

# **Mission Hills**

## **Community Services District**

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### **Directors:**

Walter Fasold  
Danny Hayes  
James Mac Kenzie  
Tim Naughton  
Bruce Nix

### **M-I-N-U-T-E-S Special Meeting September 23, 2015**

The Special Meeting of the Board of Directors of the Mission Hills Community Services District was called to order by President Mac Kenzie at 6:30 p.m. on Wednesday, September 23, 2015 at the District Meeting Room, 1550 East Burton Mesa Boulevard, Lompoc, California.

### **DIRECTORS PRESENT:**

By roll call: Walter Fasold, Danny Hayes, James Mac Kenzie, and Bruce Nix

### **DIRECTORS ABSENT:**

Tim Naughton

### **STAFF PRESENT:**

Michael Riley, Melissa Stevens, and Casey Fowler

### **OTHERS PRESENT:**

Ron Herbig and Jim Jimenez

## **2. CONTINUED BUSINESS:**

### **Agenda Item 2a.**

### **Current Employee Wages & Benefits versus Community Services District Comparisons.**

Recommended Action: District Board of Directors review, discuss and approve one of the three options being presented in making the district benefits more comparable to other local Community Services Districts.

Director Hayes stated that he has been on vacation and had not been able to look at this as much as he hoped but from general experience in the past the benefits package is a very important aspect to individuals looking for work or staying at a job. Director Nix stated that this is something the Board should have done a long time ago but it was never "the right time," retirement is another area that we are lacking and are going to need to address in the near future. Director Fasold stated that the list of comparables is too large of an area and if we are not expecting someone to move here then there is not a lot of opportunity except to grow our own from within because the licenses are so unique.

Director Naughton was not present at the meeting however he did send an e-mail stating his opinion (see attached).

**Motion by Director Mac Kenzie, second by Director Nix to move forward with offering family medical insurance to the District Staff. The amount will be determined as a separate motion. Vote was 3-1-1.** Director Fasold believes we are not clearly defining what we are aiming for. He went on to say that there is a retirement piece and a health coverage piece that together make the whole picture, right now we are only address one section and does not see this as the proper process. He also stated that as he had mentioned at the last meeting he would like to act on this with the whole board present.

President MacKenzie asked to move on to the second decision to be made tonight concerning the amount of coverage provided. Director Nix stated a minimum should be 60-80% coverage. Director Mac Kenzie stated he would like 90% coverage. Director Hayes agreed that he would like to see 90% coverage however he is not sure we should jump straight there. Director Fasold stated that he could not even pick a number at this point because he is not able to see the whole picture without the retirement even being considered and does not think that spending more money in a time of deficit on our current budget is a good idea.

**Motion by Director Nix, second by Director Hayes to provide 80% coverage for family medical to all District Staff and to leave the medical reimbursement for those employees who chose to not participate in the family medical program. Vote was 3-1-1.** Director Fasold questioned that if it takes a super majority to pass a budget why does it take a simple majority to pass a budget item that is going to have a huge impact on our budget year after year. He also commented that he is still disappointed that we talked about having a meeting with the full board and we went ahead with the meeting anyways. He stated that he has a personnel objection to follow a protocol that makes sense as a board, regardless of what the outcome will be it is important for the whole board to try to get to a consensus and an understanding of the topics at hand. He believes that if we continue to operate this way we will have more problems down the road.

### 3. ADJOURNMENT:

There being no further business to come before the Board the meeting was adjourned at 7:55 p.m. to the next Regular Meeting to be held October 21, 2015 at the District's meeting room beginning at 6:30 pm.

Respectfully Submitted,

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Casey Fowler  
Secretary, Board of Directors

APPROVED AS TO FORM:

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James Mac Kenzie  
President, Board of Directors