

SUMMIT COUNTY BOARD OF DEVELOPMENTAL DISABILITIES COMBINED WORK SESSION/REGULAR MONTHLY MEETING



Thursday, February 25, 2016 Administrative Board Room **5:00 p.m.**

WORK SESSION

DISCUSSION ONLY ITEMS

No Discussion Only Items This Month

ACTION ITEMS FOR BOARD CONSIDERATION DISCUSSED PREVIOUSLY

- I. NON-BARGAINING UNIT PAY STRUCTURE
- II. SUMMIT DD MISSION, VISION & VALUES

NEW ACTION ITEMS FOR BOARD CONSIDERATION

- III. JANUARY 2016 FINANCIAL STATEMENTS
- IV. REVISED POLICY 1124 LINE OF RESPONSIBILITY
- V. REVIEW OF DIRECT SERVICE CONTRACT



BOARD MEETING

- I. CALL TO ORDER
- II. CAUCUS BOARD MEMBERS: ADDITIONAL AGENDA ITEMS
- III. CAUCUS SUPERINTENDENT
- IV. PUBLIC COMMENT
- V. APPROVAL OF MINUTES
 - A. JANUARY 28, 2016 (Annual Organizational Meeting and Combined Work Session/Regular Meeting)
- VI. BOARD ACTION ITEMS
 - A. FINANCE & FACILITIES COMMITTEE
 - 1. JANUARY 2016 FINANCIAL STATEMENTS
 - B. HR/LR COMMITTEE
 - NON-BARGAINING UNIT PAY STRUCTURE
 - 2. REVISED POLICY 1124 LINE OF RESPONSIBILITY
 - C. OTHER
 - 1. SUMMIT DD MISSION, VISION & VALUES
 - D. ETHICS COMMITTEE
 - 1. DIRECT SERVICE CONTRACT
- VII. SUPERINTENDENT'S REPORT
 - A. CENSUS
- VIII. PRESIDENT'S COMMENTS
- IX. EXECUTIVE SESSION
- X. ADJOURN

Summit County Board of Developmental Disabilities TOPIC SUMMARY REPORT

TOPIC	ISSUE/CONCERM	RECOMMENDATION	CIDDODTING DATA FOR RECOMMENDATIONS
Non- bargaining unit employee compensation system	Update pay structure for non-bargaining unit employees	Adopt updated pay structure for non-bargaining unit employees effective January 1, 2016.	In 2012 Summit DD retained Belz and Associates, a compensation consultant with extensive public sector experience, to assist Summit DD with updating its non-bargaining unit compensation system. The project included a compensation policy statement; a position evaluation methodology that staff can administer to determine internal equity; a market analysis to determine appropriate positions and market comparisons to ensure external competitiveness; a pay structure with elevan pay grades that reflected the results of the position evaluation and the market analysis input; and pay administration procedures.
			Summit DD again retained Belz and Associates in late 2014 to assist (1) the Position Evaluation Committee with evaluating job descriptions associated with the reorganization; and (2) with conducting an updated market analysis to ensure external competitiveness. As a result, in January 2015 Summit DD adopted a revised pay structure (attached) which included a 4% adjustment applied to each pay grade (not individual salary increases) to align it with current market conditions.
Recon	Recommended for approval by the January HR/LR Committee	oval by the imittee	Attached is a proposed pay structure which reduces the number of pay grades from eleven to nine, collapsing three pay grades dedicated to Director positions to one. This recommendation adjusts the minimum, midpoint, and maximum for pay grades seven through nine and provides: (1) the Superintendent's office the flexibility to shift (add and/or remove) major and emerging functions to a Director based on the Agency's need without necessarily basing to the payone.
Submitted By: John Tr	John Trunk 1, 2016		For: Superintendent / Assistant Superintendent Finance & Facilities Committee Services & Supports Committee X HR/LR Committee Ethics Committee

