

MINUTES –combined work session and regular meeting
Thursday, December 18, 2014

Summit County Board of Developmental Disabilities

MINUTES

Thursday, December 18, 2014
5:00 p.m.

The **combined work session and regular monthly meeting** of the Summit County Board of Developmental Disabilities was held on Thursday, December 18, 2014 at the Summit DD administrative offices located at 89 East Howe Road, Tallmadge, Ohio 44278. The **work session** convened at 5:00 p.m.

BOARD MEMBERS PRESENT

Randy Briggs, President
Joe Siegfert, Vice President
Denise Ricks, Secretary
Tom Quade
Meghan Wilkinson
Dave Dohnal

BOARD MEMBER EXCUSED

Karen Arshinkoff

ALSO PRESENT

John J. Trunk, Superintendent
Lisa Kamlowsky, Assist. Superintendent
Holly Brugh, Director of Services
Joe Eck, Director of Labor Relations
Eldridge Black, Director of Transportation
Melissa Skiljan, Director of SSA
Russ DuPlain, Director of IT

Billie Jo David, Director of Quality and Communications
Mira Pozna, Director of Fiscal
Tom Jacobs, Dir. of Operations/SHDC
Lynn Sargi, Director of HR
Maggi Albright, Recording Secretary
and others

I. SUMMIT DD 2015 OPERATING PLAN

The 2015 Operating Plan provides the framework for how Summit DD will accomplish its mission and achieve its vision. The Pillars of Excellence are quality services for persons served, customer satisfaction, employee engagement, provider collaboration, sustainability and citizenship. For each Pillar of Excellence identified in the Long Range Plan, the annual Operating Plan highlights the measures and initiatives in the coming year to accomplish long-range goals. In 2015, outcomes identified in the dashboard measures of the Operating Plan include:

- Increasing the total number of individuals supported by 144 people, for a total of 4,261 individuals supported
- Measure outcomes for choice, inclusion and service planning through a monthly survey to individuals and families

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WORK SESSION *(continued)*

I. SUMMIT DD 2015 OPERATING PLAN *(continued)*

Highlights of new 2015 initiatives include:

- The SSA Department will implement a single assessment that meets the requirements of SSA, Employment First and Center for Medicaid Services (CMS) rules.
- Develop an Employment First strategic plan.
- Introduce a redesigned Individual Service Plan (ISP) that builds on person-centered planning emerging practices.
- Expand Early Intervention services to age six. Summit DD will also develop criteria for extended services and will create a family plan that will help families through this transition using a coaching model.
- Enhance provider support services, including developing provider listening posts, provider on-boarding, technical assistance, training and connecting providers to the community of individuals supported.
- Update the employee performance evaluation process and implement a web-based system.
- Evaluate the volunteer program to analyze needs and opportunities.

Mr. Briggs asked relative to the increase of 144 individuals to be supported in 2015 if the increase is attributed to greater awareness of Board services or population growth in Summit County. Mr. Trunk replied there are a greater number of individuals coming out of public schools who are Board eligible and there has also been an increase in the number of individuals with developmental disabilities moving to Summit County with waivers. After the meeting, Mrs. Skiljan researched this question and advised that in 2014 there were 55 individuals who transferred into Summit County from other counties. A Public Hearing for the 2015 Operating Plan was held on December 11th and feedback received has been incorporated into the Plan. The 2015 Operating Plan has been recommended for approval by the December Finance & Facilities and Services & Supports Committees.

II. WEAVER INDUSTRIES CONTRACT FOR SERVICES AT SUMMIT DD FACILITIES

The Weaver Industries contract is for deliverables/outcomes relative to contract procurement, payroll functions, management of benefits, workers compensation and fringe benefits for persons served. The contract would be for the period January 1, 2015 through December 31, 2015 in an amount not to exceed \$614,506. The workshop aide and cafeteria aide programs are being reduced by \$22,845 based on analysis of actual hours worked through the third quarter 2014. The number of persons served under this contract has been reduced based on other services being chosen. The number of persons served is approximately 450 individuals. The 2015 contract reflects an increase in minimum wage. Relative to procurement of work, the cost remains the same at \$50,529, as it has been for the past two years.

