

MINUTES –combined work session and regular meeting
Thursday, October 22, 2015

Summit County Board of Developmental Disabilities

MINUTES

Thursday, October 22, 2015
5:00 p.m.

The **combined work session and regular monthly meeting** of the Summit County Board of Developmental Disabilities was held on Thursday, October 22, 2015 at Summit DD administrative offices located at 89 East Howe Road, Tallmadge, Ohio 44278. The **work session** convened at 5:07 p.m.

BOARD MEMBERS PRESENT

Randy Briggs, President
Joe Siegferth, Vice President
Denise Ricks, Secretary
Dave Dohnal
Meghan Wilkinson
Jennifer Dwyer

BOARD MEMBER EXCUSED

Tom Quade

ALSO PRESENT

John J. Trunk, Superintendent
Tom Jacobs, Director of Operations/SHDC
Mira Pozna, Director of Fiscal
Lynn Sargi, Director of HR
Holly Brugh, Director of SSA
Drew Williams, Director of Services

Joe Eck, Director of Labor Relations &
Risk Management
Russ DuPlain, Director of IT
Billie Jo David, Director of
Communications, Quality & MUI
Maggi Albright, Recording Secretary
and others

I. SUMMIT HOUSING DEVELOPMENT CORPORATION (SHDC) DEVELOPMENT FUND

In 2012, with the support of the Summit DD Board, Summit Housing Development Corporation (SHDC) created a development fund to cultivate new homes and pay off existing mortgages with the dollars SHDC pays Summit DD to reimburse for the use of Board employees. SHDC is requesting to continue this fund in the amount of \$337,470 for future development of homes and to continue to pay off existing mortgages. SHDC currently serves approximately 279 individuals and owns 91 homes, with debt on 17 homes, in the amount of \$2,000,000. SHDC recently purchased eight homes from Ardmore Foundation in the amount of \$1,400,000 and has developed four additional homes in the amount of \$620,000. SHDC is also working with the State to develop two additional homes. In 2015, SHDC reduced debt by \$88,000 year-to-date. In 2014 SHDC re-examined the rent template and the SHDC Board approved a 5% reduction in rent to all tenants, which equates to \$76,800 annually. This is the second time in ten years that SHDC has lowered rent. The rent template will continue to be re-examined in the future as more debt is paid down. The October Finance & Facilities Committee recommends approval.

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WORK SESSION *(continued)*

II. SENIOR INDEPENDENCE CONTRACT

Senior Independence operates a day program in Akron for local senior citizens. There are currently five individuals and a staff member from the Akron Center that attend the day program as part of the effort to integrate individuals into the community. Staff at Senior Independence recognized that these five individuals from Summit DD are able to independently enjoy activities and build relationships with others attending so they indicated they would be willing to serve these individuals independently and that Summit DD staff was not necessary. Senior Independence have participated in all required trainings necessary to become a provider and are currently working to become eligible to bill the waiver. Until such time, Summit DD agreed to bill the waiver on behalf of Senior Independence for the next year at the current waiver rate. The request is to enter into a one-year contract with Senior Independence for the period January 1, 2016 through December 31, 2016 for the total contract amount not to exceed \$89,700. Total number of individuals served under this contract will be five for up to six hours per day, five days per week. Funds are available in the budget.

III. NEW POLICY 2020 – EMPLOYEE/PERSON SERVED RELATIONSHIPS

Summit DD does not currently have a policy that identifies appropriate or prohibited relationships between employees and individuals served beyond what is defined as a Major Unusual Incident (MUI). While there have not been any known incidents of inappropriate relationships, the proposed new policy would clarify acceptable and unacceptable relationships. Mr. Dohnal agreed with the intent to clarify relationship parameters and suggested adding language to the last paragraph of the new policy that includes prosecution and entry on the abuser registry in certain circumstances, when appropriate. Mr. Briggs acknowledged this is a good policy to have but suggested clarifying some of the language in paragraph two so that it's not so ambiguous. Mr. Trunk thanked the Board Members for their feedback and indicated staff will rework the wording of the policy and bring it back to the Board next month.

