

**Independent Living Services, Inc. Creative Living, Inc. ILS, Greenbrier
June 21, 2011 Minutes**

ILS Board Members present: Carol Barnhouse, Patsy Brannon, Chris Evans, Douglas Hoffmann, Cindy Ludford, Mickey Prince, Kim Roberson, Eric Treat, and Ed Tyler

ILS Board Members absent: Karen Heath, Mary Smith, Alan White, and Nancy Williams

Proxy Votes: Kathleen Atkins, Gilbert Baker, Gabe Gentry, and Charles Nabholz

CL Board Members present: Patty Montgomery and Nina Smith

CL Board Members absent: Artie Jones and Sharon Mohammed

ILS Greenbrier Board Members present: Barbara Spradlin and

ILS Greenbrier Board Members absent: Cathy Acre, Charlie Nabholz, Shirley Price, and Nancy Williams

Staff present: Jackie Fliss, Cindy Edwards, Barbara Spradlin, Evelyn Fecher-Ward, Elissa Douglas, Kathy Weatherl, and Bobby Kelly

All motions are presented with the code **MSC** (moved, seconded, carried) or **MSD** (moved, seconded, denied). Names that follow the code indicate the director who introduced the motion and the seconded. Abstentions and "no" votes will be identified following the motion.

The meeting called to order at 5:15 p.m.

Minutes from May 10, 2011 ILS meeting were approved. **MSC: Treat, Prince**

Cindy Edwards reviewed her financial report, which is found in the board packet.

Jackie Fliss presented her report which is in the board packet. Jackie reviewed the results from CARF and on-going funding issues. The details are outlined in the written materials.

Kathy Weatherl went over the CARF report in detail. A copy of this report can be found in the written materials.

Elissa Douglas reported on the building committee. Nabholz had the more competitive bid and the building committee has selected them. They are beginning the process of getting permits and preparing their budget.

Cindy presented the board with the recommended consolidated budget for July 2011 through July 2012, report included in the packet. The financial committee met prior to the board meeting and recommended the board to approve the budget. The board adjourned into a closed session to discuss salaries. The board approved a 3% salary increase. Due to the building project the board chose to not follow the recommendation of the finance committee on raises for Executive Staff but instead after completion of the building project and a utility and operations review a bonus will be considered based upon additional duties of Executive Staff. **MSC: Prince, Treat**

It was approved to move the base hourly rate to \$8.00 per hour for newly hired employees as well as current employees making up to \$7.50 per hour. The base hourly rate for all current employees making between \$7.51 and \$8.00 per hour will be increased to \$8.24 per hour. Casual employees are exempt from this base hourly rate change. **MSC: Prince, Treat**

Moved to adjourn at 6:42 p.m.

Not enough Creative Living board members were present to have a quorum so an informative and training meeting was held instead.

Not enough Greenbrier board members were present to have a quorum so an informative and training meeting was held instead.