

**ACTION SUMMARY MINUTES**  
**MINUTES OF THE SPECIAL MEETING OF**  
**THE BOARD OF DIRECTORS OF THE**  
**FRESNO METROPOLITAN FLOOD CONTROL DISTRICT**  
**HELD THURSDAY, SEPTEMBER 15, 2011**

Pursuant to notice, the Special Meeting of the Board of Directors of the Fresno Metropolitan Flood Control District was held Thursday, September 15, 2011 at 6:00 p.m. in the Board Chambers of the Fresno Metropolitan Flood Control District at 5469 East Olive Avenue; Fresno, California.

**DIRECTORS PRESENT:** Roy Spina, Chairman  
Kendall Groom  
Mike Rastegar  
Barbara Goodwin  
Frank Fowler  
Buzz Burleson

**DIRECTORS ABSENT:** Jennette Williams, Vice-Chairman

**STAFF, CONSULTANTS,**  
**OTHERS PRESENT:** Bob Van Wyk, General Manager-Secretary  
Esther Schwandt, Clerk to the Board

**PRESIDING:** Director Spina, presiding as Chairman called the meeting to order at 6:00 p.m. and Director Groom led the Pledge of Allegiance.

**2. REPORT OF THE GENERAL MANAGER:**

No items were reported.

**3. BUSINESS AND PRESENTATIONS FROM THE FLOOR:**

There was no Business or Presentations from the Floor.

**4. ADDITIONS TO THE AGENDA:**

There were no Additions to the Agenda.

**5. POTENTIAL CONFLICTS OF INTEREST:**

There were no Conflicts of Interest.

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**6. PUBLIC HEARING:**

There were no Public Hearings scheduled.

**REPORT OF GENERAL COUNSEL**

No items were reported.

**CLOSED SESSION**

The Board then convened in Closed Session at 6:01 pm to consider the following:

**9. PERFORMANCE EVALUATION**

**Review of General Manager/Secretary pursuant to Government Code §54957.0**

The Board then convened in regular session at 8:05 pm. Chairman Spina stated the Board conducted the Evaluation of the General Manager in Closed Session. He stated the Chairman has been given direction to meet with the General Manager at a later date and give him the completed evaluation.

Director Goodwin noted in general the evaluation of the General Manager was favorable.

**10. Determination of Salary/Compensation of General Manager/Secretary**

Director Spina stated the Board had discussed the threshold of the Salary/Compensation to be given the General Manager in Closed Session. He stated a vote was taken and it was determined that the Salary/Compensation would remain the same, noting the COLA that was given to all employees in June.

Director Rastegar stated the Board all acknowledge that the General Manager has done a very good job; he has met all the criteria, leads a very strong team, and the Board could not be any happier with all that the General Manager has done. However, the discussion regarding salary was not merely about merit, but included funding availability, morale among other employees, economic conditions, comparable positions, etc. which when all of these factors are taken into consideration, it seems at this point to indicate the COLA should be sufficient at this time, and he stated we will see what happens next year.

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Director Fowler stated he agrees that the District is run very well and that the General Manager does a fine job, and he believes that was reflected in the evaluation that was given. He stated he personally appreciates the work that the General Manager has done with him in the last few months. He stated he does agree with Director Rastegar as to the financial issues right now and the COLA issues, and noted his belief that he personally needs to get a better handle on what is happening at the District in the next year or so.

Director Burleson stated he concurred with the comments, noting he believes the General Manager does an outstanding job, noting everything that he has seen so far indicates that the General Manager works very well with staff, runs the District like a professional organization in essence creating a succession plan. He stated from his perspective, he agrees that the COLA is consistent with what he feels is fair compensation, especially in light of the adverse publicity of salaries and retirement of public officials in general right now.

Director Groom stated he concurred with the comments, noting he had been down this road for a long time, and he believes one of the General Manager's greatest attributes is that he unifies people.

Director Goodwin stated she believed the entire Board is very supportive of what the General Manager has accomplished and noted one of the comments during the vote was the concern of the public perception. She reiterated that the General Manager is very valued.

Director Spina stated he was very pleased with the General Manager's work from the beginning and noted he has seen him grow tremendously in the position. He stated he has seen some outstanding work, and some really positive changes in the District through the General Manager's leadership. He stated frankly he does not support the vote of no additional compensation; however, he hopes the Board can do better next year.

Mr. Van Wyk stated he has to rely on the collective wisdom of the Board. However, he believes it is unfortunate the Board has not had an opportunity to have a discussion in the last ten years about the General Manager's compensation. He stated he has appreciated the opportunity to be the General Manager at the District, noting he believes it has been a blessing for him as far as opportunities to work with the public, this community and District staff.

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**ADJOURNMENT**

**Adjourned Board Meeting at 8:15 pm.**

**Motion by:** Rastegar      **Second by:** Fowler  
**Ayes:** Spina, Groom, Rastegar, Goodwin, Fowler, Burleson  
**Noes:** None  
**Abstentions:** None  
**Absentees:** Williams

  
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BOB VAN WYK  
GENERAL MANAGER/SECRETARY

  
\_\_\_\_\_  
DATE