

COMPENSATION COMMITTEE REPORT
MEETING OF
WEDNESDAY, JANUARY 18, 2017, AT 1:30 PM

A regular meeting of the Compensation Committee was convened by Chair Les Birdsall, at 1:30 PM, in the Fairway Rooms in the Creekside Social Building.

Call to Order

Present, in addition to the Chair, were Committee members Sue Adams and Mel Fredlund. Also in attendance were Tim O'Keefe, CEO of GRF; Anthony W. Grafals, General Counsel and Director of Confidential Services; Judith Perkins, Sr. Manager Human Resources, and Marla Pascoe, HR Generalist, and Rick Chakoff, CFO.

Attendance

The report of the Committee's meeting held on December 15, 2016, was reviewed and approved by the Committee as presented.

Report of
December 15,
2016 Approved

Directors Delpech, Haley, and Roath were present; no comments were offered at the Resident's Forum.

Residents'
Forum

Chair Birdsall introduced the topic by noting that he expected to have a recommendation for the Board of Directors at the end of the discussion.

Old Business:
a) Proposed
Change to
Compensation
Management
Structure

Grafals then reviewed the general idea of the proposed change, which is 1) to tie a cost-of-living increase in wages for eligible non-represented staff to a specific 12-month period change in the Consumer Price Index – Urban (CPI-U) for the San Francisco Bay Area; and 2) to provide a separate sum to be used to recognize high-performing employees.

To be eligible for the cost-of-living increase, employees must have at least six months employment, meet the required performance goals for their position, and not be in a corrective action status (i.e., disciplinary action short of termination). To be eligible for the additional increase, an employee must be rated above the median score for their year-end evaluation.

Discussion of this proposal included the CPI-U options, which are limited due to the timing of the budget process; the use of the recognition sum to include market adjustments as required; various means of arriving at the appropriate recognition sum; and a review and clarification of how the compensation pay bands move in relation to the local employment market.

After a motion duly made, seconded, and discussed, the Compensation Committee voted unanimously to recommend to the Board of Directors that the Consumer Price Index-Urban, with no exclusions, as published by the Bureau of Labor Standards, be used to set the cost of living raise for eligible employees.

After a motion duly made, seconded, and discussed, the Compensation Committee voted unanimously to recommend to the Board of Directors that the Consumer Price Index-Urban, with no exclusions, for the San Francisco Bay Area, as published by the Bureau of Labor Standards, be adopted as the index to be applied to cost of living increases.

Compensation Committee
January 18, 2017

Upon a motion duly seconded and following discussion, the Committee voted unanimously to recommend that the CPI-U for the 12 month period ending in April of each year, be used to determine the cost of living increase.

After a motion duly made, seconded, and discussed, the Compensation Committee voted unanimously to recommend to the Board of Directors that the recognition sum be equal to 1/2 the cost-of-living increase amount, to be used to recognized high-performing employees and to make market adjustments if required.

After a brief discussion, it was agreed that Staff will be responsible for suggesting future compensation reviews by external consultants as needed.

The February meeting of the Compensation Committee was cancelled. Future meetings will be called as needed and published appropriately.

Next Meeting

The meeting was adjourned at 3:16 pm.

Adjournment



Leslie Birdsall, Chair
Compensation Committee

JP/m