



**CARMEL AREA WASTEWATER DISTRICT (CAWD)**  
**SALARY & BENEFITS COMMITTEE MEETING MINUTES**  
*January 4, 2022, Tuesday, 10:00 a.m. or as soon as  
the previous meeting adjourned*

**Via teleconference webinar or in person**

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**CALL TO ORDER - ROLL CALL:**

The meeting was called to order at 9:26 a.m.

**Present:** President Ken White, Committee member  
Director Michael Rachel, Committee member  
Barbara Buikema, General Manager  
Patrick Treanor, Plant Engineer

**Absent: None**

**Appearances/Public Comments: None**

**Agenda Changes: None**

**AGENDA ITEMS:**

Information/Discussion Items:

- Organizational Structure – the committee reviewed a presentation on a possible change to the current organization structure. The committee decided to continue discussions at a later date once more information has been obtained.

**ADJOURNMENT:** *There being no further business to come before the Committee, the meeting concluded at 10:12 a.m. The next Regular Board Meeting will be held at 9:00 a.m., Thursday, January 27, 2022, or an alternate acceptable date, 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:**

**Kristina Pacheco, Secretary Pro Tem to the Board**

**APPROVED:**

**Ken White, President**