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WORK SESSION *(continued)*

II. WEAVER INDUSTRIES CONTRACT *(continued)*

Work availability is averaging 97.4% through the third quarter of 2014. The recommended incentive/disincentive for 2015 is on an ascending/descending scale. If work availability in all centers is 95% or greater the incentive is \$35,000; 90%-94.99% the incentive is \$25,000; 85%-89.99% the incentive is \$20,000. If work availability falls below 80% the disincentive is \$3,000; below 75% the disincentive is \$5,000; below 70% the disincentive is \$10,000. Additionally, there must also be a variety of contract work available at each center. Mr. Quade asked what the percentage represents. Mr. Trunk replied the formula is based on the number of persons served who have employment goals identified in their ISPs and the work availability percentage identifies the amount of work available. Mileage of \$30,000 has been removed from the contract, as this is a cost of doing business that Weaver Industries should incur. There is also \$12,768 being removed from the 2015 contract, which was a carryover from an employee who was working at Weaver Industries who Summit DD was responsible for paying the employer's contribution to PERS. This employee is now retired and no longer working for Weaver Industries. This contract request is for one year to give staff time to analyze the need as the Board goes through some transition. Funds are available in the budget and the contract has been recommended for approval by the November Finance & Facilities and Services & Supports Committees.

III. NEON CONTRACT FOR TDD WAIVER ADMINISTRATION

The Transitions Developmental Disabilities (TDD) waiver was previously administered through the Ohio Department of Job and Family Services prior to coming under the umbrella of the Ohio Department of Developmental Disabilities (DODD). The TDD is a waiver that includes a medical/nursing component not currently funded by other waivers. This waiver has administrative requirements different than the alternative home and community based services waivers. Summit DD has contracted with NEON for the past several years to perform the SSA functions associated with the approximately 141 individuals receiving services funded through a TDD waiver. DODD is responsible to pay the match for services delivered under this waiver. Mr. Quade asked if the 141 individuals receiving services under this contract is a stable number. Mr. Trunk replied he believes it is and explained that individuals on a TDD waiver typically have more complex medical circumstances. Summit DD pays NEON a fee of \$12,000 for administration of the TDD waiver, which is included in the total contract amount. The recommendation is to renew the contract with NEON for the period January 1, 2015 through December 31, 2015 in an amount not to exceed \$350,996, which reflects a \$77,805 decrease over the previous contract amount. It is anticipated that the TDD waiver could be combined with the I/O waiver in the future. Funds are available in the budget and the contract has been recommended for approval by the November Finance & Facilities and Services & Supports Committees.

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WORK SESSION *(continued)*

IV. ORIANA HOUSE CONTRACT FOR ALTERNATIVE ENVIRONMENT PROGRAM

Summit DD has partnered with Oriana House since October 2012 to provide a pretrial diversion option that houses individuals with developmental disabilities who are facing criminal charges in lieu of awaiting trial/disposition in the Summit County jail. The contract ensures the availability of four beds (3 male and 1 female) for eligible individuals in a restrictive, structured, residential environment while maintaining continuity of care through programming and treatment services based on the ISP. Services while in the program may include case management, crisis counseling, social skills group, medication compliance, recreation, hygiene and nutrition. Summit DD has used 371 beds days to date, all of which have been for males. The contract renewal would be for the period January 1, 2015 through December 31, 2015 in an amount not to exceed \$181,479.20, which represents a \$25,479.20 increase over the previous contract due to anticipated expansion of need. Mr. Siegferth asked if the Board pays for beds even if they are vacant. Mr. Trunk explained the Board pays an upfront fee of \$100,000 to keep the beds on reserve so they are available when needed and after the retainer, beds are paid for as they are used. Mr. Siegferth asked if the Board gets credited any funds out of the \$100,000 if those beds are not utilized. Mr. Trunk responded there is no refund, however, the Board does not pay anything over the \$100,000 if beds are not used. Mr. Quade asked about the per diem. Mr. Trunk reported the per diem is \$185.18/day. Funds are available in the budget and the contract has been recommended for approval by the November Finance & Facilities and Services & Supports Committees.

V. SUMMIT COUNTY FAMILY AND CHILDREN FIRST COUNCIL/SUMMIT COUNTY CLUSTER FOR YOUTH FUNDING AGREEMENT

The purpose of this contract is to establish a shared funding pool through Cluster, which provides services to multi-needs children in Summit County. Some of the services include service coordination, placement, food, clothing, medical, psychological and psychiatric care. The agreement allows Summit DD to access additional funding for services to children that Summit DD would otherwise sustain. Funds from the contract are used to pay for the Cluster services, cost of two Cluster coordinators and Cluster cross training. Blending funds helps the collaborating agencies stretch dollars and it also helps families get the services they need. In 2013, 50 children were served under this contract, 15 of whom have developmental disabilities. In 2014 through October, 54 children have been served under this contract, 11 of whom have developmental disabilities. The Summit County Health Department is the designated administrative/fiscal agent for the contract. The contract would be for the period January 1, 2015 through December 31, 2015 and Summit DD would contribute \$100,000 to the shared pool through a one-time payment. Other contributors are: Children's Services Board (\$120,000), Juvenile Court (\$100,000) and Child Guidance & Family Solutions (\$68,000).

