



**CARMEL AREA WASTEWATER DISTRICT (CAWD)**  
**SALARY & BENEFITS COMMITTEE MEETING MINUTES**  
*November 28, 2023, Tuesday, 9:00 a.m.*

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

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**CALL TO ORDER - ROLL CALL:**

The meeting was called to order at 9:02 a.m.

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

**Absent:**

*\*Signifies Virtual Attendance*

**Other Attendee:** Barbara Buikema, General Manager, Rick Bolanos, 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.
2. **CLOSED SESSION:** As permitted by Government Code Section 54956 et seq., the Board Committee Members will adjourn to a Closed Session:
  - Update on Union Negotiations
  - Management Employees Recognition Request
  - CASA Survey – Management Group
  - Engineering/Technical Services Manager
  - Lab Supervisor position

The committee adjourned to closed session at 9:03 a .m. The Committee came out of closed session at 10:21 a.m. The Committee took up salaries on the agenda for closed session. The Committee recommended that the matter be taken before the full board at the next meeting.

3. **ADJOURNMENT:** *There being no further business to come before the Committee, the meeting concluded at 10:22 a.m. The next Regular Board Meeting will be held at 9:00 a.m., Tuesday, December 12, 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@caud.org](mailto:downstream@caud.org).*

As Reported To:

Barbara Buikema  
Barbara Buikema, General Manager

APPROVED: Ken White  
Ken White, President