



Approve Minutes - 2023 ERIC Board of Directors Meeting

June 23, 2023

2:00 p.m. – 4:00 p.m. ET

Zoom Video/Teleconference

Call to Order/ Roll Call

Chair Brater called the meeting to order at 2:03 p.m. ET. Secretary Maeda conducted the roll call. 25 Directors (or their proxies) were present, 2 were absent. See attached roll call documentation.

1. Approval of the March 17, 2023, Board of Directors Meeting minutes

S. Hamlin noted he will correct misspellings and add page numbers.

M. Tassinari moved to approve the March 17, 2023, meeting minutes as amended. M. Vigil seconded the motion. There was no further discussion. Motion was approved unanimously on a voice vote.

2. Fiscal Year 2024 Dues & Operating Budget

S. Hamlin, E. Haas, and S. Whitt left the meeting at 2:17 pm ET. Chair Brater presented the executive committee's positive performance review of the executive director. Ex Comm member, Ryan Cowley, echoed Chair Brater's comments. Chair Brater invited discussion from the Board. There being none, Chair Brater announced the Executive Committee's decision to increase the Executive Director's base salary from \$137,533 to \$150,000, effective July 1, 2023. This decision was informed by the Committee's review of compensation benchmarking data from other organizations. In addition, Chair Brater noted that the decision was also informed by the work of the Executive Director Performance & Compensation Working Group, created in April 2021, which undertook a comprehensive examination of the compensation of the ERIC executive director position. This Working Group recommended that the Executive Director's base salary be increased to \$150,000, effective July 1, 2022. Though last year's Executive Committee did not adopt the Working Group's recommendation, opting instead for a phased-in approach, it recommended that this year's Committee increase the Executive Director's base salary to \$150,000. Chair Brater commented that this increase was fair but conservative. Executive Committee member, Stuart Holmes, agreed with Chair Brater's comments, noting that this increase was also appropriate given ERIC's small staff. Chair Brater invited discussion. There being none, S. Hamlin, E. Haas, and S. Whitt returned to the meeting at approximately 2:37 pm ET.

Chair Brater asked S. Hamlin to proceed with the budget and dues proposals.

S. Hamlin reviewed the Fiscal Year 2023 budget and dues. He reported ERIC is on track to end the fiscal year with net income. He then laid out the framework for the Fiscal Year 2024 budget and dues proposals and provided a detailed review of the proposed \$1.729,065 budget and dues.

As he reported during open mic calls in May and earlier in June, the proposed dues increases are substantial due to the loss of eight members and because operating expenses do not decrease in relation to the decrease in members.

Discussion followed.

M. Wolfe expressed concerns about potential realities down the road if there are additional significant dues increases, especially given the timing of when her Commission must submit budget requests and when state budgets are approved. S. Hamlin said he shared similar concerns and acknowledged that each state's budget development timeline is a factor in these discussions.

There was no further discussion.

Chair Brater reminded the board that members vote on dues and that designated proxies may vote on issues reserved for members. He then asked for a volunteer to make the suggested motion displayed on the screen.

J. Marks made the following motion:

“Pursuant to Article II, Section 5, of the ERIC Bylaws the ERIC Membership hereby approves the proposed Fiscal Year 2024 Annual Dues detailed in the 2023-2024 Budget and Dues document.”

M. Vigil seconded the motion.

D. Maeda conducted a roll call vote. There were 25 yes votes and 0 no votes. The motion was adopted. See attached roll call vote documentation.

Chair Brater reminded the board that Directors vote on the budget and that designated proxies may not vote on issues reserved for Directors. He then asked for a volunteer to make the suggested motion displayed on the screen.

S. Holmes made the following motion:

“The ERIC Board of Directors hereby approves the proposed Fiscal Year 2024 Budget detailed in the 2023-2024 Budget and Dues document. To give the Executive Director limited discretion to vary the budget to address organizational and operational needs, the Board authorizes the Executive Director to adjust expenditures by up to 15 percent of the total budget.”

R. Cowley seconded the motion.

D. Maeda conducted a roll call vote. There were 23 yes votes and 0 no votes. The motion was adopted. See attached roll call vote documentation.

3. ERIC Activity Updates

S. Steffen provided a litigation update.

E. Haas provided an information technology security related update.

S. Hamlin provided a legislative update.

4 Adjournment

There being no further business, the meeting was adjourned at 3:59 p.m. ET.