Meeting Summary
Human Resources Committee
October 18, 2017, 6:30 p.m.

Committee Members:	Barbara Foushee (Chair), Yinka Ayankoya, Jeff Danner, John Young, and Robert Morgan (Ex-Officio)
Other Board Members:	None
Staff:	Ed Kerwin, Stephanie Glasgow, Stephen Winters, Mary Darr, Dan Przybyl, and Kelly Belcher
Public:	None

The Human Resources Committee met on Wednesday, October 18, 2017 to discuss and evaluate:

1) Maternity/Paternity Leave
2) Retiree Health Benefits for New Hires
3) Deferred Compensation (457) Plan
4) Position Reclassification
5) Compensation Strategies for the performance period October 2017 through September 2018.

The Committee decided to discuss Items 1, 4 and 5 and defer Items 2 and 3 to their next meeting.

The Committee agreed to:

- Recommend to the full Board to change the Maternity/Paternity Leave policy to a Parental Leave policy. The Committee suggests providing employees with 6 weeks of paid leave for the birth, adoption, foster care or guardianship of a child, under the age of 18, once in any rolling twelve month period. Specific language changes to the Human Resource policy will be provided to the Committee prior to the Board meeting on November 9, 2017.
- Recommend to the full Board to reclassify a vacant Accounting Technician I position to Health and Safety Manager.
- Committee discussed compensation strategies and favored an option that provides a salary adjustment for three of four performance rating categories; currently two of four categories are eligible to receive annual salary adjustments. Committee will discuss again on November 16, 2017 to finalize their recommendation.

The next Human Resource Committee meeting is scheduled for Thursday, November 16, 2017 at 5:30 p.m. in the OWASA Board room. The agenda will include Items 2, 3 and 5 with first priority being Compensation Strategies for the performance period October 2017 through September 2018 (Item 5).

The meeting adjourned at approximately 8:00 p.m.

Prepared by:



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