

ORANGE WATER AND SEWER AUTHORITY
WORK SESSION OF THE BOARD OF DIRECTORS
OCTOBER 13, 2016

The Board of Directors of the Orange Water and Sewer Authority (OWASA) held a Work Session on Thursday, October 13, 2016 at 6:00 P.M. in OWASA's Community Room in the Administration Building, 400 Jones Ferry Road, Carrboro.

Board Members present: John A. Young (Chair), Jeff Danner (Vice Chair), Barbara Foushee (Secretary), Yinka Ayankoya, Terri Buckner, David Moreau, Robert Morgan and Ruchir Vora.
Board Member absent: Heather Payne.

OWASA staff present: Ed Kerwin, Mary Darr, Greg Feller, Vishnu Gangadharan, Stephanie Glasgow, Adam Haggerty, Andrea Orbich, Dan Przybyl, Stephen Winters, Todd Taylor and Robert Epting (Epting and Hackney).

Public present: Braxton Foushee and Margaret Holton (Water, Sewer and Stormwater Coordinator, University of North Carolina at Chapel Hill).

MOTIONS ACTED UPON

1. Robert Morgan made a motion approving the process of OWASA's Capital Improvement Program Investment Practices; second by Yinka Ayankoya and unanimously approved.

ANNOUNCEMENTS

John Young said any Board Member who knows of a conflict of interest or potential conflict of interest with respect to any item on the agenda tonight is asked to disclose the same; none were disclosed.

Robert Morgan reported that the Human Resources Committee met on October 11, 2016, to plan for the special meeting on November 3, 2016, regarding diversity and inclusion.

Terri Buckner reported she attended the October 12, 2016, Orange County Intergovernmental Parks Work Group and that there was discussion of establishing "mile markers" on the Mountains-to-Sea Trail (MST) to help locate hikers who may need assistance. She also noted that the work group received positive comments/feedback regarding how the OWASA Board and staff thoughtfully handled the OWASA meetings with respect to the MST.

ITEM ONE: DISCUSSION OF OWASA'S CAPITAL IMPROVEMENTS PROGRAM (CIP) INVESTMENT PRACTICES

Mary Darr, Director of Engineering and Planning, presented information on OWASA's Capital Improvement Program development process and investment practices.

Ruchir Vora arrived at the meeting at 6:30 P.M.

Robert Morgan made a motion approving the process of OWASA's Capital Improvement Program Investment Practices; second by Yinka Ayankoya and unanimously approved. Please see Motion 1 above.

ITEM TWO: DISCUSSION OF ALTERNATIVE EMPLOYEE COMPENSATION STRATEGIES

Robert Morgan, Human Resources Chair, introduced this item and Stephanie Glasgow, Director Human Resources and Safety, provided a brief overview of Board action since January 2013 to present.

After discussion, the Board agreed that staff will prepare an employee total benefit comparison data with other benchmark organizations. The Board also agreed that staff will propose a process/approach for the Board's review as it pertains to a majority of our employees being below their pay range mid-point.

ITEM THREE: REVIEW BOARD WORK SCHEDULE

Barbara Foushee reported on the September 13, 2016 Executive Committee meeting regarding a future Board team-building event and how the Executive Committee could support the Board in the current fiscal year. The Board agreed that the Executive Committee would develop a proposal for a team-building exercise.

The Board agreed to add a discussion item on the November 10, 2016 agenda regarding OWASA turning 40 and to defer the discussion item on key performance indicators from November 10, 2016 meeting to December 8, 2016.

ITEM FOUR: EXECUTIVE DIRECTOR WILL SUMMARIZE THE KEY STAFF ACTION ITEMS FROM THE WORK SESSION

Ed Kerwin summarized the key action items for staff as follows:

- Prepare an employee total benefit comparison data with other benchmark organizations; and
- Propose a process/approach for the Board's review as it pertains to a majority of our employees being below their pay range mid-point.

ITEM NINE: CLOSED SESSION

Without objection, the Board convened in a closed session for the purpose of discussing a personnel matter.

The work session was adjourned at 9:05 P.M.

Respectfully submitted by:


Andrea Orbich

Executive Assistant/Clerk to the Board