

Compensation committee

Roll Call: Reed, Boldry, Leonard, O'Brien, Lelane, Towers, Meister, Brandt
On the phone Denard

Meeting called to order by Terry O'Brien @ 750a

Agenda

Terry asked that Chris address the body. Everyone should have minutes and they took a moment to review.

Summary of former assistance as open session and moved to closed session.

Minutes reviewed labeled new business. Anderson terminated.

TO: Made motion to move ; brandt 2nd approved ;

FMLA policy: CM – document that SB and CM put together. It is the result from the Fed level, PEO professional organization relation and function as co-employees with all employees. 2004 shortly after formation of authority. Compensation, health matters, workers compensation, health care insurance. A change at fed level in December 2008 and prior to change in the fed law, IFA is less that 30 employees were compelled to abide by the fed med leave act by function of this size of organization. When you have a peo relationship, adp may have 100s of employees, line that is drawn is in the independent coopent part. We have fallen below the line in participation.

TO: ADP- because they do payroll, they are considered the employer which is a subsidiary of ADP

BB – certain compliance to make sure games are not played ... we rely on them too much

TO – what does ADP do. What do they supply.

RD – ADP takes out some of the human subjectivity when turn over happens in payroll.

BB – We outsource a number of sources to ADP; column a column b – what do they do on a service by service basis, option by option basis. The ADP contract is not an insignificant amount of money.

SB – insurance premiums and pay about 70 to 80 thousand a year. ADP was able to arrange for their org ... negotiated with insurance carriers to use and IFA chose to do that.

BB – we no longer i=hit the mandatory – the insurance will cover ifa – if we come back from a family issue and you need your job back

RD – keep it very formal if it becomes subjective you will run into a strange situationl it should follow same formats

BB – Options reviewed – reasonable efforts to accommodate can cause strange happenings. I like the FMLA and we're small and would like to give employees coverage

TO – go with what we currently have and follow the FMLA –

Vote; TO Option I to continue under the FMLA – BB 2nd motion.

All ayes.

SB will draft up policy and how it will look to Chris and Yvonne and include it in our handbook.

Affirmative Action: SB – completed research for FY 2010 and submitted once YT and SB to human rights on Sept 2nd and wtg to hear if approved. At the moment no under utilizations in any job categories.

BB – auditor general compliance ...

SB – required by law to do this

CM – will come up at an appropriation hearing if there are under utilization

BB – far to few of one category or another (under utilization)

CM- we meet projected standards.

Closed Session began at 8:10 am to discuss personnel and compensation matters

TO motion and 2nd ed Leonard