Summit County Board of Developmental Disabilities

TOPIC SUMMARY REPORT

	downgrade a position to a different pay grade; and (2) a single pay grade with a midpoint that better reflects current market conditions for the variety of skills, knowledge and experience of the director positions. (For example, a director position that requires significant DD knowledge and experience may have lower benchmark salaries — such as Service and Support Administration, Services or MUI — because they are only benchmarked to other DD/public/nonprofit agencies. Other director positions where Summit DD competes with a broader labor market may have higher benchmark salaries — such as IT, fiscal, HR, communications or facilities.)
	Collapsing the three Director pay grades (one of which is vacant) to a single pay grade will provide the desired flexibility to shift major and emerging functions as necessary, and identifies a midpoint reflective of public, nonprofit and general market salaries for these positions.
	If adopted, the revised pay structure will be effective January 1, 2016, and will have no impact on individuals' salaries in the affected pay grades. One individual's salary will be increased to the minimum of the pay grade which is consistent with adopted pay administration procedures.
Submitted By: John Trunk Date: January 11, 2016	For: Superintendent / Assistant Superintendent Finance & Facilities Committee Services & Supports Committee
	X HR/LR Committee Ethics Committee

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Grade	Minimum	Midpoint	Maximum			
4	\$32,800	544 000	640 200	Pay Structure Job Title	Vacation	FIRE
	\$16.77	15	\$23.65	Coordinator I (Starfing)	4	F.
					4	W.
7	\$17.68	\$46,000	\$55,200	Assistant II (SSA, Comm Supp & Day, Assistant Superintendent)	A	M
					4	SE.
7	\$40,800 \$19.62	\$51,000	\$61,200	Assistant III (Superintendent) Coordinator III (HR, FM) A/Benefits) Systems Analyst I	.	<mark>មេ</mark> ខា
	410 100			And the property of the party o	٨	NE
	\$40,400 \$22.31	\$28,000	\$69,600 \$33.46	Systems Analyst II, Systems Administrator I Investigative Agent Coordinator IV (HRIS) Supervisor I (Operations)	< ∞ ∞ €	2000円
		-4			23	и
no.	\$51,200	\$64,000	\$76,800	Supervisor II (Mechanic, Facilities Management) Manager I (Transportation, Records, HR)	60 60	mu
9					,	1
	\$27.31	\$71,000 \$34.13	\$40.96	Menager II (SSA, IT, Facility, Children's Services, Quality. Community Employment, Community Supports & Development, MUI, HR/Payroll, Fiscal, Medicard Services, Communications, Risk). Systems Administrator II, Network Systems Administrator.	o c	la i
					0	u
	\$30.00 \$30.00	\$78,000 \$37.50	\$93,600	Ombudsman Senior Managor (Adult Services, Children's Services, Comm Employment) Community Supports & Development) Assistant Director (SSA)	10 to (mm i
					20	M
80	\$69,600	\$87,000	\$104,400 \$50.19	Director i	U	ш
		The second				
71	17,600	\$97,000	\$116,400	Director II (HR, IT, Labor Relations/Risk Mgmt, Comm Supp & Dev)	U	ın
	The state of the s	None and a second				
10	\$41.15	\$107,000	\$128,400	Director III (Operations, Quality/MUI/Communications, SSA, Fiscal)	U	m
	A CONTRACTOR OF THE PERSON OF	CONTRACTOR OF THE PERSON NAMED IN COLUMN NAMED	The state of the s			-
	\$92,800	\$55.77	\$139,200	Assistant Superintendent	U	w
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Vacation Plan A · 0-4 years = 2 weeks; > 5 years of service = 3 weeks; > 10 years of service = 4 weeks; > 15 years of service = 5 weeks Vacation Plan B · 0-9 years = 3 weeks; > 10 years of service = 4 weeks; > 15 years of service = 5 weeks

