East Cascades WORKS
Connecting Talent To Opportunity

Executive Committee Agenda
April 11, 2022 from 9:30am-10:30am
Virtual Meeting Via Zoom or Phone

Board Members Present: Gary North (Chair), Dr. Marta Cronin (Vice-Chair), Martin Campos-Davis (Treasurer)
COWC Members Present: Derrick DeGroot
Others Present: None
Staff Present: Heather Ficht
Board Members Absent: None

- **Consent Agenda:** Meeting called to order at 8:31 am by Chair Gary North. The minutes of the February meeting were presented, and the Chair asked for a motion to approve the minutes.

  Motion: Martin moved to approve the minutes as presented, Marta seconded, and the minutes were unanimously approved.

- **2022 Budget:** Heather presented information on the ~$4M EC Works is going to receive as a minimum from FRO legislation and the OHA/COHC combined award of $550k in addition to ongoing grants and WIOA funding anticipated for the coming program year. Further she presented a several scenarios for staff increases for the coming budget year based on both EC Works policies and the COLA increase of 8.23% based on Consumer Price Index for Urban Wage Earners and Clerical Workers (CPIW). A robust discussion ensued in which a balance was sought to support staff and keep pace with raising wages as well as manage sustainability of permanent increases to the Salaries line item in our budget.

  Motion: Marta moved to approve a 5% COLA increase for all staff and a 5% Bonus Pool to be awarded to staff based on merit. Gary seconded, Martin abstained due to Heather serving on his board and the increases were unanimously approved.

- **April Draft Board Meeting Agenda:** Heather presented the draft agenda for the April full board meeting.

- The meeting was adjourned by Chair North at 10:31am.