

MINUTES

MCCVB Executive and Compensation Committees – Regular Meeting
Wednesday March 10, 2021 9:30am – 10:30am

Committee Members Present: Rick Aldinger, Kirk Gafill, Kevin Ellis, and Teri Owens
Committee Members Absent: Chris Sommers and John Turner
Staff Present: Rob O’Keefe and Jennifer Johnson

Kirk Gafill called the meeting to order to at 9:34am.

PUBLIC COMMENT None.

COMMITTEE MEMBER AND STAFF ANNOUNCEMENTS Rob noted that MCCVB has brought back David Cater, Business Development Executive, Travel Trade and Maggie Ferraro, Business Development Coordinator and made an employment offer to a great candidate for the Digital Marketing Specialist position.

REGULAR AGENDA

New Business

A. Annual Team Engagement Assessment

Rob gave the Committee members a recap of MCCVB’s eight-year history of doing the Team Engagement Assessment and how the senior leadership uses the results to manage and evolve the organization’s culture. Jennifer reviewed the summary of results. Rob noted that this year’s Team Summit will include Diversity, Equity and Inclusion facilitated training with a focus on unconscious bias and how we can positively affect change in how we do business. The Committee members and staff discussed the challenges within the organization over the past year related to the fires and the pandemic. They agreed that the results of the Assessment were good considering the amount of change and challenges the team faced. Committee members agreed that the Board should receive more information regarding the Assessment than has been shared in previous years. Committee members noted the organization’s commitment to recruiting and retaining top talent and the importance of cultural development in the organization’s success.

Rob explained challenges in recruitment and retention noting some disparities in our current team members’ compensation in relation to the most recent Compensation and Benefits Study and the recommendations made prior to Covid that were not implemented due to budget restrictions and the reduction in staff last year. Committee members agreed that adjustments should be made as soon as the organization’s next fiscal year funding is secured.

GOOD OF THE ORDER Rob thanked the Committee members for their leadership. Jennifer noted that the next joint meeting of the Executive and Compensation Committees is schedule for Wednesday June 9, 2021 at 9:30am.

Kirk adjourned the meeting at 10:18am.