



PERSONNEL COMMITTEE MINUTES

Friday, February 22, 2013 4:00 P.M.

The meeting was called to order at 4:09 p.m. by Chairperson Linda McDonnell.

Committee members present at the meeting included Linda McDonnell, Chair, Joan Rhoades, Susan Tulis, and George Trammell. Tony Schuering was absent. Also present were Karen Bounds, Board Chair, as well as Leslie Bednar and Juliette Douglas, IHLS Staff.

It was noted that the Minutes of January 11, 2013 needed to be amended to reflect that Tony Schuering left the meeting at 5:09 p.m., not 4:09 p.m. Joan Rhoades made the motion and Susan Tulis seconded the motion to approve the minutes as amended. The motion carried.

The Committee reviewed and discussed the process used to conduct the Internal/External Salary Equity Study. The recommendations previously made by the Personnel Committee were also reviewed. Those recommendations and comments were to:

- Making sure the recommended financial impact remains within the amount budgeted for this project;
- Be mindful that bringing employees up to the midpoint (median) this FY will not be possible and perhaps could be done gradually over years.

Committee members also had asked to get copies of all information, including the original recommendations and whatever is being proposed in response to comments made by the Committee in advance of the next meeting.

It was acknowledged that these recommendations made by Personnel Committee members were incorporated in the process and recommendations made by staff.

The Personnel Committee recommended that staff send out the original document which outlines the Internal/External Salary Equity process and timetable and to better label all of the documents as attachments before the information goes to all Board members. A motion was made by Susan Tulis to accept the Internal/External Salary Equity Study and to recommend it to the Board. The motion was seconded by Joan Rhoades. The motion passed unanimously by roll call vote.

The Personnel Committee agreed to schedule the next meeting based on need.

The motion to adjourn was made by Susan Tulis and seconded by Joan Rhoades. The motion carried. The meeting was adjourned at 5:24 p.m.