Grade	Minimum	Midpoint	Maximum	Pay Structure Joh Title	Vacation	E/NE
-	\$32,800	\$41,000	\$49,200 \$23.65	Assistant I (Fiscal) Coordinator I (Staffing)	A	
6	\$36,800	\$46,000	\$55,200 \$26.54	Assistant II (SSA, Services, Assistant Superintendent)	4 4	뿔
m	\$40,800	\$51,000 \$24.52	\$61,200 \$29.42	Assistant III (Superintendent) Coordinator III (HR) Systems Analyst I (IT)	∞ ∞ <	m m R
4	\$46,400 \$22.31	\$58,000 \$27.88	\$69,600 \$33.46	Systems Analyst II (IT), Systems Administrator I (IT) Investigative Agent Coordinator IV (HR) Supervisor I (Operations, Payroll)	< 0 0 0	<mark>Я п п п</mark>
IO.	\$51,200	\$64,000	\$76,800	Supervisor II (Mechanic, Facilities Management) Manager I (Transportation, HR, Records,)	<u> </u>	шш
ဗ	\$56,800 \$27.31	\$71,000	\$85,200	Manager II (SSA, Facility, Children's Services, MUI, Quality, HR, IT, Fiscal, Medicaid Services, Communications) Systems Administrator II (IT)	m m	шш
7	\$65,300	\$81,700	\$98,000	Senior Manager (Adult Services, Children's Services, Comm. Employment) Assistant Director (SSA), Ombudsman	ပပ	шш
œ	\$81,700	\$102,100	\$122,500	Director (HR, IT, Labor Relations/Risk Mgmt, SSA, Fiscal, Operations, Community Supports and Development, Quality/MUI/Communications)	Q	ш
6	\$93,900	\$117,400	\$140,800	Assistant Superintendent		ш
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PROPOSED --- SUMMIT DD PAY STRUCTURE 2016

Vacation Plan A - 0-4 years = 2 weeks; > 5 years of service = 3 weeks; > 10 years of service = 4 weeks; > 15 years of service = 5 weeks
Vacation Plan B - 0-9 years = 3 weeks; > 10 years of service = 4 weeks; > 15 years of service = 5 weeks
Vacation Plan C - 0-9 years = 4 weeks; > 10 years of service = 5 weeks
Vacation Plan D - 5 weeks



MISSION, STATEMENT VISION & VALUES

Summit DD Mission Statement

Summit DD connects To offer a lifetime of services and supports to eligible individuals and families that enable people with developmental disabilities to work, live and learn as equal citizens in their communities. supports that empower each individual to contribute to their own success and to that of their community.

Summit DD Vision Statement

To be the primary community force to ensure people with developmental disabilities receive the highest quality of services and supports; that our communities are ones which support and embrace every individual, regardless of disability; and that each eligible person is provided the opportunity to achieve his/her full potential. We are a community built by the abilities of all citizens.

Summit DD Core Values

In order to focus its mission and vision statement, the Summit DD Board has adopted the following core values:

- Person Served First
- Customer Service Approach
- Embrace Diversity
- Personal Accountability
- Innovation
- Objectivity, Fairness and Consistency
- Consistent Quest for Quality Improvement

OAC 5123:2-1-02(C)

Effective: November 2010 Reviewed: 4/17/13

COMPARATIVE SUMMARY OF REVENUE, EXPENDITURES AND FUND BALANCE FOR THE MONTH ENDED JANUARY 31, 2016 AND 2015 SUMMIT COUNTY DD BOARD

