

MINUTES

MCCVB Executive and Compensation Committees – Joint Meeting

Wednesday March 11, 2020 | 3:00PM – 5:00PM

MCCVB Office | 787 Munras Ave. Suite 110, Monterey, CA 93940

Committee Members Present: Jeroen Gerrese, Mimi Hahn, John Lloyd, Teri Owens, Amrish Patel, and John Turner Staff Present: Rob O'Keefe and Jennifer Johnson
Others Present: Chris Sommers

John Turner called the meeting to order at 3:00pm

PUBLIC COMMENT None

MEMBER AND STAFF ANNOUNCEMENTS Rob updated the Committee members on the status of MCCVB's open positions, the impacts of the coronavirus on the destination [Asilomar Quarantine] and the team, and the communications MCCVB has had with the building owners.

REGULAR AGENDA

New Business

A. Team Engagement Assessment

Jennifer reviewed the Compensation Development Policy and the Executive Summary of results of the annual Team Engagement Assessment noting higher than expected numbers given the transitions that have occurred in the organization since July of last year. She noted that the Senior Leadership and full Team Summits will be postponed until further notice. Committee members recognized Rob for his leadership and approach to ensuring the organization's positive culture.

B. HR Compliance Audit

Jennifer reviewed the results of the bi-annual HR Compliance Audit. John Lloyd noted that the recommendations were minimal and recognized Jennifer for her commitment to ensuring that MCCVB implements best practices throughout the organizations HR procedures.

C. Compensation and Benefits Study

Jennifer provided an overview of the Compensation and Benefits Study. The Committee discussed the need for competitive compensation and benefits in alignment with the organizations objective of retaining and recruiting top talent. The Committee asked that Rob and Jennifer present a cost analysis of the potential changes in the salary or benefit package during the budget workshops for the next fiscal year.

GOOD OF THE ORDER None

John Turner adjourned the meeting at 4:12pm.