

**HUMAN RESOURCES COMMITTEE
MINUTES
Wednesday, October 15, 2025**

A meeting of the Human Resource Committee was held Virtually on Wednesday, October 15, 2025, at 1:00 p.m. at the District office.

Chairman -Hamel announced a quorum was present.

COMMITTEE MEMBERS PRESENT/CONNECTED THROUGH ZOOM:

In Person: Alan Hamel-Chairman, Tom Goodwin, Leann Noga

Remote: Bill Long -President, Ann Nichols -Vice-Chairwoman

COMMITTEE MEMBERS ABSENT AND EXCUSED:

Dallas May

OTHERS PRESENT:

Seth Clayton, SECWCD Board of Directors, Misty Bellino, Administrative Manager, Lee Miller, General Council.

APPROVAL OF MINUTES:

Mr. Tom Goodwin moved that the minutes be approved for September 24, 2025. Seconded by Ann Nichols-Vice-Chairwoman. Motion Carried unanimously.

PRESENTATION ITEMS:

Discussion of Proposals for Employee Total Compensation Study

Mrs. Noga explained that the Southeastern Colorado Water Conservancy District request for proposals (RFP) from qualified consulting firms to conduct an Employee Total Compensation study. This study is for the purpose of the District's current employee compensation and benefits program relative to the current markets and comparable to public sector organizations with data-driven recommendations to ensure competitiveness, equity, and alignment with organizational goals. Fourteen applicants were mailed the RFP and six replied. The RFP was sent out on September 26, 2026, with a deadline of October 10, 2025, At 3:00pm. Below are the listed Companies that submitted proposal.

1. Compensation connections
2. CPS HR
3. Employers Council
4. Graves Consulting
5. PRJ Consulting
6. Synergized HR

The Committee provided copies of the request for proposal, each proposal submitted and the Evaluation Report.

Mrs. Noga presented an Action item recommend to move forward with one of the top three rated consultants to complete the Employee Total Compensation Study. A discussion was held in which Synergized HR was the chosen consultant.

Mr. Long moved, seconded by Mr. Goodwin, that the Human Resource Committee recommends to the Board of Directors to contract with Synergized HR consultant to perform an Employee Total Compensation Study not to exceed amount of twenty-five thousand dollars in the contracting process. Motion Carried unanimously.

EXECUTIVE SESSION:

None

OTHER BUSINESS:

None

NEXT MEETING

Next meeting of the Human Resources Committee will take place virtually, on Monday November 3, 2025, at 9:00 a.m.

ADJOURN

Chairman- Alan Hamel adjourned the meeting at 1:28 p.m.

Respectfully Submitted,
Misty Bellino
Administrative Manager