

**RGRTA COMPENSATION COMMITTEE
MINUTES
January 9, 2020
1372 East Main Street, Rochester, New York**

Attendees: Chairman, Don Jeffries; Vice Chairman, Geoff Astles; Commissioner, Bill Ansbro; Commissioner, Rich Kosmerl; Chief Executive Officer, Bill Carpenter; Chief People Officer, Amy Gould.

Absent: Commissioner, Bill McDonald

The meeting was called to order by Chairman Jeffries at 8:40 a.m.

The following topics were discussed:

- The Committee discussed TOPS Metrics definitions for FY 2020-2021. Bill Carpenter presented the recommendations to the committee and explained the context and rationale for each metric. General consensus was reached with the metric definitions. The next step in the process is to assign the specific goal for each metric definition and point value associated with metrics that will be scored as part of TOPS.
- The committee discussed the CEO evaluation process and schedule. The committee agreed to the timeline established for the CEO self-assessment and Board assessment process. The committee discussed the assessment document and agreed that for FY 2019-2020, this form is appropriate for rating CEO performance.
- The committee reviewed the quotes for Compensation Consultant work and subsequently chose to not pursue external consultant assistance with salary benchmarking for this year. Internal staff will research, prepare and provide the committee with (NYS) Upstate Peer group compensation benchmarking data prior to the next committee meeting scheduled for March 24, 2020, for review and discussion during that meeting.

The meeting was adjourned at 10:05 a.m. by Chairman Jeffries.

Respectfully submitted by:



Amy Gould
Chief People Officer