

**VENTURA RIVER COUNTY WATER DISTRICT  
SPECIAL MEETING HELD JULY 28, 2010**

Pursuant to due and official notice, a special meeting of the Board of Directors of the Ventura River County Water District was held at 409 Old Baldwin Road, Ojai, California on July 28, 2010.

President T. Jamison called the meeting to order at 2:30 o'clock p.m.

There were present Directors J. Curtis, M. Hanson, T. Jamison, E. Lee, and E. Ramseyer. Also present was General Manager, Matthew L. Bryant, Counsel Lindsay Nielson. Representing Management Partners Incorporated were Andy Belknap and Julie Hernandez.

Mr. Belknap presented the draft report on the Revised Personnel Policy, Classification, and Compensation Study.

The Classification and Compensation Study was discussed in detail. Recommendation 1: Establish a salary range for each position that is closely aligned with the median of the survey agencies and include a 20% differential between the starting salary and top step. Recommendation 2: Maintain the existing benefit levels and continue to monitor them to ensure that benefits are in line with peer agencies for recruitment and retention purposes.

Establishing a new salary schedule was discussed, Mr. Belknap stated he would work the General Manager on this task to submit to the Board for review.

The revisions to the current Personnel Policy were discussed in detail. These revisions were updating the policies and procedures to ensure that they reflect current practices while be user friendly.

Minor changes to the revised Personnel Policy were requested. Mr. Belknap will make the changes and submit them back to the Board for further review. After final review the revised Personnel Policy will distributed to the employees for any additional comments before final adoption.

There being no further action to come before this meeting on motion duly seconded the meeting was adjourned at 4:00 o'clock p.m.

Attested:

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Tom Jamison, President

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John R. Curtis, Vice President