

Draft Minutes
Budget and Personnel Committee Meeting
July 27, 2012

1. Call to Order:

The Budget and Personnel Committee was called to order at 9:04 a.m. by Vice President Gustafson. In attendance were:

- Committee members: Vice President Gustafson and Director Nishi.
- Staff: Jim Heitzman, James Derbin, Kelly Cadiente, Jean Premutati, and Paula Riso.

2. Public Comments on Any Item Not on the Agenda:

No comments.

3. Approve the Draft Minutes for June 22, 2012:

As a quorum of the June meeting was not present to approve the draft minutes, they will be brought back in August for consideration.

4. Receive and Discuss First Draft of Classification and Compensation Study:

Ms. Premutati handed out a slightly revised study. Director Nishi asked for clarification on what changes were made and suggested that next time the changes be done in track-change to make it easy to follow. The Committee asked clarifying questions and noted the proposed changes made to the job descriptions and two position title changes. There was discussion on position and agency comparisons. Director Nishi commented that he would like to see the District positions compensation higher than San Lorenzo and Soquel Creek but disagreed with having Dublin and Alameda on the comparator list. Vice President Gustafson agreed to remove Dublin and Alameda from the comparator list. Director Nishi asked to show on all job descriptions whether or not the position is exempt and if it is in the union or employee's association. Ms. Premutati answered that was her intention. Director Nishi questioned if the experience required for many of the positions was adequate. Director Nishi said that he would like to recommend increases to the Board but would like to make recommendations for each individual position. The Committee discussed different options they could use for recommending increases.

The Committee recommended moving this item forward to the Board for consideration.

5. Identify Agenda Items for the Next Committee Meeting:

The Committee did not ask for anything specific to be added to the agenda.

6. Committee Member Comments:

No comments were made.

7. Adjournment:

The meeting was adjourned at 10:12 am.

DRAFT