



Executive Committee Meeting Minutes (DRAFT)

November 17, 2022, 5-6 pm (EST)

Attendees: Evan Carlson (Chair), Morgan Wade , Paul Fixx, Nick Anzalone, Ray Lanier, Jonathan Baker, Michael Strait, Bill Piper.

Staff: Nedah Warstler, Danielle Sukkaew.

Agenda

Roll Call, Agenda Review, and Review of Minutes

Motioned: Seconded:	For	Against	Abstain
Motion:	8	0	0

- **Discussion Summary:** No minutes were reviewed or approved.

Benefits Discussion

Motioned Mike Straight Seconded: Bill Piper	For	Against	Abstain
Motion: To approve	8	0	0

- **Discussion Summary:** Morgan summarized health, dental, retirement, Simple IRA, w/ 3% match. Time off offerings are same. Limited rollover to 50% per year.
- Benefits except retirement will start 1/1/22
- Holidays were determined using federal holiday calendar. Will expect you to use a CTO day or you can get pre-approval to work. Also some don't celebrate holidays, or may celebrate on another day.
- 30 total CTO days which includes the 11 federal holidays.
- Is there a buyout option? No.
- Will there be an annual review so we can adjust accordingly?
We are discussing what employee vs. employer contribution? Yes
- Is there sustainability once we are fully operational? Can operations support salaries and benefits once fully operational/ post- construction?

Danielle left 5:25

BOARD RESPONSIBILITIES DISCUSSION:

Discussion Summary: Each person’s group discussion points were discussed, and were supportive of the discussion points. Board continues to request earlier information receipt so they can digest, if it’s too soon before meeting, they’re unable to engage.

5:41 pm Nick left

- **ACTION ITEM:** Nedah to get onboarding on the agenda
- **ACTION ITEM:** Morgan, please add number of hours to Paid time off at bottom of benefits sheet.

Adjourn

Motioned: Bill Piper Seconded: Mike Strait	For	Against	Abstain
Motion: to adjourn, by consensus.	8	0	0

Drafted by:

Nedah Warstler, NEK Broadband, Clerk