

GOLETA WEST SANITARY DISTRICT
Special Personnel Committee Meeting Agenda
August 31, 2023

1:00 PM

UCSB Campus, Parking Lot 32
Santa Barbara, California 93106
(District Office)

Public Comment: If you wish to make a public comment on a specific agenda item, you may attend the in-person meeting at the District Office. Please note the District has the discretion to limit the speaker's time. If you wish to submit a hard copy of written comments to Committee members, please submit your comment at least three (3) hours prior to the start time of the meeting. Comments may or may not be read into the record during the meeting.

Accessibility: The Board of Directors Hearing Room is wheelchair accessible. Should special assistance be required to participate in this meeting, please contact the District office by phone (805-968-2617) or email (info@goletawest.org).

Call to Order:

Roll Call: Director Bearman and Director Turenchalk

Business:

- 1. Discussion of the District's 457 deferred compensation program**
 - a. The Committee will discuss the matching provisions of its 457 compensation program.

- 2. Discussion of Annual General Manager Performance Review Process**
 - a. The Committee will discuss potentially amending the Procedure for Performance Evaluation and Compensation Review/Adjustment for General Manager/Superintendent for future presentation to the Board.

- 3. Discussion of Personnel Policy/Employee Handbook**
 - a. The Committee will discuss directing staff to begin the process of revising the Personnel Policy/Employee Handbook to bring back to Committee for consideration and recommendation to the Board.

The Goleta West Sanitary District Board Room is accessible to people with disabilities. If additional accommodations for the disabled are needed, please call the District's Office Manager at (805) 968-2617 or e-mail your request to info@goletawest.com in advance of meeting.

- 4. Discussion of CASA's 2023 Employee Salary & Benefits Survey**
 - a. The Committee will discuss the survey and the District's current compensation and benefits.

Adjournment:

Supplemental Materials:

2018 Personnel Policy/Employee Handbook with Current Appendix A & B
2023 CASA Salary/Benefits Survey