

Meeting Minutes
Triumph Gulf Coast, Inc. Performance Review Committee
Destin City Commission Chambers
November 3, 2022

COMMITTEE MEMBERS PRESENT:

David Bear, Chair
Reynolds Henderson, Treasurer
Collier Merrill, Vice Chair

ADDITIONAL MEMBERS PRESENT:

Jay Trumbull, Sr.
Leslie Weiss

Program Administrator Cori Henderson called the roll and announced the presence of a quorum with all committee members present. Chair David Bear called the meeting to order at 11:40 a.m. CT.

Chair Bear asked Ms. Skelton for a report of her performance reviews of Triumph consultant staff.

Ms. Skelton reported that Program Administrator Cori Henderson does an excellent job and exceeds expectations. Dr. Rick Harper, Economic Advisor, continues to exceed expectations and Dr. Frank Fuller, Education Advisor, does excellent work and is a great asset to the team.

Ms. Skelton has discussed her reviews with each team member.

Mr. Merrill asked Ms. Skelton to consider the possibility of salary increases based on fund availability in the organization's budget.

Ms. Skelton then reported on her review of Triumph's contractors starting with The Clark Partington Law Firm. Chair Bear joined Ms. Skelton, Mr. Scott Remington, and Mr. Alan Manning who discussed continuation of the current contracts. Triumph has three contracts with the law firm, she noted that arrangement continues to work well for Triumph as does the team's work with Scott Remington and Alan Manning. Ms. Skelton recommend continuing the current contracts. Chair Bear concurred based on the conversation with the firm partners.

Next Ms. Skelton reviewed the contracts with the CPA firm Tipton Marler, which continue to work well for Triumph. She noted that due to the recent part time contractor hired by Triumph, Tipton Marler may be able reduce their compliance cost rate. Ms. Skelton requested that Mr. Henderson review this contract prior to the full Board's review.

Ms. Skelton noted that Warren Averett's audit work is also still acceptable to Triumph, and that Randy Lewis's work continues to exceed expectations.

Mr. Merrill made a motion, seconded by Mr. Henderson, to accept Ms. Skelton's report. There were no objections.

Chair Bear then asked Ms. Skelton to leave the room so they could discuss her review.

Chair Bear led the discussion by praising Ms. Skelton's work and dedication to the organization. Mr. Merrill and Mr. Henderson agreed adding that her prior legislative administrative work was a huge asset to Triumph. They discussed her salary and their strong desire to increase her compensation.

Mr. Henderson made a motion, seconded by Mr. Merrill to recommend that the Board increase Ms. Skelton's salary to \$110,000. There were no objections.

The meeting was adjourned by Chair Bear at 12:30 p.m. CT.