



Gulf Coast Water Authority

Gulf Coast Water Authority
Board of Directors Board Workshop Meeting
MINUTES
January 16, 2017

Notice is hereby given that the Board of Directors of the Gulf Coast Water Authority will meet on **Monday, January 16, 2017 at 8:00 AM** at the Noah's Event Venue, 3920 Gulf Freeway South, Dickinson, Texas 77539, for the following purpose(s).

1. Call to Order

Ivan Langford called the meeting to order at 8:04 AM.

2. Roll Call

President Russell C Jones, Vice President C.B. "Bix" Rathburn, PhD, Secretary Eric Wilson, Treasurer Bennie Jones Jr, Assistant Secretary Brad Matlock PE, Director Cliff Mock, Director James McWhorter and Director Shane Hamilton. A quorum was present.

Absent: Bradley, O'Connell

3. Compensation & Benefits Survey Results Presentation

Humaira Baig introduced Lori Messer of Arthur J Gallagher & Co. Ms. Messer reviewed a power point presentation of the Market Study completed for GCWA, providing detailed information in the following areas.....

*Gallagher Benefit Services Background
Study Background
GCWA Compensation Philosophy
Survey Methodology
Survey Participant Demographics
Summary of Salary Data Comparisons
Proposed Salary Structure Changes
Proposed Pay Structure
Salary Data Comparisons
Implementation Costs
Position Realignment Recommendations
Benefits Analyses and Summary
Administrative Recommendations*

Ms. Messer provided clarification to the board members on the items covered in the study. The study will be on the next Personnel and Compensation Committee Meeting Agenda for further discussion.

4. Adjournment

Ivan Langford adjourned the meeting at 10:24 AM.

Passed and approved this 19th day of January, 2017.



A handwritten signature in black ink, appearing to read 'Eric Wilson', is written above a horizontal line.

Eric Wilson
Secretary
Gulf Coast Water Authority Board of Directors