

PALM BEACH STATE COLLEGE

DISTRICT BOARD OF TRUSTEES MEETING Board Workshop Minutes of August 9, 2016 – 3:00 p.m. Multi-Media Board Room (CE 129), Lake Worth, Florida

Attendees	Title
<i>District Board of Trustees</i>	
Wendy S. Link, Esq.	Chairperson
Charles K. Cross, Jr.	Vice Chairperson
John W. Dowd, III	Trustee
Carolyn L. Williams	Trustee
David Hernandez	Student Trustee
<i>Cabinet Members</i>	
Ava L. Parker, J.D.	President
Dr. Peter Barbatis	VP, Student Services & Enrollment Mgmt.
Richard Becker	VP, Admin. & Business Services
Dr. Ginger Pedersen	VP, Information Services
Dr. Roger Yohe	VP, Academic Affairs
Suellen Mann	Executive Director, Foundation
Rachael Ondrus	ED, Community Engagement & Special Assist to the President
Dr. Grace Truman	Director, College Relations & Marketing
Dr. Holly Bennett	VP, Institutional Effectiveness & Provost, Palm Beach Gardens
Dr. Bernadette Russell	VP, e-Learning & Provost, Boca Raton Campus
Dr. Maria Vallejo	VP, Growth and Expansion & Provost, Belle Glade & Lox Groves
<i>Consultant</i>	
Lori Holsinger, Ph.D.	Principal at Mercer, a human resources consulting firm

Purpose of Workshop

Incentive Pay for employees of Palm Beach State College

Meeting Call to Order and Pledge of Allegiance by Chairperson

Chairperson Link called the meeting to order at 3:05 p.m. and led the Pledge of Allegiance.

Opening Remarks

Chairperson Link welcomed attendees.

President Parker explained that today's presentation and discussion will focus on pay for performance market trends and practices from a national perspective in an effort to assist the College in its decision making to implement a well-thought-out evaluation system and incentive pay mechanism to fairly compensate employees based on work performance.

Incentive Pay Overview

Lori Holsinger, Ph.D., delivered a presentation on Pay for Performance Market Trends which included the following:

- Pay for performance defined
- Market pay for performance trends and research
- Palm Beach State College: Current state and potential future state discussion

Dr. Holsinger's presentation is attached.


Board discussion occurred. Dr. Holsinger and Barb Matias addressed the Board's questions.


Barb Matias agreed to provide the Board with separate annual totals for a 5-year period of the College's voluntary and involuntary leave noted on page 36 of the PowerPoint presentation.

At the conclusion of the discussion, the Board directed staff to review the information and comments and provide a recommendation on incentive pay for the College.

Adjournment

Meeting adjourned at 5:04 p.m.

Attest: 
Charles K. Cross, Jr., Chairperson


Ava L. Parker, J.D., President