

MINUTES

MCCVB Executive Committee – Special Meeting
Thursday January 14, 2021 3:30pm – 4:30pm

Committee Members Present: Kevin Ellis, Jeroen Gerrese, Teri Owens, Chris Sommers and John Turner

Staff Present: Rob O’Keefe, Paul Martin and Jennifer Johnson

Kevin Ellis called the meeting to order at 3:32pm.

PUBLIC COMMENT None.

COMMITTEE MEMBER AND STAFF ANNOUNCEMENTS Rob O’Keefe noted that the MCCVB office building was sold and the new landlord is Vega Investments.

CONSENT AGENDA

A. Minutes of the October 22, 2020 MCCVB Executive Committee Special Meeting
Recommended Action: Approve Minutes as presented.

There was a motion to approve the Consent Agenda as presented. M/S Teri Owens/Jeroen Gerrese. The motion carried unanimously.

REGULAR AGENDA

New Business

A. MCCVB FY2020-21 Incentive Plan

Rob reviewed the incentive plan criteria recommended by staff including the organization goals and outcome measures’ approach for this fiscal year. There was discussion regarding the Team Engagement Survey. Teri noted that the Compensation Committee reviewed, discussed and supports the plan. The Committee agreed on support of the plan as presented.

B. Compensation and Benefits planning

Jennifer Johnson reviewed the results of the 2020 Compensation and Benefits study including recommended adjustments to compensation ranges, incentive payout structure and benefits. The Committee discussed MCCVB’s future compensation and benefits philosophy and approach to recruitment and retention strategies. The Committee provided feedback on staff’s approach to making adjustments in the next fiscal year.

C. EIDL and PPP

Paul Martin noted that MCCVB was approved for an EID Loan [\$150k] with interest scheduled to begin accrual in July. He reviewed the PPP loan information noting the estimated \$433k would be used for payroll and the offset would be added to the recovery marketing work. There was discussion regarding the amount and need for the PPP Loan. *There was a motion to approve the application for the PPP loan in the full amount eligible. M/S Kevin Ellis/John Turner. The motion passed unanimously.* Rob thanked the Committee members for their thoughtful and candid feedback on all agenda items.

GOOD OF THE ORDER None.

Kevin noted that the next meeting of the Executive Committee is scheduled for March 10, 2021 and it will be a joint meeting with the Compensation Committee.

Kevin adjourned the meeting at 4:38pm