

Emergency Meeting 7/21/2017

Board Members Present

Shane Ellis, Phil Brewer, Royal Curry and Mary Jo Brockshus

Staff Member Present

Alicia Garza

Royal called the special meeting so that we could discuss how to fairly compensate Alicia for being the Interim Executive Director and to decide what to do about the ED position.

Alicia has been the Interim ED since April 26, 2017 and had not been compensated for her position. She told us that she is currently making \$60,000 as the Interim ED with full benefit just like all other fulltime employees.

Phil asked Alicia how she felt she has been doing. She said she felt that she has been working to get all the items that have deadlines that she has been faced with. The frustration is not knowing what needs to be done until it presents itself.

She said that CBLE Peter Pike and Karen Prince conferenced called in on Monday for the budget.

Mary Jo provided a history on how we conducted the search for the ED position when Beth gave her notice.

In a previous Email from Royal – he indicated that he had done some research on what ED should be making \$70,000 - \$75,000

Mary Jo shared that when we advertised for the ED position in 2015 we offered \$55,000 - \$65,000

Alicia said that she would like to stay and would negotiate her salary.

At that time Alicia left the meeting and the Board held a closed meeting to discuss the ED Position.

The closed meeting:

Board voted to offer Alicia a \$5,000 bonus for the hard work she has been doing. We discussed whether to open the job up to other applicants and to encourage Alicia to apply.

All the Board member indicated that she has done an outstanding job however, we did not want to have any more legal issues by not opening the hiring process.

We discussed talking with our attorney Franchesca to see what our options are concerning hiring a ED and what we should be aware of so that the previous ED could not file another complaint against Connections or us individually.

Shane and Mary Jo want to open the ED position throughout Colorado.

We discussed having a HR person help us through the process.

The meeting opened back up we offered the \$5,000 bonus to Alicia and she accepted.