

MINUTES OF THE REGULAR MEETING OF THE
BOARD OF DIRECTORS OF
COUNTY SANITATION DISTRICT NO. 29
HELD AT THE OFFICE OF THE DISTRICT

January 9, 2019
1:30 o'clock, P.M.

The Board of Directors of County Sanitation District No. 29 of Los Angeles County met in regular session.

There were present: Larry Forester, Director from Signal Hill
Edward H. J. Wilson, Director from Signal Hill
Lori Y. Woods, Director from Signal Hill
Tina Hansen, Chairperson, Director from Signal Hill

Absent: Robert D. Copeland, Director from Signal Hill

Also present: Kimberly S. Christensen, Secretary to the Board

RE: MINUTES Upon motion of Director Forester, duly seconded and unanimously carried, the minutes of the regular meeting held December 12, 2018, were approved.

RE: DISTRICT EXPENSES The following expenses for the month of October 2018 were presented and upon motion of Director Forester, duly seconded and unanimously carried, were approved:

Local District Expenses:	
Operations & Maintenance (O & M)	\$ 49,907.47
Capital	14,287.11
Allocated Expenses:	
Joint Administration	9,392.25
Technical Support	10,012.80
Joint Outfall	<u>79,693.86</u>
Total Expenses	<u>\$163,293.49</u>

RE: WASTEWATER AND SOLID WASTE MANAGEMENT - DISTRICTS' FACILITIES ON-CALL ELECTRICAL SERVICES AUTHORIZE ISSUANCE OF PURCHASE ORDERS TO TAMANG ELECTRIC, INC. HAMPTON TEDDER ELECTRIC COMPANY INC., JOHNSON-PELTIER ELECTRIC, INC. LEED ELECTRIC, INC., ROKNI ELECTRIC COMPANY, INC., ELECTRO INDUSTRY, INC. BIG SKY ELECTRIC, INC., AND CAROL ELECTRIC COMPANY, INC.

The District's Wastewater and Solid Waste facilities require outside assistance to supplement staff performing various electrical projects necessary for the maintenance and upgrade of electrical equipment and for emergency services. On-call electrical services are needed to ensure timely support for these facilities and to provide specialized electrical expertise. Requests for Qualifications were mailed to 23 firms, and 11 firms submitted Statements of Qualifications. Tamang Electric, Inc., Hampton Tedder Electric Company Inc., Johnson-Peltier Electric, Inc., Leed Electric, Inc., Rokni Electric Company, Inc., Electro Industry, Inc., Big Sky Electric, Inc., and Carol Electric Company, Inc., were determined to be the most qualified to provide the required services in a cost-effective manner. Due to the unpredictable nature of electrical projects, having eight on-call electrical firms would ensure that the necessary expertise is available where and when it is needed. Services will be used on an as-needed basis for potentially all Districts' facilities. In accordance with the Purchasing Policy, District No. 2 will issue and administer the proposed purchase orders and expenditures will be allocated according to actual costs attributable to each District. This item is consistent with the Districts' Guiding Principle to provide reliable and responsible services with safety first. A recommendation was made to authorize the Chief Engineer and General Manager, in her capacity as Purchasing Agent, to issue purchase orders to Tamang Electric, Inc., in the amount of approximately \$1,000,000; Hampton Tedder Electric Company, Inc., in the amount of approximately \$1,000,000; Johnson-Peltier Electric, Inc., in the amount of approximately \$1,000,000; Leed Electric, Inc., in the amount of approximately \$1,000,000; Rokni Electric Company, Inc., in the amount of approximately \$1,000,000; Electro Industry, Inc., in the amount of approximately \$1,000,000; Big Sky Electric, Inc., in the amount of approximately \$1,000,000; and Carol Electric Company, Inc., in the amount of approximately \$1,000,000 for on-call electrical services for a three-year period.

