



APPROVED 11-18-24

MINUTES

**BOARD OF COMMISSIONERS WORKSHOP
TUESDAY, OCTOBER 22, 2024, 2:00 – 3:30 P.M.
4000 BLIMP BLVD., SUITE 100, TILLAMOOK
SMALL CONFERENCE ROOM**

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Meeting ID: 220 291 543 901

Passcode: goFQ5n

1. 2:10 Call to Order by Jack Mulder and Recognition of Persons Present
 - a. Board Present: Jack Mulder, Matt Mumford, Kevin Stoecker, Bill Baertlein, Sierra Lauder
 - b. Staff Present: Michele Bradley and Pami Boomer
 - c. Presenter: Jim Knight, SDAO Consultant
2. 2:15 SDAO Consultant Jim Knight leads the board through a Workshop on Cost of General Manager Compensation. Including cost of living increases, merit increases, and contract specifications. Discussion centered around the compounding of cost of living increases vs. merit increases with the currently established process. The board would like to explore a step-increase structure for all employees, review the GM annual review process, annual management goals, and different items of compensation, as well as compare industry standards processes.
3. The board will add a workshop to follow the next regular board meeting in November, which was moved to be held Monday, November 18, 2024 at 12:30.
4. Other items discussed: review of Succession Plan (scheduled for December meeting)
5. Michele will work with Jim Knight to present some options to the board at the workshop in regard to contract changes, step-increase buckets, and the results from comparison policies.
6. 3:40 Adjourned