

## **MINUTES OF THE MAY 11, 2023, MEETING OF THE COMPENSATION AND HUMAN RESOURCES COMMITTEE**

The Compensation and Human Resources Committee (“Committee”) of the Board of Regents (“Board”) of the Smithsonian Institution (“Smithsonian”) held a videoconference meeting on May 11, 2023. Participating were Committee Chair Michael Govan and Committee members Senator Gary Peters, Representative Garret Graves, and Ambassador Barbara M. Barrett.

Also present by invitation of the Committee were Associate Director of the Office of Human Resources Angela Ameen, Chief of Staff to the Secretary Greg Bettwy, Under Secretary for Administration Ron Cortez, Acting General Counsel Farleigh Earhart, Deputy Chief of Staff to the Regents Kate Forester, Special Assistant to the Regents Mallory Gianola (recorder), Director of the Office of Human Resources Antonio Guzmán, Assistant Inspector General for Operations William Hoyt, Deputy Secretary and Chief Operating Officer Meroë Park, Chief of Staff to Senator Peters Caitlyn Stephenson, Acting Director of the Office of Equal Employment and Supplier Diversity Rudy Watley, Chief of Staff to the Regents Porter Wilkinson, and Head Diversity Officer Beth Ziebarth.

### **CALL TO ORDER AND AGENDA REVIEW**

Committee Chair Michael Govan called the meeting to order at 10:00 a.m. and reviewed the agenda.

### **REVIEW OF THE JANUARY 26, 2023, COMMITTEE MEETING MINUTES**

Upon motion duly made and seconded, the draft minutes of the January 26, 2023, Committee meeting were approved.

### **LABOR RELATIONS**

Director of the Office of Human Resources Antonio Guzmán updated the Committee on the Smithsonian’s labor and employee relations, specifically the Smithsonian Civil Program and relations with the American Federation of Government Employees (“AFGE”), the largest federal employee union. Since 2001, the Smithsonian has increased senior leadership’s engagement with the Union in an effort to address the greatest areas of Union concern and ensure a positive work environment for all employees. Mr. Guzmán noted that the Smithsonian established the SI Civil Program as an independent team reporting directly to the Office of Human Resources, and final metrics on labor and employee relations, including the Smithsonian’s harassment and workplace violence prevention efforts in fiscal year 2023, will be provided in the annual report on workplace culture that is issued each December.

## REVIEW OF TRUST EXECUTIVE POSITIONS

Next, the Committee was updated on the review of the categorization of all Trust senior-level positions to evaluate whether positions were consistently and appropriately categorized into the three different compensation approaches: Federal Equivalent, Augmented, and Market-Based. The review examined the categorization of approximately 130 Trust senior-level positions to determine if: overall, similarly situated positions are categorized consistently and individually if each position is in the appropriate category. Based on the review, two items were addressed by the Secretary. The Director of the Museum Conservation Institute was moved from the Federal Equivalent to the Augmented compensation approach and the Director of the Smithsonian Astrophysical Observatory was moved from the Augmented to the Market-Based compensation approach. Mr. Govan reminded the Committee that determinations about movements between categories are made by the Secretary for those positions falling within the delegated authority determined annually by the Committee.

## COMPENSATION APPROACH FOR AUGMENTED POSITION

The Committee then reviewed management's request to move one existing position, the General Counsel, that is currently designated as Augmented to a Market-Based position. Mr. Govan noted that the Augmented ("hybrid") compensation approach was adopted in 2018, and over time the duties and responsibilities of the position have changed to reflect the Secretary's priorities, the changing nature of the work of the Smithsonian, and the changing nature of operating environments. The Smithsonian's compensation consultant, Pearl Meyer, was also engaged to review the updated position description and make a recommendation on the appropriate classification.

Upon motion duly made and seconded, the following motion was approved:

**VOTED** that the Board of Regents approves the movement of the General Counsel position to a Market-Based compensation approach.

## ADJOURNMENT

With no further business to consider and no request for an executive session, the meeting was adjourned at approximately 10:37 a.m.

Respectfully submitted,

Michael Govan, Chair