Meeting Summary
Human Resources Committee
August 31, 2016, 5:30 p.m.

Committee Members:	Bob Morgan (Chair), Barbara Foushee, John Young (ex officio)
Other Board Members:	Yinka Ayankoya
Staff:	Ed Kerwin, Mary Darr, Stephanie Glasgow, Stephen Winters, Todd Taylor
Public:	Elaine Radcliffe, Assistant Director of Human Resources for Orange County

The Human Resources Committee met to prepare for a full Board discussion of compensation alternatives at the October 13, 2016 Work Session.

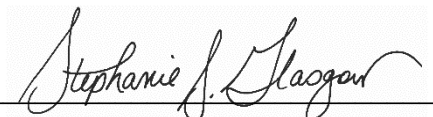
The Committee:

a. Discussed the data provided in the agenda materials and agreed the same information will be included in the agenda for the October 13, 2016 Board Work Session.
b. Ideas for possible discussion at the Work Session included:
    1. Market Based vs. Social Equity Goals
    2. Career Development Path
    3. Where in Market do we want to compete for our job classifications?
    4. Study package of benefits
    5. Do bonuses fit into compensation package?
    6. Advancement to Mid-point
    7. Broader Bands/Pay Ranges
    8. Career Development Training

c. Agreed Staff will propose a process/outline for the October 13 Work Session and e-mail to the HR Committee on September 9. Committee members will review and provide feedback by email on the staff proposed process/outline. Depending on Committee member feedback, Bob Morgan may determine another Committee meeting is desired.
d. The full Board will be provided an advance look at the proposed process/outline for the October 13 Work Session and invited to comment.

The meeting adjourned at approximately 6:20 p.m.

Prepared by:



Stephanie S. Glasgow, MESH, MPM, PHR, SHRM-CP
Director of Human Resources and Safety