



## CAYUCOS SANITARY DISTRICT

200 Ash Avenue / PO Box 333

Cayucos, CA 93430

(805) 995-3290

[www.cayucossd.org](http://www.cayucossd.org)

AGENDA ITEM:

**3.A.1**

### GOVERNING BOARD

R. Enns, President

S. Lyon, Vice-President

J. Curti, Director

J. Smith, Director

J. Clark, Director

### BOARD OF DIRECTORS REGULAR MEETING MINUTES THURSDAY, JULY 17, 2025 AT 5:00 P.M. 200 ASH AVENUE, CAYUCOS, CALIFORNIA 93430

#### 1. ESTABLISH QUORUM AND CALL TO ORDER

President Enns called the meeting to order at 5:00 p.m.

**Directors Present:** President Robert Enns, Vice-President Shirley Lyon, Director John Curti, Director Justin Smith, and Director Joe Clark

**Staff Present:** Acting District Manager Gayle Good and Administrative Services Manager/Board Secretary Amy Lessi

#### 2. PUBLIC COMMENT

Written Public Comment was received from Julie Tacker (attached).

#### 3. CLOSED SESSION

**Public Employment Pursuant to Government Code Section 54957(b)**

**Position: Interim District Manager/District Manager**

**Conference with Labor Negotiator Pursuant to Government Code Section 54957.6**

**Agency Designated Representatives: Robert Enns and John Curti**

**Unrepresented Employee: Interim District Manager/District Manager**

**Public Comment:** None

At 5:01 p.m., President Enns announced that the Board would transition to closed session.

**Directors Present During Closed Session:** President Enns, Vice-President Lyon, Director Curti, Director Smith, Director Clark

**Staff Present During Closed Session:** None

**Open Session reconvened at 5:25 p.m.**

**Items to report from Closed Session:** None

#### 4. CONSENT CALENDAR: Recommended to Approve

##### A. Meeting Minutes

1. Approval of minutes for the June 19, 2025 Board of Directors Regular Meeting
2. Approval of minutes for the July 9, 2025 Board of Directors Special Meeting
3. Approval of minutes for the May 8, 2025 Board of Directors Special Meeting
4. Approval of minutes for the May 15, 2025 Board of Directors Regular Meeting

##### B. Financial Reports: June 2025

1. Cash, Savings, and Investment Report

2. Check Registers – Wells Fargo (General & CIP Checking Accounts)
3. Budget vs. Actual Status Report FY
4. Capital Improvement Projects Report

Director Lyon asked why the balance in the general checking account is high, and Acting District Manager Good answered that it is in preparation for upcoming year-end expenses. Director Curti questioned the \$900 payment to the County of SLO on page 14 of the packet, and Manager Good responded that it was for three months' worth of lab testing. Director Curti next asked if the WRRF Improvements on page 18 of the packet will carry over into the next fiscal year, and Manger Good replied that they won't, as all three projects are now complete.

**Public Comment:** None

**Motion:** By Director Lyon to approve items on the Consent Calendar as prepared

**Second:** By Director Smith

**Vote: 5-0** Motion passed

**5. STAFF COMMUNICATIONS AND INFORMATION ITEMS: No Action Required**

**A. District Manager's Report: June 2025**

**B. Will-Serve Activity: June 2025**

**1. New Will-Serves**

- 3512 Gilbert Ave. / O'Shea / 064-407-017 / ADU New

**2. Extended Will-Serves:**

- 3194 Studio Dr. / Rosen / 064-417-009 / SFR New

**3. Finaled Will-Serves:**

- 3176 Shearer Ave. / Lema / 064-411-019 / SFR Addition

Acting District Manager Good gave a summary of the previous month's activities and added that she recently heard from the Cayucos-Morro Bay Cemetery District, who hopes to install a lawn and a road to the site in approximately one year. She also received notice from the County that they intend to replace the bridge on Toro Creek Rd. in the future, and President Enns suggested that the District request the replacement bridge be wider than the current one, in order to accommodate future increased use of Toro Creek Rd.

**Public Comment:** None

**Items 4.A – B were received and accepted.**

**6. DISCUSSION AND CONSIDERATION TO APPROVE A CONTRACT WITH SPICE INTEGRATION CORP. IN THE AMOUNT OF \$2,880.00 FOR MONTHLY SERVICES**

Director Curti asked if this contract would implement increased security measures. Manager Good affirmed and offered the transition to a ".gov" web address and an enhanced firewall as examples.

