

## **HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES**

### **November 8, 2022**

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**Attendees:**

Committee members: James V. Curatalo (Chair) and Mark Gibboney

Staff members: John Bosler and Roberta M. Perez

Members of the Public: None.

**Call to Order:** 3:30 p.m.

**Public Comment:** None

**Additions/Deletions to Agenda:** None

### **Human Capital Investment Strategy-Wage and Benefit Adjustment**

- Staff presented information on the total compensation study results, and median range adjustments for thirty (30) benchmarked classifications. Of the thirty (30) benchmarked classifications, one (1) class is below the market median by 2%, twenty-one (21) classes are below the market median by 4%, four (4) classes are below the market median by 6%, three (3) classes are below the market median by 8%, and one (1) class is below the market median by 10%. Staff proposed that the District's compensation schedule be amended effective December 4, 2022, to reflect the pay range adjustments for identified benchmarked classifications. It is important to note that the median range adjustments for classified executives and managers are not immediately received. Instead, employees must earn a merit increase during their annual performance appraisal process, April 1 and May 1, 2023.
- The Committee concurred with the proposed revisions and recommended forwarding the item to the Board of Directors for consideration.

Meeting Adjourned at 4:25 p.m.