



**Executive Committee Meeting
December 2, 2021
3:30 p.m.**

Present: Scott Watson, Nina Self, Cristina Paredes, Holly Henderson and, Beth Cicchetti

Absent: Kevin Vaughn and Tom Eisel

Staff: Charlotte Brown

Recording: Charlotte Brown

I. Call to Order:

Chair, Scott Watson welcomed everyone and called the meeting to order at 1:04 PM. He recognized the members present and a quorum was established.

II. Action Item XII: CEO Performance Review – Chair Watson

Chair Watson and the committee reviewed and discussed the consolidated performance review document that was provided by C. Brown. The document contained the averages of the executive committee members' responses to the performance factors in the form and all of the narrative feedback provided by the members. S. Watson asked if the committee members had any edits for the consolidated review and none of the members desired any edits.

S. Watson verbally mentioned in his overview from the leadership team one-on-one meetings that there was no sign of hostile work environment nor harassment indicated and that staff shared that they felt as if they could report any form of harassment and that it would be addressed immediately, should any such situation arise.

S. Watson asked the group to consider compensation for the CEO. He asked M. Salera to provide the total compensation of the CEO, which Matt reported to be \$152,660 per year. S. Watson asked what the merit pool was for the staff in 2021, and C. Brown reported that due to the funding limitations, the staff were eligible for one-time lump-sum payments averaging 1.6% of payroll. After general discussion, Nina Singleton Self-made a motion to approve a 1.6% lump-sum payment, in lieu of a merit increase, equivalent to \$1,965.00 for the CEO. Holly Henderson seconded the motion. S. Watson called for a vote and the motion passed unanimously.

II. Adjourn: S. Watson adjourned the meeting at 5:28pm.