Meeting Summary
Human Resources Committee
November 16, 2018, 5:30 p.m. – 6:45 p.m.

Committee Members: Barbara Foushee (Chair), Yinka Ayankoya, John Young

Staff: Ed Kerwin, Stephanie Glasgow, Stephen Winters, Mary Darr, Todd Taylor

Public: None

The Human Resources Committee met on Thursday, November 16, 2017 to discuss and evaluate:

1) Alternative Compensation Strategies for Employee Performance Rating Period of October 1, 2017 through September 30, 2018
2) Retiree Health Benefits for New Hires
3) Deferred Compensation (457) Plan

The Committee agreed to:

- Recommend to the full Board on December 14th to change the descriptions on the four existing performance ratings to: Exceptional, Exceeds Expectations, Meets Expectations and Below Expectations. The top three categories would be eligible for a Cost of Labor and Merit increase. The top two categories should not exceed 35% of the organization, allowing (with some flexibility) up to 10% to be rated Exceptional and 25% for Exceeds Expectations. This recommendation is similar to Option 3 in the agenda material.

The Committee discussed the retiree health benefits for new hires and the deferred compensation (457) plan and requested additional information. These two items will be discussed again in early 2018 when the Committee plans to meet next.

The meeting adjourned at approximately 6:45 p.m.

Prepared by:



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