



- After some discussion, it was decided to increase this amount to 4% when taking into consideration the inflation rate along with the current cost of living increases.

Moving forward, Ms. Hernandez discussed that a formal process would need to be developed that would tie any future annual raises to the employee performance reviews along with the financial position of the 49er Shops.

- She would work with Mr. de Wit on creating and finalizing the needed policies and documentation for this process along with Employee Review procedures to bring back to the committee for review and approval.

Motion to approve a 4% raise for all aforementioned employees that had worked through the pandemic

M/S Mr. Harris / Mr. Apel

By acclamation, this 4% salary increase was approved

Reassessment of Employee Compensation Ms. Hernandez reviewed that the Personnel Committee has helped strategize the employee compensation reviews in the past.

- Our last consultant, Employers Group, had recommended that the Shops conduct a compensation review every 3 to 5 years.
- From previous meetings, it was decided that this would take place in Spring 2021. However, Ms. Hernandez proposed that this review be deferred until a strategic plan is in place for next spring especially when taking into consideration how the business has changed due to pandemic conditions on campus

If we do decide to push this formal process, there would be other studies in place that could be shared and discussed with the committee such