

Kirkwood Meadows Public Utility District  
**Personnel Committee**  
**REGULAR MEETING NOTICE**

NOTICE IS HEREBY GIVEN that the Personnel Committee of the Kirkwood Meadows Public Utility District has called a Special Meeting of the Committee to be held on **Wednesday, June 17, 2026 at 1:30 PM** at the Kirkwood Meadows Public Utility District, Community Services Building, 33540 Loop Road, Kirkwood, CA 95646. The meeting will also be accessible via video/teleconference on Zoom at:  
<https://us02web.zoom.us/j/88421356787>

IN ACCORDANCE WITH THE PROCEDURES SET FORTH IN GOVERNMENT CODE §54953(B) – ADDITIONAL TELECONFERENCE LOCATION: Burlingame Public Library, 480 Primrose Road, Burlingame, CA 94010, Study Room A and 21298 Sarahills Drive, Saratoga, CA 95070

**HOW TO PARTICIPATE / OBSERVE THE MEETING:**

Public access is available at the physical location of the meeting. You may participate in person or via the Zoom Webinar.

**Telephone:** Call Zoom at (669) 900-6833 and enter Meeting ID# **884 2134 6787** followed by the pound (#) key.

**Computer:** Follow this link to join the meeting automatically:  
<https://us02web.zoom.us/j/88421356787>

**Mobile:** Open the Zoom mobile app on a smartphone and enter Meeting ID# **884 2134 6787**

**HOW TO SUBMIT PUBLIC COMMENTS:**

Prior to the meeting, please mail comments to P.O. Box 247, Kirkwood, CA 95646, fax your comments to (209) 258-8727 Attn: Rick Ansel or email at [GM@kmpud.com](mailto:GM@kmpud.com), write “Public Comments” in the subject line. Include the agenda item number and title, as well as your comments. During the meeting, the Committee Chair will announce the opportunity to make public comments. Please utilize the “raise your hand” function via the Zoom application or your telephone if participating in this manner.

Any person may make comments during the General Public Comment period on items of interest, within the subject matter jurisdiction of the Committee, that are not listed on the posted agenda. In accordance with the Brown Act, the Committee cannot deliberate or vote on any matter brought forth by public comment that has not been posted in the published agenda.

**ACCESSIBILITY INFORMATION:**

Committee meetings are accessible to people with disabilities and others who need assistance. Individuals who need special assistance or a disability-related modification or accommodation (including auxiliary aids or services) to observe and/or participate in this meeting and access meeting-related materials should contact the District, at least 48-hours before the meeting at (209) 258-4444 or [info@kmpud.com](mailto:info@kmpud.com). Advanced notification will enable the District to swiftly resolve such requests and ensure accessibility.

Kirkwood Meadows Public Utility District  
**Personnel Committee**  
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**AGENDA**

- 1) **CalPERS Contract Adding Safety Classification.** Discussion & possible action.
- 2) **Fire Chief Search Update.** Discussion & possible action.
- 3) **FY26 Current Organization Chart.** Discussion & possible action.
- 4) **General Manager Objectives Key Results – OKR's.** Discussion & possible action.
  - a) FY26 Ansel
  - b) FY27 Benson
- 5) Next Meeting/Staff Recommendation: Wednesday July 8, 2026 – 1:30 pm.

The Kirkwood Meadows Public Utility District is an equal opportunity provider and employer.

In compliance with the Americans with Disabilities Act, if you are a disabled person and you need a disability-related modification or accommodation to participate in this meeting, please contact the District at (209) 258-4444, by email to [info@kmpud.com](mailto:info@kmpud.com). Requests must be made as early as possible, and at least two business days before the meeting.

# **STAFF REPORT**

## **Adding “Safety Classification” to the California Public Employees’ Retirement System (CalPERS) Contract**

### **Background:**

Since July 17, 1994, the District has contracted with the California Public Employees’ Retirement System (CalPERS) to provide retirement benefits for the District’s classified “miscellaneous” employees.

With the announced retirement of the current Volunteer Fire Chief, the District has determined that it is necessary to evaluate and update its staffing structure moving forward. Specifically, the District must establish the authority to hire an employee under the CalPERS “safety” classification, if deemed appropriate, to meet the operational and leadership needs of the Fire Department.

Establishing access to the safety classification is essential to provide the District with the flexibility to recruit and retain qualified candidates for the Fire Chief position and other fire department positions and to ensure retirement coverage consistent with public safety roles.

CalPERS retirement benefits are based on employee classification (Miscellaneous vs. Safety), which determines retirement formulas, eligibility for industrial disability retirement, contribution rates, and related benefits. KMPUD currently provides a Miscellaneous formula of 2.5% at age 55.

