



## MMCTV Special Board Meeting 12-22-2023

### Via Zoom

**Board Attending:** Jay Furr, Gregg Stevens, Tim Chamberlin, Theodore Lyman

**Staff Attending:** Angelike Contis

Jay calls meeting to order at 1.30pm.

Special meeting called to take care of year-end compensation rates and related.

**BONUSES** Update to board that requested accountant pay out \$1200 in Employee Bonuses to 6 employees by end of 2023. Angelike had informed Jay (as I did with Ron in past) before that.

**2024 DRAFT BUDGET** – Angelike circulated draft to board, in advance of setting rates for 2024 staff compensation.

- State funding revenue was unusual in 2023 (as short-term funding for both FY23 and FY24 in same year), but has allowed us to add a new part-time position. In draft budget, compensation increased 3.2%, which is COLA rate for 2024, comparable with many other TV stations & towns.
- Jay encourages MMCTV to ask people to submit recurring donations.
- We are budgeting for cable revenue decline of perhaps 2% in terms of Comcast franchise revenue, as viewing habits change.

***Tim makes motion to increase salaries by 3.2% and Ted seconds it. Passes unanimously.***

**VACATION TIME ACCUMULATION:** Pretty generous vacation time benefits for staff. Jim has accumulated a lot of time off (248 hours!). Normally employee handbook says we can pay staff for 1 week of accumulated vacation time, but as it has accumulated a lot, Angelike proposes MMCTV pay out 50% or more of that time before year end?

Jay agrees should get pay off half of that time before end of year, so not a pending liability.

***Ted makes motion to pay half of Jim's vacation time. Tim seconds it. Passes unanimously.***

***Meeting adjourned at 1:50pm.***