



**CARMEL AREA WASTEWATER DISTRICT (CAWD)  
SALARY & BENEFITS COMMITTEE MEETING MINUTES  
August 25, 2023, Friday, 9:00 a.m.**

**3645 Rio Road, Carmel, CA 93923**

---

**CALL TO ORDER - ROLL CALL:**

The meeting was called to order at 9:00 a.m.

**Present:** President White, Committee member  
Director Mike Rachel, Committee member  
Barbara Buikema, General Manager

**Absent:** None

**Appearances/Public Comments:** None

**Agenda Changes:** None

**AGENDA ITEMS:**

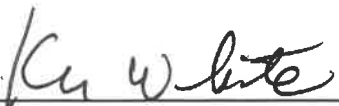
The committee adjourned to closed session at 9:02 a.m. The Committee came out of closed session at 9:52 a.m. The Committee took up all items listed on the agenda for closed session. With regard to the General Manager's Review and the Labor Negotiations and there was no reportable action taken.

**ADJOURNMENT:** *There being no further business to come before the Committee, the meeting concluded at 9:53 a.m. The next Regular Board Meeting will be held at 9:00 a.m., Thursday, August 31, 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, General Manager**

**APPROVED:**

  
\_\_\_\_\_  
**Ken White, President**