

COMPENSATION COMMITTEE REPORT
MEETING OF
WEDNESDAY, JUNE 13, 2108, AT 1:30 PM

A regular meeting of the Compensation Committee was convened by Chair Mary Neff, at 1:34 PM, in the Board Room at the Gateway complex.

Call to Order

Present, in addition to the Chair, were Committee members Birdsall, and Brown. Committee member Roath was absent. Also in attendance were Tim O'Keefe, CEO of GRF; Anthony W. Grafals, General Counsel and Director of Confidential Services; Rick Chakoff, CFO; and Judith Perkins, Sr. Manager Human Resources.

Attendance

The report of the Committee's meeting held on Wednesday, May 16, 2018 was reviewed and approved by the Committee as presented.

Report of
May 16, 2018
Approved

Board of Directors President Bob Kelso and Director Ken Andrews were in attendance. No comments were offered at this time.

Residents'
Forum

Director Neff summarized staff's Summary Report regarding possible revision of the previously approved recommendation to include a Market Adjustment pool of \$60,000 in the 2019 budget. After a motion duly made, seconded, and discussed, the Compensation Committee voted unanimously to recommend to the Board of Directors that the 2019 budget include a Market Adjustment pool of \$130,000.

Old Business:
a) Market
Adjustment
Pool Funding

Ms. Perkins presented information comparing relative costs of the CPI-U and ECI as the basis of wage adjustments, and a summary of previous Committee meeting comments regarding market adjustment funding, as context for a discussion of budget principles. The discussion included trial reports from Director Brown, using the web-based tool he has developed. The sense of the meeting was that salary administration and budget funding are very separate actions, based on separate philosophies. Board President Kelso reminded the Committee that there could be some processes which might be amenable to automation at some point in the future.

New Business
Discussion of
Wage-Related
Budget
Principles

The sense of the Committee was that the base wage increase and market adjustment pools as adopted should be recommended to the Board as budget principles for the 2019 budget. Additional discussions regarding developing on-going budget principles can take place after the 2019 budget is finalized at the September 27, 2018 meeting.

Next Meeting

The next meeting of the Compensation Committee will be at 9:00 a.m. on Thursday, July 19, 2018, in the Board Room at the Gateway Administration Building.

Recess or
Adjournment

The meeting was adjourned at 2:45 p.m.


Mary Neff, Chair
Compensation Committee