

Executive Director Review Committee

Findings and recommendations for FY 2022-2023

TOT Comparisons (30% of potential Bonus)

FY 19-20 \$15,974,248

FY 20-21 \$16,510,344

FY 21-22 \$26,668,528

3 Year Average \$19,717,706 (minimum 4% increase over 3-year average to achieve bonus)

FY 22-23 \$29,492,325

**49.5% increase over the prior 3 year average. Eligible for the maximum bonus on TOT metrics:
\$9867.25 (\$219,272.12 x .045)**

TBID Comparisons (30% of potential Bonus)

FY 19-20 \$4,349,704

FY 20-21 \$4,402,673

FY 21-22 \$6,424,634

3 Year Average \$5,059,004 (minimum 2% increase over 3-year average to achieve bonus)

FY 22-23 \$7,024,700

**39% increase over the prior 3 year average. Eligible for the maximum bonus on TBID metrics:
\$9,867.25 (\$219,272.12 x .045)**

MLT Board Evaluation (20% of potential bonus)

John received strong ratings overall from the Board and excelled in financial management and revenue generation. There is room to improve with staff relations and community outreach. However, it is important to recognize that this was an extraordinarily challenging year where John went above and beyond for several months during the TBID renewal process. We appreciate his tenacity and personal perseverance in getting the TBID approved as we believe in the positive impact it has for the future of the community.

The Committee recommends 95% of this bonus be awarded: \$6,249.26 ($\$219,272.12 \times .0285$)

MLT Staff Evaluation (20% of potential Bonus)

Staff evaluation scores averaged 7.3 out of 10 – On average good scores, but we would love to see strong focus from John in this area in the coming year. MLT suffered major losses of amazing staff members compounding stresses and responsibility to the remaining team members during challenging times – we believe they rallied and delivered. Moral needs to be restored along with the encouragement, support and tools they need to continue to succeed.

The Committee recommends 50% of this bonus be awarded: \$3,289.08 ($\$219,272.12 \times .015$)

Salary Recommendations (0-5%)

Acknowledging the unprecedented amount of time/effort John put in to the TBID renewal process and the benefit that represents to the future for the community, we feel a salary adjustment is appropriate. However, we see opportunity to improve in staff, community and Town Council relations for the coming year.

The committee is recommending a 3% salary increase effective 10.1.2023: \$6,578.16 ($\$219,272.12 \times .03$)