**Public Comment:** None

**Motion:** By Director Smith to approve a contract with SPICE Integration Corp. in the amount of \$2,880.00 for monthly services

**Second:** By Director Curti

**Vote: 5-0** Motion passed

**7. DISCUSSION AND CONSIDERATION TO APPROVE A CONTRACT WITH SPICE INTEGRATION CORP. IN THE AMOUNT OF \$10,299.21 FOR SECURITY UPGRADES AT THE WATER RESOURCE RECOVERY FACILITY**

**Public Comment:** None

**Motion:** By Director Curti to approve a contract with SPICE Integration Corp. in the amount of \$10,299.21 for security upgrades at the Water Resource Recovery Facility

**Second:** By Director Smith

**Vote: 5-0** Motion passed

#### **8. DISCUSSION AND CONSIDERATION TO APPROVE A CONTRACT WITH SPICE INTEGRATION CORP. IN THE AMOUNT OF \$19,494.16 FOR SECURITY UPGRADES AT THE DISTRICT OFFICE**

Director Smith requested confirmation that this contract will be paid for out of the CIP Budget, and Manager Good confirmed the contracts associated with agenda items 7 & 8 will come out of the CIP Budget, and the contract associated with agenda item 6 is included in the Operating Budget.

**Public Comment:** Laura Holder asked if the District obtained quotes from any other vendors for the services included in the 3 proposed contracts with SPICE. Manager Good responded no, and added that prior to establishing SPICE as the District's preferred IT service vendor, several quotes for similar services were obtained, and SPICE had significantly lower prices.

**Motion:** By Director Lyon to approve a contract with SPICE Integration Corp. in the amount of \$19,494.16 for security upgrades at the District office

**Second:** By Director Curti

**Vote: 5-0** Motion passed

#### **9. DISCUSSION AND CONSIDERATION OF REQUEST FROM THE LOCAL AGENCY FORMATION COMMISSION (LAFCO) TO NOMINATE AN ALTERNATE SPECIAL DISTRICT MEMBER**

President Enns shared his experience serving on LAFCO's Board as the Alternate Special District Member, and nominated Director Justin Smith to that role.

**Public Comment:** None

**Motion:** By Director Lyon to nominate Director Justin Smith as an Alternate Special District Member on the LAFCO Board of Directors

**Second:** By Director Clark

**Vote: 5-0** Motion passed

#### **10. DISCUSSION AND CONSIDERATION TO NOMINATE CANDIDATES FOR THE ELECTION OF DIRECTORS TO THE SPECIAL DISTRICT RISK MANAGEMENT AUTHORITY (SDRMA) BOARD**

**Public Comment:** None

**Motion:** By Director Curti to nominate Thomas B Wright, Mike Scheafer, Virginia Chang Kiraly, and Robert Housley as Directors to the SDRMA Board

**Second:** By Director Smith

**Vote: 5-0** Motion passed

#### **11. DISCUSSION AND CONSIDERATION OF ADOPTION OF RESOLUTION 2025-05 APPOINTING WILL CLEMENS AS INTERIM DISTRICT MANAGER AND APPROVING AN EMPLOYMENT AGREEMENT**

**Public Comment:** Laura Holder observed that the District Manager position is currently advertised on the District's website, with applications accepted until late August, and wondered if the Board's intent is for Mr. Clemens to be employed for approximately one month. She wondered why current Acting District Manager Gayle Good is unable to continue in the role of manager for the next month. She also questioned if Mr. Clemens would assume the duties of creating a five-year Capital Improvement Plan and an Operations and Maintenance Plan, which are currently contracted out to previous District Manager Rick Koon.

**Response to Public Comment:** President Enns stated that the Board does not have a problem with Gayle, but desires someone with more experience to fill the role of Acting District Manager. Director Smith added that a long-term District Manager will not necessarily be hired in September; the Board wants to wait until a good fit for the role is identified. Mr. Clemens' presence will help prevent the Board from feeling rushed in making their decision. President Enns stated that Rick Koon is on a retainer to answer questions.

**Motion:** By Director Smith to adopt Resolution 2025-05 appointing Will Clemens as Interim District Manager and approving an Employment Agreement, with a start date of July 21, 2025

**Second:** By Director Curti

**Rollcall Vote:** Smith=yes, Curti=yes, Clark=yes, Lyon=yes, Enns=yes; Motion passed

## 12. BOARD MEMBER COMMENTS

None

## 13. FUTURE SCHEDULED MEETINGS

- August 21, 2025 – Regular Board Meeting
- September 18, 2025 – Regular Board Meeting
- October 16, 2025 – Regular Board Meeting

## 14. ADJOURNMENT

The meeting adjourned at 6:23 p.m.

### Minutes Respectfully Submitted By:

X  \_\_\_\_\_

Amy Lessi

Administrative Services Manager/Board Secretary

July 16, 2025

Cayucos Sanitary District  
PO Box 333  
200 Ash Ave.  
Cayucos, CA 93430

RE: BOD meeting, July 17, 2025 Agenda Item 11. DISCUSSION AND CONSIDERATION OF ADOPTION OF RESOLUTION 2025-05 APPOINTING WILL CLEMENS AS INTERIM DISTRICT MANAGER AND APPROVING AN EMPLOYMENT AGREEMENT

Dear Board of Directors,

Please consider these comments before entering into an employment agreement with Mr. Will Clemens.

