

MEETING REPORT
HUMAN RESOURCES COMMITTEE
WEDNESDAY, SEPTEMBER 16, 2009
2:15 P.M.

Directors: Bob Behee
Ralph Retherford

Staff: Pete Kampa
Tom Scesa
Sheri Barnett

Review Criteria for Salary and Benefit Analysis Pursuant to the Strategic Plan

Pete Kampa reported that the Strategic Plan directs the Management staff to ensure that the District's salaries and benefits attract and retain great employees. Mr. Kampa indicated that staff is always reviewing the District's organization chart and job descriptions to ensure that the District is operating in an efficient manner. Mr. Kampa explained that in an attempt to ensure that the District is offering salaries and benefits comparable to other water and wastewater agencies, staff proposes to perform, a comprehensive salary and benefits survey. Staff proposes to use the ACWA 2009 salary survey as the basis to identify comparable Districts with which to compare.

Director Retherford indicated that due to the suggested salary freeze, he believes that a salary survey at this time is unnecessary and a waste of staff time. Pete Kampa indicated that staff also recommends to place the salary survey on hold for another year.

Director Retherford stated that he believes that the Board should not take any benefits away from the District employees, but look into higher health benefit deductibles.

Pete Kampa indicated that the District staff is discussing the possibility of hiring a consulting service to conduct a salary and benefits study of District classification. The consensus of the Committee was to move forward as long as it saves the District money.

Committee Recommendation: District staff was directed to begin Union negotiations early don't wait until the spring 2010; schedule a closed session in October to meet with the Board regarding Union negotiations; and hold off from completing a salary survey this year.

Review of Management Staff Evaluation Criteria for the General Manager

Pete Kampa reported that to help him evaluate and improve his performance, as well as identifying developmental needs for enhancing our relationship and the work environment for the future, he requests that key staff fill out a performance evaluation for the General Manger.

Director Retherford requested that the availability (in person or on the phone) of Mr. Kampa be included in the performance evaluation form.

Committee Recommendation: Place the General Manager's performance evaluation on a future agenda for Board review and consideration prior to completion by the Management staff.