IV. REVISED POLICY 2027 - WORKPLACE BULLYING, NON-DISCRIMINATION AND HARASSMENT

Summit DD's current policy addresses the legal areas of non-discrimination and harassment, however, workplace bullying was not part of the policy. The request is to revise Policy 2027 to expand the scope to include workplace bullying. Federal and state discrimination laws prohibit bullying or otherwise harassing an employee because of the individual's race, gender, disability, age, religion or other characteristics protected by federal or state law. Legislation is pending in several states and generally seeks to prohibit workplace bullying even in the absence of a protected characteristic.

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IV. REVISED POLICY 2027 - WORKPLACE BULLYING, NON-DISCRIMINATION AND HARASSMENT *(continued)*

Even if no federal or state laws relative to workplace bullying are passed, Summit DD would like to proactively address workplace bullying to ensure employees feel safe and know this type of conduct is prohibited. Revised Policy 2027 has been recommended for approval by the October HR/LR Committee.

V. DISCONTINUATION OF DOMESTIC PARTNER HEALTH AND WELFARE BENEFITS

Effective January 1, 2014, Summit DD began to provide medical and dental benefits to same sex or opposite sex domestic partners to create total compensation equity and fairness among its employees and to be consistent with the Agency's commitment to diversity and inclusiveness. On June 26, 2015, a U.S. Supreme Court decision resulted in legally recognizing same sex marriages. This decision is causing employers to review domestic partner benefits since now all couples can legally marry. Some employers are electing to continue domestic partner benefits to recognize that there are all types of families and to attract and retain quality employees. Some employers are electing to discontinue domestic partner benefits due to cost issues, administrative complexities and because benefits were prohibited in the past to couples who were not legally married. Summit DD currently has five couples and their dependents taking advantage of domestic partner benefits at a total annual cost of over \$70,000. If a change in domestic partner benefits were to be approved by the Board, the change would become effective January 1, 2017 to allow the five employees ample time to make alternative arrangements. Mr. Briggs stated he is concerned about eliminating domestic partner benefits from a philosophical and moral point of view. He commented the law has changed but families have not and the Board's role is not to determine the definition of a family. Mr. Briggs said he has given this topic much thought and he will vote against discontinuation of domestic partner benefits. He believes it is a bad business decision and that it would send the wrong message if the Board were to discontinue domestic partner benefits. Mr. Dohnal commented that he is conflicted with this issue because he doesn't feel it is his role to define other peoples' relationships and he will need to consider this matter further before making a determination. Mr. Trunk thanked the Board Members for their feedback and noted the topic will be presented to the Board again next month for consideration.

VI. SEPTEMBER FINANCIAL STATEMENTS

Mrs. Pozna reported the Board has recovered from deficit spending with the receipt of the second half tax settlement in the amount of \$21,400,000. Mr. Briggs asked if the tax settlement was what had been anticipated. Mrs. Pozna replied that it was. Reimbursements are behind budget due to a timing difference with an expected 2010 cost report settlement of approximately \$2,000,000 and the DODD change in TCM reimbursement methodology.

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WORK SESSION *(continued)*

VI. SEPTEMBER FINANCIAL STATEMENTS *(continued)*

The Board also received Title XX, Bridges to Transition and Help Me Grow grant reimbursements in the amount of \$133,600. Expenditures for the month included a payment to NEON in the amount of \$78,000 for TDD waiver case management. Compared to current year budget and prior year actual results, salaries are down approximately \$1,200,000, which is attributed to the ERIP along with a concerted effort to evaluate all vacant positions. The ending fund balance in September was \$66,158,954. The October Finance & Facilities Committee recommends approval of the September Financial Statements.

VII. 2016 EMPLOYEE DENTAL INSURANCE

The Board provides eligible employees dental coverage through the Ohio Association of County Boards CBA Benefit Services. Summit DD was notified by CBA that rates for 2016 would be increased by 2%. There was also a 2% premium increase in 2015 and no increase in 2014. Dental trends for 2016 indicate a 7% increase to premiums. The Board did not request bids since employees are satisfied with current services and rates remain favorable. AFSCME employees receive dental coverage through AFSCME Ohio Care Plan, which Summit DD contributes \$41.25 per month for regular employees and \$38.50 per month for substitutes. Funds are available in the budget and the 2016 employee dental insurance benefits have been recommended for approval by the October Finance & Facilities Committee.