Upon motion of Director Forester, duly seconded and unanimously carried, the Purchasing Agent was authorized to issue purchase orders to Tamang Electric, Inc., Hampton Tedder Electric Company Inc., Johnson-Peltier Electric, Inc., Leed Electric, Inc., Rokni Electric Company, Inc., Electro Industry, Inc., Big Sky Electric, Inc., and Carol Electric Company, Inc., for on-call electrical services for a three-year period, at a cost of approximately \$1,000,000 to each vendor.

RE: COUNTY SANITATION DISTRICT
NO. 29 OF LOS ANGELES COUNTY
CONFERENCE WITH LABOR
NEGOTIATORS - JOINT CLOSED
SESSION - DISCUSS

The Chief Engineer and General Manager announced that today the Boards would hold a joint closed session regarding labor negotiations. The Chairperson announced this was the time for public comment. The Secretary then called the following speakers:

Mr. Glen Acosta, Senior Engineer, Facilities Planning Department, addressed the Board regarding employee negotiations. Written speaker notes were submitted to the Secretary and are attached as well as on file.

Mr. Santiago Ocampo, Electrical Engineer, Engineering Department, addressed the Board regarding employee negotiations. Written speaker notes were submitted to the Secretary and are attached as well as on file.

Mr. Earle Hartling, Recycling Coordinator, Technical Services Department, addressed the Board regarding employee negotiations.

Ms. Melissa Fischer, Supervising Engineer II, Engineering Department, addressed the Board regarding employee negotiations. Written speaker notes were submitted to the Secretary and are attached as well as on file.

Mr. Mo Bina, Senior Engineer of the Technical Services Section, Wastewater Management Department, addressed the Board regarding employee negotiations.

District Counsel advised that it would be in the interests of the Districts to meet in closed session to confer with legal counsel and the agency designated representatives: Grace R. Hyde, Chief Engineer and General Manager; Robert C. Ferrante, Assistant Chief Engineer and Assistant General Manager; and Jennifer Allen, Human Resources Manager, on matters concerning the union-represented, self-represented, and non-represented employee units, pursuant to the California Government Code Section 54957.6 *Conference with Labor Negotiators*. He therefore requested a motion to take the Board into closed session.

Upon motion of Director Saleh, duly seconded and unanimously carried, the Board of Directors of County Sanitation District No. 29 of Los Angeles County met in joint closed session at 1:49 p.m. with the Boards of Directors of County Sanitation Districts Nos. 1, 2, 3, 8, 19, and 23.

Upon motion of Director Zurita, duly seconded and unanimously carried, the meeting reconvened in regular session at 2:41 p.m.

District Counsel advised that no action was taken in joint closed session that requires a report under the provisions of the California Government Code Section 54957.1.

Upon motion of Director Forester, duly seconded and unanimously carried, the meeting adjourned.

ATTEST: TINA HANSEN
Chairperson

KIMBERLY S. CHRISTENSEN
Secretary

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Good afternoon, Madam Chair and Directors. I am Glenn Acosta, a 22-year employee here. However, I'm here to speak to you as a fellow elected official. I'm a Director of a water district and formerly a Director of a regional wastewater authority, similar to this one.

When it comes to managing sewage, there is no margin for error. That's because every second of everyday – 24/7, day or night – sewage flows through our system. When the sewage enters the wastewater treatment plant, it has to be turned into clean water in a matter of hours for the whole system to work as designed. To ensure all this, everyone needs to be here – the full complement of staff. If a large portion of staff were on strike that assurance of protecting public health at all times is compromised. Let me give you an example.

Let's say the operator in the control room is trying to make a change to the process because of what he or she sees happening, but the controls are not responding. Right now, the operator can pick up the phone and call the electrical engineer, the instrumentation technician and computer programmer. They'll converge on the problem, fix it, and wastewater treatment continues without incident. However, if they're on a strike, in the picket line, that assurance of protecting public health is less certain.