Staff recommends consideration of a Safety Retirement formula of 2.7% at age 57 for qualifying positions, reflecting the public safety nature of fire service duties while maintaining fiscal responsibility.

A position may only be classified as Safety following formal review and approval by CalPERS. The District is required to submit the appropriate forms and supporting documentation, including detailed job descriptions, demonstrating that the position satisfies statutory safety criteria. CalPERS will evaluate the submission and, if approved, issue written confirmation to both the District and CalPERS. Absent CalPERS approval, the District is not authorized to report the position to CalPERS under a Safety classification.

If approved, CalPERS will implement the Safety classification prospectively. Under state law, including PEPRRA, retirement enhancements cannot be applied retroactively; prior service remains under the existing retirement formula.

# Personnel Committee Meeting: Date June 17, 2026 Agenda Item 1.

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## **Fiscal Considerations:**

Approval of a Safety Retirement classification would result in increased employer contribution rates to CalPERS compared to the current Miscellaneous formula. Safety plans generally carry higher normal cost rates due to enhanced retirement benefits and earlier retirement eligibility.

The exact fiscal impact will depend on:

- The final Safety retirement formula adopted (e.g., 2.7% at 57)
- CalPERS actuarial valuation rates in effect at the time of implementation
- Salary level of the position
- Unfunded accrued liability (UAL) rates applicable to the District

Employer contributions for Safety members are typically several percentage points higher than Miscellaneous rates and will increase ongoing payroll costs accordingly. Employee contribution rates will also increase under a Safety classification.

The Safety designation would apply prospectively only. There is no retroactive cost exposure for prior service under the Miscellaneous classification.

Staff will coordinate with CalPERS to obtain precise employer rate estimates prior to final implementation to ensure full fiscal transparency.

