GREEN VALLEY WATER IMROVEMENT DISTRICT PERSONNEL ADVISORY COMMITTEE MEETING NOTICE AND AGENDA

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the customers of the Green Valley Domestic Water Improvement District and to the general public that the Green Valley Domestic Water Improvement District will hold a meeting open to the public on:

TUESDAY, FEBRUARY 1st, 2022, at 9:00AM at the Green Valley Water District Conference Room 3200 S. Camino Del Sol, Green Valley, AZ

The Agenda is as follows:

- 1. Call to order and Roll call Committee Chair, Patricia (Pat) Carlstad
- 2. Salary survey
- 3. Call to the Public
- 4. There is no future Personnel Committee meeting currently scheduled
- 5. Adjournment

Green Valley Water District

Persons with a disability may request a reasonable accommodation by contacting GVWD at (520) 625-9112 at least 24-hours prior to the meeting to facilitate the accommodation. The meeting location is ADA compliant.

GREEN VALLEY DOMESTIC WATER IMPROVEMENT DISTRICT PERSONNEL ADVISORY COMMITTEE MEETING MINUTES

Tuesday, February 1, 2022

Committee Present: Patricia (Pat) Carlstad Eric Sullwold

Public Present: None

1. Meeting was called to order at 9:00AM by Committee Chair, Patricia (Pat) Carlstad.

- 2. Salary Survey:
 - A. The new Salary Survey, dated January 19, 2022 was reviewed. The last Salary Survey was dated June 27, 2019.
 - B. The major change between the two surveys is changing from the 40th%ile to the 50th%ile. The committee agrees that the timing is appropriate to increase the %ile for calculating the salary ranges.
 - C. The committee will make a request to the District Manager to have one page of the survey recalculated to the 45th%ile and possibly make this increase over a two-year period instead of making the transition all at once.
- 3. Call to the Public None present.
- 4. The meeting was adjourned at 10:15AM.

Green Valley Domestic Water Improvement District

Personnel Minutes 20220201 Page 1 of 1

GREEN VALLEY DOMESTIC WATER IMPROVEMENT DISTRICT PERSONNEL ADVISORY COMMITTEE MEETING MINUTES

Wednesday, February 23, 2022

Committee Present: Patricia (Pat) Carlstad Eric Sullwold

District Staff Present: Dara Duffy

Public Present: None

1. Meeting was called to order at 9:00AM by Committee Chair, Patricia (Pat) Carlstad.

- 2. Salary Survey:
 - A. The Committee asked about the request the updated salary ranges based on the 45th%ile. The District Manager (DM) stated that she had not made the request to the vendor as she thought it was not appropriate. The Committee stated that the request still stands.
 - B. Committee member Ray Weisgarber announced that he was resigning from the Personnel Committee effective immediately.
 - C. Much discussion ensued and it was agreed that the Committee would meet again on Tuesday, March 15 at 9:00am.
 - D. The Committee asked the DM to provide an analysis of the District's benefits package and have it available for the March 15th meeting.
- 3. Call to the Public None present.
- 4. The meeting was adjourned at 10:45AM.

Green Valley Domestic Water Improvement District

Personnel Minutes 20220223

Page 1 of 1

GREEN VALLEY WATER IMROVEMENT DISTRICT PERSONNEL ADVISORY COMMITTEE MEETING NOTICE AND AGENDA

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the customers of the Green Valley Domestic Water Improvement District and to the general public that the Green Valley Domestic Water Improvement District will hold a meeting open to the public on:

Wednesday, February 23rd,2022, at 9:00AM at the Green Valley Water District Conference Room 3200 S. Camino Del Sol, Green Valley, AZ

The Agenda is as follows:

- 1. Call to order and Roll call Committee Chair, Patricia (Pat) Carlstad
- 2. Salary survey
- 3. Call to the Public
- 4. There is no future Personnel Committee meeting currently scheduled
- 5. Adjournment

Green Valley Water District

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GREEN VALLEY DOMESTIC WATER IMPROVEMENT DISTRICT PERSONNEL ADVISORY COMMITTEE MEETING MINUTES

Tuesday, March 15th, 2022

Committee Present: Patricia (Pat) Carlstad Eric Sullwold

Joseph (Hart) Krumrine

District Staff Present: Dara Duffy

Public Present: None

- 1. Meeting was called to order at 9:00AM by Committee Chair, Patricia (Pat) Carlstad.
- 2. Salary Survey: The District Manager (DM) presented a three (3) year plan to move the salary ranges from the 40th%ile to the 50th. The DM felt it was better to make a gradual move than to put a big increase into just one year. The committee also suggested that a 3.9% COLA increase be added to the budget. The combination of change in pay ranges and smaller COLA would more than equal the rate of inflation established at year-end 2021. This information will be referred to the Financial Advisory Committee.
- 3. Employee Benefits: After some careful review of some other water industry benefits, it was determined that the District offers above average benefits. No further investigation was deemed necessary.
- 4. Call to the Public None present.
- 5. The meeting was adjourned at 9:46AM.

Green Valley Domestic Water Improvement District

Personnel Minutes 20220315 Page 1 of 1

GREEN VALLEY WATER IMROVEMENT DISTRICT PERSONNEL ADVISORY COMMITTEE MEETING NOTICE AND AGENDA

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the customers of the Green Valley Domestic Water Improvement District and to the general public that the Green Valley Domestic Water Improvement District will hold a meeting open to the public on:

Tuesday, March 15th, 2022, at 9:00AM at the Green Valley Water District Conference Room 3200 S. Camino Del Sol, Green Valley, AZ

The Agenda is as follows:

- 1. Call to order and Roll call Committee Chair, Patricia (Pat) Carlstad
- 2. Review Salary plan
- 3. Discussion on employee benefits
- 4. Call to the Public
- 5. There is no future Personnel Committee meeting currently scheduled
- 6. Adjournment

Green Valley Water District

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