

Executive Director Review Committee

Findings and recommendations for FY 2020-2021

TOT Comparisons (30% of potential bonus)

FY 17-18 \$17.9M

FY 18-19 \$20.2M

FY 19-20 \$16.0M

3 Year Average \$18.0M (minimum 4% increase over 3-year average to achieve bonus)

FY 20-21 \$16.5M

Not eligible for bonus on TOT metrics

TBID Comparisons (30% of potential bonus)

FY 17-18 \$5.1M

FY 18-19 \$5.6M

FY 19-20 \$3.8M

3 Year Average \$4.8M (minimum 2% increase over 3-year average to achieve bonus)

FY 20-21 \$4.4M

Not eligible for bonus on TBID metrics

MLT Board Evaluation (20% of potential bonus)

Mostly positive feedback and ratings from the Board. John, of course, faced many challenges this past FY with COVID shutdowns, wildfire smoke and a major pivot towards responsible tourism messaging.

The Committee is recommending John receive 75% of this bonus metric which translates to a 2.25% bonus based on his current salary.

MLT Staff Evaluation (20% of potential bonus)

Mostly positive scores from staff with an overall average score of 8.4 (between Significantly Exceeds Expectation and Outstanding). The Committee feels that staff comments to us are that John challenges them to be better, defines their roles and does his best to present an enjoyable workplace.

The Committee is recommending John receive 75% of this bonus metric which translates to a 2.25% bonus based on his current salary.

Salary Recommendations (0-5%)

In addition to the challenges of messaging during the Pandemic, John will also be tasked with creating and growing a new air service program at BIH. John has already put a ton of work into this endeavor and much more work will be required to make it a success.

The Committee is recommending a 3% salary increase for John effective October 1, 2021.