

CareerSource Pinellas Compensation Committee Meeting

Date: November 1st, 2017, 10:30 a.m.
Location: 13805 58th street N.

Call to Order

Chairman Michael Mikurak called the meeting to order at 10:30am. There was a quorum present with the following Compensation Committee members participating.

Committee Members in attendance

Jack Geller; Aundre Green

Committee Members not in attendance

Lenne Nicklaus-Ball, Bill Price

Staff Present

Edward Peachey, Luna Jean-Pierre

Action Items

Action Item 1 – Approval of Minutes

The minutes of August 29, 2017 Compensation Committee meeting was presented for approval.

Motion: Jack Geller
Second: Aundre Green

The minutes approved as presented. The motion carried.

Action Item 2 – Annual performance evaluation stipend

An annual performance evaluation is completed for each staff on a calendar year basis and is based on the employee's performance during the entire year. The evaluation procedure in place establishes a cost of living adjustment as the basis for any salary increase or one time performance stipend that may be awarded as a result of the performance evaluation. The Board has established in the past that staff may be provided a cost of living adjustment after taking into consideration the economic conditions in the area and the overall organization budget. The Consumer Price Index (CPI) has been the tool used by the Board for determining these economic conditions. Below is the CPI information from the Bureau of Labor Statistics website for the Tampa Bay area for the last twelve months: "The Consumer Price Index for All Urban Consumers (CPI-U) in the Tampa-St. Petersburg-Clearwater area rose 2.8 percent from the first half of 2016 to the first half of 2017, the U.S. Bureau of Labor Statistics reported. Regional Commissioner Janet S. Rankin noted that the all items less food and energy index advanced 3.2 percent and the energy index rose 6.5 percent over-the-year." For the past three years, after reviewing the CPI and the organization budget, management has recommended, and the Board has approved, a performance stipend payable in one lump sum in lieu of base salary increases.

Motion: Aundre Green
Second: Jack Geller

The Compensation Committee recommends that in lieu of base salary increases, staff be provided a performance stipend payable in one lump sum following the completion of all annual

performance evaluations around mid-December. The range for the one-time stipend would be from 0% to 5% of the employee's base salary determined by the individual's overall rating on his/her annual performance evaluation. The motion carried.

Other Administrative Matters

No items were brought forward for action.

Information Item

None.

Public Comments

None.

Adjournment

The meeting was adjourned at 10:33 A.M.