

**NORTHEAST TEXAS REGIONAL ADVISORY COUNCIL**  
**Executive Board Called - Meeting**  
**May 13, 2010**

**Attendance:** Shae Watson, Kelly McCauley, Jeff Nichols, Norman Prewitt, Robin Gage, Mark Mallory, Scott Reid, Keith Kelley, Brenda Stone, Russell VanBibber

TOPIC	DISCUSSION	DISPOSITION
Call to order at 12:15 pm		
Executive Board Discussion:	<p>Session called to order by Russell VanBibber and a Quorum established at 12:15 pm</p> <p>Discussion:            DSHS is requiring all RAC's to come up with a Salary Range for Executive Director's and Staff for the FY 10-11 Budget Year.</p> <p>It was suggested that these ranges be based on other like organizations within your regions that conduct preparedness planning and efforts.</p> <p>NETRAC obtained salary ranges and information from the following organizations:            Artex-COG            Bowie County Emergency Manger (partial salary)</p> <p>After discussion the following motion was made by Scott Reid: The Executive Director Salary Range should be: \$55,000 - \$85,000.00 with a stimulation of a 3% raise adjustable according to the cost of living adjustments, and 2% merit increase based on funding.</p>	<p>FYI</p> <p>FYI</p> <p>FYI</p> <p>FYI</p> <p>FYI</p> <p>FYI</p>
Executive Session	<p>After the Executive Board met and discussed salary ranges and the requirements of DSHS these were the recommendation made in Executive Session:</p>	

<p>Salary Range Discussion</p>	<p>Motion made by Jeff Nichols, that if it contractually legal and financially prudent for the RAC that Shae Watson, the Executive Director receive a pay increase to her minimum salary, plus five years experience. Seconded by Kelly McCauley and supported by all members present.</p> <p>Discussion: Based on the budgets presented can the budgets be adjusted to increase the ED salary?</p> <p>Amended motion: Shae Watson, Executive Director receive a pay increase to minimum salary, plus 5 years experience if is contractually legal and financially prudent for the RAC, with a minimum salary, plus credit of 3% per year for five years worth of services to our organization.</p> <p>Amended motion made by Jeff Nichols, seconded by Kelly McCauley and supported by all present.</p>	<p>FYI</p>
<p>Executive Board – reconvened</p>	<p>Discussion that the Executive Director’s salary for FY 10-11 be \$63,700.00</p> <p>Motion made by Mark Mallory that the Executive Board gives the Finance Committee and the Executive Director approval to adjust the recently approved budget to accommodate payroll changes approved in Executive Session. Such changes will be considered approved by the Executive Board. Seconded by Scott Reid and unanimously supported by all members present.</p> <p>Motion to adjourn the meeting was made by Mark Mallory, seconded by Russell VanBibber, and supported by all present.</p>	

Meeting adjourned at 1:15 pm  
Minutes recorded by Shae Watson, Executive Director

