



# **Item 6b: Retention and Separation Package Amendment**

FORA Special Board Meeting  
June 4, 2020

**Josh Metz**  
Executive Officer

# Accomplishment Amidst Adversity

- **FORA Staff Team has delivered a years worth of business in 6 months.**
  - 15 noticed Board Meetings, 22 noticed Administrative Committee Meetings
  - \$11.5 million - CIP Funds Allocation
  - \$17 million - CFD Habitat Funds Allocation
  - Pending ESCA/LRA Team Transfer to City of Seaside
  - Pending \$30 million building removal bond issue
  - Seamless transition to remote operations amidst global pandemic

# Amendment Summary

- **Given current employment market situation and successful transfer of ESCA team and departure former Board Clerk/Executive Assistant, *funds be reallocated to increase the severance to remaining employees.***
  - Currently, severance package provides for 4 weeks of base pay up to 8 weeks (most are at 4)
  - ExO contract provides for 16 weeks severance
  - Requested reallocation provides for 8 additional weeks severance for all 5 remaining staff
  - **Total cost of \$125k from within previously approved budget item**

## Adopt Resolution 20-xx: Amendment to Resolution 19-12, FY 2019-20 Retention and Separation Package