



Guadalupe-Coyote Resource Conservation District (GCRCD)

An independent special district of the State of California

AGENDA

Regular Meeting of the Board of Directors
Thursday, November 19, 2020 at 5:00 p.m.

Rick Lanman, M.D.
President

Gary Jahns, Ph.D.
Vice-President

Tess Byler
Director

Bill Leikam
Director

John Vidovich
Director

Roger Castillo
Director Emeritus

Nathan Hale
Associate Director

Larry Johmann
*Associate Director
Director Emeritus*

Stephanie Moreno
*Executive Director
District Clerk*

Richard Roos-Collins
District Counsel

Julie Gantenbein
District Counsel

888 N. 1st St., Suite 204
San Jose, CA 95112
408-288-5888
gcrd@gcrd.org
www.gcrd.org

NOTICE PERTAINING TO TELECONFERENCING AND PUBLIC ACCESS TO THE MEETING

In response to COVID-19, this meeting will be held via Zoom teleconference only, as permitted by the Governor's Executive Order N-29-20, Section 3.

To join the online meeting from your computer or mobile device:

<https://us02web.zoom.us/j/88016338728?pwd=eW5VbnF0bHliZ2dHakliWkhXZmorZz09>

Meeting ID: 880 1633 8728 **Passcode:** 876016

To join the meeting using phone audio only: +1 669 900 9128 US (San Jose)

Find your local number: <https://us02web.zoom.us/j/88016338728?pwd=eW5VbnF0bHliZ2dHakliWkhXZmorZz09>

1. Call to Order

2. Approval of Agenda

3. Public Comment

Members of the public may address the Board of Directors on any item not on the agenda (§54954.2(b)) and may provide comments before or during the Board's consideration of items (§54954.3(a)). See "Notice to the Public" at the end of the agenda for additional information.

4. Environmental Justice

4.1 *Statement of Diversity and Inclusion:* Establish monthly goals for Board members and staff to meet District commitments.

5. Administration

5.1 District Policies:

5.1.1 *Bidding:* Review and discussion of recommended changes to the policy; approve resolution adopting the amended policy.

5.1.2 *Director Duties and Responsibilities:* Review and discussion of recommended changes to the policy; approve resolution adopting the amended policy.

5.1.3 *Financial:* Review and discussion of recommended changes to the policy; approve resolution adopting the amended policy.

5.1.4 *Lactation Accommodation:* Review and discussion of recommended policy (SB 142); approve resolution adopting the new policy.

5.1.5 *Personnel Policy:* Review and discussion of recommended changes to the policy; approve resolution adopting the amended policy.

5.1.6 *Volunteer:* Review and discussion of recommended changes to the policy; approve resolution adopting the amended policy.

- 5.2 *Employee Position and Budget Amendments*: Discussion and possible action to approve a program manager job description; add the position to the job classification schedule at a recommended salary range of \$30-\$40/hour; and amend the FY20-21 budget to include six-months of funding for a part-time (25-40 hours/month) person to assist with post-fire and conservation planning landowner programs and outreach.
- 5.3 *Executive Director Employment Agreement*: Discussion and possible action regarding the Labor Negotiation Committee's (Lanman/Jahns) recommendation for amendments to the existing agreement, including establishing a new term through June 30, 2023; reflecting Board-approved changes to salary in lieu of health benefits; adding up to three months of severance pay; and establishing an annual performance evaluation cycle.
- 5.4 *Independent Special Districts Selection Committee (ISDSC)*: Approve resolution establishing the Board Vice-President as the designated GCRCD alternate for ISDSC meetings that cannot be attended by the Board President.

6. Adjourn Meeting

Notice to the Public

Members of the public may address the Board of Directors on any item not on the agenda (§54954.2(b)) and may provide comments before or during the Board's consideration of items (§54954.3(a)). No action or discussion shall be undertaken on any item not appearing on the posted agenda, except that members of a legislative body or its staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under Section 54954.3. In addition, on their own initiative or in response to questions posed by the public, a member of a legislative body or its staff may ask a question for clarification, make a brief announcement, or make a brief report on his or her own activities. Furthermore, a member of a legislative body, or the body itself, subject to rules or procedures of the legislative body, may provide a reference to staff or other resources for factual information, request staff to report back to the body at a subsequent meeting concerning any matter, or take action to direct staff to place a matter of business on a future agenda (§54954.2(a)(3)).

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the District to all or a majority of the Board of Directors will be available for public inspection at the District Office, 888 North First Street, Room 204, San Jose, California (call 408-288-5588 for office hours) or by sending an email to the District Clerk at gcrcd@gcrcd.org.

In compliance with the American with Disabilities Act, if you need assistance to participate in this meeting, please contact the District Clerk by calling 408-288-5888, emailing the District Clerk at gcrcd@gcrcd.org, or by using the "Contact Us" form at www.gcrcd.org. Notification at least 48 hours prior to the meeting will better enable the District to make reasonable arrangements to ensure accessibility to this meeting.