

**NORTHERN MICHIGAN REGIONAL ENTITY
EXECUTIVE COMMITTEE MEETING
9:15AM – DECEMBER 18, 2024
NMRE OFFICE – GAYLORD**

ATTENDEES:	Gary Klacking, Eric Lawson, Ruth Pilon, Karla Sherman, Don Tanner
NMRE STAFF:	Carol Balousek, Eric Kurtz, Deanna Yockey

NMRE FY24 CEO EVALUATION AND CONTRACT TERMS

Executive Committee members reviewed the FY24 CEO Evaluation Report. The CEO’s composite scores in six key areas were as follows:

Evaluation Category	Percentage
Mission, Vision, and Strategic Planning	96.79%
Board Relations	96.43%
Member Relationships	96.29%
Program Management	97.43%
Staff Relations	96.07%
External Liaison and Public Image	96.43%
Overall	96.59%

Additional narrative comments offered by Board Members were reviewed.

Mr. Kurtz requested a 3% cost of living adjustment (COLA), consistent with what has been budgeted but not yet given to NMRE staff. Mr. Kurtz requested that the Board consider either a one-time staff retention payment or a 3% permanent COLA for NMRE employees. Ms. Yockey noted that that a 3% increase in the CEO’s salary would amount to \$7,020. A 3% COLA for NMRE staff would amount to \$78,000. The current CEO Contract will remain in effect through September 20, 2028.

The Executive Committee will recommend to the full Board of Directors that the Northern Michigan Regional Entity Chief Executive Officer’s salary be increased by 3% (\$7,202) for fiscal year 2025.

NEXT MEETING

An Executive Committee meeting was scheduled for Friday, January 3, 2025 at 10:00AM.