

**With all due respect to the Board Of Directors.**

**I am concerned that while the Board has Rainbows future at heart, I truly worry that Rainbow is being taken advantage of.**

**LEASING EMPLOYEES AND EQUIPMENT.**

**It seems that Fallbrook public Utility District is benefiting by this far more than Rainbow. Moving the Engineering Department is of a major concern because the Engineering Department share files with Customer Service this means ever time some one in the Engineering Department needs to look at a file they have to disrupt the Customer Service Department. Which means that They have to physically pull the file, scan the required information and then e-mail it to the Engineering Department. If for some reason the information requested can not be found that means some one has to leave Fallbrook and drive to Rainbow to find the necessary information. This adds more strain to both Departments and does not seem to be cost effective.**

**HIRING.**

**Although we were told that monies saved would be through attrition. Fallbrook has filled or in the process of employing two employees. Again this seems to be very one sided.**

**Did Fallbrook move the Engineering free of charge or is Rainbow having to pay for the move.**

**If this is not a consolidation why was the Engineering Department moved. You can see that this very concerning. It cannot possibly be good for the rate payers.**

**Thank you for listening to my concerns. I know that as Board Members you too have Rainbow at Heart, you all put a lot of time in as elected Board Members.**

## I DO NOT WANT THE CONSOLIDATION!

I was under the impression that it would take more time before any consolidation would take place. In my opinion, the JPA should continue at least 2 years or at least not until the new MOU process is complete. Then we would have a better grip on whether or not a joint consolidation would or would not work.

I also feel that besides the new PERS addition, RMWD should offer its own incentive for the "Golden Handshake", e.g., the same health benefits for employee (and any family member) as it is now until that employee reaches age 65. I'm pretty sure, more people would consider retiring early if this was offered. Another consideration would be to offer a cash benefit for however many years that employee has worked, e.g., \$2-3,000 for each year the employee has worked.

Why is everything RMWD has been doing now being changed to how FPUD does stuff? We hear RMWD will be close down and everyone and eveything will be moved to FPUD by next year. Is this true?

I am from the operations side and I would like to praise the Wastewater Division for keeping there department operational and functional; they know there stuff,we recently upgraded 2 lift stations and 1 water tank.

I If a merger takes place will Rainbow employees be respected and treated fairly at FPUD.

Will Rainbow board still be active during the fast moving JPA there has been no input from the Rainbow Board to employees directly we need to hear from them personally.To improve employee morale

I think we should stay under JPA longer than 1 year at least two years to see the cost savings and benifits .RMWD Board needs to look deep and ask questions and let ratepayers know of outcome if this is worth it or not

How can moving the Customer Service to FPUD, save money? There is the cost of renovating the FPUD Customer Service area to accommodate RMWD's Customer Service personnel. Then/if the merger takes place; there will be the cost of remodeling again to make the Customer Service area one office space instead of two areas. It has been said that there will be a wall put up between FPUD and RMWD Customer Service so the customers can go to the appropriate District. Then after the merger, everything will need to be taken down and remodeled to make it one space for all of Customer Service. Where is the cost savings?

If we are still 2 separate districts, why are we moving so fast? What's the difference whether the relocation happens now or later if the merger takes place? Why don't we wait until the final approval or rejection from LAFCO? And what about the Board, they could change their mind too and vote it down.

Moving Cust. Service to FPUD and the Ops at FPUD to here – you're talking about a HUGE expense. And what if it doesn't go through, then what? Probably the same expense, if not more to put everything back.

Also, the deal about the new business cards for EVERYONE, which is unnecessary. Are these going to be "fair" so both addresses & both phone numbers will be on them? Let's hope so.

9/12/13

Rainbow Board Members:

I would like to paint a different picture than what Dr. Brian Brady has painted. The engineering staff has not been able to perform their duties as efficiently and this has caused a financial burden to RMWD.

Our computers are a lot slower and only 5 people can be on the Citrix when there is 6 staff members plus 1 intern. Also, some of us do not have access to the ARC Reader so we are not able to view the map book on the computer.

