

**Fairfax Water**  
**Minutes of Human Resources Committee Meeting**  
**September 5, 2024**

At 6:00 p.m. on September 5, 2024, a Meeting of the Human Resources Committee was held in 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 (arrived at 6:32 p.m.), Colleton, Ginyard-Jones, Griffin, Roberson (absent), Rubin

**Staff:** Bolton, Brown, Dewhirst, Dooley, Farley, Goldberg, Grimes, Hedges, Holmes, Kingsbury, Love, B. Miller, S. Miller, Nguyen, Oates, Prelewicz

**Counsel:** John McGranahan, Hunton Andrews Kurth LLP

**Appointment to Human Resources Committee**

Mr. Allin appointed Ms. Ginyard-Jones to the Human Resources Committee.

**Approval of Minutes**

The Committee approved the minutes of the July 25, 2024, Meeting.

**Health Insurance Premiums for 2025**

Ms. Hedges presented on health insurance premiums for 2025. In conjunction with work by consultants, staff recommended no change to the health insurance premiums for active employees or pre-65 retirees for the 2025 plan year. Staff also recommended no health insurance premium holidays for active employees or pre-65 retirees for the 2025 plan year.

**Plant Operator and Recruitment and Retention Challenges**

Ms. Hedges outlined recruitment and retention challenges at the Corbalis Water Treatment Plant and discussed possible remedies, which included increasing the Fairfax Water Complement to include four additional Plant Operator positions and reviewing compensation in advance of the triennial organization wide compensation study planned for 2025. Mr. Kingsbury presented information on the shift-differential for Operators and recommended an increase. The Committee voted to recommend the requested increase in the Fairfax Water complement for four additional Plant Operators to the full Board, an increase in shift differential pay and a mid-cycle review of Plant Operator compensation.

**2023 Safety Performance and Presentation**

Mr. Miller presented 2023 Safety Program performance metrics to the Board and provided an overview of the current Safety Training plan and schedule.

There being no further business, the Meeting was adjourned at 6:45 p.m.



*Richard Dotson*

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Richard Dotson  
Committee Chairman