

# STATE OF NEVADA BOARD OF OCCUPATIONAL THERAPY

## MINUTES OF PUBLIC MEETING

February 18, 2016

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Members Present: Linda Frasier, Kittima Conrad, Deena Spaulding, Stacey Henderson, Sol Magpantay

Members Absent: None

Staff Present: Loretta L. Ponton, Executive Director,  
Henna Rasul, Senior Deputy Attorney General

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The meeting was called to order by Linda Frasier, Chair at 4:30 p.m. A roll call confirmed a quorum was present.

**Public Comments** – No public was in attendance.

**Executive Director Salary** – Linda Frasier stated the purpose of the meeting is for consideration of a raise in salary and/or a change in benefits for Loretta Ponton, Executive Director

Linda Frasier asked if everyone had a chance to read the documents on historical cost of living increases and consumer price index over the past 6 years. Everyone confirmed they did review the documents.

Linda Frasier stated that Loretta had not had an increase since 2014, going on 2 years; Loretta has excellent performance and the cost of living has gone up. Linda proposed a 5% raise and asked for discussion. Deena Spaulding commented that in the Las Vegas area everyone has had 1% or no raises at all due to the poor economy, and stated 5% was a little high.

Loretta Ponton clarified Linda's statement referencing 2014, stating that she not had in increase since 2010; it was in 2014 that the position was changed from an independent contractor to employee status; there was no change in compensation level at that time. Deena confirmed with Loretta that in fact she had had no increase since 2010. Kittima Conrad asked Loretta if she was contracted with the Board before becoming an employee in 2014. Loretta stated yes, she was an independent contractor from 2006 to July 2014. Kittima noted that she recalled a bonus on a teleconference call in early in 2014. Loretta stated that when her salary was established, that was taken into consideration, the base salary with the bonus paid as an independent contractor. Kittima stated she agrees with Deena that 1% is fair, that in their professions they receive 1%.

Linda Frasier commented she went to multiple websites, and did multiple searches on pay increases and the national average of salary increase, and it is 3%. Linda stated she took that into consideration, the performance appraisal, and the years of not having a raise, and the cost of living increases over the period. Stacey Henderson confirmed that she agrees that 5% is appropriate. Sol Magpantay stated she also agrees with a 5% increase.

Loretta Ponton stated that recently there has been recruitments for two (2) executive director positions for boards in this state, their salaries include their base rate, plus full PERS benefits and medical insurance, which we have neither. The Massage Therapy Board, executive director, salary range started at 80,000 to 92,000 plus benefits. The other board is the Physical Therapy Board, they just lost their executive director and her base salary was \$85,228.00, plus medical insurance reimbursement, plus PERS retirement. Her actual salary with the medical reimbursement portion was \$91,000, so both of those are significantly higher. Linda clarified with Loretta that her current salary is 82,500, and she stated that was correct. Linda stated if the 5% increase were approved that would make it \$86,625.00

Deena Spaulding asked Loretta if she works full-time and also works for the Speech Therapy board. Loretta responded that her position is a salaried position, not on an hourly basis; as a salaried employee, she is required to ensure the job is done and that the responsibilities of the job are accomplished, which they are. Loretta stated she is an independent contractor with Speech-Language Pathology Audiology and Hearing Aid Dispensing Board.

Linda Frasier asks if anyone is still not in agreement with the 5% increase. Kittima said no, she would go a little lower, but doesn't agree to 5%. Linda asks Kittima what she feels is appropriate; Kittima replies 2% or 3%. Sol stated 2% to 3% per year, but in her case she did not have an increase for the past 4 years. Sol asked if 1% is too low and 5% is too high, what number between 2, 3 and 4 she would choose. Kittima stated 2%.

Stacey Henderson stated she thinks that is too low, as she has not had an increase for multiple years and does not get benefits. Other board's executive directors are at a higher rate. Stacey stated that 5% is fair; she has been an excellent resource for this board, it appears for many years, and thinks 2% is way too low. Linda stated that 1% and 2% are too low and is hearing that 5% would be too high; asking if there is agreement on 4%? Deena asked Loretta to confirm when it was she had a raise last; Loretta responded 2010. Deena stated she would agree to 4%.

Deena Spaulding commented that the cost of living adjustment chart stated 0%. Sol pointed out that was for years 2010 and 2011.

Stacey Henderson commented we are considering more than just a cost of living increase; she deserves the merit raise. Stacey continued stating that she has not been in the position with the board more than a year, but it appears that Loretta does a really good job and would deserve over the cost of living raise. Sol stated the salary should be comparable with the other executive directors also. Linda added that we have had a lot more licensees in the past few years financially the board is in very good shape, and not suffering in that aspect. Linda stated that anything below 4% she feels is too low.

Stacey Henderson made a motion to approve a 5% increase. Linda commented that she agrees that 5% is appropriate, but if no one else can agree, the lowest she can feel good about is 4%.

Henna Rasul, Deputy Attorney General explained that the board members don't have to reach an agreement, it doesn't need to be unanimous, only a majority.

Sol Magpantay seconded the motion.

Henna advised Linda she can ask if there is any more discussion and then call for the vote.

Linda asks if there is any more discussion regarding the motion for a 5% raise. No additional comments were made. Linda called for a vote. Voice vote was split. Loretta asked for the record, a vote by roll call. Linda Frasier, Sol Magpantay and Stacey Henderson voted Yes; Kittima Conrad and Deena Spaulding voted No. Linda stated the motion passes with 3 yes and 2 no.

Linda thanked Loretta for all her hard work; Deena affirmed her appreciation also. Linda added she is always hearing compliments about the speediness of the renewal process as well as the initial licensure. Loretta expressed her appreciation and stated she will continue to do her best.

**Public Comments** – No public comments were made.

**Adjournment** – Linda Frasier adjourned the meeting at 4:47 p.m. and thanked the members of the board for attending.