



**Nominations/Personnel Committee Meeting**

**March 23, 2022**

**Via Zoom:** **https://us06web.zoom.us/j/98943800077?pwd=SWhydTJPTmhEKzhSWVE4a2ZmTGtJdz09**

**Meeting ID: 989 4380 0077**

**Passcode: 802601**

**Call In: 1 301 715 8592**

**12:00 p.m.**

\*Space will be available whereby members of the public may listen to the meeting at:

Robeson County Partnership for Children, Inc. Board Room

210 E. Second Street

Lumberton, NC 28358

**Approval of Minutes**

Review minutes from November 10, 2021 committee meeting.

**Action Items**

1. **Salary Range Increases**

**Background:** During the November Nominations/Personnel Meeting, committee members suggested staff take a look at the existing salary listings and, due to ever-rising inflation rates, create a plan for increasing the listings that could be brought back to the committee for review.

**Issue:** The existing salary structure had not been updated since 2018 and, therefore, had not been altered to combat rising cost of living and inflation rates.

**Recommendation:** It is recommended that the committee review the updated salary structure presented with increases ranging from 3% for the higher salary ranges to 12% for the lower salary ranges.

1. **Inflation Bonus**

**Background:** During staff’s research into updating the existing salary structure, as Action Item #1 allows, they determined that, while an increase in the structure would benefit new hires, updating the structure would not directly benefit current staff who are also feeling the strain from inflation.

**Issue:** An across the board percentage salary increase was considered, but was determined to have the potential to pose a strain on future year budgets in the event state budgets are decreased. In an effort to prevent potential strain on future budgets, staff have determined that a two-year bonus for all staff would help combat rising inflation along with cost of living and merit increases.

**Recommendation:** It is recommended that the committee discuss the implementation of an inflation bonus in the amount of $1,500.00 for full time staff and $400.00 for part time staff in July 2022 and July 2023 if funding allows.

1. **FY 2022-2023 Board Slate**

**Background:** The Board of Directors must approve the slate each fiscal year.

**Issue:** This proposed 2022-2023 board slate is attached.

**Recommendation:** It is recommended that the committee review and consider approving the 2022-2023 board slate.

**Non-Action Items**

**Announcements**

**Adjournment**