

MINUTES OF A REGULAR MEETING OF THE  
BOARD PERSONNEL COMMITTEE OF THE  
OLIVENHAIN MUNICIPAL WATER DISTRICT

OCTOBER 30, 2019

A meeting of the Personnel Committee of the Olivenhain Municipal Water District was held on Wednesday, October 30, 2019, at the District office, 1966 Olivenhain Road, Encinitas, California.

The meeting was called to order at 2:00 P.M. In attendance were Director Sprague, President and Division 5 Director; Director Christy Guerin, Division 3; Kimberly Thorner, General Manager; Thomas Wood, Human Resources Manager; and Jennifer Joslin, Human Resources Analyst.

1. REVIEW 2019 ANNUAL OBJECTIVES-HR STRETCH GOAL RESULTS

The District conducted surveys of the employees for suggestions on maintaining a safe, healthy, rewarding work environment; an action plan was developed and presented today.

- a.) Review of the Energage 2019 Employee Survey Results regarding OMWD's culture and working environment. The committee reviewed the survey results and discussed the action plan.
- b.) Review of the in-house employee survey results regarding benefits and events. The proposed changes going forward and action plan were discussed. The Committee approved Human Resources to provide an update of the action plan at the next Personnel Committee meeting, tentatively scheduled in April 2020.

2. APPROVAL OF MINUTES – Regular Meeting of the Personnel Committee (April 3, 2019)

Director Guerin moved to approve the minutes of April 3, 2019, seconded by Director Sprague and carried.

The meeting was adjourned at 3:01 P.M.