

HNWS Closed Executive Session
Legal and Personnel
December 19, 2023

Mark Miller, Board President called the meeting to order at 5:02 P.M. The following Board of Directors were present: Mark Miller, Mike Matthews, Bill Thiel, Don Linnell, Daryl Lynchard, and David Crumbley. Joe Campbell was absent.

Jeff Crigler, Will Dunaway, Esq. and Emerald McDaniel join the meeting at 5:30 P.M.

Unfinished Business

None.

New Business

Personnel: President Miller presented the Board with a draft document for Directors to provide input for an annual CEO performance evaluation. In depth discussion followed concerning individual thoughts on how to rate the CEO performance over the past year. The following resultant actions were agreed upon:

- ◆ Each Director was tasked to provide inputs for a draft CEO annual evaluation using the rating areas highlighted in the draft performance evaluation presented above. Those inputs will be collated into a final CEO Annual Performance evaluation for Board approval.
- ◆ **Daryl Lynchard made a motion to award the CEO, Jeff Crigler, the same 2% COLA salary increase approved for all HNWS employees effective January 1, 2024. Mike Matthews seconded the motion. The motion passed unanimously. 6/0/0.**
- ◆ The possibility of an additional annual CEO Bonus for 2023 was discussed and any further action tabled pending results of the final Annual Performance and further Board discussion.

This personnel portion of the meeting was adjourned at 5:30 and others joined as noted above.

Legal: Legal Counsel reported progress of the South Santa Rosa Regional Reuse Initiative easement acquisitions. The last remaining Florida Power and Light easement, prior agreements, confirmed price of an appraisal, and current negotiation status with possible action was discussed at length. Adjusting the route was discussed at length. Legal Counsel was asked to direct the appraisal company to move forward with the quoted appraisal in two segments. Staff was asked to direct Jacobs to coordinate updating the survey for possible alternate route on 87 and on Eglin property, subject to Mike Schmidt's approval.

The meeting was adjourned at 5:55 P.M.



Bill Thiel, Secretary