



TAHOE-TRUCKEE SANITATION AGENCY

A Public Agency
13720 Butterfield Drive
TRUCKEE, CALIFORNIA 96161
(530) 587-2525 • FAX (530) 587-5840

Directors

Dale Cox: President
Dan Wilkins: Vice President
David Smelser
Blake Tresan
S. Lane Lewis

General Manager

LaRue Griffin

BOARD OF DIRECTORS REGULAR MEETING MINUTES

November 18, 2020

I. Call to Order:

This meeting was conducted via GoToMeeting teleconferencing as described in the November 18, 2020 meeting agenda and the accompanying Guidelines for Using GoToMeeting for T-TSA November 18, 2020 Board of Directors Meeting. President Cox called the regular meeting of the Tahoe-Truckee Sanitation Agency Board of Directors to order at 9:00 AM. Roll call and Pledge of Allegiance followed.

Directors Present: Dale Cox, OVPSD (via teleconference)
Dan Wilkins, TCPUD (via teleconference)
S. Lane Lewis, NTPUD (via teleconference)
David Smelser, ASCWD (via teleconference)
Blake Tresan, TSD (via teleconference)

Staff Present: LaRue Griffin, General Manager (via teleconference)
Roshelle Chavez, Administrative Manager (via teleconference)
Jay Parker, Engineering Manager (via teleconference)
Michael Peak, Operations Manager (via teleconference)
Richard Pallante, Maintenance Manager (via teleconference)
Robert Gray, Information Technology Manager (via teleconference)
Vicky Lufrano, Human Resources Administrator (via teleconference)
Richard P. Shanahan, Agency Counsel (via teleconference)
Aaron Carlsson, Engineering Department (via teleconference)
Scott Fleming, Engineering Department (via teleconference)
Michelle Mackey, Administrative Department (via teleconference)
Dawn Davis, Administrative Department (via teleconference)
Angelina Henson, Administrative Department (via teleconference)
Tiffany Hambrick, Administrative Department (via teleconference)
Greg O'Hair, Operations Department (via teleconference)
Brandon Dimond, Operations Department (via teleconference)
Kristin Davis, Laboratory Department (via teleconference)
Paul Shouse, Maintenance Department (via teleconference)
Tanner McGinnis, Maintenance Department (via teleconference)

Public Present: Tim Loper, Carollo Engineering
Sarah Coolidge, Public
Pippin Mader, Public
Jane Davis, Public

II. Public Comment.

Ms. Jane Davis provided public comment regarding the Agency waste discharge requirements violations.

Mr. Pippin Mader provided public comment regarding the management reports, General Manager, staff, operations, management and the Board of Directors.

Mr. Aaron Carlsson provided public comment regarding the Agency, operations, staff, Board of Directors, and General Manager.

No further action was taken by the Board.

III. Consent Agenda

1. Approval of the minutes of the regular Board meeting on October 21, 2020.

MOTION by Director Lewis **SECOND** by Director Tresan to approve the minutes of the regular Board meeting on October 21, 2020; motion approved.

The Board approved the motion by the following roll call vote:

AYES:	Directors Wilkins, Smelser, Tresan, Lewis and President Cox.
NOES:	None
ABSENT:	None
ABSTAIN:	None

Motion passed.

2. Approval of general fund warrants.

3. Approval of financial statements.

4. Approval of Progress Pay Estimate No. 1 for the Furnishing Air Purifying Respirator and Self-Contained Breathing Apparatus Equipment project.

5. Approval of Progress Pay Estimate No. 2 for the 2020 Digital Scanning of Sewer Lines project.

6. Approval of Progress Pay Estimate No. 2 for the 2020 Administration Building Remodel project.

MOTION by Director Lewis **SECOND** by Director Wilkins to approve the Consent Agenda items 2-6; motion approved.

The Board approved the motion by the following roll call vote:

AYES:	Directors Wilkins, Smelser, Tresan, Lewis and President Cox.
NOES:	None
ABSENT:	None
ABSTAIN:	None

Motion passed.

IV. Regular Agenda

1. Report from October 21, 2020 closed session meeting.

Mr. Griffin stated there was no action to report from the October 21, 2020 closed session meeting.

No action was taken by the Board.

2. Presentation of the Organizational Assessment.

Mr. Tim Loper of Carollo Engineering, Inc. provided a PowerPoint presentation to the Board of Directors on the Organizational Assessment. After the presentation, Mr. Loper addressed Director questions.

Mr. Griffin informed the Board there was no action required on the presentation, other than accepting the completed assessment. Mr. Griffin explained that the acceptance action would indicate only that Carollo Engineering, Inc. has completed the Organizational Assessment scope of work, and acceptance would not be an indication the Directors or Agency accepts all or any recommendations from the Organizational Assessment report. Staff would return the next month after evaluating the recommendations from that Organizational Assessment and make its own recommendations on which to adopt and implement.

Public comment was received from Mr. Pippin Mader and Ms. Sarah Coolidge.

3. Approval to accept the Organizational Assessment report.

MOTION by Director Lewis **SECOND** by Director Smelser to accept the Organizational Assessment report; unanimously approved.

The Board approved the motion by the following roll call vote:

AYES:	Directors Wilkins, Smelser, Tresan, Lewis and President Cox.
NOES:	None
ABSENT:	None
ABSTAIN:	None

Motion passed.

4. Approval to award the purchase of the Submersible Pump and Power Pack project.

MOTION by Director Lewis **SECOND** by Director Tresan to award the purchase of the Submersible Pump and Power Pack project to Pac Machine Company, Inc. in the amount of \$72,134.03; unanimously approved.

