Special Board Meeting Minutes
Productive Living Board
5/28/2026 2:00 PM CDT

Attendance

Present:
Members: Dave Herman, Chairperson; Lou Brock, Melissa Garza, Lauri Koster, Scott Malin, Amy Wilson

Staff Participants: Becky Herschbach – Executive Director, Don Kaufmann – Director of Finance and Administration

Guests: Gaby Davidson, Compensation Consultant, CBIZ; Joe Rice, Managing Director, Compensation Consulting, CBIZ

Absent:
Members: Jasmine Chen, Felice McClendon, Curt Ittner

I. Call to Order

A quorum was present and due notice had been published. Mr. Herman called the meeting to order at approximately 2:00 p.m.

II. Retirement Benefits Survey Results

A. CBIZ presented full report

Ms. Davidson shared the results of the CBIZ Retirement Benefits Survey. The Board asked questions such as clarifying the pool of survey respondents and size of organizations, requirements for employee contributions, vesting, and how benefits enhance recruitment of new employees versus retention.

The Board concluded that the survey reflects that the current defined contribution plan supports the Board's compensation strategy to have PLB's total employee compensation average at the 50th percentile as compared to market data.

No action items were identified.

Meeting was adjourned at 2:45 p.m.

Respectfully submitted,

Melissa Garza, Board Secretary

As Recorded by Jill Zeller, Manager of Executive Projects and Board Relations.

The above minutes were reviewed and approved by Dave Herman, Chairperson of the Productive Living Board.