



MID-CUMBERLAND
COMMUNITY ACTION AGENCY
Helping people. Changing lives.

BOARD OF DIRECTORS SPECIAL CALLED MEETING
Wednesday, July 14, 2021 5:00 PM
Go-To Meeting

MINUTES

Meeting was called to order at 5:04 by Jeff Coker

Roll Call established quorum with 9 of 15 members in attendance

Present: Ben Dean

Jeff Coker

Mark Presley

Kee Bryant McCormick

Amanda Garey

Ray Render

Marilyn Bryant

Joannie Summers

Tony Sharpe

Absent: Candice O'Brien Beasley

Jamie Crosslin

Jaleel Hendricks

Steve Paxton

Ariani Rubi

Julie Brockman

Staff Present: Debra Holmes

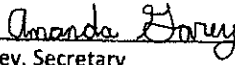
Executive Director provided report regarding Compensation plan. No questions or concerns were submitted by Board members; however, the full plan was reviewed by attorney Eric Stevens. During the review a non-discrimination statement was suggested for inclusion and was updated. There was additional conversation regarding possible disparate treatment that could be caused by change; however, review of individuals reflect several age categories, ethnicities, and gender resolving concern. Additionally there was discussion to clarify how bonus would be paid to ensure overtime hours were included. MCCA will complete based upon gross pay resolving any concerns. After review Mr. Stevens reported no additional concerns in the adoption of Compensation plan.

After discussion a motion to approve MCCA Compensation plan effective 08/01/2021 including wage adjustments as result of adoption to MCCA Compensation plan and FY22 salary schedule made by Jeff Coker, seconded by Amanda Garey. Motion carried.

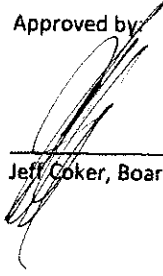
Motion to adjourn made by Marilyn Bryant, seconded by Amanda Garey. Motion carried.

Meeting adjourned at 5:23 p.m.

Submitted by:


Amanda Garey, Secretary

Approved by:


Jeff Coker, Board Chair