

COMPENSATION COMMITTEE REPORT

REGULAR MEETING
THURSDAY, JULY 19, 2108, AT 9:30 A.M.

A regular meeting of the Compensation Committee was convened by the Chairman, Mary K. Neff, at 9:30 a.m. in the Board Room at the Gateway Complex.

Present, in addition to the Chairman, were Leslie Birdsall and Carl W. Brown. Stephen D. Roath was absent. Also in attendance were Timothy O'Keefe, CEO; Anthony W. Grafals, General Counsel and Director of Confidential Services; and Richard S. Chakoff, CFO. Judith Perkins, Sr. Manager Human Resources was absent.

Attendance

The draft report of the Committee's meeting held on Wednesday, June 13, 2018, was reviewed and approved with one correction noted by the Committee.

Report of
6/13/18
Approved/
Residents'
Forum

No residents spoke at the Residents' Forum.

Under New Business, the Committee reviewed item 5a of the agenda packet, which asks the Committee to recommend to the Board of Directors that it approve increasing the non-represented employee benefits program budget for 2019 by \$92,000, based on projections from GRF's benefits broker. Mr. Chakoff provided an overview. Discussion followed.

A motion was made by Mr. Birdsall, seconded by Mr. Brown, and CARRIED UNANIMOUSLY to recommend to the GRF Board that it approve the Compensation Committee's recommendation to increase the non-represented employee benefits program budget for 2019 by \$92,000, based on projections from GRF's benefits broker.

Recom-
mendation
re.Increase
in Benefits

The Committee then reviewed item 5b of the agenda packet, which asks the Committee to recommend to the Board of Directors to include \$180,000 in the 2019 GRF operations budget for increased contractual costs for the GRF union employees. Messer's Chakoff and Grafals provided an overview. Discussion followed.

A motion was made by Mr. Birdsall, seconded by Mr. Brown, and CARRIED UNANIMOUSLY to recommend to the GRF Board that it approve the Compensation Committee's recommendation to include \$180,000 in the 2019 GRF operations budget for increased contractual costs for the GRF union employees.

Recom-
mendation
re.Union
Increase

Lastly, the Committee reviewed item 5c of the agenda packet, which asks the Committee to recommend to the Board of Directors that it approve fund allocations in the 2019 budget to allow for an increase in CEO wages of up to 3.2% (\$8,182), consistent with that of other employees, as well as an increase of up to 5% (\$12,784) to allow for a potential market/merit adjustment for the CEO, and an additional \$10,000 for a possible CEO performance recognition award, for a total line item increase of \$30,966, all subject to the final determination of such increases

by the Board at its November/December 2018 meeting.

A motion was made by Mr. Birdsall and seconded by Mr. Brown and CARRIED UNANIMOUSLY to recommend to the GRF Board that it approve the Compensation Committee's recommendation to allocate funds in the 2019 budget to allow for an increase in CEO wages of up to 3.2% (\$8,182), consistent with that of other employees, as well as an increase of up to 5% (\$12,784) to allow for a potential market/merit adjustment for the CEO, and an additional \$10,000 for a possible CEO performance recognition award.

Recom-
mendation
re.
Increase in
CEO Wages

The next meeting of the Compensation Committee will be at 1:30 p.m. on Wednesday, August 15, 2018, in the Board Room at Gateway Complex. **There will not be a regular meeting of the Compensation Committee in September. A regular meeting of the Committee will be held on Wednesday, October 10, 2018, at 1:30 p.m. in the Board Room at Gateway Complex.**

Next Mtg.
8/15/18

The meeting was adjourned at 9:50 a.m.

Adjournment


Mary K. Neff, Chairman
Compensation Committee

TO/dr