

Golden Rain Foundation Board Actions

Regular Meeting of May 25, 2017

1. Reaffirmed the GRF Compensation Philosophy and Compensation Management Structure (CMS) that was approved by the Board on June 29, 2011, and in support of the CMS, approved establishing three distinct pools of money in 2018 available for distribution to employees. The three pools are a “base pool”, a “merit pool”, and a “discretionary pool.”
2. Approved establishing a budget principle for the 2018 budget, assuming a wage increase amount equivalent to the CPI-U published by the Federal Bureau Labor Statistics for the San Francisco Bay Area, for the most recent 12 month period ending April 30. This would be used to fund a pool for wage increases during the budget year to be optionally referred to as a “base pool.”
3. Approved including in the 2018 budget \$70,000 to be used by the CEO to recognize and reward eligible employees not subject to discipline or performance improvement plans who demonstrated exemplary performance during the budget year, as evidenced by an objective performance evaluation, subject to applicable wage caps established by the CMS.
4. Approved including in the 2018 budget \$15,000 to be used to bring current employees to at least the floor of their band, to be distributed at the discretion of the CEO.
5. Approved the following Board representative and Board committee appointments, as recommended by the President, for one-year terms, effective immediately.

Board Representative Committee Appointments

Aquatics Advisory Committee – Sue DiMaggio Adams

Audit Committee – Mary K. Neff

Finance Committee – Mary K. Neff

Fitness Center Advisory Committee - Melvin C. Fredlund

Golf Advisory Committee - Mary Lou Delpech

Board Committee Appointments

Compensation Committee - Leslie Birdsall
Carl Brown
Robert D. Kelso
Stephen D. Roath

Mutual Liaison Committee - Sue DiMaggio Adams
Carl W. Brown
Mary Neff
Geraldine Pyle

Policy Committee - Mary Lou Delpech
Robert D. Kelso
Geraldine Pyle
Stephen D. Roath

6. Approved a Mission Statement for the Ad Hoc Technology Committee formulated to develop a strategic 5-year plan for GRF technology.
7. Adopted the Mechanics Bank Corporation Banking Resolution authorizing the GRF Board officers, the CEO, and the CFO to sign an act on behalf of the organization.

8. Approved staff's alternate plan to modestly improve the corner of Rossmoor Parkway and Golden Rain Road with the addition of a small hedge with plants and flowers similar to treatments at other highly visible locations around the valley at a cost not to exceed \$10,000 from the Operating Fund.