

ORANGE COUNTY CEMETERY DISTRICT

Board of Trustees

April 21, 2009

MINUTES

A special meeting of the Orange County Cemetery District Board of Trustees was called to order by Chairman Vivien Owen at 10:32 a.m., in the Board Room of the Orange County Cemetery District, 25751 Trabuco Rd., Lake Forest, CA 92630.

PRESENT: Vivien Owen, Chairman First District
Maureen Rivers Second District
William E. Nelson, Vice-Chairman Third District
Frank C. Brix, Sr. Fourth District
Leslie Keane Fifth District

ABSENT: None

Staff: Tim Deutsch, General Manager
Kathleen Mauzey, Secretary

Also Attending: Attorney Barbara Raileanu, Woodruff, Spradlin & Smart

The Board adjourned at 10:32 a.m. to meet in closed session pursuant to California Government Code Section 54957.6:

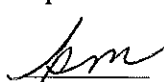
- 1) Conference with Designated Labor Negotiator: Barbara Raileanu, General Counsel;
Unrepresented employee: General Manager
- 2) Employment Agreement: Consider General Manager Employment Agreement.

The meeting reconvened at 10:47 a.m., and Attorney Barbara Raileanu reported that the Board met in closed session pursuant to California Government Code Section 54957.6 and considered the employment agreement of Tim Deutsch, General Manager. The Board agreed to set the compensation at \$118,000.00, the term in the agreement.

Benefits:

- A. Annual Leave (5 weeks);
- B. Dental Insurance provided through the Executive County Dental Plan (100% paid for employee and family so long as the cost of this benefit is equivalent to the cost for employee only. Should the cost of employee and family increase, Deutsch shall be solely responsible for the difference in cost);
- C. Health Insurance (100% paid for employee);
- D. Transportation allowance benefit of \$425.00 per month;
- E. Administrative Leave of five (5) days. This must be used annually and is not cumulative;
- F. Optional Cafeteria Plan valued at Three Thousand Five Hundred Dollars.


Chairman


Secretary

Two items were deleted from the benefits section because they are the same for all other employees and for clarity of the contract. The Board deleted (formerly paragraphs) D. Holidays (12) as specified in the District's Personnel Rules; and G. District-paid employee's share into the Orange County Employees Retirement System, as they are the same benefits provided to all other employees covered in Section 4.2.

For this year only as the contract term is through the end of December, Mr. Deutsch is still permitted to take advantage of the Cafeteria Plan for \$3,500 (which he already has).

Those are the terms of the compensation and benefits of the agreement that were discussed in closed session.

MOTION of Trustee Nelson, seconded by Trustee Rivers and unanimously carried, approved The First Amended Agreement for Employment – General Manager, dated April 21, 2009.

Trustee Keane voted to approve the agreement, but wanted on record her strong objection to the retroactive portion of the agreement.

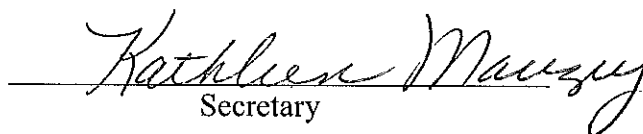
Trustee Keane requested a comparison of benefits for single employees and married employees to bring to the Board at a future meeting.

GM Deutsch informed the Board that Thomas Martin, Assistant to the General Manager, was leaving the District as he has accepted employment with the Water Replenishment District of Southern California. His last day will be Friday, May 1st.

The next regular meeting will be held on **Tuesday, May 5, 2009**, at 10:00 a.m., at the Orange County Cemetery District.

There being no further business, the meeting was adjourned at 11:05 a.m.


Chairman


Secretary