



PERSONNEL COMMITTEE MINUTES

Friday, January 11, 2013 4:00 P.M.

The meeting was called to order at 4:15 p.m. by Chairperson Linda McDonnell.

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

Joan Rhodes made the motion and Susan Tulis seconded the motion to approve the minutes from November 16, 2012. The motion carried.

The Committee reviewed and discussed the process and timetable recommended by staff to be used to conduct the Internal/External Salary Equity Study. Additional information was discussed including the total financial impact of the staff recommendations. Some difficulties in viewing some of the documents were experienced. However, based on the discussions, there were some specific directions given staff by the Committee. Directions included being mindful of the Illinois State and IHLS's current and future financial situation and:

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

Committee members also 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.

Tony Schuering indicated that he had to leave the meeting at 5:09 pm

The Personnel Committee agreed to have the next meeting on Friday, January 18, 2013 at 4:00 p.m.

Joan Rhoades made the motion to adjourn the meeting. It was seconded by Susan Tulis. The meeting was adjourned at 5:19 p.m.