

LEUCADIA WASTEWATER DISTRICT
Minutes of an Employee Recognition Committee Meeting
September 29, 2015

A meeting of the Employee Recognition Committee (ERC) of the Leucadia Wastewater District (LWD) was held Tuesday, September 29, 2015 at 9:30 a.m. at the District Administration Office at 1960 La Costa Ave., Carlsbad, California.

1. Call to Order

Chairperson Sullivan called the meeting to order at 9:30 a.m.

2. Roll Call

DIRECTORS PRESENT: Sullivan 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. Review Employee Recognition Committee (ERC) Status.

GM Bushee presented the item stating that it is tactical goal in the Fiscal Year 2016 Tactics and Action Plan. He provided background information indicating that the ERC meets once a year to review the Employee of the Year (EOY) applications.

In addition, he added that last year's meeting included a discussion as to whether the ERC selected the EOY or whether the staff nomination review team made the selection. The discussion centered on the fact that the ERC members do not work on a daily basis with the nominated employees, which makes it very difficult to determine who is the most deserving of the award.

GM Bushee explained that the issue at hand is whether the ERC should continue functioning as a District standing committee or whether staff should recommend the EOY recipient directly to the Board and the ERC be discontinued. He also relayed staff's concern that the EOY was no longer an appropriate award for LWD and should be discontinued.

The ERC reviewed several options including (1) continuing the current process as is currently in place and (2) discontinuing the EOY award and eliminating the ERC as a standing committee.

Following discussion, the ERC agreed with staff recommendations and directed staff to schedule a meeting with the Human Resources Committee to review a Revised Incentive Program that eliminates the EOY award. The ERC agreed that the ERC committee should be eliminated, if the Board of Directors approves the Revised Incentive Plan without the EOY program.

5. Information Items

None.

6. Directors' Comments

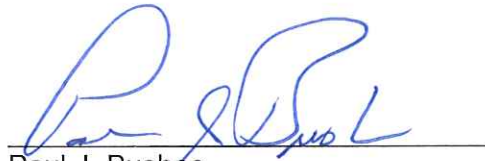
None.

7. General Manager's Comments

None.

8. Adjournment

Chairperson Sullivan adjourned the meeting at 10:25 a.m.



Paul J. Bushee
Secretary/Manager
(Seal)