You also need the full complement of staff to respond to emergencies. Take the sewage spill that occurred at Manhattan Beach. We had staff from several departments, including our lab, working diligently to restore the beach for public use. When the Woosley Fire destroyed the operations building and portions of the gas collection system at the Calabasas Landfill, staff worked around the clock to restore enough of the site so the landfill could reopen to the public. That included staff from our IT department working to restore communications and the computer systems. Imagine if another emergency were to occur and staff were on strike. You could have the perfect storm of the wrong kind.

So, I ask you, "Are you willing to risk public health for a few cents a month?" And that's what we're talking here – a few cents a month. That's what the union proposal amounts to.

I urge you to reach an agreement that serves everyone's needs soon, before it's too late.

Good after noon Directors and fellow coworkers

My name is Santiago Ocampo I am an electrical engineer and have been a District employee for 12.

Unfortunately, I am before you to inform you that Friday is my last day with the District because I have found a better opportunity with another agency.

It is a strange feeling since I still remember my first day at LACSD. I felt happy and proud to be part of the District. Back then, I honestly believed that this was going to be my last job and I was going to retire from here.

However in the last two years, I have witnessed the District going through drastic changes. The District decision to withhold my COLA for the past two years has caused a negative financial impact on my family and has demoralized its employees. This goes against the Districts own guiding principles of maintaining salary and benefits in order to attract and retain talented employees.

I DO NOT WANT TO WAIT AROUND TO MISS ANOTHER COLA.

In light of this, I am resigning from LACSD in order to work for an agency that places more value on its employees.

After accepting the offer for my new job, my friend and future coworker called me to congratulate me and voiced his excitement for accepting the job.

In contrast, new employees coming to the District now are often greeted with “DO YOU KNOW WHAT YOU ARE GETTING INTO”.

IS THIS GOING TO BE THE NORM AT THE DISTRICT?

I hope not!

I will miss all my coworkers and hope that you get a fair contract.

09 January 2019
Board Address
M. Fischer

This week, all of you were sent an email entitled, “Employees’ Appeal for Intervention,” with a letter that asks Directors to mandate the:

- Transformation of the unethical culture of this agency;
- Rectification of all workers’ salaries; and,
- Reparations for all workers’ income losses since the outset of the soft-landing fiasco.

AFSCME has endorsed this Accountability Campaign, as it finds the Districts’ unethical culture is a significant factor protracting labor negotiations.

The letter gives a deadline of January 31, 2019 because hundreds of us have endured 18 months of withheld income, deteriorating morale, and unhealthy work environment.

People build their lives around their paycheck. This cannot go on. Management is well aware. All they want to do is wait and hope that workers will cave. The deadline of January 31st is necessary to compel much-needed change. We pleaded with you last August when you were provided with the Declaration of No Confidence signed by almost 1,000 sanitation workers. That’s two-thirds of the Districts’ employees.

January 2019 is an important month. It is a moment when the stakes are clear. Informed choices can be made. We can collectively choose to make ourselves whole, to make our agency robust and resilient. Or, we can continue on this course of self-destruction.

We are at a point where workers feel a sense of duty to:

- Warn potential new hires of the work environment; and,
- Stand against the degradation of this honorable profession that saves lives every day.

On June 27, 2018, when some of you asked how you could approve the two COLAs, what ensued was management and Legal Counsel spinning you in circles. The JAA won’t allow it. The Brown Act won’t allow it. No one advised how you could follow through on your intention or informed you of the steps to make it happen. At some point, [I’m paraphrasing] one of you cried, “We don’t know anything about these issues, how can we vote on them?” This demonstrates how the organizational and administrative structures disempower Directors.

Many of your cities record meetings and make them available online. One of our Accountability Criteria is to provide this to facilitate transparent communication to the public, as stated in our Guiding Principles. Where is the video of the June 27th meeting? Fortunately, sanitation workers recorded this proceeding.

January is a big month. It’s your month. Please make it count.