The work session adjourned at 5:31 p.m.

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BOARD MEETING

The **regular monthly meeting** of the Summit County Board of Developmental Disabilities convened at 5:31 p.m.

I. PUBLIC COMMENT

Leslie Frank, a parent and Summit DD staff, mentioned she was a bit confused about the dental rates. Mr. Trunk explained there was no rate increase in 2014, there was a 2% increase in 2015 and there will be a 2% increase in 2016. Ms. Frank thanked the Superintendent for clarification.

Ms. Frank asked for an update regarding the sale of the Bath Center. Mr. Trunk replied there was a meeting with the County several weeks ago to discuss terms of a potential sale to InfoCision, who has again expressed interest in purchasing. A follow-up meeting was held at the Bath Center site, however, he have not heard back yet relative to InfoCision's intentions.

Ms. Frank mentioned she was involved in an ISP meeting recently and the parent was upset about the upcoming system transition since her daughter won't be able to work in the community. Ms. Frank asked if the contract with Senior Independence is successful would the number of individuals supported at that location be increased. Mr. Trunk replied that five individuals are currently supported at Senior Independence and that is the capacity for that location, however, staff are looking into other senior centers in the community to form partnerships.

Darlene Rose, a Summit DD staff, commented that the Board provided the opportunity for 12 individuals to attend the two-day Synergy Conference in Columbus and it was a very positive experience. There was an application process for individuals interested in participating with the original goal of selecting ten applicants. Twelve individuals submitted applications and all twelve were approved to attend the conference. Ms. Rose thanked everyone involved for their role in providing this worthwhile opportunity.

II. APPROVAL OF MINUTES

A. SEPTEMBER 24, 2015 (combined work session and regular meeting)

R E S O L U T I O N

No. 15-10-01

Mrs. Wilkinson moved that the Board approve the minutes of the September 24, 2015 combined work session and regular meeting, as presented in attachment #8. The motion, seconded by Mrs. Ricks, was unanimously approved.

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BOARD MEETING *(continued)*

III. BOARD ACTION ITEMS

A. FINANCE & FACILITIES COMMITTEE

1. SEPTEMBER FINANCIAL STATEMENTS

RESOLUTION

No. 15-10-02

Mr. Siegferth moved that the Board approve the September Financial Statements, as presented in attachment #6. The motion, seconded by Mrs. Wilkinson, was unanimously approved.

B. HR/LR COMMITTEE

1. 2016 EMPLOYEE DENTAL INSURANCE

RESOLUTION

No. 15-10-03

Mrs. Ricks moved that the Board approve renewal of the Delta Dental Program, administered through the Ohio Association of County Boards CBA Benefit Services, for the 2016 benefit year, as presented in attachment #7. The motion, seconded by Mr. Siegferth, was unanimously approved.

C. OTHER

1. EXTENSION OF AFSCME CONTRACT

Mr. Trunk explained that through negotiations with AFSCME, an agreement was reached to extend the current AFSCME contract, dated January 1, 2014 – December 31, 2016, through December 31, 2019. He stated this is an indication that the relationship between AFSCME and the Board has improved and it represents a strong partnership. Mr. Briggs agreed that the contract extension represents a good relationship between the union and staff. The Board decided to take action on this item.

RESOLUTION

No. 15-10-04

Dr. Dwyer moved that the Board approve an extension to the current AFSCME Collective Bargaining Agreement dated January 1, 2014 through December 31, 2016, for the period January 1, 2017 through December 31, 2019, as outlined in attachment #10. The motion, seconded by Mrs. Ricks, was unanimously approved.

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BOARD MEETING *(continued)*

IV. SUPERINTENDENT'S REPORT

A. CENSUS

Mr. Trunk advised there were 125 new individuals enrolled in the third quarter, 59 were new adults (mostly graduates), Summit DD received 23 new waivers and 33 additional individuals receive services through locally funded support. There were also 27 additional individuals involved in supported employment and enclaves and 30 new individuals received transportation services, mostly through private providers. There are fewer than 50 individuals on the waiting list for Medicaid services or an I/O waiver. Mr. Trunk noted the Governor's budget includes expansion of waiver services. Mr. Briggs asked if there was an increase of 211 individuals in one year relative to Early Intervention. Mr. Trunk replied that the number is cumulative. He asked the Board Members to let him know if there is other information they would like to see in the Census report or if they would like the data presented in a different format in the future.

