

**Leon County Research and Development Authority  
Compensation Committee Meeting**

Collins Building  
2051 East Paul Dirac Drive  
Tallahassee, FL 32310  
April 14, 2021  
11:30am to 12:30pm

**Minutes**

**Members in Attendance in Person:** Kimberly Moore, Linda Barineau, Ray Bye, Anne Longman

**Members in Attendance Virtually:** Sherry Marson

**Guests:** Ron Miller, Peggy Bielby; LCRDA Staff

**1. Call to Order**

Chair Kimberly Moore called the meeting to order at 11:31am.

**2. Introduction of Guests**

All present introduced themselves.

**3. Approval of Participation by Electronic Means**

In accordance with the Bylaws, there being a quorum of members present in person, the members of the Committee present in person are required to approve participation by those participating via Electronic Means acknowledging that the COVID-19 pandemic constitutes extraordinary circumstances.

*Ray Bye offered a motion to allow participation by electronic means. Anne Longman seconded the motion which passed unanimously.*

**4. Modifications to the Agenda**

None.

**5. Public Comment**

None.

**6. Approval of Draft Meeting Minutes, July 11, 2019**

*Ray Bye offered a motion to approve the meeting minutes. Linda Barineau seconded the motion which passed unanimously.*

**7. Committee Charge by Board of Governors**

Kimberly Moore reviewed the committee purpose and timeline for presentation of the committee's findings to the Executive Committee and Board of Governors.

**8. Executive Director Compensation**

- a. Employment Agreement
- b. Executive Director Salary History

- c. 457 (b) Retirement Plan
- d. Annual Evaluation Survey
- e. AURP Salary Survey

After discussion the committee agreed to review the ED Evaluation, including feedback from the Board of Governors, provide information about HR practices, infectious disease, and remote work policies for Leon County and other organizations before April 21, 2021, and to review the LCRDA Strategic Plan and updates. Kim Moore directed staff to send a survey to members gathering and summarizing input as was done in the previous committee meetings. The summary will be provided to the members in the agenda packet for the next meeting.

**9. Current Benefits-Personnel**

Prior Approved Changes Status Update

Ron Miller reviewed the staff benefits offered and implemented, and noted the items left to be completed.

**10. Climate Review**

Kim Moore noted that, in looking over the past year, it should be considered whether anything should be taken into account going forward such as remote work and telecommuting or infectious disease policies.

**11. Next Meeting Date**

April 29, 2021

**12. New Business**

None.

**13. Adjourn**

The meeting adjourned at 12:14pm

**Next Meeting**  
Thursday, April 29, 2021  
11:00am – 12:00pm