



Minutes of the Special Meeting of  
the Board of Directors of the Rowland Water District

September 23, 2014 – 5:00 p.m.  
Location: District Office

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**PLEDGE OF ALLEGIANCE**

**ROLL CALL OF DIRECTORS**

President Szu Pei Lu-Yang  
Vice President John Bellah  
Director Anthony J. Lima  
Director Robert W. Lewis  
Director Teresa P. Rios

**ABSENT:**

None.

**OTHERS PRESENT:**

Dr. William Mathis, Mathis Consulting Group  
Janice Mathis, Mathis Consulting Group  
Erin La Combe Gilhuly, CV Strategies

**ROWLAND WATER DISTRICT STAFF:**

Ken Deck, General Manager  
Tom Coleman, Assistant General Manager

**PUBLIC COMMENT ON NON-AGENDA ITEMS**

**COMMENTS:**

None.

**Tab 1 ACTION ITEMS**

**1.1**

**Approve Fourth Amendment to Agreement for Employment of General Manager**

After discussion, and upon motion made by Director Lewis, Seconded by Director Lima, and unanimously carried, the Fourth Amendment for Employment of General Manager was approved as presented.

Ayes: Directors Lu-Yang, Bellah, Lima, Lewis and Rios  
Noes: None  
Abstain: None  
Absent: None

**1.2**

**Approve Second Amendment to Agreement for Employment of Assistant General Manager**

After discussion, and upon motion made by Director Lima, Seconded by Director Lewis, and unanimously carried, the Second Amendment for Employment of Assistant General Manager was approved as presented.

Ayes: Directors Lu-Yang, Bellah, Lima, Lewis and Rios  
Noes: None  
Abstain: None  
Absent: None

**1.3**

**Approve Agreement for Employment of Successor General Manager**

After discussion, and upon motion made by Director Lewis, Seconded by Director Rios, and unanimously carried, the Agreement for Employment of General Manager was approved as presented.

Ayes: Directors Lu-Yang, Bellah, Lima, Lewis and Rios  
Noes: None  
Abstain: None  
Absent: None

**1.4**

**Discussion on District Philosophy on Compensation and the Development of District Policy Facilitated by Dr. William Mathis**

Dr. Mathis facilitated a discussion regarding the review of a Board compensation strategy. The Board re-visited the compensation philosophy previously adopted and their desire to become the employer of choice with a highly productive staff that will provide value to its customer base in the Rowland Heights community and extend service to the industry where appropriate. The Board instructed staff to conduct a compensation and classification study and to develop criteria which would be possible matches for benchmarked classification.

**Directors' and General Manager's Comments**

None.

**Future Agenda Items**

- Update Strategic Plan
- Review Organizational Structure
- Discuss Life Insurance for General Manager
- Benefit Review for Directors

**Late Business**

None

*Next Regular Board Meeting*

*October 14, 2014, 6:00 p.m.*

*Next Special Board Meeting*

*October 21, 2014, 5:00 p.m.*

A motion was made by Director Lima, seconded by Director Rios, and unanimously carried to adjourn the meeting. The meeting was adjourned at 6:35 p.m.

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SZU PEI LU-YANG  
Board President

Attest: \_\_\_\_\_  
KEN DECK  
Board Secretary