

# A G E N D A

## COMPENSATION COMMITTEE

MEETING OF  
WEDNESDAY, JANUARY 24, 2018, AT 1:30 P.M.  
BOARDROOM - GATEWAY

1. MEETING CALLED TO ORDER: Chair Steve Roath.
2. ROLL CALL: Roath, Birdsall, Brown, Kelso
3. APPROVAL OF REPORT OF July 10, 2017 (Attachment)
4. RESIDENTS' FORUM
5. STAFF REPORTS:
  - a.) Discussion of Comparison of EDD and GRF Pay Rates, Selected Positions  
(Attachment to be provided at meeting)
6. NEXT MEETING: To Be Determined
7. ADJOURN or RECESS

If an executive session is necessary, it will be announced during the regular meeting. Executive session topics are restricted to legal, personnel, and third-party contract matters.

cc: GRF Board

COMPENSATION COMMITTEE REPORT  
MEETING OF  
MONDAY, JULY 10, 2017, AT 1:30 PM

A regular meeting of the Compensation Committee was convened by Chair Steve Roath, at 1:30 PM, in the Board Room at the Gateway complex. Call to Order

Present, in addition to the Chair, were Committee members Les Birdsall, Carl Brown, and Bob Kelso. 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 May 11, 2017, was reviewed and approved by the Committee as presented. Report of May 11, 2017 Approved

GRF Board President Geri Pyle, and Directors Sue Adams, Mel Fredlund, and Mary Neff were present. No other residents attended, and no comments were offered. Residents' Forum

After a motion duly seconded the Committee discussed, and subsequently voted unanimously to recommend to the Board of Directors that the 2018 benefits program budget be increased by \$111,000, based on rate increase projections from the Foundation's benefits broker. Item 5 a: Non-Union Health and Welfare Benefits

After a motion duly seconded the Committee discussed and subsequently voted unanimously to recommend to the Board of Directors that the 2018 GRF operations budget include an additional \$169,000 for increased contractual costs for the GRF union employees. Item 5 b: Union Cost Increases

CEO O'Keefe left the meeting. After a motion duly seconded, the Committee discussed and subsequently voted unanimously to recommend to the Board of Directors that in the 2018 budget, a total of \$30,680 be allocated for potential compensation increases for the CEO. Item 5 c: CEO Compensation Adjustment

No future meeting date was established. However, staff was instructed to schedule the next meeting to allow sufficient time for the Committee to review the budget principles established for the 2018 budget year, and consider possible revisions. Next Meeting

The meeting was adjourned at 2:25 pm. Adjournment

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Steve Roath, Chair  
Compensation Committee