

**Mobile Bay National Estuary Program
Special Executive Committee Meeting
Zoom Virtual Meeting
12-12-2022**

Attendees:

Chris Blankenship, ADCNR
Chris Thomas, U.S. EPA Region 4
Patti McCurdy, ADCNR State Lands
Scott Bannon, ADCNR Marine Resources
Elizabeth Roney, Congressman Jerry Carl's Office
Catherine Reeves, Proxy- Alabama State Port Authority
Greg Dansby, Proxy- NRCS
Troy Ephriam, At-Large
LaDon Swann, Mississippi-Alabama Sea Grant Consortium
Bill Puckett, Alabama Soil & Water Conservation Committee
John Valentine, DISL

Amy Hunter, SAC Co-Chair
John Lehrter, SAC Co-Chair
Eliska Morgan, BRC Co-Chair
Frank Smith, BRC Co-Chair
Leslie Gahagan, CAC Co-Chair
Mimi Fearn, CAC Co-Chair
Patric Harper, PIC Co-Chair
Jennifer Denson, FIN Co-Chair
Helene Hassell, FIN Co-Chair

MBNEP Staff Present: *Roberta Swann*

1. **Introductions/Call to Order:** Chris Blankenship opened meeting and stated the purpose of the specially-called meeting was to accept the Director Personnel Evaluation conducted for 2022. He thanked Personnel Committee for their hard work.
2. **Personnel Evaluation:** A Motion was made by Jennifer Denson to accept the Personnel Evaluation. Helene Hassell seconded. The motion passed unanimously. LaDon Swann abstained.
3. **Human Resources Assessment:** Ms. Swann presented the Human Resources Assessment. A motion to accept the Human Resources Assessment was made by Eliska Morgan and seconded by Troy Ephriam. Motion passed.
4. **General Discussion:** Concern was voiced about the process used to conduct the director evaluation. There was consensus from the committee to clarify this section of the by-law in concert with the re-write of the CCMP. Ms. Swann stated there are several sections of the by-laws which will need to be amended and she will add this to the list. There was a request to look at Article 5 of the bylaws related to Conflict of Interest and a recommendation was made to strengthen this section in the next set of by-laws. Another recommendation was made to review the section on Fraud, Waste and Abuse.

Amy Hunter requested a report on the implementation of the recommendations in the human resources assessment.

Meeting adjourned at 10:35 a.m.