

Executive Director Review Committee

Findings and recommendations for FY 2021-2022

TOT Comparisons (30% of potential bonus)

FY 18-19 \$20.2M

FY 19-20 \$16.0M

FY 20-21 \$16.5

3 Year Average \$17.6M (minimum 4% increase over 3-year average to achieve bonus)

FY 21-22 \$26.6M

51% increase over the prior 3 year average. Eligible for the maximum bonus on TOT metrics: \$9579.85 (\$212885.55 x .045)

TBID Comparisons (30% of potential bonus)

FY 18-19 \$5.6M

FY 19-20 \$3.8M

FY 20-21 \$4.4M

3 Year Average \$4.6M (minimum 2% increase over 3-year average to achieve bonus)

FY 20-21 \$6.4M

39% increase over the prior 3 year average. Eligible for the maximum bonus on TBID metrics: \$9579.85 (\$212885.55 x .045)

MLT Board Evaluation (20% of potential bonus)

Mostly positive feedback and high ratings from the Board. John has performed at a high level in terms of financial management, business results, and overall marketing. Areas to improve are in staff relations and communication within the community.

The Committee recommends 80% of this bonus be awarded: \$5109.25 (\$212885.55 x .025)

MLT Staff Evaluation (20% of potential bonus)

Mostly positive but mixed reviews from staff with an overall score of 7.7 out of 10. Areas to improve are to be more in tune with staff compensation concerns and to articulate these issues to the Board when necessary. Adding an outside HR component to MLT should be a positive step in this direction.

The Committee recommends 50% of this bonus be awarded: \$3193.28

(\$212885.55 x .015)

Salary Recommendations (0-5%)

While John had many positive accomplishments this past year, there is still some room for improvement overall. We hope to see overall air service, community relations and staff relations improve in the coming year.

The committee is recommending a 3% salary increase effective 10.1.2022:

\$6386.57 (\$212885.55 x .03)