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V. SUMMIT COUNTY FAMILY AND CHILDREN FIRST COUNCIL/SUMMIT COUNTY CLUSTER FOR YOUTH FUNDING AGREEMENT *(continued)*

The contract is able to be amended if other contract agencies do not sign agreements for the amounts identified. Funds are available in the budget and the contract has been recommended for approval by the November Finance & Facilities and Services & Supports Committees.

VI. DEPARTMENT OF JOB AND FAMILY SERVICES CONTRACT FOR ONSITE ASSISTANCE

This contract is collaboration between Summit DD and the Summit County Department of Job & Family Services (DJFS) for a DJFS caseworker to be located at Summit DD's administrative offices. The caseworker provides assistance with Medicaid enrollment, Medicaid waivers, Healthy Start and food assistance programs. Having an onsite DJFS caseworker addresses special issues and barriers that can delay Medicaid enrollment. The contract would be for the period January 1, 2015 through December 31, 2015 in an amount not to exceed \$65,000. Reimbursement would be made to DJFS on a monthly basis in an amount not to exceed \$5,417. Funds are available in the budget and the contract has been recommended for approval by the November Finance & Facilities and Services & Supports Committees.

VII. HATTIE LARLHAM COMMUNITY SERVICES CONTRACT FOR NURSING SERVICES

This Hattie contract would provide nursing services to approximately eleven eligible children in the Paving the Way program and to approximately 450 eligible adults attending center-based facilities. Nursing services are required for individuals who need g-tube feedings, aerosol treatments, medication administration and other medical treatments. There are currently five LPNs and two RNs who provide services under this contract. Over the past three years this contract has been reduced by \$165,000 as children have moved out of Calico and into community-based child care. In September 2014, Calico changed from a traditional integrated child care center into a transitional program, Paving the Way, for children whose medical complexities or behaviors prevent them from immediately finding child care in the community. The contract would be for the period January 1, 2015 through December 31, 2015 in an amount not to exceed \$494,685. The contract reflects an increase of \$40,000 to cover the cost of an additional nurse, if needed, for the children receiving services through Paving the Way. Mr. Briggs asked if the \$165,00 contract reduction is inclusive of the \$40,000 increase for children. Mr. Trunk replied that it is not. The net reduction in the contract amount is \$125,000 and the \$40,000 would only be utilized if there is a need. A Request For Proposal will be conducted near the end of the contract period. Funds are available in the budget and the contract has been recommended for approval by the November Finance & Facilities and Services & Supports Committees.

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VIII. SUCCESS4KIDZ THERAPY CONTRACT

Success4Kidz has been providing consultative therapy services for the Board since 2007. In 2014, Summit DD chose to follow an evidence-based early intervention model recommended by DODD. Therapists participate in evaluations to determine eligibility for early intervention services and meet weekly with a team of Help Me Grow (HMG) Service Coordinators and Developmental Specialists to ensure that families are supported by one primary service provider who is supported by a team of professionals. They can also act as the primary service provider, allowing the team to select the therapist as a provider so that each family gets the best fit to serve their needs. The two-year contract would be for the period January 1, 2015 through December 31, 2016 in an amount not to exceed \$716,184. There is no contract increase in 2015. There is a 3% contract increase in 2016 to cover the cost of living increase, which is already reflected in the contract amount. A Request For Proposal will be conducted near the end of the contract period. Funds are available in the budget and the contract has been recommended for approval by the November Finance & Facilities and Services & Supports Committees.

