



Location: Via Zoom  
Date: 3.19.2026  
Time: 4:00 p.m.  
Board Approved: 5.5.26

## Executive Committee Meeting Minutes

### **Executive Committee Members Present:**

Amanda Grandy, Private Sector - Gubernatorial Appointee -Chair  
Lindsay Roberts, Osprey Title, Vice-Chair  
Jeff Brown, Private Sector - Bridging Analytics - Treasurer

### **Executive Committee Members Absent:**

Michele Burns, CareerSource Okaloosa Walton  
Shea Boykin, Private Sector - Okaloosa County Teachers Federal Credit Union -  
Secretary

### **Board Members Present:**

None

### **Coalition Staff Present:**

Dana Hodges, CEO  
Tara Thomson, CFO  
Deanna Hernandez, Executive Administrator

### **Public Present:**

None

### **Quorum:**

Quorum established at 4:00 pm

#### I. Call to order – Amanda Grandy, Chair

Amanda called the meeting to order at 4:02 pm

#### II. Consent Agenda

##### a. Accept Agenda\*

Jeff made the motion to accept the Consent Agenda as presented.  
Motion is carried by unanimous vote.

#### III. New Business

##### a. Proposed Cost-of-Living Adjustment (COLA) Increase\*

The Coalition has not implemented a COLA since 2023, during which cumulative inflation has significantly impacted our team's purchasing power. While merit increases have recognized individual performance, they have not addressed broader economic pressures. Based on state-reported CPI data showing a cumulative 15.7% increase since the last adjustment, a 3% COLA was proposed to help restore real wages. The



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adjustment would increase total annual payroll from \$936,166.88 to \$966,112.38, representing an additional \$29,945.50 annually (a 3.2% budget increase). Committee members engaged in discussions.

Jeff made the motion to accept the Proposed COLA increase, as presented, with a retro-active effective date of February 28, 2026.  
Motion is carried by unanimous vote.

b. Coalition By-Laws

It is noted that the Coalition By-Laws need to be reviewed annually at the beginning of each fiscal year. By-Laws will be distributed with any edits or updates clearly highlighted for review prior to being submitted to the legal team.

IV. CEO Updates

a. Upcoming Events

Executive Committee members are reminded to sign up for the 5K event in April if they wish to participate and advised that additional sponsorship is needed.

V. Public Comment

None

VI. Adjournment

a. Amanda adjourned the meeting at 4:25 pm

Respectfully Submitted,  
Deanna Hernandez  
Executive Administrator