

GULF COAST WORKFORCE BOARD, INC.
d/b/a CareerSource Gulf Coast
Telephonic EXECUTIVE/FINANCE COMMITTEE
August 20, 2020

CareerSource Gulf Coast held a telephonic Executive/Finance Committee meeting on Thursday, August 20, 2020 at 9:00 a.m.

Executive Committee members participating by phone were: Mrs. Jennifer Conoley, Mrs. Betty Croom, Dr. Pat Hardman and Mr. Ted Mosteller.

The purpose of the meeting was to review/take action on the following items:

- Executive Director's annual evaluation

Mrs. Jennifer Conoley, Board Chair, called the meeting to order at 9:00 a.m. A quorum was present.

➤ **Executive Director annual evaluation**

Mrs. Conoley gave an overview of the exemplary performance of Mrs. Kim Bodine during 2019-2020. Mrs. Conoley noted the unique year it had continued to be for the CareerSource team, still dealing with Category 5 Hurricane Michael recovery as well as a global pandemic, causing many individuals to be laid off and needing reemployment assistance. Mrs. Conoley reviewed Mrs. Bodine's performance evaluation with the group, noting the many reasons for scoring her as having "outstanding" performance in every category.

Mrs. Conoley noted that based on a survey of workforce boards across the state, given the size and scope of our CareerSource region, Mrs. Bodine's salary was not in line with her counterparts, especially considering her 28 years of experience. Mrs. Conoley said that not only is Mrs. Bodine one of the most experienced workforce development professionals in the state, but she also consistently delivers strong performance year after year, and even more so over the past two years, facing the significant challenges with Hurricane Michael and COVID-19. Mrs. Conoley also noted that her past performance increases had been minimal and given the current market rate for a position given the same job and responsibilities, she was receiving more of an entry level wage than one with 28 years' experience. Mrs. Conoley recommended to the committee members to increase Mrs. Bodine's salary to be closer to the median salary range of her counterparts and similar positions. Mrs. Conoley also noted there were no constraints in the budget to bring her up to this level and this recommendation is still well below the salary cap as outlined in WIOA law.

Dr. Pat Hardman made a motion to adjust Mrs. Bodine's salary to \$130,000 per year which would reflect the market rate adjustment and include a merit-based increase for her superb work this past year. Ms. Croom seconded the motion. The motion passed unanimously.

The discussion around the motion was noting the strong performance Mrs. Bodine had given this year and previous years. It was also noted again that Mrs. Bodine had been given very modest salary increases over the years, causing her to fall behind some of her peers in the same and roles.

Public Comments

There were none.

Adjournment

There being no additional business for the Executive/Finance Committee, Mrs. Jennifer Conoley adjourned the meeting.