

Minutes. PSIA-NRM Board Meeting, Conference Call, October 20, 2016, 6:00 pm.

Board meeting called to discuss new FLSA regulations on Exempt/Non-Exempt status.

All board members except Stu Hoyt and both non-board member officers were on-line plus ED. Matt Ruuhela held Stu's proxy.

To keep our ED position in current exempt status would require NRM to raise salary to new minimum level for exempt status (\$47,400).

All board members agreed it was not appropriate to raise salary and instead agreed to move the position to non-exempt. ED was offered a lower salary base plus overtime plus bonuses as needed to bring her annual salary up to current level. ED agreed to this during meeting and agreed to tracking hours.

Meeting adjourned.