

**Special Board Meeting, November 12, 2024
Executive Session**

The meeting was called to order by President Gina Kline at 18:08.

Pledge of Allegiance

Board Members Present: Bruce Appell (Zoom), Jeff Bernetich (Zoom), Jeff Borges, Jamie DiPace, Gina Kline, Tom Post (Zoom), Kristen Shaw. Excused: Brian Baldwin, Steve Gwizdak, Jim Speich, Mark Wilson

Other Members Present: Tom Kline

Treasurer Kristen Shaw called the meeting to discuss the award amounts for the Length of Service Awards. Background on the amounts approved by the Board at the October 4, 2022, were reviewed. It was stated (though not reflected in the minutes from 2022) that the amounts approved for the 2022 Annual Dinner were half of what was originally proposed, but that the amount would be increased for subsequent years. The increase was not discussed by the Board as planned prior to the 2023 annual dinner.

The Special Meeting was called to address the following:

- The amount per year of service to be awarded.
- The effective date of any increase approved.
- The appropriation of funds from fundraising dollars to cover any additional costs; and
- Changes to AOG AWD-3 to reflect any changes.

Discussion of the above topics was held. President Kline provided context and clarification as necessary but abstained from the discussion and subsequent votes except as noted below.

Amount per year of service: After some discussion, the Board voted to increase the amount awarded from \$50 to \$100 per year. A motion was made by Jeff Borges with Tom Post seconding. Motion passed with Gina Kline abstaining.

Effective date of increase: Further discussion was held regarding the award amount for 2023. It was determined that the increase should have been addressed by the Board prior to last year's Annual Dinner. Since it was not, the Board voted to make the increase effective for 2023 forward. A motion was made by Tom Post with Kristen Shaw second. Motion passed with Jamie DiPace abstaining.

Appropriation of Funds: The Board voted to appropriate \$20,000 from fundraising to operations to cover the additional cost of the service awards for 2023 and 2024. A motion was made by Jamie DiPace with Tom Post seconding. Motion passed.

AOG AWD-3: The Board voted to update AWD-3 to reflect the changes approved above. Motion made by Jeff Borges with Kristen Shaw seconding. Motion passed.

An additional discussion was held regarding the award for members who reached service milestones prior to 2023. As the new program was implemented with a gradual ramp-up

beginning in 2022 and an increase was intended to begin in 2023, no additional adjustments were contemplated or made. Members reaching service milestones in the future will benefit from the changes made to the program.

Treasurer Shaw will draft a memo to the Town Manager outlining the changes that were implemented and the rationale behind modernizing the service award program to support retention efforts. The 26/27 budget request is currently a zero percent increase, but we may be able to justify a slight increase if we can demonstrate that the additional funds are needed to support retention. The draft will be shared at the next Board meeting so that it can be provided to the Town Manager in early December at the time of the 26/27 operating budget review.

The meeting was adjourned at 18:30. Motion made by Jeff Borges with Tom Post seconding.

Respectfully submitted by

Grace Bianchi
Board of Directors Clerk

DRAFT