

Fairfax Water
Minutes of Human Resources Committee Meeting
December 12, 2024

At 5:30 p.m. on December 12, 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 (absent), Colleton, Ginyard-Jones, Griffin, Roberson (arrived 5:33 p.m.), Rubin

Staff: Brown, Coneway, Dewhirst, Dooley, Farley, Goldberg, Grimes, Hardy (arrived 5:51 p.m.), Hedges, Holmes, Kingsbury, Long, Love, S. Miller, Nguyen (arrived 5:34 p.m.), Oates, Prelewicz, Schumacher, Siminari, Sinopole

Wholesale Representative: Bahceci (absent)

Counsel: John McGranahan, Hunton Andrews Kurth LLP

Other: Michelle Ferguson, Raftelis, Catherine Carter, Raftelis, Preston Bryant, McGuire Woods (arrived 6:00 p.m.)

Approval of Minutes

The Committee approved the minutes of the September 5, 2024, Meeting.

2025 Classification and Compensation Study

Ms. Brown presented to the Committee on the 2025 Classification and Compensation study. After the presentation concluded, the Committee voted to recommend that the Board authorize staff to proceed with issuing the RFP for the compensation and classification study that considers all Fairfax Water positions.

Interim Operator Compensation Study

Mr. Kingsbury provided a presentation to the Committee on the Interim Operator Compensation Study. After the presentation concluded, the Committee voted to recommend that the Board modify the pay scale to establish four new pay grades for Operators benchmarked at the 75th percentile as described in the staff presentation.

There being no further business, the Meeting was adjourned at 6:04 p.m.



Richard Dotson
Committee Chairman