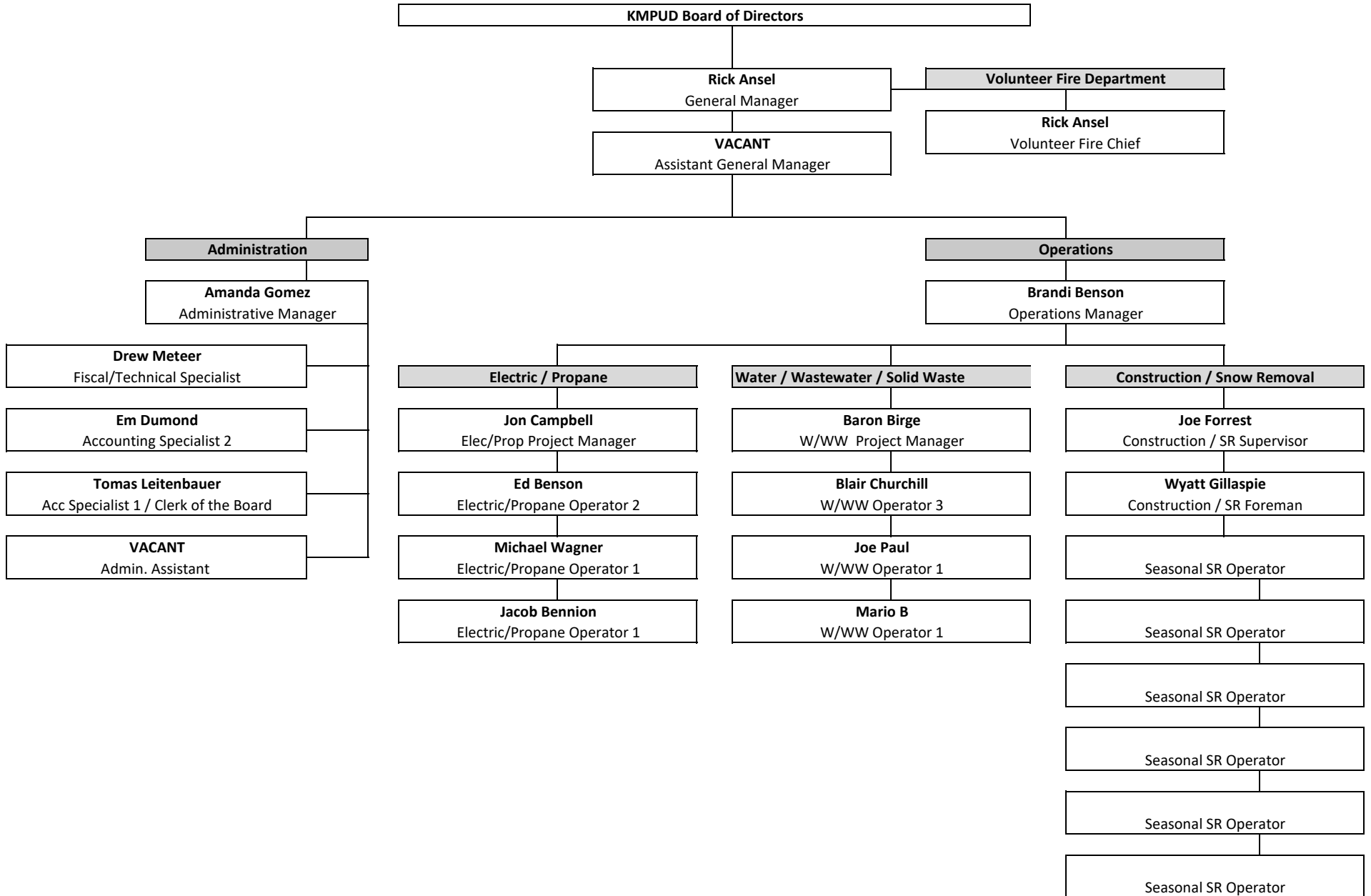
## **Recommendation:**

Staff recommends that the Committee review and approve initiation of the CalPERS process for Safety Retirement classification, including submission of all required forms and supporting documentation, with a proposed 2.7% at 57 Safety retirement formula, and to forward a recommendation to the Board for final consideration and action upon receipt of CalPERS approval.

## **Prepared By:**

Rick Ansel

# Kirkwood Meadows PUD June 2026 Organizational Chart



**Kirkwood Meadows Public Utility District  
Operator Certification Requirements**

| Department | Certificate    | Grade                                       | Required By | Minimum Required # of Employees | Target # of Employees | Existing | Operator                          | Notes   |
|------------|----------------|---|-------------|---------------------------------|-----------------------|----------|-----------------------------------|---|
| WASTEWATER | Treatment      | Grade III                                   | SWRCB       | 1                               | 2                     | 1        | Brandi B.                         | Grade 3 requires 1-4 years of qualifying experience, depending on education credits and/or college degree(s).   |
|            |                | Grade II                                    |             |                                 |                       | 1        | Baron B.                          | Baron currently holds a Grade 2 certificate and has the qualifying experience and education credits required for Grade 3 - his retest is scheduled for Q3 2026. |
|            |                | Grade I                                     |             |                                 |                       |          |                                   |   |
|            |                | OIT   |             |                                 |                       |          | 5                                 | Jon C.<br>Joe P.<br>Michael W.<br>Mario B.<br>Blair C.  |
| WASTEWATER | Collections    | Grade I                                     |             |                                 |                       | 1        | Blair C.                          | Not required by permitting authority.   |
| WATER      | Distribution   | Grade IV                                    |             |                                 |                       | 1        | Blair C.                          |   |
|            |                | Grade III                                   |             |                                 |                       |          |                                   |   |
|            |                | Grade II                                    | CDPH        | 1                               | 2                     | 3        | Blair C.,<br>Brandi B.,<br>Jon C. |   |
|            |                | Grade I                                     |             |                                 |                       | 1        | Michael W.                        | Mario B. has passed the exam and a submitted certification request.   |
| WATER      | Treatment      | Grade III                                   |             |                                 |                       | 1        | Blair C.                          |   |
|            |                | Grade II                                    |             |                                 |                       |          |                                   |   |
|            |                | Grade I                                     | CDPH        | 1                               | 2                     | 3        | Blair C.,<br>Brandi B.,<br>Jon C. | Mario B. has passed the exam and a submitted certification request.   |
| WATER      | CCC Specialist | N/A   | SWRCB       |                                 |                       | 1        | Blair C.                          | CCCS are required for the CCCP by SWRCB but can be a contract position.   |
| ELECTRIC   | Lineworker     | N/A   | OSHA/NFPA   | 2                               | 3                     | 2        | Ed B.,<br>Michael W.              | Jon C. has completed 3 of 4 modules required for certification. Jacob B. has started module 1.  |
| PROPANE    | CTEP or PEP    | Exterior Pipe / Regulator / Meter Installer | CPUC        | 1                               | 2                     | 2        | Ed B.,<br>Michael W.              | Jon C. and Jacob B. have started certification classes.   |
| PROPANE    | Electrofusion  | N/A   |             |                                 |                       | 2        | Ed B.,<br>Brandi B.               | Required for pipe installation but can be a contract position.  |

