



MINUTES

CEO Evaluation Committee Meeting JAA Administration Bldg. 3rd Floor Ed Austin Board Room April 27, 2023/8:30am

Committee Chair Michelle Barnett called the April 27, 2023 CEO Evaluation Committee meeting to order at 8:30am. The following committee members were in attendance at the call to order:

Mrs. Michelle Barnett, Chair
Mr. Fernando Acosta-Rua, Member
Mr. David Hodges, Jr., Member

Also in attendance at the order call were:

Mr. Devin Reed, Chief Compliance Officer
Mr. Michael May, Vice President Human Resources
Mrs. Melissa Marcha-Lee, Sr. Executive Assistant/Recording Secretary

A listing of all attendees is on file in the office of the Recording Secretary

Committee Chair Barnett welcomed everyone to the meeting.

Committee Chair Barnett called for public comment, hearing none she moved to the next item.

Committee Chair Barnett advised that the reason for the meeting was to continue the discussion that started last year of the CEO's 2023 contract renewal. She advised that she had spoken to CEO VanLoh and he indicated he wants to stay on, and it is the board's desire to retain him in the CEO position. She then called upon Mr. Reed, who went through each section of a draft contract he prepared and distributed to the committee members. Items such as contract term and termination clauses, larger bonuses in lieu of salary increases, allowances, paid time off, sick time and retirement account were discussed at length.

Mr. Acosta-Rua suggested that if increasing the bonus percentage, the goals should be much more specific such that performance can be better measured. Mr. Hodges agreed about the goals, and further stated that he believes Mr. VanLoh is doing a wonderful job in leading the Authority.

Mr. May advised that specific information regarding a CEO retirement program has been requested from our retirement benefit company, Empower, but has not yet been received – he advised he will send the information to Mrs. Barnett when received.



Mrs. Barnett thanked the committee members for their input and advised she will work with Mr. Reed in getting the contract in a final form, and would like to have a brief meeting on May 22, before the board meeting, to discuss a final draft for presentation to the board for approval. The committee members agreed to meet at 8:00a on May 22 and Mrs. Barnett asked Mrs. Marcha-Lee to send out the appropriate communication. She further advised she will send Mrs. Marcha-Lee the final contract draft to send in advance of the meeting.

Mrs. Barnett advised that regarding the annual CEO evaluation process, it is time for a mid-year status review of Mr. VanLoh's FY22-23 goals and she requested that Mrs. Marcha-Lee source the committee for a date when Mr. VanLoh is available for that mid-year goals status review and plan the meeting.

There being no further business to come before the committee, Chair Barnett adjourned the meeting at 9:35am.

Approved May 22, 2023