First of all, under the current management configuration having elevated Gayle Good to Acting General Manager your District is “running smoothly”. Additionally, the district is realizing a significant cost savings from the departure of Mr. Koon because Ms. Good is receiving just a mere \$1,000 per week stipend to carry out the duties of General Manager in the interim. Ms. Good has been employed by the district for many years and has an excellent grasp of the particular facets of this district’s management. She is fully capable of performing these duties.

By hiring Mr. Clemens the cost of management will increase by approximately 150% over the next several months. The window for applications for the permanent general manager position closes at the end of August and the hiring process should begin in September.

It is also important to note, before entering into Closed Session on June 19, 2025 (minutes reflect), your Chief Plant Operator, Sarah Hooper, stated that she supports the current Acting District Manager. It is well known that Ms. Good is liked and respected by the entire staff at Cayucos Sanitary District. This positive staff morale is important to maintain.

### **Experience**

You will be charged by Mr. Clemens for a steep learning curve, as his experience working in both the Central Services and Public Works Departments at SLO County and managing the Oceano Community Services District do not mirror the duties of managing Cayucos Sanitary District. The two districts are vastly different in that Oceano does not management wastewater pretreatment, treatment, reclamation or disposal; it has a small

collection system with only one lift station and a garbage franchise, only. These departments are actually run by the Utilities Manager, Tony Marriccino.

The District Manager job description, posted on the districts website requires, *“Five years of experience in the administration, operation or maintenance of wastewater pretreatment, treatment, reclamation, collection, and disposal (or a closely related field), including three years of administrative or management level experience.”*

Mr. Clemens does not have the required five years of experience in the wastewater field the Cayucos Sanitary District Manager job description cites (see excerpt below).

**EDUCATION AND EXPERIENCE:**

- Graduation from an accredited four-year college or university with major coursework in civil or environmental engineering, public health, chemistry, biology, public or business administration.
- Five years of experience in the administration, operation or maintenance of wastewater pretreatment, treatment, reclamation, collection and disposal (or a closely related field), including three years of administrative or management level experience.

Further, Mr. Clemens only worked as Oceano’s General Manager for four years. Embezzlement occurred before and during his term, and his legacy there includes the divestiture of fire services for the community. Under new management, the OCSD has had to raise water and wastewater rates significantly, to cover the cost of years deferred maintenance to these systems.

Mr. Clemens left that district on bad terms, announcing his retirement in October of 2023, leaving in December 2023 and then threatened to sue the district in the following weeks. Mr. Clemens was disrespectful to board members and the public during his tenure at OCSD, at any price; he is not a good fit for the position.

**Compensation**

Per the staff report for the above referenced matter, *“State law requires that compensation for a CalPERS retiree be no lower or higher than the posted salary range for the District Manager. For this reason, Mr. Clemens’s compensation must be \$128.19 per hour.”*

Yet, the posted salary range on the district’s website for the “District Manager” states; *“The compensation range for this PERS-eligible position is **\$86.52 to \$105.77 per hour** depending on the level of experience.”* (See excerpt below).

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## Compensation & Benefits

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The compensation range for this PERS-eligible position is **\$86.52 to \$105.77 per hour** depending on the level of experience. Any advanced salary placement beyond the minimum range will be based on the applicant-candidate's qualifications and experience outside of the minimum qualification requirements established for the position.

The District offers a competitive benefits package which includes:

- PERS Retirement – 2% at 62 for eligible PEPRA employees; 2.5% at 55 for pre-PEPRA members
- Leave benefits (subject to District policy) include 10 paid holidays, 10 vacation days (increasing with longevity), 2 personal days, and 12 sick days annually; prorated based upon hours worked
- Voluntary participation in 457 Deferred Compensation Plan
- Voluntary participation in Colonial Life (disability, life, etc.) employee insurance plan

Further, the resolution included in the staff report states, *“the maximum base salary for this position is \$10,255.20 per biweekly pay period and the hourly equivalent is \$128.19”*; but, within the agreement, Mr. Clemens, *“shall be paid a biweekly salary of \$5,127.60 (or an hourly rate of \$128.19,...”* There are two problems here, which “biweekly” pay is the actual compensation and the advertised range of \$86.52 to \$105.77 per hour that has been posted is not being used to calculate the hourly wage.

It appears the compensation for Mr. Clemens is miscalculated and the discrepancy between the two documents, what the ratepayers of Cayucos will be charged, is confusing and should be corrected.

### **Conclusion**

You are getting the biggest bang for your buck with Gayle Good as Acting General Manager. Staff and ratepayers are happy with this arrangement. There is no need to bring on a higher priced Interim General Manager at all.

Sincerely,



Julie Tacker  
P.O. Box 6604  
Los Osos, CA 93412  
805-235-8262