



**CARMEL AREA WASTEWATER DISTRICT (CAWD)**  
**SALARY & BENEFITS COMMITTEE MEETING MINUTES**  
*September 19, 2023, Tuesday, 1:00 p.m.*

**3945 Rio Road, Carmel, CA 93923**

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**CALL TO ORDER - ROLL CALL:**

The meeting was called to order at 1:00 p.m.

**Present:** President White, Committee member  
Director Mike Rachel, Committee member

**Absent:** Chris Foley

**Other Attendee:** Barbara Buikema, General Manager, Chris Foley, Maintenance Superintendent, Rick Bolanos- Chief Negotiator, Partner Liebert Cassidy Whitmore

**Appearances/Public Comments:** *None*

**Agenda Changes:** *None*

- 1. Agenda Changes: Any requests to move an item on the agenda will be considered at this time.**

No agenda changes requested

- 2. CLOSED SESSION:** As permitted by Government Code Section 54956 et seq., the Board Committee Members will adjourn to a Closed Session:

**A. Conference with Labor Negotiations:**

**The Board will meet in closed session pursuant to Government Code Section 54957.6:**

- Agency Designated Representative:** Rick Bolanos, Legal Counsel Chief Negotiator-Partner Liebert Cassidy Whitmore, Barbara Buikema, General Manager and Chris Foley, Maintenance Superintendent  
**Employee Organization:** United Public Employees of California, Local 792

*The committee adjourned to closed session at 1:02 p.m. The Committee came out of closed session at 2:02 p.m. and reported that during the closed session the Salary & Benefits Committee took up the matters at hand with regard to labor negotiations the and no reportable action was taken. The Board reconvened into open session at 2:03 p.m.*

3. Information and Discussion Items:

- Job Description Update

4. **ADJOURNMENT:** *There being no further business to come before the Committee, the meeting concluded at 2:05 p.m. The next Regular Board Meeting will be held at 9:00 a.m., Thursday, October 26, 2023, or an alternate acceptable date, in person and via teleconference webinar. The teleconference webinar is hosted through Zoom and you may receive access by visiting our website homepage, [www.cawd.org](http://www.cawd.org), calling the District office at 831-624-1248 or via email at [downstream@cawd.org](mailto:downstream@cawd.org).*

*As Reported To:*

*Barbara Buikema*

*Barbara Buikema, General Manager*

APPROVED: *Ken White*  
*Ken White, President*