IX. PRIMARY SOLUTIONS GATEKEEPER CONTRACT

Summit DD uses the Gatekeeper system provided by Primary Solutions as its main application for tracking and managing activities related to individuals served. The annual license cost for Gatekeeper will be \$48,538 in 2015, which is a 2% increase over 2014. Summit DD uses OhioDD.com provided by Primary Solutions for tracking billing and utilization of services. The annual license cost for OhioDD.com will be \$7,600 in 2015, which is a 2% increase over 2014. Mr. Quade asked if other county boards utilize OhioDD.com. Mr. DuPlain replied that a large majority, approximately 80%, contract with Primary Solutions and use OhioDD.com. Mr. Quade asked if Primary Solutions is a single-source vendor. Mr. DuPlain responded there are other alternatives, however, Primary Solutions is the main provider. Mr. Briggs asked if the Board is indemnified from loss. Mr. DuPlain explained the main database that is utilized is housed at Summit DD and the Board has multiple layers of firewall protection as well as a 24-hour monitoring system. Mr. Briggs asked if the Board purchased cyber insurance. Mrs. Pozna replied that at the time insurance was being renewed cyber coverage was reviewed and declined because it was very expensive. She indicated there may be some coverage at the County level and that she would check into that. Upon further review after the Board Meeting, Mrs. Pozna reported the County does have cyber coverage and if the County was subject to a cyber-breach anyone affected by the breach would receive benefit of the County's insurance coverage. All of the Board's fiscal information, including the fund balance, is housed on the County's system so it is covered under the County's plan.

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WORK SESSION *(continued)*

IX. PRIMARY SOLUTIONS GATEKEEPER CONTRACT *(continued)*

Staff have budgeted \$10,000 in 2015 as estimated costs for customized work and technical support from Primary Solutions that is beyond what is included in the licensing agreements. Technical support is billed at an hourly rate and only for services rendered. The request is to renew the annual license agreements with Primary Solutions in 2015 in an amount not to exceed \$66,138. Funds are available in the budget and the contract has been recommended for approval by the November Finance & Facilities Committee.

X. NEW POLICY 2034 – DISABILITY LEAVE

Each collective bargaining agreement addresses disability leave for its members, however, there is no policy governing Summit DD's practices as relates to non-bargaining employees. New Policy 2034 outlines that disability leave begins at the conclusion of Family and Medical Leave and is available when paid time off is exhausted. The new policy codifies the Board's current practice of making its usual contribution to the group health plan coverage for three months and caps the leave period at twelve months. The collective bargaining agreements allow up to three years while this proposed new policy allows for one year for non-bargaining staff. New Policy 2034 – Disability Leave has been recommended for approval by the November HR/LR Committee.

XI. NOVEMBER FINANCIAL STATEMENTS

November reflects deficit spending of \$3,273,817 with an ending fund balance of \$64,868,996. Revenue for the month of November reflects receipt of the second half homestead and rollback tax settlement in the amount of \$3,098,000. Expenditures for the month include ERIP costs for 59 participants, quarterly waiver administration fee of \$296,000, new servers and software in the amount of \$23,000 and building renovations and repairs in the amount of \$59,500. The November Financial Statements have been recommended for approval by the December Finance & Facilities Committee.

The work session adjourned at 5:37 p.m.

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BOARD MEETING

The **regular monthly meeting** of the Summit County Board of Developmental Disabilities convened at 5:37 p.m.

I. BOARD MEMBER CAUCUS

Mr. Briggs stated that election of Board officers takes place at the January Organizational Meeting. He asked Meghan Wilkinson to serve as the Board's Nominating Committee. Mrs. Wilkinson agreed. Mr. Briggs asked that nominations be submitted to Mrs. Wilkinson no later than January 16, 2015.

Mr. Briggs noted that Mrs. Arshinkoff's term on the Board expires at the end of December. He thanked her for her service on the Board and noted that it was clear that she cared about issues before the Board. He wished her well in future endeavors. He added that Probate Judge Stormer has appointed a new Board Member, Dr. Jennifer Dwyer, who will begin her first term in January.

Mr. Dohnal commented that the OACB held its Annual Conference in early December and one of the educational tracks was Summit DD staff presenting the Good Life. Staff did a presentation and then break-out sessions which lasted about two hours. He observed that all participants in the room were engaged and remained for the entire duration of the presentation. He stated Summit DD staff did an excellent job with the presentation. As a Board Member and a father, he was very impressed and gratified. Mr. Trunk added that he too was very impressed and thought the presentation went very well and was well received.

II. PUBLIC COMMENT

Tom Berry, a parent and Board Member of the Arc of Summit & Portage Counties, thanked the Board and Superintendent for their service this past year. He noted he has not heard any complaints and commented that everyone is doing a good job. He wished all a Merry Christmas and Happy New Year.

Leslie Frank, a Summit DD staff and parent, asked if there has been follow-up to her question at last month's Board Meeting relative to the Oriana House program as it relates to her daughter. Mrs. Kamlowsky responded that she would contact Leslie tomorrow to discuss the details of her daughter's situation further.

