



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 March 24, 2015, beginning at 6:08 p.m.

COMMITTEE MEMBERS PRESENT: Peter M. Kaiser
Stan Greene
William M Stone, Chairman

COMMITTEE MEMBERS ABSENT: None

STAFF PRESENT: Jeff Palmer, General Manager
Brenda Krout, Administrative Officer

1. **Select Chairman For The Committee**

Director Stone was selected to serve as Chairman of this Committee.

2. **Public Comment**

None

FOR DISCUSSION & REVIEW

3. **2015 Compensation Study Results**

Mr. Palmer announced that the results from the 2015 Compensation Study the Board contracted with Koff & Associates to perform were just received yesterday, Monday March 23. The results were distributed to the Committee.

Mr. Palmer reviewed the methodology/approach utilized by the consultant in compiling these results, noting that the CASA 2014 Statewide salary survey data was used. Koff was asked to crunch the numbers from the CASA survey along with some demographic data for all the areas.

Charts supplied by Koff were reviewed. Mr. Palmer pointed out that some of the District's job positions don't fit into the common mold of positions from other agencies. These discrepancies were discussed. Mr. Palmer stated that he felt there were a few job positions that will warrant some salary adjustment.

It was agreed that the Committee and staff will continue to review the Compensation Study results; staff will develop recommendations which will be presented to the Committee at a future meeting, prior to going to the Board. Mr. Palmer encouraged Committee members to contact him with questions, comments or suggestions as staff's recommendations are formulated.

Once staff has drafted their recommendations a Committee meeting will be scheduled.

4. **General Discussion**
- a. Audience
 None
 - b. Committee Members
 None
 - c. General Manager
 None

The Personnel Committee Meeting adjourned at 7:16 p.m.

Minutes submitted by Brenda Krout, Clerk of the Board.