		FOR THE MONT	HE MONTH ENDED JANUARY 31, 2016 AND 2015	ARY 31, 2016 AND	2015			
		1/31/2016	2016			1/31/2015	015	
	2016	2016	YTD \$	XTD %	2015	2015	YTD \$	XTD %
	BUDGET	ACTUAL	BUDGET REMAINING	BUDGET REMAINING	ANNUAL BUDGET	YTD ACTUAL	BUDGET REMAINING	BUDGET REMAINING
OPERATING REVENUE PROPERTY TAXES	\$ 50,543,000	· ·	\$ 50,543,000	100.0% 1	\$ 50,520,000	S	\$ 50.520.000	100.0%
PERSONAL PROPERTY REIMB	370	ı	0	0.0%	533,981	į		100.0%
REIMBURSEMENTS	13,915,074	707,888	13,207,186	94.9%	16,395,286	1,015,261	15,380,025	93.8%
GRANTS	1,434,473	20,569	1,413,904	%9.86	630,000	1	630,000	100.0%
CONTRACT SERVICES	291,750	7,270	284,480	97.5%	868,000	18,132	849,868	%6'.26
REFUNDS	٠	E	X ((%0.0	٠	٠	*	0.0%
OTHER RECEIPTS	72,456	19,489	52,967	73.1%	124,500	11,535	112,965	90.7%
TOTAL REVENUE	\$ 66,256,753	\$ 755,216	\$ 65,501,537	98.9%	\$ 69,071,767	\$ 1,044,928	\$ 68,026,839	98.5%
OPERATING EXPENDITURES SALARIES	\$ 23,384,781	\$ 2,023,111	\$ 21,361,670	91.3%	\$ 24,512,500	\$ 2,673,731	\$ 21,838,769	89.1%
ERIP COSTS	*/	¥	*2	%0.0	•	83,750	(83,750)	0.0%
EMPLOYEE BENEFITS	9,408,874	770,996	8,637,878	91.8%	11,111,902	858,586	10,253,316	92.3%
SUPPLES	1,252,728	73,712	1,179,016	94.1%	1,502,985	51,050	1,451,935	%9.96
TRAVEL AND TRAINING	382,260	42,525	339,735	88.9%	390,963	23,671	367,292	93.9%
DIRECT CONTRACT SERVICES	9,054,720	513,658	8,541,062	94.3%	9,325,368	420,269	8,905,099	95.5%
INDIRECT CONTRACT SERVICES	3,197,344	188,597	3,008,747	94.1%	3,745,217	237,313	3,507,904	93.7%
MEDICAID COSTS	24,715,000	5,646,907	19,068,093	77.2% 3	23,865,000	5,554,246	18,310,754	76.7%
UTILITIES	746,018	46,013	700,005	93.8%	701,150	57,564	643,586	91.8%
RENTALS	357,700	41,212	316,488	88.5%	631,022	614,040	16,982	2.7%
ADVERTISING	127,500	•	127,500	100.0%	130,000	17,578	112,422	86.5%
OTHER EXPENSES	383,424	11,148	372,276	97.1%	377,806	82,645	295,161	78.1%
EQUIPMENT	277,500		277,500	100.0%	449,000	18,775	430,225	95.8%
REAL PROPERTY IMPROVEMENT	400,000	1	400,000	100.0%	200,000	77,929	122,071	61.0%
TOTAL EXPENDITURES	\$ 73,687,849	\$ 9,357,879	\$ 64,329,970	87.3%	\$ 76,942,913	\$ 10,771,147	\$ 66,171,766	86.0%
NET REVENUES AND EXPENDITURES	\$ (7,431,096)	\$ (8,602,663)			\$ (7,871,146)	\$ (9,726,219)		
	۱٦	٦						
BEGINNING FUND BALANCE PLUS: REVENITE	\$ 55,428,977	\$ 55,428,977						
LESS: EXPENDITURES	-1							
ENDING FUND BALANCE	\$ 47,997,881	\$ 46,826,314					72	2/10/2016 2:15 PM

SUMMIT COUNTY DD BOARD NOTES TO FINANCIAL STATEMENTS FOR THE MONTH ENDED JANUARY 31, 2016 (Rounded)

		An evenly distributed budget remaining for a one month period Evenly distributed budget remaining for eleven months	8.3%
Revenue:	انة		
	Property Taxes:	Timing difference - Approximately 49% of annual property taxes are expected in March or April.	
Expenditures:	itures:		
4	Indirect Contract Services:	Payment of licensing fees to Primary Solutions for applications used to track individuals served, billing activities and service utilization.	20,200
ဗ	Medicaid Costs:	Quarterly Medicaid waiver match. Medicaid Administrative Claiming (MAC) fees.	5,633,000 14,000
4	Rentals:	2015 balance remaining for the Twinsburg facility.	40,000



1124 - LINE OF RESPONSIBILITY

All employees of Summit DD shall work under the general direction of the Superintendent. Management staff shall be immediately responsible to the Department Director in the department in which they work. Other employees shall be immediately responsible to the supervisor under whom they work directly.

In the absence of the Superintendent, the Assistant Superintendent will act as the Superintendent's designee.

In the absence of both the Superintendent and the Assistant Superintendent, the following succession will be followed for the Superintendent's designee:

- 1. Director as designated by the Superintendent or Assistant Superintendent.
- 2. Fiscal issues, concerns, or matters shall be reviewed with the Director of Fiscal.