Ms. Frank commented that relative to the 2015 Operating Plan, she is glad to see there is ongoing training with local law enforcement on effective and appropriate ways to interact and communicate with individuals with disabilities.

She also noted the positive collaboration with Family & Children First Council on the Cluster program.

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BOARD MEETING *(continued)*

IV. BOARD ACTION ITEMS *(continued)*

A. FINANCE & FACILITIES COMMITTEE *(continued)*

2. NEON CONTRACT FOR TDD WAIVER ADMINISTRATION

RESOLUTION

No. 14-12-03

Mr. Sieferth moved that the Board approve a contract with Northeast Ohio Network (NEON) for TDD Waiver Administration for the period January 1, 2015 through December 31, 2015 in an amount not to exceed Three Hundred Fifty Thousand Nine Hundred Ninety Six Dollars (\$350,996), as presented in attachment #3, and that the Superintendent be authorized to sign said contract. The motion, seconded by Mr. Quade, was unanimously approved.

3. ORIANA HOUSE CONTRACT FOR ALTERNATIVE ENVIRONMENT PROGRAM

RESOLUTION

No. 14-12-04

Mrs. Ricks moved that the Board approve a contract with Oriana House for the Alternative Environment Program for the period January 1, 2015 through December 31, 2015 in an amount not to exceed One Hundred Eighty One Thousand Four Hundred Seventy Nine Dollars and Twenty Cents (\$181,479.20), as presented in attachment #4, and that the Superintendent be authorized to sign said contract. The motion, seconded by Mr. Sieferth, was unanimously approved.

4. SUMMIT COUNTY FAMILY AND CHILDREN FIRST COUNCIL/SUMMIT COUNTY CLUSTER FOR YOUTH FUNDING AGREEMENT

RESOLUTION

No. 14-12-05

Mr. Dohnal moved that the Board approve a contract with Summit County Family and Children First Council for participation in the shared pool agreement for the period January 1, 2015 through December 31, 2015 in an amount not to exceed One Hundred Thousand Dollars (\$100,000), as presented in attachment #5, and that the Superintendent be authorized to sign said contract. The motion, seconded by Mrs. Wilkinson, was unanimously approved.

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BOARD MEETING (continued)

IV. BOARD ACTION ITEMS (continued)

A. FINANCE & FACILITIES COMMITTEE (continued)

5. DEPARTMENT OF JOB AND FAMILY SERVICES CONTRACT FOR ONSITE ASSISTANCE

RESOLUTION
No. 14-12-06

Mrs. Wilkinson moved that the Board approve a contract with the Department of Job and Family Services for an onsite caseworker for the period January 1, 2015 through December 31, 2015 in an amount not to exceed Sixty Five Thousand Dollars (\$65,000), as presented in attachment #6, and that the Superintendent be authorized to sign said contract. The motion, seconded by Mr. Quade, was unanimously approved.

6. HATTIE LARLHAM COMMUNITY SERVICES CONTRACT FOR NURSING SERVICES

RESOLUTION
No. 14-12-07

Mr. Quade moved that the Board approve a contract with Hattie Larlham Community Services for nursing services for the period January 1, 2015 through December 31, 2015 in an amount not to exceed Four Hundred Ninety Four Thousand Six Hundred Eighty Five Dollars (\$494,685), as presented in attachment #7, and that the Superintendent be authorized to sign said contract. The motion, seconded by Mr. Siegferth, was unanimously approved.

7. SUCCESS4KIDZ THERAPY CONTRACT

RESOLUTION
No. 14-12-08

Mr. Siegferth moved that the Board approve a two-year contract with Success4Kidz for therapy services for the period January 1, 2015 through December 31, 2016 for the total contract amount not to exceed Seven Hundred Sixteen Thousand One Hundred Eighty Four Dollars (\$716,184), as presented in attachment #8, and that the Superintendent be authorized to sign said contract. The motion, seconded by Mr. Quade, was unanimously approved.

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BOARD MEETING *(continued)*

IV. BOARD ACTION ITEMS *(continued)*

A. FINANCE & FACILITIES COMMITTEE *(continued)*

8. PRIMARY SOLUTIONS CONTRACT

RESOLUTION

No. 14-12-09

Mrs. Ricks moved that the Board approve a contract with Primary Solutions for annual licensing and technical supports for the period January 1, 2015 through December 31, 2015 in an amount not to exceed Sixty Six Thousand One Hundred Thirty Eight Dollars (\$66,138), as presented in attachment #9, and that the Superintendent be authorized to sign said contract. The motion, seconded by Mr. Dohnal, was unanimously approved.

