

NORTH TEXAS MUNICIPAL WATER DISTRICT

PERSONNEL COMMITTEE MEETING MINUTES MAY 17, 2017, 1:30 P.M.

I. CALL TO ORDER

Director Rod Hogan, acting as Chairman, called the meeting of the NTMWD Personnel Committee to order at approximately 1:32 P.M. on Wednesday, May 17, 2017, at the Administrative Offices in Wylie, Texas.

Members present included Acting Chairman Rod Hogan, Directors Charles McKissick, Wayne May, and Jim Mellody. Directors Richard Sheehan and James Kerr were absent. A quorum of the Personnel Committee was present.

President Terry Sam Anderson, Vice President Bob Thurmond, Secretary John Sweeden, Past President Joe Joplin, and Directors Bill Lofland, John Murphy, Joe Farmer, Lynn Shuyler, Don Gordon, Larry Parks, and Jack May were also present.

NTMWD staff present included Tom Kula, Judd Sanderson, John Montgomery, Rodney Rhoades, Brian Brooks, Terina Turner, and Melisa Fuller.

Sheila Gladstone of Lloyd, Gosselink, Rochelle & Townsend, PC, and Billie Day of Paradox Compensation Advisors were also present.

II. ACTION ITEMS

A. Approval of Minutes – July 25, 2016

On a motion by Director Wayne May and a second by Director Jim Mellody, the Personnel Committee approved the minutes of the meeting held on July 25, 2016 as presented.

B. Review and Possible Action on Compensation Study Results

Assistant Deputy Director Rodney Rhoades advised that Paradox Compensation Advisors had recently completed the compensation and benefits market analysis. He introduced Billie Day of Paradox.

Ms. Day advised that Paradox had conducted a compensation and benefits study of approximately 258 unique positions. She provided an Executive Summary of the study to the Personnel Committee members that included the survey results and recommendations. Ms. Day recommended adjust the District's pay ranges by 2.5% to continue as a competitive employer.

Rodney Rhoades updated the Committee on the effects of Salary Compression and the total cost to implement Compa Ratio and adjust the current pay ranges according to Ms. Day's suggestions.

It was the consensus of the Personnel Committee to accept the Compensation Study as presented by Paradox Compensation Advisors.

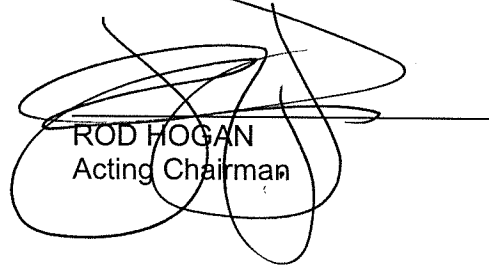
C. Review and Possible Action on NTMWD FY18 Budget Personnel Request

Assistant Deputy Director Rodney Rhoades reviewed the requests presented by staff for additional personnel and those that have been identified as will be presented to the Board for consideration in the FY18 Budget.

It was the consensus of the Personnel Committee to accept the presentation and recommendation to take the request to the Finance/Audit Committee.

III. ADJOURNMENT

There being no further business, the meeting adjourned at approximately 3:04 P.M. The next meeting will be called by the Chairman with proper notification to all members.



ROD HOGAN
Acting Chairman