

**MINUTES OF THE SPECIAL MEETING  
OF THE GOLETA WEST SANITARY DISTRICT  
UCSB CAMPUS, PARKING LOT 32, SANTA BARBARA, CALIFORNIA  
January 13, 2009**

**CALL TO ORDER**

President Lewis called the meeting to order at 7:16 p.m.

**BOARD MEMBERS PRESENT**

Dave Bearman, M.D.  
Craig Geyer (arrived 7:20 p.m.)  
Dr. David C. Lewis  
Gary L. McFarland  
Larry D. Meyer (arrived 7:18 p.m.)

**STAFF PRESENT**

Diane P. Powers, Secretary, Mr. Mark Nation, General Manager/Superintendent; Mr. Steven A. Amerikaner, General Counsel

**OTHERS PRESENT**

Ms. Gail Topolinski, Larry Beller & Associates

**ORDER OF THE AGENDA**

There was no change to the order of the agenda.

**MINUTES**

(09-01-03)

Upon a motion by Director McFarland, seconded by President Lewis the Board unanimously approved the minutes of the regular meeting of January 6, 2009 as written.

**BUSINESS**

**1) Board Workshop regarding Total Compensation Study**

Mr. Mark Nation provided a brief review of the process surrounding the development of the Total Compensation Study. He then introduced Ms. Gail Topolinski who was the consultant that prepared said study. Director Bearman was concerned that the Study was not comparing apples to apples but rather apples to oranges and that the input received from some of the surveyed agencies may have skewed the information. Director McFarland commented that the Board should look at the averages. Ms. Topolinski pointed out that the other agencies surveyed are direct competitors that wish to secure the most qualified employees. Director Bearman replied that he believes the District is already competitive. Director Geyer remarked that he would like to see an office assistant hired to support the Office Manager and that the Office Manager is not being adequately compensated. Ms. Topolinski went on to complete her report.

Director Geyer stated that the General Manager/Superintendent requires a new contract and that the Board should examine the current Life Insurance benefit as well as considering a Long Term Disability benefit. Ms. Topolinski informed the Board that they

need to develop a consistent means of compensating employees and to understand where they wish to be in the market.

(09-01-04)

Upon a motion by Director Geyer, seconded by Director Bearman the Board unanimously approved to accept the Total Compensation Study and to direct the Personnel Committee to review said Study to include a job description for an Office Assistant. Director Bearman added that the accumulation of sick leave beyond a certain time also needs to be addressed.

**ADJOURNMENT**

There being no further business, President Lewis adjourned the meeting at 8:12 p.m.

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Diane P. Powers, Secretary

**APPROVED**

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Dr. David C. Lewis, President