

CCWCD Meeting Minutes
Special Meeting – June 7, 2018

Prepared by: John J. Fumero, District Attorney

The purpose of this meeting was to discuss the process for personnel incidents involving the District Manager (“DM”).

- Fact finding.
- Interview employees.

- A Board member stated that mandatory random drug testing after an accident should be required.
- Board Members stated that they were not presented with written documentation of allegations.

All witnesses were sworn in under oath.

- Pedro Rodriguez – On April 24, 2018 at 7:35 a.m., the DM called him to office and alleged that there was false information that he had been “bad mouthing on the streets”. DM stated he could fire him. Rodriguez alleged discrimination because he was Hispanic. Other incident involved, gate was closed.
- Others stated dumpster closed because pumps were running because of 9” of rain expected. No employees available to work that weekend. Certain other employees present confirmed they were not available Memorial Day weekend.
- Conflicting testimony on whether Rodriguez was available to work Memorial Day weekend. Chris Dowd stated that dumpster was full anyhow. There was contradictory testimony regarding this incident.

- Miguel Reyes, equipment operator. On April 10th reporting file missing. Contained certain “certification” and original documents. Upon DM starting work – claimed personnel file was “missing”. His social security number is in file. Reyes was upset that no one was searching for his personnel file.
- Reyes demanded that video of the office during working hours be viewed. Reyes alleged someone may have stolen his file for unknown reasons.

- Reyes also complained to Board members. DM became aware of this employee lodging complaints with Board members.
- Due to Reyes complaining to the Board members, it appears that April 26, 2018 parking lot incident took place. It was alleged that an incident involving harsh words between the DM and Reyes occurred.
- 2 other witnesses didn't hear exchange, only noticed that the two interacted in parking lot. Reyes alleged DM "was in his face" and was cursing at him.
- Other employees stated that the DM never had negative interactions with employees.
- Pete Pelham – observed DM walking up to Miguel. Did not see or hear anything else.
- Miguel Reyes stated that he hired an attorney to represent him regarding his personnel claims against CCWCD and DM. District Attorney advised that it would be imprudent to conduct additional personnel proceedings regarding an active matter where employee Reyes has hired an attorney. Reyes stated that his attorney was looking at legal action against CCWCD depending on outcome of proceeding.
- Board voted to cease meeting due to Reyes retaining an attorney.

Meeting adjourned.