



# CARMEL AREA WASTEWATER DISTRICT (CAWD) SPECIAL MEETING OF THE BOARD OF DIRECTORS MINUTES

July 29, 2021, at 10:30 a.m.  
Via "ZOOM"

---

**CALL TO ORDER - ROLL CALL**      The meeting commenced at 11:57 a.m.

**Present:**      Directors: Greg D' Ambrosio, Robert Siegfried, Charlotte Townsend, Michael Rachel, and President Ken White

**Absent:**      None

**A quorum was present**

**Others:**      Barbara Buikema, General Manager, Carmel Area Wastewater District (CAWD or District)  
Rachél Lather, District Engineer, CAWD  
Patrick Treanor, Plant Engineer, CAWD  
Ed Waggoner, Plant Superintendent, CAWD  
Chris Foley, Maintenance Superintendent, CAWD  
Daryl Lauer, Collections Superintendent, CAWD  
Domine Barringer, Administrative Assistant/Board Clerk, CAWD  
Kristina Pacheco, Administrative Assistant/Board Clerk, CAWD  
Rob Wellington, Wellington Law Offices, CAWD Legal Counsel

## AGENDA ITEMS:

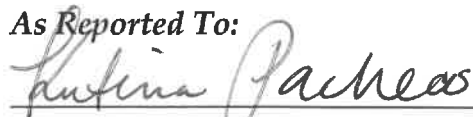
### 1.      Information/Discussion Items:

The Board discussed new or alternate policies requiring Covid-19 vaccination or regular weekly Covid-19 testing. The Board moved to create a new policy for all employees that will include encouraged vaccinations of all employees, mandatory weekly Reverse Transcription Polymerase Chain Reaction (RT-PCR) testing for unvaccinated employees (at their own expense), California Occupational Safety and Health Administrative (Cal/OSHA) standard of masks to be worn by vaccinated employees while indoors, N95 masks to be worn by unvaccinated employees at all times, and social distancing. The policy will also allow for the use of 80 hours of the 2021 COVID-19 Supplemental Paid Sick Leave and any additional sick leave will come for accrued sick leave, vacation time or not paid at all. The policy will go into effect within 2 weeks of circulation to employees.

**ADJOURNMENT:**

There being no further business to come before the Board, the meeting adjourned at 12:30 p.m. The next Regular Board Meeting will be held at 9:00 a.m., Thursday, August 26, 2021, or an alternate acceptable date, via teleconference webinar. The teleconference webinar is hosted through Zoom, and you may receive access by visiting our website homepage, [www.cawd.org](http://www.cawd.org), calling the District office at 831-624-1248 or via email at [downstream@cawd.org](mailto:downstream@cawd.org).

*As Reported To:*

  
\_\_\_\_\_  
*Kristina Pacheco, Pro-Tem Secretary to the Board*

**APPROVED:**

  
\_\_\_\_\_  
*Ken White, President*