Meeting Summary
Human Resources Committee
June 6, 2017, 7:00 p.m.

Committee Members:	Bob Morgan (Chair), Jeff Danner, Barbara Foushee, Heather Payne and John Young (ex officio)
Other Board Members:	Terri Buckner and Yinka Ayankoya
Staff:	Ed Kerwin, Stephanie Glasgow, Todd Taylor and Stephen Winters
Public:	None

The Human Resource Committee met on Tuesday, June 6, 2017 to discuss and evaluate:

1) Information and Options for Employee Merit Pay for Fiscal Year 2018
2) Approach to Advance Employee Compensation Based on Performance

After discussions, the Committee requested the following additional data from Staff:

- Number of recent voluntary terminations.
- A spreadsheet of Pay, Salary Grade and Time in Position information for all employees.
- Policy information from benchmark organizations regarding:
    - the number of years' experience needed for an employee to reach their pay grade mid-point
    - other ways their employees (to include new hires) can earn above the minimum of their salary range.
- Examples of actual salary data for individuals after applying Staff's recommendation. The examples should include multiple pay grades.
- The same as above extended forward for five years.
- The possibility of adding a performance review rating and associated salary increase between "Successful" and "Exceptional".

The Committee agreed to meet again on a date to be determined in June 2017.

The meeting adjourned at approximately 8:25 p.m.

Prepared by:



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Director of Human Resources and Safety