



**FALLBROOK PUBLIC UTILITY DISTRICT
MEETING OF THE PERSONNEL COMMITTEE**

AGENDA

**MONDAY, AUGUST 17, 2026
10:00 A.M.**

**FALLBROOK PUBLIC UTILITY DISTRICT
990 E. MISSION RD., FALLBROOK, CA 92028
PHONE: (760) 728-1125**

THIS MEETING WILL BE HELD AT THE ABOVE DATE, TIME, AND LOCATION AND MEMBERS OF THE PUBLIC MAY ATTEND IN PERSON AT THE DISTRICT OFFICE LOCATED AT 990 E. MISSION RD., FALLBROOK, CA 92028. FOR THE CONVENIENCE OF MEMBERS OF THE PUBLIC WHO DO NOT WISH TO ATTEND IN PERSON, FALLBROOK PUBLIC UTILITY DISTRICT PROVIDES A MEANS TO OBSERVE AND PROVIDE PUBLIC COMMENTS AT THE MEETING VIA WEB CONFERENCE USING THE BELOW CALL-IN AND WEBLINK INFORMATION. PLEASE NOTE THAT IN THE EVENT OF TECHNICAL ISSUES THAT DISRUPT THE ABILITY OF MEMBERS OF THE PUBLIC TO VIEW THE MEETING OR PROVIDE PUBLIC COMMENTS THROUGH THE WEB CONFERENCE OPTION, THE MEETING WILL CONTINUE.

Join Zoom Meeting

<https://us06web.zoom.us/j/84817306797?pwd=IxiMyHDIVaEgLY24y44wUcKDBeK0WI.1>

MEETING ID: 848 1730 6797

AUDIO PASSCODE: 058530

Dial by your location

+1 346 248 7799 US (Houston); +1 720 707 2699 US (Denver); +1 253 215 8782 US (Tacoma);
+1 312 626 6799 US (Chicago); +1 646 558 8656 US (New York); +1 301 715 8592 US (Washington DC)

Find your local number: <https://us06web.zoom.us/j/84817306797?pwd=IxiMyHDIVaEgLY24y44wUcKDBeK0WI.1>

PUBLIC COMMENTS: Members of the public may submit public comments and comments on agenda items in one of the following ways:

SUBMIT COMMENTS BEFORE THE MEETING:

- By emailing to our Board Secretary at leckert@fpud.com
- By mailing to the District Offices at 990 E. Mission Rd., Fallbrook, CA 92028
- By depositing them in the District's Payment Drop Box located at 990 E. Mission Rd., Fallbrook, CA 92028

All comments submitted before the meeting by whatever means must be received at least 1 hour in advance of the meeting. All comments will be read to the Board during the appropriate portion of the meeting. Please keep any written comments to 3 minutes.

REMOTELY MAKE COMMENTS DURING THE MEETING: The Committee Chair will inquire prior to Board discussion if there are any comments from the public on each item.

- Via Zoom Webinar go to the "Participants List," hover over your name and click on "raise hand." This will notify the moderator that you wish to speak during oral communication or during a specific item on the agenda.
- Via phone, you can raise your hand by pressing *9 to notify the moderator that you wish to speak during the current item.

MAKE IN-PERSON COMMENTS DURING THE MEETING: The Committee Chair will inquire prior to discussion if there are any comments from the public on each item, at which time members of the public attending in person may make comments.

THESE PUBLIC COMMENT PROCEDURES SUPERSEDE THE DISTRICT'S STANDARD PUBLIC COMMENT POLICIES AND PROCEDURES TO THE CONTRARY.

If you have a disability and need an accommodation to participate in the meeting, please call the Board Secretary at (760) 999-2704 for assistance.

I. PRELIMINARY FUNCTIONS

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

II. ACTION/DISCUSSION------(ITEMS A-B)

A. UPDATE TO MANAGER'S AWARD

B. CAMP PENDLETON PERFORMANCE BONUS

III. ADJOURNMENT OF MEETING

* * * * *

DECLARATION OF POSTING

I, Lauren Eckert, Executive Assistant/Board Secretary of the Fallbrook Public Utility District, do hereby declare that I posted a copy of the foregoing agenda in the glass case at the entrance of the District Office located at 990 East Mission Road, Fallbrook, California, at least 72 hours prior to the meeting in accordance with Government Code § 54954.2(a).

I, Lauren Eckert, further declare under penalty of perjury and under the laws of the State of California that the foregoing is true and correct.

August 13, 2026
Dated / Fallbrook, CA

/s/ Lauren Eckert
Executive Assistant/Board Secretary

MEMO

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: August 17, 2026
SUBJECT: Update to Manager's Award

Purpose

To obtain approval for the proposed increase to the monetary award given to employees who receive the Manager's Award.

Summary

The Manager's Award was created to recognize an employee for their distinguished and exceptional work. A supervisor can recommend an employee to the General Manager for this special award, and it is up to the manager's discretion to decide the merit which would allow him to bestow this award. The award can be bestowed as many times a year as the General Manager feels is warranted, and the award would be presented to the employee at District board meetings.

In addition to a commemorative certificate of recognition, employees also receive a \$25 cash award.

The monetary award has remained the same since this award was created. During the July 2026 board meeting, a suggestion was made to increase the monetary award to an amount that properly awards the recognized employee for their exceptional work. The District is recommending the amount be increased from \$25 to \$250.

Budgetary Impact

There is no budgetary impact at this time.

Recommended Action

That the Personnel Committee supports changing the monetary award to \$250 for the Manager's Award.

M E M O

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: August 17, 2026
SUBJECT: Camp Pendleton Performance Bonus

Purpose

To obtain approval for Performance Bonuses for the Safety and Risk Officer, Wastewater Operations Manager, and Maintenance & Electrical Manager for their exceptional and ongoing work during the Camp Pendleton (CPEN) transition process.

Summary

The District assumed control of two wastewater treatment plants at Camp Pendleton on April 1, 2026. Since the partnership with CPEN became official in January of 2026, three employees have dedicated hundreds of hours additional work beyond the scope of their regular duties to ensure a smooth transition, including being on sight overnight and on weekends to ensure the District met and exceed the expectations of services outlined in our contract.

The District spent months preparing for this transition. However, the workload created by these two plants due to the condition being worse than expected exceeded the proposed scope of work expected in our planning meetings. The completion of these additional tasks was required to bring the plants up to District standards, and to meet state and federal compliance. The high performance of these employees helps position us for expansion of support services with CPEN which will further provide rate relief to FPUD ratepayers due to cost sharing of overhead costs.

In appreciation and recognition of their previous and continued efforts to successfully operate these plants, the District would like to award a one-time performance bonus in the amount of \$4,500, which is the annual bonus for an exceeds expectations management employee, to Safety and Risk Officer Isabel Casteran, Wastewater Operations Manager Jesse Perez, and Maintenance and Electrical Manager Steve Wuerth.

Budgetary Impact

Due to the current unplanned position vacancies, there is no budgetary impact at this time. The net impact of the CPEN operation is a cost reduction for FPUD ratepayers.

Recommended Action

That the Personnel Committee recommends that the Board approves a one-time performance bonus in the amount of \$4,500 each for the Safety and Risk Officer, Wastewater Operations Manager, and Maintenance and Electrical Manager in recognition of their exceptional and ongoing work associated with the District's partnership with Camp Pendleton.