

Fairfax Water
Minutes of Human Resources Committee Meeting
September 7, 2023

At 6:01 p.m. on September 7, 2023, a Meeting of the Human Resources Committee was held at the Bill G. Evans Boardroom at 8570 Executive Park Avenue, Fairfax, Virginia, with the following in attendance:

Committee Members: Begovich, Day, Dotson (Chair)

Other Members: Allin, Cammarata, Colleton, Ginyard-Jones, Griffin, Rubin

Staff: Aranda, Atapoor, Coneway, Cotton, Dooley, Goldberg, Hack, Hedges, Kingsbury, S. Miller, B. Nguyen, Oates, Prelewicz, Siminari

Counsel: John McGranahan, Hunton Andrews Kurth LLP

Approval of Minutes

The Committee approved the minutes of the July 20, 2024, Meeting.

2024 Health Insurance Premiums

Ms. Hack presented on health insurance premiums for 2024. In conjunction with work by consultants, staff recommended no change to the health insurance premiums for active employees or pre-65 retirees for the 2024 plan year.

Recruitment and Retention

Ms. Hack presented information on recruitment and retention. She discussed two proposed benefits: paid family and medical leave and referral bonuses. The proposed paid family and medical benefit would pay six weeks of leave for continuous FMLA eligible events. The proposed referral bonus program would pay \$500 to regular full-time employees who successfully referred a candidate for regular full-time employment. The referred candidate must be employed for 6-months to be considered successful. The Committee recommended both for Board approval.

Board Member Compensation

Ms. Hedges presented on Member compensation. Member compensation has not increased since 2007. Ms. Hedges discussed recent compensation increases to the Fairfax County Board of Supervisors and presented some benchmarking information of other local water utilities and local governments. The committee discussed this information and agreed to write to The Honorable Jeffrey C. McKay requesting an increase in Member compensation to \$25,000 per year and \$31,250 for the Chairman.

There being no further business, the Meeting was adjourned at 7:12 p.m.

Richard Dotson

Richard Dotson
Committee Chairman