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
Executive Committee Meeting
August 14, 2014 - 3:30 PM
OWASA Boardroom

Committee Members: John Young (Chair), Michael Hughes, Heather Payne

Other Board Members: None

Staff: Mary Darr

Public: None

The Executive Committee met on Thursday, August 14, 2014 to discuss the scope and schedule for Board deliberations of annual employee performance reviews and pay adjustments.

Agenda Plans for Pay Adjustment Decisions

Michael Hughes, who serves as Human Resources Committee Chair, communicated the diminishing timeframe for Fiscal Year (FY) 2015 employee compensation adjustments and the high level of Board member interest in recent years. The Executive Committee acknowledged this situation. The Committee requested staff to present, at the August 28th Board meeting, background information about OWASA's current employee performance review and merit pay system and the Waters Consulting Group's Compensation and Classification Study. The agenda will include Board discussion of information needed for the September 11th work session regarding FY 2015 employee compensation. Michael Hughes will consult with staff on content of the August 28th Board meeting presentation.

Agenda Plans for Performance Reviews

The Executive Committee discussed the General Counsel and Executive Director performance review schedule and that an item be added to the August 28th agenda for discussion of the same.

Coordination of Work Sessions and Committee Meetings

The Executive Committee discussed and agreed that, with the new work session format, committee meeting and work session coordination is needed for the Board and staff to work effectively. Therefore, the Committee requested a meeting be scheduled with all committee chairs to discuss coordination and the new work session format. All Board Members are invited to attend.

Next Steps

Staff will poll availability of Board Members on August 25th and August 27th to schedule the next meeting of the Executive Committee.

The meeting was adjourned at approximately 4:34 PM.

Mary Darr, P.E.
Director of Engineering and Planning