Required for system operation

## FY26 GM Objectives and Key Results

| Weight | Objective  | Key Result(s)   | Self- Evaluation RA 5/28/26  |
|--------|--|---|--|
| 60%    | All KMPUD services are provided safely, reliably, and cost effectively   | <p>No serious personnel injuries. If the result of a serious personal injury is deemed to be an unsafe work environment, the resulting score is 0%.</p> <p>Services are provided at all times, excluding planned or mandated outages. The percentage of annual service hours out of service reduces the score by that amount, up to 24 hours. Continuous days reduces the score by 5% for each part of a day after 24 hours.</p> <p>Operate at or below budget for the Fiscal Year. The percentage points over budget reduces the score by that amount.</p> | <p>There have been no work-related personnel injuries due to an unsafe work environment.</p> <p>There have been no unplanned service interruptions.</p> <p>TBD - I continue to work towards managing the District at or below the approved budget for FY26.</p>                                  |
| 10%    | The KMPUD sends timely and accurate billing statements to its customers and publishes full and correct information for public consumption (e.g., Board packets, website) | <p>Any time customer bills are sent after the 5<sup>th</sup> of the month, the score is reduced by 2%. Each customer bill that needs to be re-sent due to KMPUD error reduces the score by 2%.</p> <p>Each time there are missing materials or erroneous information published by the KMPUD for public consumption, the score is reduced by 2%.</p>   | <p>Customer bills were sent late on two occasions (11/7/25 and 10/9/25). There were incorrect billing statements issues in October and November due to staff failing to add the new wastewater rates.</p> <p>There was no missing or erroneous information published for public consumption.</p> |
| 10%    | The KMPUD has a strong, positive relationship with its customers   | <p>Meet with Kirkwood Mountain Resort GM at least twice in the Fiscal Year, either solo or with Board President. 2.5% is awarded for each meeting.</p> <p>Meet with each HOA at their annual meetings, if requested, either solo or with the Board President. Either 10% is awarded or none of the score is awarded.</p>  | <p>I met with Ricky on 9/15/25 and remained in close contact with him and senior management with Kirkwood Mountain resort throughout the year.</p> <p>I have met or spoken with all HOA representatives throughout the year and plan to attend annual HOA meetings in July.</p>                  |
| 10%    | The KMPUD is well-positioned to hire its next General Manager  | <p>By the end of the Fiscal Year, all staff certifications are in place to allow for an internal promotion.</p> <p>Either all or none of the score is awarded.</p>  | <p>Complete, with the Board's appointment of Brandi Benson as next General Manager.</p>  |
| 10%    | The Kirkwood community has the level of fire and emergency medical services directed to Staff to provide   | <p>If Staff is directed to hire contracted services, then having contracted services operating by the end of the Fiscal Year. If Staff is directed to close KVFD, then doing so (or having a written plan if operations extend into FY27). Either all or none of the score is awarded.</p>  | <p>TBD, not complete as of 5/28/2026.</p>  |

## FY27 GM Objectives and Key Results

| Weight | Objective  | Key Result(s)   |
|--------|--|---|
| 60%    | All KMPUD services are provided safely, reliably, and cost effectively   | <p>No serious personnel injuries. If the result of a serious personal injury is deemed to be an unsafe work environment, the resulting score is 0%.</p> <p>Services are provided at all times, excluding planned or mandated outages. The percentage of annual service hours out of service reduces the score by that amount, up to 24 hours. Continuous days reduces the score by 5% for each part of a day after 24 hours.</p> <p>Operate at or below budget for the Fiscal Year. The percentage points over budget reduces the score by that amount.</p> |
| 10%    | The KMPUD sends timely and accurate billing statements to its customers and publishes full and correct information for public consumption (e.g., Board packets, website) | <p>Any time customer bills are sent after the 5<sup>th</sup> of the month, the score is reduced by 2%. Each customer bill that needs to be re-sent due to KMPUD error reduces the score by 2%.</p> <p>Each time there are missing materials or erroneous information published by the KMPUD for public consumption, the score is reduced by 2%.</p>   |
| 10%    | The KMPUD has a strong, positive relationship with its customers   | <p>Meet with Kirkwood Mountain Resort GM at least twice in the Fiscal Year, either solo or with Board President. 2.5% is awarded for each meeting.</p> <p>Meet with each HOA at their annual meetings, if requested, either solo or with the Board President. Either 10% is awarded or none of the score is awarded.</p>  |
| 10%    | The KMPUD has made demonstrable improvements on utility losses   | <p>Reduce Electric and Wastewater unidentified losses below the 5-year average for each department.</p> <p>Score is awarded in 1% increments for each 1% reduction in loss in either department.</p>  |
| 10%    | The Kirkwood community has the level of fire and emergency medical services directed to Staff to provide   | <p>If Staff is directed to hire contracted services, then having contracted services operating by the end of the Fiscal Year. If Staff is directed to close KVFD, then doing so (or having a written plan if operations extend into FY27). Either all or none of the score is awarded.</p>  |