

RECOMMENDATION TO THE EXECUTIVE COMMITTEE

FROM:

Gary Nelson, President, Arizona REALTORS®

RECOMMENDATION:

To approve extending a CEO Contract to current General Counsel/Assistant CEO, Scott Drucker, effective April 1, 2022, subject to Board of Directors approval.

BACKGROUND:

The Arizona REALTORS® Bylaws and Policies at Section 4 provide: *The Executive Committee may employ a Chief Executive Officer (“CEO”), subject to the approval of the Board of Directors, who shall be chief administrative officer and Secretary of the Association and who shall perform such other duties as may be delegated to him by the President, the Executive Committee or the Board of Directors. . . . The CEO may appoint an Assistant Chief Executive Officer.*

The Arizona REALTORS® has a CEO Succession Plan in place to ensure that any transition is as seamless as possible. The current CEO would like to continue to represent the Arizona REALTORS® but requested that the association plan for a succession in the CEO position. In June 2021, the Line Officers began the CEO succession plan process, formed a Search Committee, and three Executive Search Firm proposals were reviewed and interviewed.

At a Special Executive Committee meeting on August 9, 2021, the Line Officers made a recommendation and motion to retain one of the Executive Search firms, however the motion was defeated. A subsequent motion was passed that the Search Committee interview the current Assistant Chief Executive Officer to determine if he meets the criteria to fill the position, and if not, to reconsider retaining an Executive Search Firm.

The Search Committee interviewed the current Assistant Chief Executive Officer and determined that he meets the criteria to fill the position of CEO.

BUDGET IMPACT:

None anticipated.

MOTION:

TO APPROVE EXTENDING A CEO CONTRACT TO CURRENT GENERAL COUNSEL/ASSISTANT CEO, SCOTT DRUCKER, EFFECTIVE APRIL 1, 2022, SUBJECT TO BOARD OF DIRECTORS APPROVAL.

FOR MORE INFORMATION CONTACT:

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