



AGENDA

Harmonia Collaborative Care Board of Directors Governance and Executive Committee

Location: Zoom Video Platform

Date: January 10, 2024

Members: Lou Atti, Chair; Howard Martin; Christine Kluckhohn; John Grennell; Rajan Patel, Valerie Nowak

- In attendance: Louis Atti, Valarie Nowak, Christine Kluckhohn, Rajan Patel, Marta Hiczewski, Greg Hiczewski

Agenda items:

Approval of November and December Committee Minutes

- There will be no formal minutes from November & December of 2023
- Moving forward minutes will be taken by the Chair and distributed in this format

Recruitment for Directors

- Discuss current status and next steps
 - Raj will have a spreadsheet ready for the board to use to track potential candidates and deliver this at the upcoming board meeting next week
 - No update on candidates due to the holiday

New Business

- CEO Compensation 2024
 - Val discussed the following issues:
 - 5-year anniversary – January 7th
 - Expects to have her accomplishments to the board prior to the next board meeting
 - There is an executive session planned on this topic
 - Outside environment is changing
 - Megan B is leaving for a group practice with an aggressive pay structure
 - She would like us not only to look at her yearly raise but a change in her overall pay moving forward to keep up with the marketplace
 - Noted Nurse Practitioners are higher paid
 - When Megan leaves she will have to take on more responsibilities until she is replaced

- She will work with Lou on the Board meeting expectations while working through this transition

Old Business

- Determine necessary/important policies and assign ownership
 - Val is waiting on the attorney to respond
- Development of Board Expectations/Requirements
 - There may be a prior document, which will be shared with the board
 - Marta will work with Howard on this project

Next Meeting-Determine date and time.

- Meeting date to be determined