

**MINUTES**  
REGULAR MEETING OF THE GOVERNING BOARD  
GOLETA SANITARY DISTRICT  
A PUBLIC AGENCY  
DISTRICT OFFICE CONFERENCE ROOM  
ONE WILLIAM MOFFETT PLACE  
GOLETA, CALIFORNIA 93117

December 15, 2025

**CALL TO ORDER:**

President Majoewsky called the meeting to order at 6:30 p.m.

**BOARD MEMBERS PRESENT:**

Steven T. Majoewsky, Dean Nevins, Jonathan Frye, Edward Fuller, Joseph Glancy

**BOARD MEMBERS ABSENT:**

None

**STAFF MEMBERS PRESENT:**

Steve Wagner, General Manager/District Engineer, Vyto Adomaitis, Assistant General Manager, Rob Mangus, Finance Director/Board Secretary, Guisel Razo, Interim Finance Manager (via Zoom), Laura Romano, Communications and Human Resources Manager, Dylan Kitao, Engineering Assistant, and Jeff Ferre, General Counsel (via Zoom)

**OTHERS PRESENT:**

Tom Evans, Director, Goleta Water District (via Zoom)  
Bob Thomas, Director, Goleta West Sanitary District

**APPROVAL OF MINUTES:**

Director Nevins made a motion, seconded by Director Frye, to approve the minutes of the Regular Board meeting of 12/01/2025. The motion carried by the following vote:

(25/12/2072)

AYES:	5	Majoewsky, Nevins, Frye, Fuller, Glancy
NOES:		None
ABSENT:		None
ABSTAIN:		None

**POSTING OF AGENDA:**

The agenda notice for this meeting was posted at the main gate of the Goleta Sanitary District and on the District's website 72 hours in advance of the meeting.

**PUBLIC COMMENTS:**

None

**BUSINESS:**

1. CONSIDERATION AND ADOPTION OF RESOLUTION NO. 25-728 AMENDING AND ADOPTING RECOMMENDED REVISIONS TO THE HUMAN RESOURCES PROCEDURE AND POLICY MANUAL

Mr. Wagner gave the staff report.

Director Nevins made a motion, seconded by Director Fuller to approve and adopt Resolution No. 25-728 amending and adopting recommended revisions to the District's Human Resources Procedure and Policy Manual.

The motion carried by the following vote:

(25/12/2073)

AYES:	5	Majoewsky, Nevins, Frye, Fuller, Glancy
NOES:		None
ABSENT:		None
ABSTAIN:		None

2. CONSIDERATION OF A 2026 EMPLOYEE SALARY AND BENEFITS SURVEY

Mr. Wagner gave the staff report.

Director Fuller made a motion, seconded by Director Nevins to authorize the General Manager to execute a professional services agreement provided by legal counsel with CPS HR Consulting for the preparation of a 2026 Employee Salary and Benefits Survey in an amount not to exceed \$40,000.00.

The motion carried by the following vote:

(25/12/2074)

AYES:	5	Majoewsky, Nevins, Frye, Fuller, Glancy
NOES:		None
ABSENT:		None
ABSTAIN:		None

3. UPDATE ON SEWER SERVICE RATE AND FEE STUDY AND REVIEW OF DRAFT FINANCIAL PLAN

Mr. Wagner began the staff report and introduced Kevin Kostiuk, Project Manager, Raftelis who updated the Board. No Board action was taken on this item.

4. GENERAL MANAGER'S REPORT

Mr. Wagner gave the report.

5. LEGAL COUNSEL'S REPORT

Mr. Ferre – No report.

6. COMMITTEE/DIRECTORS' REPORTS AND APPROVAL/RATIFICATION OF DIRECTORS' ACTIVITIES

Director Fuller – No report.

Director Frye – Expressed interest in volunteering as a member at large for the Santa Barbara Chapter of CSDA.

Director Nevins – No report.

Director Glancy – No report.

7. PRESIDENT'S REPORT

President Majoewsky – Reported on the Goleta Water District meeting he attended.

8. ITEMS FOR FUTURE MEETINGS

No Board action was taken to return with an item.

9. CORRESPONDENCE

The Board reviewed and discussed the list of correspondence to and from the District in the agenda.

10. APPROVAL OF BOARD COMPENSATION AND EXPENSES AND RATIFICATION OF CLAIMS PAID BY THE DISTRICT

Director Nevins made a motion, seconded by Director Frye, to ratify and approve the claims, for the period 12/02/2025 to 12/15/2025 as follows:

Running Expense Fund #4640	\$	711,338.56
Capital Reserve Fund #4650	\$	316,300.55
Depreciation Replacement Reserve Fund #4655	\$	26,698.15
Retiree Health Insurance Sinking Fund #4660	\$	18,248.39

The motion carried by the following vote:

(25/12/2075)

AYES:	5	Majoewsky, Nevins, Frye, Fuller, Glancy
NOES:		None
ABSENT:		None
ABSTAIN:		None

**ADJOURNMENT**

There being no further business, the meeting was adjourned at 8:01 p.m.

ATTEST

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Steven T. Majoewsky  
Governing Board President

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Robert O. Mangus, Jr.  
Governing Board Secretary