



**Executive Board Virtual Meeting Minutes
June 8, 2022**

Officers Present	Board Members Present	Board Members Not Present	Centralina Staff and Guests Present
Bobby Compton, Chairman Jarvis Woodburn, Secretary	Cathy Davis Larken Egleston Darrell Hinnant Gene Houpe Corinthia Lewis-Lemon Elaine Powell Lynn Shue Amelia Stinson-Wesley David Williams	Karen Alexander Peter Ascitutto Brittany Barnhardt Martha Sue Hall Bob Hovis Jay McCosh, Vice Chairman Pedro Morey William Morgan, Treasurer Christine Poinsette Jennifer Stepp	Nina Barrett Connor Choka Patricia Cowan Christina Danis Geraldine Gardner Katie Kutcher Debi Lee Linda Miller Michelle Nance Sherika Rich Denise Strosser Lindsay Tice Kelly Weston Venecia White Guests Leslie Mazingo, Strategics Consulting

Call to Order

Chairman Bobby Compton, Town of Mooresville, called the meeting to order.

Kelly Weston, Clerk to the Board, called roll and noted that a quorum was present.

Moment of Silence

Chairman Compton called for a moment of silence.

Amendments to the Agenda.

There were no amendments to the agenda.

Consent Agenda

- 1. Approval of Strategics Consulting Contract Renewal**
- 2. Approval of NC Association of Regional Councils of Government Contract for American Rescue Plan Act Support Services**
- 3. Approval of NC Association of Regional Councils of Government Contract for Disaster Recovery Support Services**
- 4. Approval of UNC Asheville Subaward Agreement**
- 5. Approval of Green & Healthy Homes Initiative Agreement**
- 6. Approval of Premiere Communications Contract**
- 7. FY22 Budget Amendment**
- 8. Finance Committee Authorization**
- 9. Approval of the April 13, 2022 Executive Board Meeting Minutes**

Commissioner Gene Houpe, Iredell County, made a motion to approve the Consent Agenda. Mayor Darrell Hinnant, City of Kannapolis, seconded the motion and it carried unanimously.

10. FY23 Compensation Recommendations

Geraldine Gardner, Executive Director, presented an overview of Centralina's compensation challenges. She noted that the organization's pay ranges have not changed since the last compensation study completed five years ago and are not reflective of the current market. She also noted that the organization has provided 2-3% annual increases for the past eight years, which is not always in keeping with the cost of living. She presented an update on the compensation study in progress, adding that the study findings should address inequities or salary compression and create career pathways. She recommended a two-phased approach to the FY23 compensation plan that included a 5% across-the-board increase in the first phase and a reserve pool of \$169,000 for additional adjustments in the second phase. She noted that both phases are funded fully in the FY23 budget.

Commissioner Houpe made a motion to approve the FY23 compensation approach, which includes a 5% across the board increase with a minimum increase for eligible employees and a reserve pool of \$169,000 to implement recommendations from the pay and classification study. Commissioner Lynn Shue, Cabarrus County, seconded the motion.

In response to a question from Commissioner Elaine Powell, Mecklenburg County, Ms. Gardner explained that the recommendations from the pay and classification study will include an analysis of how to address salary compression. She added that she will consider those recommendations when making the first round of investments in the second phase of the proposed compensation approach.

The motion carried unanimously.

11. Federal Relations Update

Leslie Mazingo, Strategics Consulting, presented highlights from the Strategics Consulting performance report. She noted a \$1 million funding request sponsored by Congresswoman Alma Adams for an affordable housing initiative. She also noted that Congressman Ted Budd took the lead on a letter expressing bipartisan support for appropriations language encouraging regionalism in competitive grants. She further noted that Grants Alerts containing funding opportunities offered through the Bipartisan Infrastructure Law are released weekly.

Commissioner Houpe made a motion to accept the Strategics Consulting performance report for April through May 2022 and the Federal Relations Annual Report for July 2021 through June 2022. Secretary Jarvis Woodburn, Anson County, seconded the motion and it carried unanimously.

12. Strategic Plan Briefing

Ms. Gardner presented an update on the strategic planning process. She shared a proposed, revised vision statement and a set of updated values. She also presented four new goals focusing on regional collaboration, local government support, service delivery, and operations. She noted that investing in talent development is her top priority for the new fiscal year. She also noted that other priorities include creating an organizational structure that serves Centralina's long-term interests, building capacity, and expanding partnerships and business development strategies. She outlined next steps in the strategic planning process, which include finalizing three-year strategies that support each goal, finalizing the FY23 workplan, and presenting the final strategic plan and FY23 workplan for a vote at the August Board of Delegates meeting.

Chairman Compton suggested that the Executive Board take formal action to endorse the strategic plan framework Ms. Gardner presented before it goes to the Board of Delegates in August.

Secretary Woodburn made a motion to endorse the strategic plan framework draft. Council Member Corinthia Lewis-Lemon, Town of Morven, seconded the motion and it carried unanimously.

Comments from the Executive Board and Centralina Staff

There were no comments from the Executive Board or Centralina Staff.

Comments from the Executive Director

Ms. Gardner reported that she, Ms. Weston, and Michelle Nance, Regional Planning Director, had a series of successful briefings with state legislators in Raleigh yesterday. She also noted that Ms. Weston is transitioning out of the Clerk to the Board role and into the role of Government Affairs and Member Engagement Coordinator. She added that Connor Choka, Resilience Analyst, will assume the Clerk role beginning in July.

Ms. Weston thanked the Executive Board for their ongoing engagement and support of Centralina, adding that she looks forward to continuing to work with them in a new capacity.

Linda Miller, Area Agency on Aging Director, reported that the North Carolina Division of Aging and Adult Services is finalizing a restart plan to allow community advisory committee volunteers to begin visiting long-term care facilities again.

Comments from the Chair

Chairman Compton thanked Ms. Weston for her assistance as Clerk to the Board through the years.

He noted that the Board of Delegates meeting will be held on Wednesday, August 10th at the new Centralina office.

He expressed his thanks to Centralina staff, adding that the approval of the compensation plan was well-deserved.

He presented honorary resolutions recognizing the contributions of Treasurer William Morgan, City of Statesville, and Council Member Larken Egleston, City of Charlotte.

Adjournment

With no further business to be discussed, Chairman Compton adjourned the meeting at 5:49 p.m.