



**CENTRAL COAST WATER AUTHORITY
PERSONNEL COMMITTEE ⁽¹⁾**

AGENDA

Wednesday, April 8, 2026
9:30 AM,
at 255 Industrial Way, Buellton, California

Members of the public may participate by video call or telephone via
[Microsoft Teams](#) Meeting ID: 235 658 802 471 61 Passcode: dq6tr7oM
Dial in by phone +1 323-484-5095 Phone conference ID: 679 534 353#

Please note: public participation by video call or telephone is for convenience only and is not required by law. If technical interruptions to the video call/telephone occur, the chair has the discretion to continue the meeting and participants are invited to take advantage of the other participation options above.

Public Comment on agenda items may occur via video call or telephonically, or by submission to the Committee Secretary via email at lfw@ccwa.com no later than 8:00 a.m. on the day of the meeting. In your email, please specify (1) the meeting date and agenda item (number and title) on which you are providing a comment and (2) that you would like your comment read into the record during the meeting. If you would like your comment read into the record during the meeting (as either general public comment or on a specific agenda item), please limit your comments to no more than 250 words.

Every effort will be made to read comments into the record, but some comments may not be read due to time limitations. Please also note that if you submit a written comment and do not specify that you would like this comment read into the record during the meeting, your comment will be forwarded to Committee members for their consideration.

Pursuant to Government Code section 54957.5, non-exempt public records that relate to open session agenda items and are distributed to a majority of the Committee less than seventy-two (72) hours prior to the meeting will be available on the CCWA internet web site, accessible at <https://www.ccwa.com>.

★ indicates written report

THE FOLLOWING ITEMS WILL BE DISCUSSED AT THE MEETING OF THE COMMITTEE AND A VOTE MAY BE TAKEN FOR THE PURPOSE OF RECOMMENDING ACTION BY THE BOARD OF DIRECTORS.

I. Call to Order and Roll Call

II. Public Comment – (Any member of the public may address the Committee relating to any matter within the Committee’s jurisdiction. Individual speakers may be limited to five minutes; all speakers may be limited to a total of fifteen minutes.)

III. Consent Calendar

- A. April 23, 2025 Personnel Committee Meeting Minutes ★
 - B. May 12, 2025 Personnel Committee Meeting Minutes ★
- Staff Recommendation:* Approve Consent Calendar.

IV. 2026 Review of Personnel Policy Manual ★

Staff Recommendation: Recommend Board approval of the proposed changes to the Personnel Policy Manual.

V. 2027 Compensation and Benefit Survey ★

Staff Recommendation: Recommend to the CCWA Board:
(1) A list of comparative agencies to be used in the 2027 compensation and benefit survey.

(2) Selection of a consultant and framework to be used to prepare the 2027 Compensation Study.

VI. Reports from Committee Members for Information Only

VII. Date of Next Meeting: Unscheduled

VIII. Adjournment