session, and the Board took the following actions:

Regarding Conference with Legal Counsel – Existing Litigation:

Martin vs. IEUA, Case No. CIVRS 1000767

The Board took no reportable action.

Regarding Conference with Legal Counsel – Existing Litigation:

Chino Basin Municipal Water District vs. City of Chino, Case No. RCV51010

Mwembu vs. IEUA, Case No. CIVDS 1415762

The Board did not discuss.

Regarding Conference with Real Property Negotiator:

Supplemental Water Transfer/Purchase

The Board did not discuss.

Regarding Conference with Legal Counsel – Anticipated Litigation:

First (1) Case

The Board took no reportable action.

Regarding Conference with Legal Counsel – Anticipated Litigation:

Second (2) Case

The Board did not discuss.

Regarding Personnel Matters:

Various Positions – Compensation Study

Various Positions

The Board took no reportable action.

Regarding Personnel Matters – Public Employee Performance Evaluation

General Manager

The Board took no reportable action.

ACTION ITEMS - continued

A. RESOLUTION NO. 2016-3-6, FOR ALL GENERAL UNIT

Manager of Human Resources Sharmeen Bhojani gave an overview of the resolution stating that the General Unit and IEUA have reached an agreement. The adjustments will be retroactive to November 1, 2014.

Upon motion by Director Elie, seconded by Director Hall, and unanimously carried:

M2016-3-3

MOVED, to:

Continued....

M2016-3-3, continued.

1. Approve and adopt the recently completed classification and compensation study for all General Unit employees;
2. Approve the modification of various position titles for all General Unit employees, as a result of the adoption of the classification and compensation study; and
3. Adopt Resolution No. 2016-3-6, to amend the 2013 through 2018 Memorandum of Understanding (MOU) for the General Unit with a new salary matrix and classification plan based on the results of a classification and compensation study.

RESOLUTION NO. 2016-3-6
RESOLUTION OF THE BOARD OF DIRECTORS OF THE INLAND
EMPIRE UTILITIES AGENCY, SAN BERNARDINO COUNTY,
CALIFORNIA, AMENDING THE MEMORANDUM OF
UNDERSTANDING, SALARY MATRIX/SCHEDULE AND
CLASSIFICATION PLAN FOR ALL GENERAL UNIT EMPLOYEES
(for full text, see Resolution Book)

B. RESOLUTION NO. 2016-3-7, FOR THE UNREPRESENTED, EXECUTIVE
MANAGEMENT, LABORATORY UNIT, OPERATORS ASSOCIATION,
PROFESSIONAL UNIT, AND GENERAL UNIT

Manager of Human Resources Sharmeen Bhojani gave an overview of the resolution stating that the salary matrix will be adjusted to reflect the cost of living increases related to the changes that are being retroactive to November 1, 2014.

Upon motion by Director Elie, seconded by Director Hall, and unanimously carried:

M2016-3-4

MOVED, to adopt Resolution No. 2016-3-7, amending the salary schedule/matrix for the Unrepresented, Executive Management, Laboratory Unit, Operators' Association, Professional Unit, and General Unit employees.

RESOLUTION NO. 2016-3-7
RESOLUTION OF THE BOARD OF DIRECTORS OF THE INLAND
EMPIRE UTILITIES AGENCY, SAN BERNARDINO COUNTY,
CALIFORNIA, AMENDING THE SALARY SCHEDULE/MATRIX FOR
THE UNREPRESENTED, EXECUTIVE MANAGEMENT, LABORATORY
UNIT, OPERATORS' ASSOCIATION, PROFESSIONAL UNIT, AND
GENERAL UNIT
(for full text, see Resolution Book)

With no further business, President Catlin adjourned the meeting at 11:35 a.m.



Steven J. Elie, Secretary/Treasurer
APPROVED: MARCH 16, 2016