9. NOVEMBER FINANCIAL STATEMENTS

RESOLUTION

No. 14-12-10

Mr. Dohnal moved that the Board approve the November Financial Statements, as presented in attachment #11. The motion, seconded by Mr. Siegferth, was unanimously approved.

B. HR/LR COMMITTEE

1. NEW POLICY 2034 – DISABILITY LEAVE

RESOLUTION

No. 14-12-11

Mrs. Wilkinson moved that the Board approve new Policy 2034 – Disability Leave, as presented in attachment #10. The motion, seconded by Mr. Quade, was unanimously approved.

V. SUPERINTENDENT'S REPORT

A. OACB ANNUAL CONFERENCE

Mr. Trunk thanked Board Members for attending the OACB Annual Conference in early December and Mrs. Wilkinson for acting as the alternate at the Delegate Assembly. He noted that there were two proposed resolutions at the Delegate Assembly.

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BOARD MEETING (continued)

V. SUPERINTENDENT'S REPORT (continued)

A. OACB ANNUAL CONFERENCE (continued)

The first proposed resolution had to do with systemic transitions that will occur over the next few years. It outlined that the State would budget for some of the changes so the entire financial burden would not be absorbed at the county level. This resolution passed. The second proposed resolution was around prohibiting providers from consuming alcohol while on duty. There was discussion around the fact that some providers are live-in caregivers and are technically never off duty. The language in this proposed resolution is somewhat ambiguous and Summit DD voted against the resolution, however, it did pass with a majority vote. When this resolution moves forward to the State to get put into rule, there is likely to be modifications to the language to clarify the intent.

B. EARLY RETIREMENT INCENTIVE PROGRAM (ERIP)

Of the 102 staff eligible to take advantage of the ERIP, there are currently 69 staff who are participating. Approximately \$2,100,000 of dollars budgeted for the ERIP won't be utilized since there was not 100% participation. Along with the permanent \$2,000,000 in salary savings there will also be a reduction in staff since some of those who are retiring won't be replaced. The impact on the fund balance will be approximately \$4,000,000 and it will take about two years to realize the savings. Mr. Briggs asked how many of the 69 staff retiring won't be replaced. Mr. Trunk replied that he does not have the exact number, however, he believes it is about half. Mr. Briggs asked if the staff not being replaced is due to system transformations. Mr. Trunk responded that it does in part have to do with transitions, along with rule changes at the State level, greater access to network providers and greater internal efficiencies. He advised the ERIP will be complete at the end of February and he will give the Board a full report at the March Board Meeting. Upon completion of the Board Meeting, Mrs. Pozna researched and reported that of the 69 ERIP participants, 36 positions will not be replaced. She confirmed that the ERIP cost will be approximately \$2,000,000 and the projected annual salary savings will be \$2,000,000.

C. 2014 HIGHLIGHTS

Mr. Trunk commented that it has been a very busy and productive year and many things have been accomplished:

- Extension of the labor contracts through 2018, which speaks to the spirit of cooperation with the bargaining unit membership.
- Designed and implemented a new Agency logo and branding strategy.

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BOARD MEETING *(continued)*

V. SUPERINTENDENT'S REPORT *(continued)*

C. 2014 HIGHLIGHTS *(continued)*

- The All 4 One initiative has been successful. This is the program where every manager spends about an hour getting to know staff once per month. So far, there have been over 200 meetings that have taken place with very positive feedback.
- A new Leadership Oath has been developed and signed by all Summit DD managers, demonstrating commitment to integrity, transparency and collaboration.
- The ERIP is just about complete with 69 staff participating in the program so far.
- Renewed and rebuilt relationships with the public and providers, including continuation of regular provider Executive Council meetings.
- Implemented The Good Life.

Mr. Trunk thanked the Board and staff for their hard work and support this year and thanked Karen Arshinkoff for her service on the Board and to the citizens of Summit County.

VI. PRESIDENT'S COMMENTS

Mr. Briggs commented that this past year has been one of transition and staff have handled it very well. Next year will be a rebuilding year and he challenged staff to accomplish bigger and better things since that is what we do at Summit DD – keep pushing to reach the stars! Summit County is one of the best counties in the State of Ohio in which to live, especially if you have a family member with a developmental disability. He urged staff to keep up the good work. Mr. Briggs wished all happy holidays!

There being no further business, the Board Meeting adjourned at 6:07 p.m.



Denise Ricks, Secretary