



Louisiana Housing Corporation

An audio-video recording of these proceedings is available upon request by contacting the LHC

LHC Board of Directors

Administration Committee Meeting Minutes

Tuesday, January 17, 2023

LHC Building, V. Jean Butler Board Room
2415 Quail Drive
Baton Rouge, LA 70808
2:00 P.M.

Committee Members Present

Alfred E. Harrell, III (Committee Chairman)
Richard A. Winder
Willie Rack

Committee Members Absent

None

Board Members Present

Official Delegate Tony Ligi obo Louisiana State Treasurer John M. Schroder

Board Members Absent

Board Chairman Anthony Marullo, III
Board Vice-Chairwoman Tonya P. Mabry
John S. Alford
Steven P. Jackson
Steven J. Hattier
Ericka McIntyre
Willie M. Robinson
Jennifer Vidrine
Brandon O. Williams

Staff Present

Barry E. Brooks
Joshua G. Hollins
Donna Deculus
Leslie Strahan
Marjorianna Willman

Portia Johnson
Bridgette Richard
Thomas Bates
Plezetta M. West
Denisa Joshua
Nakesla Blount

Others Present

See Sign-In Sheet

CALL TO ORDER

Administration Committee (“AC”) Chairman Alfred E. Harrell, III called the meeting to order at 2:16 P.M. Board Secretary Barry E. Brooks called the roll; there was a quorum.

APPROVAL OF MINUTES

Next item discussed was the approval of the Minutes from the September 13, 2022 Administration Committee Meeting.

On a motion by Committee Member Willie Rack and seconded by Committee Member Richard A. Winder, the Minutes of the September 13, 2022 LHC BOD Administration Committee Meeting were unanimously approved, as distributed.

PUBLIC COMMENTS

AC Chairman Harrell solicited any public comments. There were none.

ADMINISTRATION COMMITTEE CHAIRMAN’S REPORT

The AC requested Secretary Brooks pre-schedule Quarterly AC meetings for year 2023. Such will be forthcoming and calendared

AGENDA ITEM #5 – LHC PAY EQUITY STUDY

Next item discussed was regarding the recent LHC Pay Equity Study (aka Compensation Review), conducted by SSA Consultants.

SSA Consultants, as represented by Cody Saucier, presented a thorough and detailed review of the LHC Compensation Review (available upon request).

Additional information was provided by LHC Executive Director Joshua G. Hollins, noting that he would be sharing the analysis with State Civil Service.

The AC moved to ACCEPT the LHC Compensation Review as presented, acknowledging the Primary Project Goals, Project Methodology, Primary Findings, and Recommendations.

A synopsis of the aforementioned is below:

- Overall, LHC position ranges were found to be competitive at the mid-to-high segments, but not as competitive at the lower portion or entry level of the ranges. This indicates that LHC may find it difficult to attract talent at the entry level pay offered for positions across the organization. It also may force LHC to hire individuals near or at the midpoint of the ranges which limit the potential wage growth for employees in the position.
- Internal compression review found that generally, employees were being compensated at a consistent rate across departments. Any outliers were identified and reviewed.
- LHC should raise the entry level pay for the positions identified as being difficult to fill and behind market competitive rates. By providing more competitive entry level rates, LHC can maintain a healthy workforce and attract qualified candidates.
- LHC should periodically review the organization's pay ranges to ensure they remain market competitive in the future. This process is typically done every five years.

ADJOURNMENT

There being no other matters to discuss, AC Member Richard A. Winder offered a motion for adjournment that was seconded by AC Member Willie Rack. There being no discussion or opposition, the motion passed unanimously.

The Administration Committee Meeting adjourned at 2:43 P.M.

Board Secretary, Barry E. Brooks