



THREE VALLEYS MUNICIPAL WATER DISTRICT SPECIAL BOARD MEETING WORKSHOP MINUTES

California State Polytechnic University, Pomona
Kellogg West Conference Center – Valley Vista
3801 W. Temple Ave.
Pomona, CA 91768

October 20, 2025 – 8:30 a.m.

1. CALL TO ORDER

The Special Board Meeting Workshop was called to order by President Ti at 8:45 a.m. at Kellogg West Conference Center, Valley Vista.

2. ROLL CALL

Roll call was taken with a quorum of the Board present.

DIRECTORS PRESENT

Mike Ti, President
Carlos Goytia, Vice President
Jeff Hanlon, Secretary/Treasurer
David De Jesus, Director
Jorge Marquez, Director
Jody Roberto, Director

DIRECTORS ABSENT

Bob Kuhn, Director

STAFF PRESENT

Matthew Litchfield, General Manager
Steve Kennedy, Legal Counsel
Nadia Aguirre, Executive Board Secretary
Erika Gomez, Chief Finance Officer
Kirk Howie, Chief Administrative Officer
Steve Lang, Chief Operations Officer
Sylvie Lee, Chief Water Resources Officer
Viviana Robles, Human Resources/Risk Manager

Other attendees present: Charley Wilson, PC Consulting, Inc.

3. PUBLIC COMMENT

President Ti opened public comment and there was none.

4. BOARD OF DIRECTORS WORKSHOP

Salary Ranges

The salary ranges review proposes updates to TVMWD's total compensation framework. Key recommendations include reducing the salary range spread from 60% to 40% to align with market standards, updating the benchmark compensation point from the mid-average to the maximum-average point, and conducting market surveys every three years. The

proposal introduces a tier-based adjustment system for classifications below market rate and guidelines for adjusting positions that exceed or fall behind market benchmarks. Several job classifications were identified for adjustments based on market comparisons, and staff will present the finalized salary range recommendations and compensation survey parameters to the Board for approval in January 2026. The board expressed their appreciation of the staff's work and the importance of retaining talented employees while being fiscally responsible.

Benefits Review

Updates to the proposed Other Post-Employment Benefits (OPEB) program were reviewed. Currently, retirees qualify for medical coverage at age 50 with at least 10 years of service, with benefits capped at \$600 per month. The proposal increases the District's contribution to \$1,000 per month, with a built-in escalating COLA of 2.5% annually until capped at \$1,800, while maintaining the existing vesting schedule. This adjustment aims to align benefits with modern healthcare costs and inflation trends while ensuring long-term fiscal sustainability. Actuarial projections indicate that the District's strong funding position and prefunded trust can comfortably support the proposed enhancements. Staff will return with a draft policy revision and updated actuarial analysis for Board consideration in January 2026.

5. ADJOURNMENT

President Ti adjourned the Special Board of Directors Meeting Workshop at 11:34 a.m. to the next regular board meeting scheduled for Wednesday, November 5, 2025.



Mike Ti
President, Board of Directors



Recorded by: Nadia Aguirre
Executive Board Secretary