

**MINUTES  
CENTRAL UTAH COUNSELING CENTER  
AUTHORITY BOARD MEETING**

**DATE:** June 21, 2023

**PLACE:** Virtual

**TIME:** 5:00 PM

**PRESENT:** Commissioner Scott Bartholomew, Commissioner Dennis Blackburn, Commissioner Ralph Brown, Commissioner Darin Bushman, Commissioner Trevor Johnson, Commissioner Marty Palmer, Nathan Strait, Richard Anderson, Lynnette Robinson, Julie Lynn

**EXCUSED:**

**I. CEO/CFO PERFORMANCE EVALUATIONS:**

Commissioner Scott Bartholomew stated this meeting is to try to resolve or set a salary for Nathan Strait and Richard Anderson. They have had several frank conversations, and he appreciates their openness with him as this is always a very difficult situation. The Center's funding source is different from what the counties are used to. It is basically Medicaid. Whatever is done with their salaries will not affect the county allocation. That being said, their salaries do affect what can be billed to and reimbursed by Medicaid. The salary ranges of CEOs and CFOs at other behavioral health agencies in the state were presented. One of Nathan and Richard's concerns is they are on the lower range and have staff who make more money than they do.

Commissioner Marty Palmer stated with the high and low salaries removed from the state salary ranges, the average is \$177,731 for a CEO and \$162,733 for a CFO. Nathan's wage is \$135,262, and Richard's is \$133,910. Commissioner Scott Bartholomew suggested \$155,000 with a \$10,000 bonus because of the work they have done with the billings and the carbon monoxide leak in Ephraim. They have spent many extra hours on this. That still does not put them above their highest employees' wages. If the base salary is increased to \$165,000 for Nathan and \$163,000 for Richard, that brings them equal to their top paid employees. Then employee wages can be increased another year. Richard stated their counter was a base of \$165,000 to bring Richard right to the average and Nathan at least to the level of those he supervises.

Commissioner Scott Bartholomew stated they need to be kept pretty much the same on wages because there is really no difference in what they do. They consult with each other all the time. As far as he is concerned, they are basically titles. He has really appreciated working with them the past six months with the situation in Ephraim. Commissioner Dennis Blackburn asked Nathan and Richard if they are okay with those figures. Nathan stated they are good with the numbers and are coming into this meeting with no demand or expectation. These salaries would compensate them very well. He is not worried about being below average or right below average. His biggest concerns are supervising someone who makes more than him and wanting to be more similar to Richard where they work hand in hand and keep each other in check by

consulting on everything they do. Commissioner Trevor Johnson asked how it happened that a staff member is paid higher than they are. Nathan stated there was a previously employed psychiatrist who had to be paid higher and higher to keep him. In order to recruit the nurse practitioner after he resigned, they had to be offered a hefty salary. Richard stated it is only the prescribers who are paid more. Lynnette Robinson asked about fitting the salary into the pay scale and if it just goes with the hourly rate that is closest to the rounding. Richard stated the amounts will fit well into the pay scale. Commissioner Scott Bartholomew stated salary negotiations are one of the most difficult things they have to do as commissioners. He appreciates the commissioners jumping on the meeting, and hopes Nathan and Richard feel a huge vote of confidence from the Board.

**A motion was made by Commissioner Dennis Blackburn to increase Nathan Strait's salary to \$165,000 per year and Richard Anderson's salary to \$163,000 per year effective July 1st, 2023. The motion was seconded by Commissioner Darin Bushman. The commissioners voted by voice as follows: Commissioner Ralph Brown yay, Commissioner Dennis Blackburn yay, Commissioner Darin Bushman yay, Commissioner Trevor Johnson yay, Commissioner Marty Palmer yay, and Commissioner Scott Bartholomew yay. The vote was unanimous, and the motion carried.**

**II. EXECUTIVE SESSION:**

Not needed.

**III. EXECUTIVE SESSION ACTION:**

Not needed.

**IV. OTHER:**

Nothing to report.

**V. MATTERS FROM THE BOARD:**

Nothing to report.

**A motion was made by Commissioner Marty Palmer to adjourn the meeting. The motion was seconded by Commissioner Dennis Blackburn. Motion carried.**

**The meeting was adjourned at 4:19 p.m.**

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**Julie Lynn, Accountant**