The engineering staff has been having to go to the RMWD office at least once a day to pick up and drop off mail, fuel up the vehicles, deposit money, meetings, pick up supplies, and pull customer files.

I feel that by moving RMWD staff to FPUD before the official vote of the RMWD Board Members is a waste of rate payers money. I believe that Dr. Brian Brady is moving forward with relocating RMWD staff making it difficult to reverse what he has put into motion.

Thank you for listening to our concerns.

think we should extend the 1 year of the JPA to two years to really observe and test the JP, both districts- That's when issues and differences will come out from both boards. Rainbow board should ask for field and office feedback independently and really listen to Rainbow employees.

Why are we moving Rainbow staff if we are under the JPA staying separate - does not make sense we should stay separate and learn from first mistake being moved from a dump truck cool.

Keep fpud operations at fpud to expensive from rumors - cost over 100k - not cost effective does the public know jpa tearing down walls and buildings at what really expense \$ where the savings

I heard from fallbrook fpud employees that the JPA is keeping Fallbrook branding? Why in the case why merge Rainbow is strong independently.. no on 2 yr per handshake

Why is FPUD safety guy incorporating FPUD's way if both districts are still separate. Rainbow has equal and greater policy

15 The Public / Rate Payers  
aware of all the expenses  
for the consolidation?

## JPA / CONSOLIDATION

With all due respect to the Board of Directors:

I find it very hard to understand why every RMWD employee is getting business cards with both FPUD & RMWD Logo's on them. What mailing address and telephone numbers are they going to have on them?

I understand that the Board is a little upset that no one is putting comments into the suggestion box perhaps it's because we do not feel we are being listened to.

Too many things happening to make this feel like a hostile takeover. It seems like this is happening to quickly without being looked into more closely.

Concerned Employee

September, 2013

The Fallbrook Public Utility District office building is going through construction at this time to construct office space for Rainbow Municipal Water District Engineer Department and Customer Service Department. The next construction project at FPUD will be office space for RMWD's Accounting Department and Human Resources Department.

Moving RMWD Engineer Department and Customer Service Department to FPUD does make geographic sense based on customer location density.

I want to make the suggestion to the Rainbow Municipal Water District Board of Directors to keep RMWD's Accounting Department at the RMWD site and move the Fallbrook Public Utility District Accounting Department to the RMWD site to save the cost of constructing individual offices for the Accounting Department at FPUD. The RMWD Administration Building has enough private offices for both Accounting Departments to avoid the added cost of construction at FPUD. The Accounting Departments deal with confidential issues daily and require private offices. The Accounting Department will have an employee to take cash payments when necessary at the RMWD site and will be able to process all mail payments remotely for both RMWD and FPUD.

The Customer Service Department at the FPUD site will answer all calls. The Customer Service Department will direct all calls to all the Departments at RMWD and FPUD.

Having Human Resources staff at both facilities makes sense for the employees who will be located at RMWD and FPUD sites.

In Summary:

- My suggestion will save on construction cost
- Provide private offices for RMWD and FPUD Accounting Departments.
- Customers would be able to continue making their payments at RMWD and FPUD sites.
- Employees will have access to Human Resources staff when needed.

I think it would be good if you asked all the eligible employees for the Golden Handshake if they are interested in accepting it before you decide to ask just one department. That way, you can get an idea of who is interested before asking just one department's employees. What if you did ask just one group and the 1 or 2 people who you thought were interested decided not to take the Golden Handshake? Then, the district wouldn't benefit because they wouldn't save any money. And more importantly, if someone from another department was dead serious about taking it and you didn't ask them, then I don't think it would be fair to that employee who really wants to take advantage of the Golden Handshake. So, my suggestion is that you should ask all the employees who are eligible. And if there are only a few from the whole district who want it, it would benefit all parties involved.