B. *MY STORY* CAMPAIGN

Billie Jo David explained that staff are working on retelling the Board's story to communicate to stakeholders that Summit DD is much more than buildings and buses; the Board helps individuals with disabilities achieve their goals and connects individuals to services and supports to help them achieve their vision of a good life. A video campaign was created that empowers individuals to tell their own story – it is called *MY STORY*. Mrs. David showed the Board the first two videos; one of Jacob, a gentleman who is his own advocate, and one with the Towell family and their son, Joey. The goal is to continue to develop additional stories and videos. Mrs. Ricks commented on how powerful the messages in the videos are and said that people remember human stories before they remember data.

C. MISCELLANEOUS

Mr. Trunk updated the Board on several management changes. He advised that Holly Brugh is now the Director of SSA and Children's Services and that Drew Williams is now the Director of Community Supports & Development.

Mr. Trunk mentioned that Tom Jacobs was asked to develop a home for a 63 year old individual who had resided in various institutions and developmental centers since age seven. He stated a home is has been located and the individual will be home for Christmas for the first time since he was seven years of age! The Board's role is to create opportunities and that is the mission staff are following.

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BOARD MEETING *(continued)*

IV. SUPERINTENDENT'S REPORT *(continued)*

C. MISCELLANEOUS *(continued)*

The annual All Agency In-service will be held on October 26th at the J. S. Knight Center and there is a full agenda, including the keynote speaker, Amy Roloff, of TV's *Little People, Big World*. Randy Briggs will start the morning by addressing staff.

Mr. Trunk noted that Dave Dohnal's first term on the Board expires at the end of 2015 and Mr. Dohnal has agreed to serve another term. Mr. Trunk has a meeting scheduled with Judge Stormer, the appointing authority, in early November to recommend Mr. Dohnal for reappointment consideration. He thanked Mr. Dohnal for his service. Mr. Dohnal commented that he appreciates the opportunity to continue to serve and looks forward to an additional term.

V. PRESIDENT'S COMMENTS

Mr. Briggs commented that he, Joe Siegferth and the Superintendent were at a lunch meeting recently at a local restaurant and the server recognized Mr. Trunk. He applauded the Superintendent on his visibility and participation in the community and commented on the ads he hears on Pandora Radio.

Mr. Briggs reminded everyone that November 3rd is Election Day and encouraged people to exercise their right to vote.

VI. EXECUTIVE SESSION

RESOLUTION

No. 15-10-05

Mrs. Ricks moved that the Board enter into Executive Session in compliance with the Sunshine Laws, Ohio Revised Code 121.22, Section G, Subsection (1) to consider the employment of a public employee. Upon reconvening, the Board may or may not conduct additional business. The motion, seconded by Mr. Dohnal was unanimously approved.

Roll call: Wilkinson-yes, Siegferth-yes, Briggs-yes, Ricks-yes, Dwyer-yes and Dohnal-yes.

The regular session of the Board Meeting adjourned at 6:13 p.m.

The Board entered Executive Session at 6:18 p.m.

The Board Meeting reconvened at 6:27 p.m.

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BOARD MEETING *(continued)*

VII. ADDITIONAL ACTION ITEM

A. SUPERINTENDENT JOHN TRUNK'S EMPLOYMENT CONTRACT AND SALARY INCREASE

R E S O L U T I O N

No. 15-10-06

Mr. Dohnal moved that the Board authorizes a 1.5% salary increase for Superintendent John Trunk retroactive to January 1, 2015.

Be it further resolved that the Board authorizes a 2.5% salary increase for Superintendent John Trunk effective January 1, 2016.

Be it further resolved that the Board approved a contract extension of the current employment contract for Superintendent John Trunk through December 31, 2017. The motion, seconded by Mrs. Wilkinson, was unanimously approved.

There being no further business, the Board Meeting adjourned at 6:29 p.m.



Denise Ricks, Secretary