ORANGE WATER AND SEWER AUTHORITY

A public, non-profit agency providing water, sewer and reclaimed water services to the Carrboro-Chapel Hill community.

Meeting Summary
Human Resources Committee Meeting
Wednesday, May 19, 2010, 5:30 p.m. – 7:00 p.m.
OWASA Boardroom

Board Committee:	Braxton Foushee, Chair; Fred Battle; Joyce Preslar and Randy Kabrick (ex officio)
Other Board Members:	Mac Clarke
Staff:	Ed Kerwin, Stephanie Glasgow, John Greene, Mason Crum and Stephen Winters
Staff:	None

The Committee discussed and agreed to support staff's recommendation to eliminate the vacant Human Resources Director position and to reclassify the existing Safety and Training Administrator position to the new position of Human Resources and Safety Manager. This proposal will be on the Board's May 27, 2010 agenda.

The Committee and staff also agreed to have further discussions about possible reorganization of human resources and safety functions before any organizational change is made.

The Committee discussed the Draft Succession Plan for the OWASA Executive Director and agreed that it will be on the Board's June 10, 2010 agenda.

Stephanie Glasgow informed the Committee that we expect our health insurance premiums to increase somewhere between 7–8% on July 1st. Ms. Glasgow explained that Blue Cross Blue Shield (BCBS) notified staff that a recent change in mental health requirements would result in a higher rate increase than previously expected. Ms. Glasgow said an 8% decrease in dental insurance is expected. Staff expects the BCBS contract will be on the Board's June 10, 2010 agenda.

The Committee agreed to recommend to the full Board of Directors that the Fiscal Year 2011 budget include a 2.5% average merit pool increase for employees.

Prepared by:

Ed Kerwin
Executive Director