

Corinne W. Wiley, President  
Catharine Benediktsson, Vice President  
V. William Brady, Secretary

Casey Kawamoto, Director  
Claire McAuliffe, Director

**Sanitary District No. 5 of Marin County  
Personnel Committee Meeting  
at Sanitary District No. 5 of Marin County Meeting Room  
2001 Paradise Drive, Tiburon, California  
Wednesday, May 13, 2009 9:00 a.m.**

**CALL TO ORDER** at 9:00 a.m.

- I. ROLL CALL:** Directors present: Corinne W. Wiley, President  
Claire McAuliffe
- Staff present: Robert L. Lynch, District Manager  
Samantha Miller, Office/Finance Manager  
Tony Rubio, Employee Representative  
Steve Driscoll, Employee Representative

**II. PUBLIC COMMENTS:** None

**III. NEW BUSINESS:**

**a. Meet and Confer with Employees Regarding Memorandum of Understanding**

The Personnel Committee met and conferred with Mgr. Rubio and Mr. Driscoll, who represent the District's rank and file employees. Mgr. Rubio gave a presentation to the Committee on the research District staff has done regarding the benefits the District employees currently receive, how that compares to other nearby sanitary districts, and what changes the employees would like made to the current Memorandum of Understanding (MOU). Mgr. Rubio explained that District staff understands the current state of the economy and the District's current financial situation, and, therefore, is willing to forgo a salary market survey this year, which would most likely result in an increase in salary rates. Instead, the employees have asked for additional benefits (some at no cost to the District, and others with a cost) to bring them closer to the average level of benefits offered by the nearby sanitary districts.

The Personnel Committee listened to the presentation, discussed the proposed benefits with the employee representatives, and arranged to meet again on Tuesday, May 19, 2009 at 9 a.m. to continue the discussion.

**IV. ADJOURNMENT** at 10:16 a.m.

Recorded by Samantha Miller