

COMPENSATION COMMITTEE REPORT
MEETING OF
THURSDAY, MAY 11, 2017, AT 9:30 AM

A regular meeting of the Compensation Committee was convened by Chair Les Birdsall, at 9:30 am, in the Board Room at the Gateway complex.

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.

Attendance

The report of the Committee's meeting held on January 18, 2017, was reviewed and approved by the Committee as presented.

Report of
January 18,
2017 Approved

Present at the meeting were GRF Board members Geri Pyle, Steve Roath, Bob Kelso, Mary Neff, Carl Brown, and Mary Lou Delpech. No comments were offered at the Residents' Forum.

Residents'
Forum

Chair Birdsall opened the meeting to a general discussion of the proposal, which included an extended explanation of the current Compensation Management System. After a motion duly made, seconded, and discussed, the Compensation Committee voted unanimously to recommend that the Board of Directors endorse the Compensation Management System as described for use by staff.

Proposed
Change to
Compensation
Management
Structure

The discussion then moved to the funding proposals for the 2018 fiscal year.

After a motion duly seconded, and discussed, the Compensation Committee voted unanimously to recommend to the Board of Directors that a budget principle be adopted directing staff to assume a wage increase equivalent to the CPI-U for the San Francisco Bay Area, for the 12 month period ending April 30th of the then current year, to fund a cost-of-living increase for employees eligible to receive such an increase, and who are not on disciplinary or performance improvement status, and who meet the standards set for performance during the budget year, as documented through an objective written performance review, subject to applicable wage ceilings.

2018 Cost of
Living Wage
Adjustment
Pool

CEO O'Keefe presented a request to fund an additional pool to provide merit increases to recognize and reward exceptional employee performance. After a motion duly seconded and discussed, the Compensation Committee voted unanimously to recommend to the Board of Directors that for 2018, an additional \$70,000 be included in the budget to enable the CEO to recognize and reward select employees eligible for a wage increase and who are not on disciplinary or performance improvement status, and who not only meet but exceed the standards set for performance during the budget year, as documented through an objective written performance review, subject to applicable wage ceilings.

2018 Merit
Increase Wage
Pool

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CEO O'Keefe presented a request for additional funds to be used as needed to adjust employee wages which are below the minimum for the position or to fill a critical position where additional funds are needed. After a motion duly seconded and discussed, the Compensation Committee voted unanimously to recommend to the Board of Directors that an additional \$15,000 be included in the 2018 budget to be used by the CEO as needed to bring employee wages up to the minimum floor of the relevant wage band, or fill a critical position for which additional funds are needed to enable hiring. 2018 Contingency Adjustment Wage Pool

The next meeting of the Compensation Committee will be determined after the appointment of members for the 2017-2018 Board year. Next Meeting

The meeting was adjourned at 11:14 am. Adjournment



Leslie Birdsall, Chair
Compensation Committee

JP/m