



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 February 24, 2011, beginning at 9:04 a.m.

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

COMMITTEE MEMBERS ABSENT: None

STAFF PRESENT: John Correa, General Manager
Brenda Krout, Administrative Officer
Ronald Sheets, Operations Superintendent

OTHERS PRESENT: None

1. **Select Chairman For The Committee**

Director Burg was selected to serve as Chairman.

2. **Public Comment**

None

3. **Employee Compensation/Classification Survey Results – Nash & Company**

The Committee reviewed the report completed by Nash & Company. The Committee discussed the different aspects of the recommendations in the report.

The Committee reviewed the benefits comparison portion of Nash's report. The Committee requested staff provide more details to the benefits comparison, and bring the results back to the Committee. The Committee agreed that they would postpone their formation of a recommendation to present to the Board on the compensation/classification survey results until they have reviewed the updated benefits comparison.

The Committee discussed Nash & Company's recommendation to add a new classification (Senior Operator) in the Collection System and the Treatment Plant.

It was agreed that adding these new classifications would increase the promotion opportunities for the employees in both these work areas. The Committee unanimously supported presenting a recommendation to the Board to add a new classification for Senior Collection System Operator and Senior Treatment Plant Operator as recommended in the Nash report.

4. **Discussion**

a. Audience

None

b. Committee Members

None

c. General Manager

None

The Personnel Committee Meeting adjourned at 10:55 a.m.

Minutes submitted by Brenda Krout, Clerk of the Board.