



**APPROVED at the Finance & Executive meeting January 24, 2019**

Early Learning Coalition of Broward County  
 Special Finance Committee Meeting Minutes  
 November 26, 2018 – 11:30 am  
 6301 NW 5<sup>th</sup> Way, Suite 3400, Fort Lauderdale, FL 33309

- Members in Attendance: Chair, Nicholas Kaniaris; Laurie Sallarulo, Cindy Arenberg Seltzer, Renee Podolsky, Twan Russell
- Members Absent: Deborah M. Hosey
- Staff in Attendance: Renee Jaffe, Christine Klima, Howard Bakalar, Hubert Cesar, Irene Ramos, Executive Assistant
- Others in Attendance: None

Item	Action/Discussion	Follow-up
Welcome & Call to Order	Chair Nicholas Kaniaris called the meeting to order at 11:48am Roll was called. A quorum was established.	
Special Item of Discussion: Review/Discuss	The Committee reviewed the reports and materials created by Compensation Resources, Inc. (CRI), the independent compensation consulting firm that conducted ELC's salary survey. CRI was not available to present at the meeting due to a	

<p>Compensation Study Results conducted by an Independent Consultant</p>	<p>scheduling conflict.</p> <p>The members discussed the methodology described in the reports and asked questions about how the peer groups were selected and weighted and how the analysis accounted for regional differences in cost of living. The members agreed they would like to have the consultants give a presentation to answer these and other questions they had.</p> <p>The members also discussed the need to establish a compensation philosophy and to take Federal Salary Cap restrictions into account when making decisions about adjustments.</p> <p>The Committee requested that ELC staff conduct additional analysis and arrange for CRI to present their findings at the upcoming regular Finance/Executive Committee meeting on November 28, 2018.</p>	
<p>Public Comment</p>	<p>There was no comment.</p>	
<p>Next Meeting Date</p>	<p>Regularly Scheduled Finance &amp; Executive Committee Meeting November 28, 2018 at 8:30am</p>	
<p>Adjourn</p>	<p>The meeting adjourned at am/pm.</p>	

These minutes contain the action items of the Special Finance Committee meeting of the Early Learning Coalition of Broward. They do not include all the Committee's discussions or comments on each matter or issue raised during the meeting. A tape recording of the meeting is held in the Coalition office. Corrections from the Committee will be taken prior to approval at the next meeting.