



## OJAI VALLEY SANITARY DISTRICT

A Public Agency

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### MINUTES OF PERSONNEL COMMITTEE

The Personnel Committee held a meeting at the District Office, 1072 Tico Road March 4, 2011, beginning at 9:03 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. **Public Comment**

None

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

The Committee reviewed the additional information provided by staff on Total Compensation. The information provided by staff included a summary of the benefits section of the 2010 CASA Salary Survey.

Staff distributed worksheets estimating the affect implementation of the recommendations in the Nash study would have on the budget for fiscal year 2011-2012.

The Committee reviewed and discussed all of the information provided to them.

Chairman Burg voiced his opinion that Nash's recommendations should be implemented in increments, 50 percent in fiscal year 2011-2012 and 50 percent in 2012-2013.

Directors Murphy and Galgas voiced their opinions that in view of the current economic conditions no salary adjustments should be made at this time; both supported revisiting Nash's recommendations for fiscal year 2012-2013.

A majority (2 to 1) of the Committee, with Chairman Burg opposing, supported presenting the completed Nash study to the Board with a recommendation to implement only the salary and position changes for the Information Technology Administrator, effective July 1, 2011.

The Committee unanimously supported presenting a recommendation to the Board to adopt all of the revised Job Descriptions of current District positions, included the recommended title changes to some of these positions.

4. **Discussion**

a. Audience

None

b. Committee Members

None

c. General Manager

None

The Personnel Committee Meeting adjourned at 12:03 p.m.

Minutes submitted by Brenda Krout, Clerk of the Board.