The Board's President will be notified of any change of line of responsibility in the Superintendent's absence.

Recommended for approval by the February HR/LR Committee.

County of Summit Board of Developmental Disabilities TOPIC SUMMARY REPORT

UPIC SUMMARY REPORT	Supporting Data for Recommendation	Affidavits of Board employees Briana Larry and JaVonnda Merchant who are employed by both Summit DD and Ardmore, Inc. Ms. Larry and Ms. Merchant have certified by affidavit that their specific, secondary employment situations meet all of the conditions specified in ORC 5126.033. The Ethics Committee has determined that the direct service contract meets the conditions specified in ORC 5123.033. The Ethics Committee recommends that the Board continue to participate in its contract with Ardmore, Inc.	RECOMMENDED FOR APPROVAL BY: ETHICS COMMITTEE JANUARY 28, 2016
I OPIC SUMM	Recommendation	That the Board adopt the recommendations of the Ethics Committee	
	Issue/Concern	Board employees who are also employees who a contracted agency of the Board.	
	Topic	Review of direct service contract to assure ethical standards are not violated	

For: Superintendent / Assistant Superintendent
Finance Committee
Programs & Services Committee
HR/LR Committee
X Ethics Committee

Lisa Kamlowsky

Submitted By:

Date: February 2016



ETHICS COMMITTEE MEETING January 28, 2016

<u>Committee Members</u>: John Trunk, Lisa Kamlowsky, Joe Siegferth,

Denise Ricks, Tom Quade, Jenny Dwyer

The meeting commenced at 6:06 p.m. The role and purpose of Ethics Committee was reviewed.

I. Review of Direct Service Contract

Briana Larry and JaVonnda Merchant are substitute employees with Summit DD and are also employed by Ardmore, Inc. as support staff. Summit DD has a contract with Ardmore, Inc. that funds non-waiver services. Funding is provided under the contract at the established waiver rate. The committee reviewed the affidavits submitted by these employees regarding their specific employment circumstances and the requirements under ORC 5126.033.

II. Recommendations to the Board

The Committee finds that Ms. Larry and Ms. Merchant have attested that all of the conditions specified in ORC 5126.033 have been met. Mr. Quade moved that the committee recommend to the Board that the Board adopt the recommendations of the Ethics Committee and continue to participate in its contract with Ardmore, Inc. Mrs. Ricks seconded the motion; motion passed unanimously.

There being no further business, the meeting was adjourned at 6:12 p.m.



Summit County Board of Developmental Disabilities



Thursday, January 28, 2016 5:00 p.m.

The **annual organizational meeting, combined work session and regular monthly meeting** of the Summit County Board of Developmental Disabilities was held on Thursday, January 28, 2016 at Summit DD administrative offices located at 89 East Howe Road, Tallmadge, Ohio 44278. The **annual organizational meeting** convened at 5:07 p.m.

BOARD MEMBERS PRESENT

Randy Briggs
Joe Siegferth
Denise Ricks
Tom Quade
Dave Dohnal

Meghan Wilkinson Jennifer Dwyer

BOARD MEMBER ABSENT

Meghan Wilkinson

ALSO PRESENT

John J. Trunk, Superintendent Lisa Kamlowsky, Assistant Superintendent Tom Jacobs, Director of Operations/SHDC Mira Pozna, Director of Fiscal Drew Williams, Director of Community Supports & Development

Joe Eck, Director of Labor Relations & Risk Management Diamon Perry, Ombudsman Lynn Sargi, Director of HR Maggi Albright, Recording Secretary and others

I. ELECTION OF OFFICERS

Mr. Quade served as the Nominating Committee and collected nominations for 2016 Board Officers. He announced he was prepared to share a slate of officers in which one candidate was nominated for each position. Mr. Quade indicated each person nominated has agreed to serve. Mr. Siegferth called for additional nominations. Hearing none, Mr. Quade reported that the 2016 Summit DD Board Officer nominations are: President – Joe Siegferth, Vice-President – Dave Dohnal, and Secretary – Denise Ricks.

