

**LEUCADIA WASTEWATER DISTRICT**  
Minutes of a Human Resources Committee Meeting  
October 7, 2015

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A meeting of the Human Resources Committee (HRC) of the Leucadia Wastewater District (LWD) was held Wednesday, October 7, 2015 at 8:00 a.m. at the District Administration Office at 1960 La Costa Ave., Carlsbad, California.

**1. Call to Order**

Director Hanson called the meeting to order at 8:00 a.m.

**2. Roll Call**

DIRECTORS PRESENT: Kulchin and Hanson

DIRECTORS ABSENT: None.

OTHERS PRESENT: General Manager Paul Bushee and  
Administrative Services Manager Chuck LeMay

**3. Public Comment**

No public comment was received.

**4. New Business**

- A. Recommend that the Board of Directors adopt Resolution No. 2266 – Adopting LWD’s Revised Incentive Program.

GM Bushee presented the item stating the purpose and background of the Incentive Program. He provided general information describing events leading up to this meeting as well as a summary of the major revisions to the Incentive Program.

The HRC asked questions and for clarification throughout the review of the Incentive Program's revisions. Directors Hanson and Kulchin suggested minor changes to the revisions specifically indicating that current incentive amounts were appropriate without adjusting for inflation. GM Bushee agreed with the HRC's recommendations and stated staff will make the changes.

Following discussion, the HRC agreed with staff's recommendation. GM Bushee noted that the revised redlined Incentive Program with the committee's changes will be included in the October Board agenda packet.

**5. Information Items**

None.

**6. Directors' Comments**

None.

**7. General Manager's Comments**

None.

**8. Adjournment**

Director Hanson adjourned the meeting at 8:20 a.m.



Paul J. Bushee  
Secretary/General Manager  
(Seal)