

**EAST PALO ALTO SANITARY DISTRICT
BOARD OF DIRECTORS
SPECIAL BOARD MEETING MINUTES
February 14, 2009**

1. Call to Order

A Regular Board Meeting of the East Palo Alto Sanitary District was called to order by Director Savage on Saturday, February 14, 2009, at 9:15 a.m. The meeting was held at the East Palo Alto Sanitary District Office located at the East Palo Alto Sanitary District Office located at 901 Weeks Street, East Palo Alto, California.

2. Roll Call

Directors Present

Joan Sykes-Miessi
Edrick Haggans
Glenda Savage
Goro Mitchell
Betsy Yanez

Staff Present

Lee Hawkins, General Manager
Malathy Subramanian, Legal Counsel

3. Communications from the Public

There were none.

4. Agenda Amendments

There were no changes to the agenda.

General Manager Lee Hawkins explained that Mr. Wilson Riles would facilitate the agenda items that will come up in the discussion.

Wilson Riles, Seven Generations Consulting, was present to lead the Board in exercises to deepen the understanding of Board Members and dealing with leadership style issues.

5. Discussion/Recommendation Board Compensation

Director Savage asked to address the Board Compensation Survey and questionnaire by LAFCo. She expressed satisfaction with the Board's compensation, which appears to be in the mid range of the survey that was done.

Director Haggans suggested that the Board could vote annually on compensation rather than taking an automatic increase.

General Manager Hawkins commented that the ordinance had a section that indicates the Board can vote to not accept an increase.

Legal Counsel Malathy Subramanian indicated that the Board could decide each year how much the compensation would increase, but the increase could not be more than five percent.

Director Mitchell offered to prepare an analysis of compensation and benefits which he would share with the General Manager and then the Board.

Director Savage suggested that the Board not consider the automatic five percent increase.

Director Sykes-Miessi recommended giving LAFCo what they want on the questionnaire and see what happens.

7. Discussion/Recommendation LAFCo EPASD Municipal Service Review & Response

Mr. Hawkins put together comments made at the last meeting under the appropriate response category.

Legal Counsel Subramanian suggested mentioning that the Board receives no benefits.

Mr. Hawkins explained that he was unable to attend the LAFCo meeting and sent Director Mitchell in his place. He was surprised to find that LAFCo had a draft report prepared prior to that meeting without comment from the Board.

Director Sykes-Miessi commented that LAFCo is known to not be fond of special districts, and the Board should have a representative on LAFCo.

Director Mitchell suggested including ethnic representation

6. Discussion/Recommendation Rotation of Board Officers

Mr. Riles discussed leadership styles and questioned whether the Board has ideas about the type of leadership the Board has.

Director Sykes-Miessi said she felt the Board was "fractured" when she first joined the Board, but the Board currently tries to focus on what is best for the Board and moving forward as a cohesive group. Her sense is the Board is a mentor/diplomat style.

Director Savage feels that the Board wants to work together and not be divisive.

Director Sykes-Miessi felt that the Board has run smoothly for the past three years, and mentioned the need to be mindful as to how people perceive the Board. New Board Members have a quick learning curve to understand the role of Board Members, the Brown Act, and how to deal with the media. Board Members have to know how to answer questions that come their way, in particular with the media.

Director Savage stressed the importance of not letting one's ego get in the way.

Director Mitchell suggested that the Chair might want to mentor other Board Members to become the Chair to ensure the leadership on the Board.

8. Oral & Written Communication

There were no written or oral communications.

9. Future Agendas

10. Adjournment

The meeting adjourned at _____ a.m.

APPROVED:

_____/s/Glenda Savage_____
Board President

_____/s/Joan Sykes-Miessi_____
Board Secretary