



OJAI VALLEY SANITARY DISTRICT

A Public Agency

1072 Tico Road, Ojai, California 93023

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MINUTES OF PERSONNEL COMMITTEE

The Personnel Committee held a meeting at the District Office, 1072 Tico Road October 12, 2011, beginning at 9:01 a.m.

COMMITTEE MEMBERS PRESENT: William C. Murphy
George Galgas
John R. (Randy) Burg, Chairman

COMMITTEE MEMBERS ABSENT: None

STAFF PRESENT: Jeff Palmer, General Manager
Brenda Krout, Clerk of the Board
Ronald Sheets, Operations Superintendent

OTHERS PRESENT: None

1. **Public Comment**

None

2. **General Review of District Employees' Compensation & Benefits Package**

District employees' current benefit package was reviewed; this review included a discussion about how the current Cafeteria Health Insurance Plan is being implemented.

Benefits options and intangibles attached to employee benefits, such as employee longevity, culture of the organization, etc. were discussed.

Director Murphy recommended the Committee investigate the following possibilities:

- Eliminate the Cafeteria Health Insurance Plan & pay 100 percent of each employee's health insurance premium up to an established maximum.
- Re-evaluate the Nash Salary & Compensation study to restructure the current salary scale.
- Review retirement benefits – see if there is a need to adjust the District's contribution downward.

ITEM 20-1

The Committee discussed the potential of establishing incentive pay for employees obtaining higher certifications and/or knowledge than their position requires.

It was agreed that staff will work on developing some suggested benefit package changes and present them to the Committee for review and discussion.

3. **Discussion**

a. Audience

None

b. Committee Members

None

c. General Manager

None

The Personnel Committee Meeting adjourned at 11:08 a.m.

Minutes submitted by Brenda Krout, Clerk of the Board.