ETHRA Board Meeting
Rothchild's Catering & Conference Center
8807 Kingston Pike, Knoxville, TN 37923
May 12, 2026

The members of the East Tennessee Human Resource Agency Board of Directors held their regular board meeting on May 12, 2026, at the Rothchild's Catering & Conference Center, 8807 Kingston Pike, Knoxville, Tennessee, 37923.

The following Board members were present:

Joe Brooks	Claiborne County
Wade Creswell	Roane County
Chris Cutshaw	Hamblen County
Scotty Kitts	City of Lafollette
Rob Mathis	Cocke County
Neal Pucciarelli	Claiborne County
Mark Potts	Jefferson County
Larry Waters	Sevier County
Elaine Davis	State Representative
Richard Briggs	State Senator

PUBLIC COMMENTS

Acting Chair, Rob Mathis, opened the meeting and asked if there were any public comments. There were no public comments.

CALL TO ORDER

Acting Chair, Rob Mathis, called the meeting to order at 11:05 a.m.

ROLL CALL

Acting Chair, Rob Mathis, asked for the roll call to be conducted. After roll call, the meeting proceeded.

APPROVAL OF AGENDA

MOTION: APPROVAL OF AGENDA FOR MAY12, 2026 WAS MADE BY ELAINE DAVIS AND SECONDED BY JOE BROOKS. THE MOTION PASSED.

MINUTES OF THE LAST MEETING

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

MOTION: APPROVE THE MINUTES OF THE APRIL 14, 2026 MEETING MINUTES AS WRITTEN. MOTION WAS MADE BY SCOTTY KITTS AND SECONDED BY ELAINE DAVIS. THE MOTION PASSED.

FINANCIAL REPORT

Treasurer, Wade Creswell, presented the financial report for the period ending March FY 2026. County Executive Creswell asked if there were any questions regarding the financial report; there were no questions.

MOTION: TO ACCEPT ETHRA'S FINANCIAL REPORT FOR THE PERIOD OF MARCH FY 2026. MOTION WAS MADE BY WADE CRESWELL AND SECONDED BY MARK POTTS. THE MOTION PASSED.

EXECUTIVE DIRECTOR'S REPORT

Mike Patterson sat in for Director Gary Holiway, who could not attend today's meeting. Mike asked the board to defer the first four items on the agenda for our Annual Business Meeting which was held after the regular board meeting. The next item on the agenda is that ETHRA is requesting a 5% increase for staff and programs that can afford it. The LIHEAP/WAP department is requesting a 4% increase, and Title V & MVEOA is requesting a 3% increase. There are 8 departments that would receive a one time $750 payout. This is the same pay increase we have asked for in the past few years.

MOTION: TO ACCEPT ETHRA'S REQUEST FOR 5% PAY INCREASE AS PRESENTED. MOTION WAS MADE BY JOE BROOKS AND SECONDED BY NEAL PUCCIARELLI. THE MOTION PASSED.

Mark Potts asked for a motion that a Steering Committee be formed to state visibility, alternative financial opportunities, or to cut expenses so that departments receiving one-time payouts can qualify for pay increases along with the other departments.

MOTION: TO APPROVE THE FORMATION OF A STEERING COMMITTEE TO MEASURE VIABILITY, ALTERNATIVE FINANCIAL OPPORTUNITIES, OR TO CUT EXPENSES FOR DEPARTMENTS THAT CANNOT AFFORD RAISES WAS MADE BY MARK POTTS AND SECONDED BY NEAL PUCCIARELLI. THE MOTION PASSED.

Mr. Patterson then asked for ETHRA's sick leave and retirement conversion to remain at 50% payout, as it has been for the past few years.

MOTION: TO APPROVE THE SICK/RETIREMENT LEAVE CONVERSION AT 50% WAS MADE BY JOE BROOKS AND SECONDED BY WADE CRESWELL. THE MOTION PASSED.

Mr. Patterson then introduced Steve Bandy to go over a few minor changes to our ETAAAD Civil Rights/Title VI Supplement in our Statement of Policy and Procedure.

MOTION: TO APPROVE THE CHANGES IN THE ETAAAD CIVIL RIGHTS/TITLE VI SUPPLEMENT POLICY & PROCEDURE WAS MADE BY SCOTTY KITTS AND SECONDED BY ELAINE DAVIS. THE MOTION PASSED.

OTHER BUSINESS

There was no other business presented.

ADJOURNMENT

Acting Chairman Mathis asked if there was any further business and asked for a motion to adjourn. **The motion was made by Scotty Kitts and seconded by Elaine Davis.** The meeting concluded at 11:26 a.m.

X Roland Dykes III

7/14/26