Meeting Summary
Human Resources Committee
June 21, 2017, 7:00 p.m.

Committee Members:	Bob Morgan (Chair), 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 and Mary Darr
Public:	None

The Human Resource Committee met on Wednesday, June 21, 2017 to discuss and evaluate:

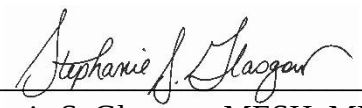
1) Information and Options for Employee Merit Pay for Fiscal Year 2018
2) Approach to Advance Employee Compensation Based on Performance

After discussions, the Committee agreed to recommend to the full Board:

- Approve a 1% Cost of Labor increase for eligible employees who have earned a Successful or Exceptional Performance review during the October 2017 annual review process and to adjust by the same percentage the salary ranges in the Schedule of Employee Classification and Authorized Compensation.
- Approve a Merit increase to employees earning a performance review rating of "Successful" during the October 2017 annual review process by increasing base pay 3%.
- Approve a Merit increase to employees earning a performance review rating of "Exceptional" during the October 2017 annual review process by increasing base pay 6%.
- Any changes to the Pay Administration Guidelines and/or Performance Review System will be shared with employees prior to the beginning of the performance review period.
- Successful employees should reach their salary grade mid-point in 7-9 years.

The meeting adjourned at approximately 8:15 p.m.

Prepared by:



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