RESOLUTION No. 16-01-01

Mr. Quade i	moved that the election of Board Officers for 2016 be approved, as
follows:	President – Joe Siegferth
	Vice President – Dave Dohnal
	Secretary – Denise Ricks

The motion, seconded by Dr. Dwyer, was unanimously approved.



ANNUAL ORGANIZATIONAL MEETING (continued)

II. ASSIGNMENT OF BOARD MEMBERS TO ETHICS COMMITTEE

The Board's Ethics Committee requires representation of at least three Board Members. Mr. Siegferth asked Denise Ricks, Tom Quade and Jenny Dwyer to serve on the 2016 Ethics Committee in addition to himself. All agreed.

RESOLUTION No. 16-01-02

Mr. Quade moved that the four Board Members appointed to serve on the Board's Ethics Committee for 2016 are:

- 1. Denise Ricks
- 2. Tom Ouade
- 3. Jenny Dwyer
- 4. Joe Siegferth

The motion, seconded by Mr. Dohnal, was unanimously approved.

III. ASSIGNMENT OF BOARD MEMBERS TO SUPERINTENDENT COMMITTEES

The following Superintendent Committee assignments were proposed:

Finance & Facilities Committee: Joe Siegferth & Dave Dohnal Randy Briggs & Meghan Wilkinson

Services & Supports Committee: Dave Dohnal, Meghan Wilkinson

and Jenny Dwyer

Mr. Siegferth asked Board Members if they are satisfied with the 2016 committee assignments. Hearing no objections, the proposed committee assignments for 2016 stand. Dates and times of committee meetings will be established and distributed as soon as possible.

IV. BOARD MEMBER DECLARATIONS AND CODE OF ETHICS AND CONDUCT

Individuals appointed or reappointed to serve on a county developmental disabilities board are required by the Ohio Revised Code (ORC) Section 5126:024 to provide a declaration of eligibility to serve upon appointment or reappointment. Best practice recommends this document be reviewed and signed by each Board Member on an annual basis versus solely upon appointment or reappointment. Additionally, Summit DD Board Members agreed to sign a Code of Ethics and Conduct each year at the time Declarations are signed. Mrs. Albright has distributed both documents to Board Members for their signatures and will collect the signed forms at the end of the meeting.



WORK SESSION

The **work session meeting** of the Summit County Board of Developmental Disabilities convened at 5:13 p.m.

NON-BARGAINING UNIT PAY STRUCTURE

In 2012 Summit DD retained Belz & Associates, a compensation consultant with extensive public sector experience, to assist Summit DD update its non-bargaining unit compensation system. The project included a compensation policy statement, a position evaluation methodology that staff can administer to determine internal equity, a market analysis to determine appropriate positions and market comparisons to ensure external competitiveness, a pay structure with eleven pay grades that reflect the results of the position evaluation and market analysis input and pay administration procedures. Summit DD retained Belz & Associates again in 2014 to assist the Position Evaluation Committee with evaluating job descriptions associated with the reorganization and with conducting an updated market analysis to ensure external competitiveness. As a result, Summit DD adopted a revised pay structure which included a 4% adjustment applied to each pay grade to align with current market conditions. The 4% was not individual salary increases. The proposed new pay structure reduces the number of pay grades from eleven to nine, collapsing three Director position pay grades into one to give the Superintendent flexibility to shift major and emerging functions based on Agency needs without having to upgrade or downgrade positions to different pay grades. It also reflects a single pay grade with a midpoint that better reflects current market conditions for the variety of skills, knowledge and experience of the director positions. This recommendation adjusts the minimum, midpoint and maximum for pay grades seven through nine. If adopted, the revised pay structure would become effective January 1, 2016 and will have no impact on individual salaries with the exception of one individual whose salary would be increased to bring them to the minimum of the pay grade. Mr. Quade asked about the proportion of staff in the minimum to midpoint and midpoint to maximum range of the pay grades. Mrs. Sargi replied that she believes the majority of staff fall between the minimum and midpoint of the proposed pay grades. The revised pay structure has been recommended for approval by the January HR/LR Committee.

