



Agenda Date: 10/26/2017
Agenda Placement: 4B

Napa Sanitation District Personnel Committee Board Agenda Letter

TO: Napa Sanitation District Personnel Committee
FROM: Timothy Healy - General Manager
NS-Administration
REPORT BY: Jeff Tucker, Director of Administrative Services/CFO - 707-258-6000
SUBJECT: Review Options for Reviewing Employee Total Compensation

RECOMMENDATION

Provide direction to staff regarding the Total Compensation Study requested by the Board.

EXECUTIVE SUMMARY

The NapaSan Strategic Plan Goal 4: Employee Development, Objective 4C directs staff to "Explore a Total Compensation Study." This was added to the strategic plan because of several recent resignations by management employees.

Staff is seeking direction on the following questions:

1. Should the study look at all employee classifications, or only at specific "indicator" positions?
2. Should the study be done now, or closer to the expiration of the labor MOUs (June 2020)?
3. Are there specific goals/objectives the Board wants to achieve with the study?

Staff has received two informal proposals to complete the study, and will discuss the pros/cons of each at the meeting.

Staff is seeking direction from the committee on the above questions.

FISCAL IMPACT

Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

None.

SUPPORTING DOCUMENTS

None

Napa Sanitation District Personnel Committee: Approve

Reviewed By: Timothy Healy