

EAST TENNESSEE HUMAN RESOURCE AGENCY, INC.

Board Meeting
Rothchild's Conference Center
8807 Kingston Pike, Knoxville, TN 37923
May 10, 2022

The Board meeting of the East Tennessee Human Resource Agency was held on May 10, 2022, at Rothchild's Conference Center, 8807 Kingston Pike, Knoxville, TN 37923.

The following Board members were present:

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| Mark Potts | Jefferson County |
| Jeff Tibbals | Scott County |
| Brian Langley | Morgan County |
| E.L. Morton | Campbell County |
| Glenn Jacobs | Knox County |
| Larry Waters | Sevier County |
| Ed Mitchell | Blount County |
| Jason Bailey | Union County |
| Trey Dykes | Newport, TN |
| Mike Byrd | Grainger County |
| Ron Woody | Roane County |
| Omer Cox | Oliver Springs, TN |
| Ron Williams | Farragut, TN |
| Senator Richard Briggs | State of Tennessee |
| Representative Jeremy Faison | State of Tennessee |

PUBLIC COMMENTS

Chair Mark Potts opened the meeting and asked if there were any public comments. There being none, the meeting was called to order.

CALL TO ORDER

The Chair, Mark Potts, called the meeting to order.

MINUTES OF THE PREVIOUS MEETING

Minutes of the previous meeting were mailed and e-mailed to members as part of the agenda package.

MOTION: TO APPROVE THE MINUTES AS WRITTEN. A MOTION WAS MADE BY RON WILLIAMS AND WAS SECONDED BY TREY DYKES TO APPROVE THE MINUTES AS WRITTEN. THE MOTION PASSED.

FINANCIAL REPORT

ETHRA Treasurer, Brian Langley, presented the financial reports for the period ending March FY 2022. County Executive Langley asked if there were any questions regarding the financial report. There were no questions.

MOTION: TO ACCEPT ETHRA'S FINANCIAL REPORT FOR THE PERIOD MARCH FY 2022. MOTION WAS MADE BY OMER COX AND SECONDED BY RON WOODY. THE MOTION PASSED.

EXECUTIVE DIRECTOR'S REPORT

Mr. Holiway presented the 2022-2023 Proposed Budget and referred to page 15 of the Report to the Region that was included in each packet. He asked for the 2022-2023 Proposed Budget be voted on to present to the full board for approval during the Annual Business Meeting.

MOTION: TO ACCEPT AND SUBMIT THE 2022-2023 PROPOSED BUDGET AS PRESENTED AND TO RECOMMEND TO THE FULL BOARD. MOTION WAS MADE BY RON WILLIAMS AND SECONDED BY TREY DYKES. THE MOTION PASSED.

Mr. Holiway then presented the 2022-2023 Membership Schedule that was based on the 2020 U.S. Census. He asked that the 2022-2023 Membership Schedule be voted on and recommended to the full board for approval.

MOTION: TO ACCEPT AND SUBMIT THE 2022-2023 MEMBERSHIP SCHEDULE AS PRESENTED AND TO RECOMMEND TO THE FULL BOARD. MOTION WAS MADE BY E.L. MORTON AND SECONDED BY RON WILLIAMS. THE MOTION PASSED.

Mr. Holiway referred to pages 17-19 of the Report to the Region with regard to the ETHRA 2022-2023 Work Plan. He asked that the 2022-2023 Work Plan be voted on and be recommended to the full board for approval.

MOTION: TO ACCEPT AND SUBMIT THE 2022-2023 WORK PLAN AS PRESENTED AND TO RECOMMEND TO THE FULL BOARD. MOTION WAS MADE BY JEFF TIBBALS AND SECONDED BY BRIAN LANGLEY. THE MOTION PASSED.

Mr. Holiway reported on the Customer Service Report found on pages 30-57 of the Report to the Region. He asked for a vote of recommending the Customer Service Report to the full board for approval.

MOTION: TO ACCEPT AND SUBMIT THE CUSTOMER SERVICE REPORT AS PRESENTED AND TO RECOMMEND TO THE FULL BOARD. MOTION WAS MADE BY E.L. MORTON AND SECONDED BY RON WOODY. THE MOTION PASSED.

Mr. Holiway then explained of the current sick leave policy related to retirement and requested continuation to pay 50% of earned sick leave into employee's retirement account upon retiring.

MOTION: TO ACCEPT AND SUBMIT REQUEST FOR THE APPROVAL OF SICK LEAVE CONVERSION AS PRESENTED AND TO RECOMMEND TO THE FULL BOARD. MOTION WAS MADE BY RON WOODY AND SECONDED BY GLENN JACOBS. THE MOTION PASSED.

Mr. Holiway then asked the board for a cost of living pay increase for those programs that could afford the increase. Mr.

Holiway noted that for the programs that could not sustain a pay increase, those employees would receive a one-time bonus. Mr. Holiway asked for a 6% pay increase. Some discussion was brought up with regard if 6% would be enough for employee retention and to be competitive with other organizations and businesses. It was agreed upon that the board would vote to approve the 6% with more discussion of another 2 ½%, to total 8 1/2% after a review of financials within the organization.

MOTION: TO ACCEPT AND APPROVE THE 6% COST OF LIVING PAY INCREASE AND THE ONE-TIME BONUS FOR PROGRAMS THAT COULD NOT SUSTAIN THE PAY INCREASES AS PRESENTED. MOTION WAS MADE BY RON WOODY AND SECONDED BY ED MITCHELL. THE MOTION PASSED.

OTHER BUSINESS

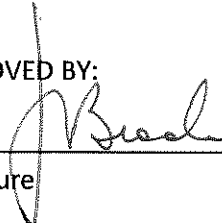
No other business was brought before the board.

ADJOURNMENT

A MOTION WAS MADE BY RON WILLIAMS TO ADJOURN. BRIAN LANGLEY SECONDED THE MOTION. THE MOTION PASSED.

APPROVED BY:

Signature



DATE:

6/14/22