Absent: Representative Martini
Also Present: Penney Gentile

The committee along with Penney Gentile discussed the following, including but not limited to:
- The partial results of the salary and benefit compensation survey along with charts for M/C salary study
- Time line for the survey including completion and a presentation to the full Board
- Calculating annual adjusted salary to provide equal comparisons
- What type of perpetual salary system to create
- Getting department heads input regarding recruitment and retention
- Succession planning
- Creating an exit interview policy
- Salary increases & benefit comparisons 2007-2020
- How to measure and evaluate goals and the methods used to achieve such goals

Representative Koutnik distributed a work sheet listing several salary systems and space to record the pros and cons of each system. Representative Koutnik encouraged the members to complete the worksheet in preparation for further discussion at the next meeting. Representative Clark recommended sending the worksheet to the full Board. The systems include cost of living raises, following the CSEA schedule, steps and merit based adjustments.

Representative Shannon asked Penney Gentile for an explanation of the Step salary system and for additional COLA information.

Penney Gentile informed the committee that she is scheduled to attend a seminar in Oneida County on how to deal with difficult people and stated it could be beneficial to host such a seminar locally.

Representative Marietta discussed scheduling a presenter to speak on goal setting and how it would be beneficial to schedule such professional development before budget preparation begins as some goals will have budgetary impacts.

There being no further business to discuss, the committee adjourned until Thursday, April 5th at 9:00 a.m. at the County Office Building.