I have a feeling that the board is not addressing all the comments that have been submitted. They should answer each one individually and make it known to the employees that they have been heard. As far as I'm concerned, that is not happening. Answering 1 or 2 comments doesn't cut it. They should be put into the minutes AND as an insert in the monthly newsletter. That way, the customers will know how we feel. I'm not the only one who suspects this.

**Why is it when Rainbow employees submit suggestions to the Rainbow Municipal Water Board, they do not get back to employees? I would like to see the Board get back to employees and answer each question appropriately, not just to the GM!**

**Rainbow Board should listen to the Village News! November 2013 Water Hike says NO on Merger! Will not save money!**

**Rainbow Water Board listen to your community & employees! Do not give up your power & Board power. It will be a bad decision!**

There are many departments who are concerned about if/when they are going to move to FPUD. As an example, the Cust. Service Department knows that they'll most likely be moving, but they are being left in the dark about which person will be staying back AND they are not in the decision-making process for this and feel like they should be able to contribute their thoughts on this decision as well.

Our Safety person is no longer working at RMWD and because of this, some things have fallen by the wayside, for example, some kind of training needs to be given at least every 10 days, District inspections and something that may not seem important, but the weekly checking of the 2 defibrillators we have. I know there are many of us who were under the impression that Fallbrook's Safety person was supposed to be coming to the District at least a couple of times a week to take care of Safety matters and of course, what is mentioned above, which is only a small portion of what RMWD's Safety person's tasks were. Can you please explain?

Can you give us any information on the Fallbrook employees' feelings on the consolidation? We've heard very little of any comments they may have regarding this, e.g., are they for it or are they against it? It would be a good idea to really take note on what all of the comments are from us and them and listen intently to all the concerns we have. Most of RMWD employees do NOT want the consolidation. How about FPUD?

Why did the Board not vote on the Action Letter presented at the Sept. 24<sup>th</sup> Board meeting to vote on a draft plan to move Customer Service? It's not right to move forward with this if they didn't even vote YEA or Nay on it.

To whom it may concern:

I am concerned of the decision that was made about the retirement incentives for down sizing manpower to save money for the district.

I do acknowledge up front that I do not have all the facts on the retirement incentive AKA GOLDEN HAND SHAKE. But what I do understand is that it will not be available to all personnel who are eligible to retire. I understand that only certain key personnel will be afforded this opportunity. If this is true I find it unfair and disappointing. All personnel should be afforded this opportunity not just certain key personnel. We all know we are top heavy with management and must be dwindled down in numbers for the merger. But to consider Management **only** for this benefit should not even be a possibility. It should be afforded to all retirement eligible personnel. I plead with you that we need leadership from the front on this.

Thank you for your consideration in this matter.

Respectfully submitted,

I VOICE

why does rainbow board always agree with fpud's requests.rainbow board cant decide on its own and make there own decisions?

why do we have senior staff meetings - there are NOT PRODUCTIVE - field crews cant get hold of superintendants

with recent meeting's there are no feedback to rainbow water employees what is going on or from the board

where is the other half of meeting the rainbow staff had with board in october 2013. we are due an answer why we havent had it?

are GPS trucks being monitored by GM

SECRETARY'S CERTIFICATE

I, Dawn Washburn, Secretary of the Board of Directors of the Rainbow Municipal Water District, County of San Diego, California, hereby certify as follows:

The attached is a full, true and correct copy of a resolution adopted at a meeting of the Board of Directors of the District duly held at the regular meeting place thereof on July 22, 2014, by the following vote:

AYES: Directors Brazier, Griffiths, Lucy, and McManigle  
NOES: None  
ABSTAIN: None  
ABSENT: Sanford

An agenda of the meeting was posted at least 72 hours before the meeting at 3707 Old Highway 395, Fallbrook, California, a location freely accessible to members of the public, and a brief description of the resolution appeared on the agenda.

The resolution has not been amended, modified or rescinded since the date of its adoption, and the same is now in full force and effect.

Dated: July 24, 2014



Secretary of the Board of Directors of the  
Rainbow Municipal Water District