The Committee met to specifically discuss the Salary study document and reach a consensus regarding moving forward.

- Dr. Pyles began by giving a quick overview of the Compa-Ratio study and limitations that had arisen regarding whether it was an appropriate to use the analyses for internal and/or external comparison. Specifically, he outlined communication with the Office of IRPIM and some confusion about the true measurement. Dr. Pyles relayed some concern regarding the existing thoughts regarding the calculation of the measure—and interpretation thereof.
- Dr. Pyles issued a suggestion that the group be proactive in drafting a document that can provide a formal recommendation to the Office of IRPIM.
- Dr. Pyles passed out an initial draft of this comprehensive salary analysis process document and briefly went through the sections.
- The group agreed to review the document and send edits, suggestions, and corrections to Dr. Pyles for inclusion in a second draft.
- The Committee agreed and the meeting adjourned.