

**Fairfax Water
Human Resources Committee
Minutes of November 3, 2022**

At 6:00 p.m. on November 3, 2022, a Meeting of the Human Resources Committee was held in the Bill G. Evans Boardroom of the Morin Building.

Committee Members: Chairman Dotson, Begovich, Day

Other Members: Allin, Cammarata, Colleton, Ginyard-Jones (remote), Griffin, Robertson, Rubin,

Staff: Atapoor, Dooley, Goldberg, Grimes, Hack, Hedges, Hoke, Kingsbury, S. Miller, B. Nguyen, Oates, Prelewicz, Robey, Siminari, Sinopole

Counsel: John McGranahan, Hunton Andrews Kurth LLP

Mr. Dotson opened the Meeting and reviewed the agenda. The Committee approved the Minutes of the September 8, 2022, Meeting.

Ms. Hack provided an overview of the Total Compensation Study recently completed by Segal Consultants. The study, conducted every two to three years as directed by the Board, surveys and evaluates area water utilities salary data and uses other published salary data to evaluate the market position of benchmark jobs and employee benefits. Ms. Hack introduced Ms. Edwards, Compensation Consultant, and Mr. Bracken, Vice President, Compensation and Benefits, with Segal Consulting.

Ms. Edwards reported the Fairfax Water pay structure is generally in line with Fairfax Water's compensation philosophy of being at the 60th percentile of the market. Ms. Edwards reported Fairfax Water has taken a consistent approach to pay structure adjustments relative to the cost-of-living data. It was noted some neighboring utilities have a compensation policy tied to the 75th percentile of the market. Staff was directed to review challenging positions to fill that may be due to compensation. Staff will monitor the regional compensation market to determine if additional actions are needed.

Mr. Day moved the committee meeting be adjourned. Mr. Begovich seconded the motion. Mr. Dotson adjourned the Meeting at 6:45 p.m.



Richard Dotson
Committee Chairman