

**MEETING MINUTES OF THE  
OLIVENHAIN MUNICIPAL WATER DISTRICT'S  
PERSONNEL COMMITTEE**

**March 18, 2024**

A Personnel Committee of the Olivenhain Municipal Water District was held on March 18, 2024, at the District office, 1966 Olivenhain Road, Encinitas, California and via teleconference.

President Guerin called the meeting to order at 2:53 p.m. In attendance were Matthew Hahn, Board Vice President; Christy Guerin, Board President; Kimberly Thorner, General Manager; Jennifer Joslin, Human Resources Manager; Gabriela Saffiote, Human Resources Analyst; and Doug Johnson, Vice President Ralph Andersen & Associates.

1. ADOPTION OF THE AGENDA

President Guerin moved to adopt the agenda, seconded by Director Hahn and carried unanimously.

2. PUBLIC COMMENTS

There were no public comments.

3. APPROVAL OF THE MINUTES OF THE MARCH 30, 2023 REGULAR MEETING OF THE BOARD PERSONNEL COMMITTEE

President Guerin moved to approve the meeting minutes from March 30, 2023 and seconded by Director Hahn.

4. REVIEW COMPREHENSIVE 2024 SALARY SURVEY

The committee reviewed the market data in the 2024 Salary Survey as presented by Doug Johnson, Vice President of Ralph Anderson & Associates, who conducted the survey. Following review, the recommendation of a 4.8% salary range adjustment based on the San Diego Consumer Price Index was accepted. The Salary Survey will be brought to the full Board on April 17, 2024.

5. REVIEW THE ANNUAL UPDATE TO THE FIVE YEAR STAFFING ANALYSIS

The committee reviewed the annual update to the District's five year Staffing Analysis document. No staffing changes were requested for FY 2024-25. The Staffing Analysis will be brought to the full Board on April 17, 2024.

6. CLOSED SESSION – POTENTIAL CALPERS ISSUE

The committee discussed a potential CalPERS issue regarding reportable compensation.

7. ADJOURNMENT

The meeting was adjourned at 3:47 p.m.