

**COLLEGE OF SOUTHERN
MARYLAND BOARD OF TRUSTEES**

July 27, 2022

MINUTES

The Board of Trustees held a special meeting on July 27, 2022 at 5:00 pm via Zoom Board Chair Shawn Coates called the meeting to order at 5:00 p.m. The following trustees were present: Jay Webster, Christy Lombardi, Sonja Cox, Kenneth Abell, Jose Gonzalez, and Cordelia Postell.

Approval of July 27, 2022 Agenda

Trustee Webster made a motion to approve the July 27, 2022. Trustee Abell seconded the motion. All were in favor.

Strategic Investment for Employee Retention

President Murphy led a discussion with the board that centered around the 2021-2024 Strategic Plan goal #4 to foster and sustain a high performing employee culture. Previously, the board approved a Compensation Philosophy stating that the college strives to provide a competitive compensation package with a salary that aligns with the market and a benefits package that is better than industry average. The president then introduced an incentive for board consideration – that all full time and part time benefited employees, employed by September 26, 2022, who receive satisfactory performance evaluations in FY23 and FY24 will receive a one-time cumulative 5% of their FY23 and FY24 annual salary as either a cash award or applied to their retirement accounts. The retention incentive is designed to reinforce our commitment to our Strategic Plan and Compensation Philosophy and will reward employees committed to the mission of the college, doubling as a possible retention incentive. This bonus combined with annual compensation increases may make the college more financially viable in the unexpected current high inflation, high resignation cycle thus enabling our commitment to retain high performers and value their efforts to meet the mission of the college.

Trustee Lombardi made a motion to approve a strategic investment for employee retention effort which allows all full time and part time benefited employees, employed by September 26, 2022, who receive satisfactory performance evaluations in FY23 and FY24 will receive a one-time cumulative 5% of their FY23 and FY24 annual salary as either a cash award or applied to their retirement accounts. Trustee Postell seconded the motion. All were in favor.

Motion to Adjourn the Meeting

Trustee Abell made a motion to adjourn the meeting. Trustee Cox seconded the motion. All were in favor. The meeting adjourned at 5:06 pm.

Respectfully Submitted,

Shawn B. Coates

Shawn Coates, Chair

Maureen Murphy

Maureen Murphy, President

