

# MINUTES

Tuesday, November 17, 2020  
Mammoth Community Water District  
Special Board Meeting

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*The Board of Directors convened in session at the hour of 2:02 p.m. No recess was taken and the meeting was adjourned at 2:47 p.m.*

Prepared by:



Stephanie Hake  
Executive Assistant

ATTEST:



Mark Busby  
Board Secretary

**THE SPECIAL MEETING** of the Board of Directors of the Mammoth Community Water District held on Tuesday, November 17, 2020 at 2:02 p.m.

## ROLL CALL

### Board Present \*

Director: Tom Cage  
Director: Robert Creasy  
Director: Dennis Domaille  
Director: Tom Smith  
Director: Gary Thompson

### Board Absent

None

### Staff Present \*

General Manager: Mark Busby  
District Engineer: Garrett Higerd  
Operations Superintendent: Clay Murray  
Maintenance Superintendent: Jerry Baker  
Information Services Manager: Justin Mulbay  
Administrative Analyst: Betty Hylton  
Administrative Analyst: Chris Weibert  
Executive Assistant: Stephanie Hake

### Guests Present \*

Bob Lavigna, CPS HR Consulting

***\* As a result of the threat of COVID-19, the Governor issued Executive Order N-25-20 dated March 12, 2020 allowing for Directors, staff, and members of the public to attend this public meeting via teleconference without strict compliance with the Brown Act's teleconferencing requirements. To maximize public participation, comply with Brown Act requirements, and provide a clear record of the meeting, public comment was made available for each agenda item and all action items were voted on by roll call.***

## CURRENT BUSINESS

### **A-1 Presentation and Discussion of the Results of the 2020 Employee Engagement Survey**

*Mark Busby introduced Bob Lavigna of CPS-HR Consulting. He briefly described how CPS-HR was hired to conduct an Employee Engagement Survey earlier in the year. He mentioned that by hiring a third party to conduct the survey it would allow for complete anonymity; encouraging staff to be candid and honest with their feedback.*

*Mr. Lavigna provided a review of the results of the survey virtually by screen sharing a Power-Point presentation. He noted that the participation rate was 100%; which no other CPS clients had achieved. Following the presentation there were several questions by Board members and some brief discussion.*

**BOARD ACTION – None, informational only**

**ADJOURNMENT**

**BOARD ACTION – To adjourn the Special Board meeting**

MOVED BY: Director Domaille  
SECONDED BY: Director Cage  
AYES: Directors Cage, Creasy, Domaille, Smith, and Thompson  
NAYS: None  
ABSENT: None

*President Smith adjourned the meeting at 2:47 p.m.*