The Board approved the motion by the following roll call vote:

AYES:	Directors Wilkins, Smelser, Tresan, Lewis and President Cox.
NOES:	None
ABSENT:	None
ABSTAIN:	None

Motion passed.

V. Management Team Reports

1. Department Reports.

Mr. Peak provided an update on current and past projects for the operations department and reported that all waste discharge requirements were met for the month.

Mr. Pallante provided an update on current and past projects for the maintenance department.

Mr. Parker provided an update on current and past projects for the engineering department.

Mr. Gray provided an update on current and past projects for the information and technology department.

Mrs. Chavez provided an update on current and past projects for the administration department.

No action was taken by the Board.

2. General Manager Report

Mr. Griffin provided an update on the status of various ongoing projects, none of which required action by the Board.

Public comment was received by Mr. Pippin Mader regarding department reports.

No action was taken by the Board.

VI. Board of Director Comment

Directors Lewis and Wilkins requested the Agency keep Carollo Engineering, Inc. retained under contract for additional services that may be needed to assist with recommendations for and implementation of the Organizational Assessment.

VII. Adjournment

There being no further business, the open session meeting was adjourned at 11:44 AM.

MOTION by Director Lewis **SECOND** by Director Smelser to approve the adjournment of the Regular Board of Directors Meeting; unanimously approved.


The Board approved the motion by the following roll call vote:

AYES: Directors Wilkins, Smelser, Tresan, Lewis and President Cox.
NOES: None
ABSENT: None
ABSTAIN: None

Motion passed.

The Board then continued the teleconference to conduct a closed session to consider the following item:

1. Closed session for public employee performance evaluation of the General Manager position.



LaRue Griffin
Secretary to the Board

Approved: 12/16/20

Documentation received as
Public Comment.

From: [Anonymous Employee](#)
To: obgolf@gmail.com; dwilkins@townoftruckee.com; dalecoxplumber@yahoo.com; comment@ttsa.net; btresan@truckeesan.org
Subject: Letter for November BOD Meeting
Date: Tuesday, November 17, 2020 8:40:38 PM

11/17/2020

Dear Board of Director's,

I am requesting that this letter be read aloud at the November Board meeting and included in the minutes.

I am a current employee of T-TSA and I am writing this anonymously out of continued fear of retaliation from upper management and harassment from an employee.

On 11/16/2020 General Manager LaRue Griffin sent out an email to all T-TSA staff regarding the organizational assessment being presented to the Board at the 11/18/2020 Board of Director's meeting. In that email Mr. Griffin states, "Should you hear negative comments on the OA, I ask that you do not partake in the negative conversations as they often lower morale, create division and do not create the desired positive work environment." Mr. Griffin continuously preaches to staff to seek the truth and share the truth. The truth is not always what he wants to hear. I do not feel Mr. Griffin is acting in good intentions of fulfilling the Core Values, wherein staff is to ***actively seek ways in which to collaborate with each other***, nor is it setting the seen to ***assume positive intent by seeking to understand rather than to blame, or encouraging to build relationships, when there are concerns, by including all parties involved in the conversations.***

There is a current staff member who makes frequent appearances at the T-TSA Board meetings crying falsities of harassment and places blame on others for stirring the pot if you will. He feels above everyone else and defies the core values by not being ***polite and approachable in all interactions***. He ***spreads divisive rumors***; he talks down to people rather than ***actively collaborating or seeing positive solutions or issues as they arise***. None of this ***treat's others with respect at all times***. Rather than ***assuming positive intent by seeking to understand rather than blame he immediately blames***. He creates a combative environment. He does so because he backs Mr. Griffin no matter how unethical or inappropriate Mr. Griffin's actions are, because this gives this employee a safety net with the General Manager.

The work culture at T-TSA continues to decline. The one person who should be bringing the staff together continues to divide them. Until the Board holds Mr. Griffin and upper management accountable for the Core Values no positive change can possibly be made. There are personnel issues at the agency and the most rotten apple of them all sits at the very top. We are seeking your help!

Dear members of the Board,

I am an employee of T-TSA and I enjoy working here for the most part. The management staff are friendly and approachable. Some of the staff here claim they are targeted, intimidated, and harassed by management, but they are the ones that do these actions to others that are not in their clique. And when they do not get their way and get themselves in trouble, they claim they are being targeted, harassed, and retaliated against for speaking out (See the PERB decision report for examples of this behavior).

Approximately 16 of the 46 employees (~ 35%) here are "disgruntled". I prefer, like most employees here, to be able to come to work, do a good job, have mutually respectful relationships with my co-workers, and go home without taking workplace drama home with me. The staff that are unhappy here are not connecting the dots that some of the management decisions/changes being made (that they do not like) are directly related to their inappropriate behavior. For example, the core values; if staff were not targeting, harassing, and intimidating others, these core values would be understood and not need to be spelled out.

I am amazed at the lengths they go to when trying to get their way at the Agency. I have heard of and have seen trespass and destruction of private property, character assassination through coordinated lies and gossip, intimidation by various means, etc.

Now we have ex-employees and a spouse of a current employee (along with current T-TSA employees) constantly trying to stir up trouble and ruin people's lives that work at the Agency for no reason other than retribution. They use half-truths, outright lies, friends and family, manipulation of data, exaggerations, titles, education, condescension, etc. to paint a false picture of what is going on here at T-TSA.

I prefer to submit this letter anonymously after seeing what happened to Aaron Carlsson after he spoke up against the misinformation that has been aimed at the Board of Directors, management, and anyone else they decide to target. Thank you for your patience and understanding during this time.

Please include In every Board Meeting until further notice.