

**STATE BAR OF GEORGIA  
EXECUTIVE COMMITTEE MEETING  
MINUTES  
Friday, September 25, 2020 at 2:00 p.m.  
Via Zoom Meeting**

Members Participating:

Dawn M. Jones, President; Elizabeth Louise Fite, President-elect; Sally B. Akins, Treasurer; Tony DelCampo, Secretary; Darrell L. Sutton, Immediate Past President; Bert D. Hummel, IV, YLD President; William T. Davis, YLD Immediate Past President; Ivy N. Cadle; David S. Lipscomb; Martin Valbuena; and Nicki Vaughan.

Call to Order

After obtaining the required 2/3 vote in favor of holding the special called Executive Committee meeting, Jones called the meeting to order at 2:05 p.m. Members of the Executive Committee in attendance are indicated above. Staff did not attend this meeting.

Nomination of Executive Director to Board of Governors

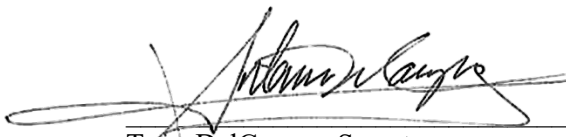
Dawn reported that a conditional agreement had been reached with the Executive Director candidate regarding a compensation package, with the assistance of the search firm consultant and knowledge of the Supreme Court, and prior discussion Dawn had with General Counsel Paula Frederick. The package requires approval of the Executive Committee before the candidate is presented to the Board of Governors for a final vote. She described the process of determining the appropriate salary range, including market comparables provided by search firm consultant Barbara Mayden (shared with the EC electronically), salary histories for senior bar staff for the past seven years, current payroll information (shared with the EC electronically), State Bar organizational charts (shared with the EC electronically), and previously discussed core competencies, characteristics and skills required of an Executive Director coming into today's current COVID-19, remote working environment. Dawn also shared discussions she recently held with Paula and Jeff Davis regarding their opinions involving the new Executive Director compensation package.

Following a motion, second, and unanimous voice vote, the Executive Committee met in Executive Session to discuss the package. Thereafter, by unanimous voice vote, the Executive Committee emerged from Executive Session. Soon after, following a motion, second, and unanimous voice vote, the Executive Committee met in Executive Session for a second time to discuss the package. Thereafter, by unanimous voice vote, the Executive Committee emerged from Executive Session again.

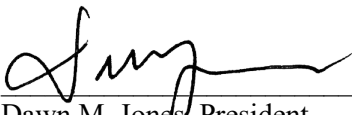
By majority vote, the Executive Committee voted to table until October 8, 2020, the date of the next scheduled Executive Committee meeting, a decision on the Executive Director candidate compensation package.

Adjournment

There being no further business, the meeting was adjourned at 4:03 p.m.

  
Tony DelCampo, Secretary

Approved:

  
Dawn M. Jones, President