



**Executive Committee Meeting
December 12, 2022
10:00 a.m.**

Present: Scott Watson, Nina Self, Kevin Vaughn, Beth Cicchetti, and Amber Tynan

Staff: Charlotte Brown and Matt Salera

Recording: Charlotte Brown

I. Call to Order:

Chair, Scott Watson welcomed everyone and called the meeting to order at 10:02 AM. He recognized the members present and a quorum was established.

II. Action Item I: CEO Performance Review

Scott asked if everyone had a chance to review the consolidated performance review document that Charlotte distributed. The members said yes. Scott asked if there was any discussion regarding the document. Amber asked how it compared to previous consolidated performance reviews that the committee had completed for Jim. Scott replied that in his opinion, it was in relative alignment with previous reviews; however, the fundraising and development performance factor appeared to be a little lower, but overall, it was similar. Beth said from her recollection the People and Operations Management are a little lower. Scott mentioned the changes over the last couple of years with Covid and the service provider. Charlotte pulled up the 2020-2021 CEO consolidated performance review for the committee to review. Kevin said with the performance numbers down and having to change service providers, it impacts the organization and ultimately the CEO is responsible. He said he hopes the changes that have been made are impactful. Beth said she also believes that the low unemployment numbers have an impact as well and now there are employers who are experiencing layoffs. The members had no edits or changes they desired to make to the consolidated CEO performance review document.

Kevin suggested a 4% merit increase similar to what the staff had available in the merit pool for the 2022-2023 program year. Scott asked for feedback. Beth said that she agrees if 4% is what staff received. Kevin made the motion for the CEO to receive a 4% merit increase effective January 1, 2023. Amber seconded the motion. Scott called for a vote, and motion passed unanimously.

Scott said he would have a conversation with Jim and provide Jim with the consolidated performance review and merit increase information. Amber said the committee should put some goals in place for the CEO with the strategic plan (direction) the board approved in June 2022. Scott said he would mention to Jim the Executive Committee is considering Amber's recommendation. Kevin said 2023 is the last year of the current CEO employment agreement and the Executive Committee will need to address a new agreement in 2023. Scott said he will discuss it with Jim to get his feedback before the committee begins drafting a new agreement.

III. Adjourn:

Scott thanked the committee for their input and time and adjourned the meeting at 10:23 AM.