

Approved on October 4, 2018  
**CAMBRIA COMMUNITY SERVICES DISTRICT**  
BOARD OF DIRECTORS SPECIAL MEETING MINUTES  
THURSDAY, AUGUST 30, 2018 10:30 AM

1. OPENING

A. Call to Order

President Rice called the meeting to order at 10:30 a.m.

B. Pledge of Allegiance

President Rice led the Pledge of Allegiance

C. Establishment of Quorum

A quorum was established.

Directors present: Amanda Rice, Jim Bahringer, Harry Farmer, Aaron Wharton and David Pierson.

2. PUBLIC COMMENT ON AGENDA ITEMS

Public Comment:

Jeff Hellman-commented there is a high turnover. 32 employees here, 16 in Templeton. Mark Rochefort-prior career he made decisions and they aren't perfect. They are made in the context of alternatives, with research. Look to yourselves for alternatives that are demonstrably better and if not, you are compelled to assess before taking steps.

Mike Lyons-No public access to knowledge of performance. Asking to make comments other closed session where the public is invited to make comments like this is a personal attack and innuendo.

Lucia Capacione-is a citizen and rate payer, a professional from Head Start and other companies, use principles before personalities, rates and penalties are due to inept admin, turnover, red alarm, finances mismanaged, failure to meet deadlines costing money and is common knowledge.

Richard Morris-puzzled by sequence. Doesn't know personnel we're talking about. How do these people know who it is? This is not the way to handle. Suspects collusion, asks District Counsel to look into it. Questions the motive of Board and how they have handled this, seems like a planned character assassination.

Clyde- doesn't like the animosity here of people who disagree with the hidden agenda to drag someone through the mud making Jerry Gruber the scapegoat for the Board's action. We have to live with ourselves, he is surprised and disgusted, this should be based on fairness.

Christine Heinrichs-Cambria is affected by costs of the budget and has appearance of being balanced but the SWF has thrown the finances into chaos. Review the finances now. What will the plant cost in the future? The CPO is paid \$200,000 per year. GM says he doesn't know the costs to run SWF, borrowing has been denied due to debts of the past decade and the course of high tech and costs. Finances and resources are limited and Gruber acted on BOD direction. BOD bid him a fond farewell but without pay. Will take better strategies for revenue.

Janine Jacobs-character and pay raise more important than work. Has seen GM jogging on Moonstone, at gym; should discuss with staff and secretary as they will know

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how delinquent. Repair of pipes, leak lasted a long time before found, how much of pipes were addressed? Communication to Jerry Gruber without responses. GM knows more about operations and didn't stand up to the Board.

Claudia Worthen Harmon-couple things she witnessed were meeting one year ago with Jerry and others, Jerry said the waitlist won't be a problem much longer. She thought it would go away. There was a man in lobby waiting 2 hours and she told him get in and see him now. It should be easy to see the GM. She talked to employee who teases him that he takes 2 hour lunches and leaves early because he lives in Nacimiento.

Christina Tobin-Agrees with Mike Lyons that Jerry Gruber is a scapegoat. Problem is majority of Board and Proposition 218 rate increase. Organization is probably 36 employees and 35 years ago was only 7 employees. Thanks Harry Farmer for asking where is the rate increase going to go. Look at pensions. States Jerry is going to get multiple pensions. Still time to make changes. Use the protest form.

Tina Dickason-Not all about character assassination. In 8 years many have spoken of performance on numerous occasions. Wrote a letter for performance in 2017. She was accused and he had to answer the Regional Board. He was hired as the Utility Manager and then walked into the GM position. No recruitment, etc.

Mary Maher-first opportunity to speak. This is appalling. She was a manager for personnel and never had a place where others were allowed to speak poorly. Base decision on facts and data. We need good leadership for the team. The GM job is controversial. Focus on person. The try to follow your leadership and back him up.

Pamela Christy-some comments are good. When someone does a bad job, they don't get to retire. Shouldn't be allowed. McCabe cut off with Jerry Gruber. Track record shouldn't do it. She shouldn't have to move with him retiring with full benefits.

Vice President Bahringer stated that one director went out of her way to make sure this atmosphere was created. It was not Board approved or an action by the Board. He stated he doesn't feel it is appropriate.

Board President stated she wanted to tell the public they could speak at public comment it is their right.

### 3. ADJOURN TO CLOSED SESSION

President Rice adjourned the meeting to closed session at 10:35 a.m.

#### A. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE Pursuant to Government Code Section 54957