



Executive Committee

Meeting Minutes

Wednesday, February 3, 2021

A zoom meeting of the Executive Committee of the Hass Avocado Board (HAB) was held on Wednesday, February 3, 2021 at 2:00 p.m. with the following people present:

COMMITTEE MEMBERS PRESENT

Jorge Hernandez, Chair
Sal Dominguez
Dave Fausset
Ben Van Der Kar

GUESTS PRESENT

Sue Coleman, USDA
Stacey Jones King, USDA
CJ Shade, HAB

STAFF PRESENT

Emiliano Escobedo, HAB
Silvia Standke, HAB

CALL MEETING TO ORDER

Chairman, Hernandez called the meeting to order at 2:02 p.m. and thanked everyone for attending the meeting. He continued with roll call and established a quorum. The guests were also acknowledged and asked to state their name.

APPROVAL OF SEPTEMBER 11, 2020, CONFERENCE CALL MINUTES

Hernandez asked the group if they read through the September 11, 2020, meeting minutes and entertained a motion to approve them.

MOTION: *The Executive Committee of the Hass Avocado Board approves the September 11, 2020, meeting minutes as presented. (Dominguez) Motion Adopted*

APPROVAL OF THE PERFORMANCE EVALUATION AND COMPENSATION OF EXECUTIVE DIRECTOR POLICY

Hernandez directed the group to the meeting packet and referred them to the Performance Evaluation and Compensation of Executive Director Policy. He stated that a revision was made to the current policy. He also noted that the Executive Compensation Committee had looked at the policy and recommended its approval. Hernandez asked the group for their input before presenting it to the Board for approval at the upcoming board meeting. Escobedo stated that he had reached to the contractor that conducted this work previously for an estimate of the cost to do this work every two years. The committee had no other comments on the policy. Hernandez asked for the following motion:

MOTION: *The Executive Committee of the Hass Avocado Board recommends to the Board approval of the Performance Evaluation and Compensation of Executive Director Policy and Procedures as presented. (Fausset) Motion Adopted*

BYLAWS

Hernandez asked Escobedo to update the group on the Bylaws.

Escobedo shared his screen and showed the Bylaws to the group explaining Article 4, Section 3, where it talks about officers' election. There was discussion how in the past, appointments had not been made in time by USDA. And how most of section 3, except the first sentence, does not apply. There was further discussion on the succession of each officer position, in particular, the treasurer. Hernandez noted that HAB staff would need to work on Article 4, Section 3 of the Bylaws and present the revisions to the Board for discussion and consideration. There was no further discussion, and Hernandez asked for the following motion:

MOTION: *The Executive Committee of the Hass Avocado Board directs staff to work on Article 4, Section 3 of the Bylaws, and officers' succession to present the revisions to the Board during the February meeting. (Dominguez) Motion Adopted*

NEW BUSINESS

There was no new business.

ADJOURN

Hernandez thanked the committee members and guests for attending the meeting. He then adjourned the meeting at 2:27 p.m. PST.

Respectfully Submitted,



Silvia Standke
HAB, Senior Executive Assistant