

**NOMINATING/PERSONNEL COMMITTEE  
FRIDAY JANUARY 15, 2021  
12:00 PM – 1:00 PM**

**ZOOM**

**AGENDA**

- I. Call to order
- II. Approval of Minutes, October 9, 2020 Attachment A
- III. Review of FPCI 2021 Salary Scale Attachment B
- IV. Board recruitment/Resignations
- V. Committee Chair Positions
- VI. Other
- VII. Adjourn

**FAMILY PLANNING COUNCIL OF IOWA  
NOMINATING/PERSONNEL COMMITTEE  
OCTOBER 9, 2020**

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Present: Eric Nemmers Adam Stark

Staff: Rachel Goss Michelle Farmer

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**I. Call to order**

The meeting was called to order at 10:01 a.m. by Eric Nemmers, Chair.

**II. Approval of Minutes, July 6, 2020**

Adam Stark moved to approve the minutes of July 6, 2020 as presented. Eric Nemmers seconded. **M/P/U**

**III. FPCI Board Slate of Officers**

The Committee discussed the FY2021 slate of officers as follows:

President:	Adam Stark
Vice-President:	Ann Fields
Secretary:	Eric Nemmers
Treasurer:	Steve Harms

Adam Stark moved to recommend the above FY2021 slate of officers to the Board. Eric Nemmers seconded. **M/P/U**

**IV. FPCI Executive Committee**

The Committee discussed the FY2021 Executive Committee as follows: Adam Stark, Ann Fields, Steve Harms, Eric Nemmers and Mary Warren

Adam Stark moved to recommend the above listed board members to the Executive Committee to the Board. Eric Nemmers seconded. **M/P/U**

**V. FPCI Board Recruitment**

The Committee discussed board recruitment. There was discussion about the Committee meeting quarterly to discuss how to add diversity to the board. Adam Stark brought up minimizing the size of the FPCI board. There was discussion about the size of the board, limiting term limits, board engagement, demographics, etc. This has been tabled until 2021.

**VI. FPCI Bylaws Revision**

Eric Nemmers reported that he reviewed comments from the Executive Committee to his revisions to the Bylaws. Mr. Nemmers stated that he will make some of the changes that were requested and send to the Board. Eric Nemmers moved to recommend the Revised Bylaw changes to the board with revisions, Adam Stark seconded. **M/P/U**

**VII. Other**

The Committee discussed Committee assignments. There was discussion if the Board president should assign board members to appropriate committees relating to their strengths and knowledge. It was decided that Michelle Farmer will send an email to the board to have them

send in their chosen committee or that one will be chosen for them.

There was discussion about doing the board member evaluations earlier in the year and asking different questions to determine the members interest for the board.

**VIII. Adjourn**

Meeting adjourned at 10:34 a.m.

Minutes submitted by  
Michelle Farmer

**FAMILY PLANNING COUNCIL OF IOWA  
NOMINATING/PERSONNEL COMMITTEE  
FPCI SALARY SCALE – 2021**

## Background:

Each year the FPCI Board updates FPCI's salary scale. Adjusting the salary scale does not necessarily mean that individual salaries will be increased by that adjustment or at all. A salary survey was conducted by a consultant in 2004. This survey was used to establish a baseline scale. At that time it was determined that the scale would be reviewed each year using the Cost of Living Adjustment (COLA) for that year. Since that time we have presented options using the Social Security COLA, the Consumer Price for Midwestern Cities with Populations 50,000 -1,500,000 and Consumer Price Index for all US Cities.

For this year the COLA change is an increase of 1.3%, the Consumer Price Index for Midwestern Cities with Populations 50,000 – 1,500,000 is an increase of 1%, and the Consumer Price Index for all US Cities is an increase of 1.2%

For the past several years, the FPCI Board has used the Social Security COLA % increase.

Below is the 2020 Salary Scale and the three options for 2021

**SALARY SCALE - 2020**

Job Classification	Minimum	Midpoint	Maximum
Executive Director	\$71,891	\$89,866	\$107,839
Clinical Policy Coordinator	\$91,543	\$100,813	\$110,083
Program Manager	\$44,933	\$54,965	\$67,397
Staff Accountant	\$18.89	\$23.58	\$28.30
Administrative Assistant	\$16.28	\$20.36	\$24.43

**2021 Proposed Salary Scale using Oct. 2020 Consumer Price Index increase of 1% - Midwest**

Job Classification	Minimum	Midpoint	Maximum
Executive Director	\$72,610	\$90,764	\$108,918
Clinical Policy Coordinator	\$92,458	\$101,821	\$111,184
Program Manager	\$45,382	\$55,514	\$68,071
Staff Accountant	\$19.08	\$23.81	\$28.58
Administrative Assistant	\$16.44	\$20.56	\$24.68

**2021 Proposed Salary Scale using the Oct. 2020 Consumer Price Index increase of 1.2% - All cities**

Job Classification	Minimum	Midpoint	Maximum
Executive Director	\$72,753	\$90,944	\$109,133
Clinical Policy Coordinator	\$92,641	\$102,023	\$111,404
Program Manager	\$45,472	\$55,624	\$68,206
Staff Accountant	\$19.12	\$23.86	\$28.64
Administrative Assistant	\$16.47	\$20.60	\$24.72

**2021 Proposed Salary Scale using the 2021 Social Security COLA increase of 1.3%**

<u>Job Classification</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Executive Director	\$72,825	\$91,034	\$109,241
Clinical Policy Coordinator	\$92,733	\$102,123	\$111,514
Program Manager	\$45,517	\$55,679	\$68,273
Staff Accountant	\$19.14	\$23.89	\$28.67
Administrative Assistant	\$16.49	\$20.62	\$24.75

Necessary Committee Action:

Accept, amend, or reject the 2021 proposed salary scales.