II. TRANSFER OF SECOND STREET PROPERTY

The County purchased property on Second Street in Cuyahoga Falls on behalf of the Board utilizing Summit DD funds and the Board has been maintaining the property since 1977. Originally the property was purchased as a residential setting for Board eligible individuals, however, the home has been utilized by individuals served by the ADM Board. The Board collects rent and has continued to maintain the property. The ADM Board has requested that Summit DD transfer the right of possession to the ADM Board. Mr. Trunk explained this would need to be done through the County process and that he has spoken with the County Executive, who is supportive of the transfer.



WORK SESSION (continued)

II. TRANSFER OF SECOND STREET PROPERTY (continued)

If the Summit DD Board agrees, the ADM Board would reimburse Summit DD \$129,405 for the property, which is the appraised value of the property less \$73,595 for required repairs currently needed on the home. The County has requested Board resolutions from both Summit DD and the ADM Board authorizing and accepting the transfer. Upon receipt of both resolutions, the County would proceed with legislation seeking County Council approval of the transfer. The January Finance & Facilities Committee recommends approval.

III. THE ARC OF SUMMIT & PORTAGE COUNTIES PEOPLE TOGETHER PROGRAM CONTRACT

The People Together Program is an education and awareness program administered by the Arc of Summit & Portage Counties to schools and community organizations. The program is designed to increase knowledge and acceptance of integration. The Arc has delivered this program to more than 6,000 participants at more than 50 sites in each of the six years since the program's inception. The program has a proven track record of changing the attitudes of school age students and community members. Every six months a report is submitted to Summit DD outlining the number of students served, the number of sites and classes, along with student pre and post evaluation results. The request is to approve a contract in the amount of \$61,000, which covers approximately 60% of the program costs. The remainder of program costs are subsidized by United Way grants and the Arc's operating expenses. The contract would be for the period February 1, 2016 through December 31, 2016. Funds are available in the budget and the contract has been recommended for approval by the January Finance & Facilities and Services & Supports Committees.

IV. DECEMBER FINANCIAL STATEMENTS

The year ended with deficit spending in the amount of \$6,579,653, taking the fund balance to \$55,428,977. Expenditures for December include a budget transfer in the amount of \$30,000 through an Executive Order releasing funds out of contract services and re-appropriating them into rentals to cover budget deficits and the remaining balance of the annual match requirement for the Bridges to Transition grant in the amount of \$47,000. Revenue for the month includes quarterly Medicaid Administrative Claims reimbursement in the amount of \$281,000, quarterly Title XX reimbursement in the amount of \$93,000 and Help Me Grow reimbursements in the amount of \$158,000. The year ended with a Discretionary fund balance in the amount of \$205,504. The December Financial Statements have been recommended for approval by the January Finance & Facilities Committee.



WORK SESSION (continued)

V. REVISED POLICY 2030 – HIRING AND SELECTION

Proposed revisions to Policy 2030 – Hiring and Selection codify Summit DD's current practice of limiting the responsibility of extending offers to candidates/employees for permanent and temporary positions to designated Human Resources Department staff. Mr. Trunk explained that according to the Ohio Revised Code (ORC), the Board employs one employee, the Superintendent, and the Superintendent is responsible for hiring all other county board employees. However, any management contracts in excess of one year would require Board approval. Mr. Quade asked if revisions to this policy are correcting a problem. Mr. Trunk replied there have been several situations that have been perceived as offers of employment prior to contact from the HR Department. Revised Policy 2030 has been recommended for approval by the January HR/LR Committee.

VI. OHIO ASSOCIATION OF COUNTY BOARDS OF DEVELOPMENTAL DISABILITIES (OACB) 2016 MEMBERSHIP DUES

Summit DD's 2016 OACB membership dues are \$75,000, which is the same fee charged since 2007. Dues are determined based on the size of the county board and the number of individuals it serves. OACB maintains 100% membership from all 88 counties in Ohio. Funds are available in the budget and the Superintendent recommends approval of the 2016 OACB membership dues.

The work session adjourned at 5:29 p.m.



BOARD MEETING

The **regular monthly meeting** of the Summit County Board of Developmental Disabilities convened at 5:29 p.m.

I. PUBLIC COMMENT

Leslie Frank, a parent and Summit DD staff, asked for an update on the sale of the Bath Center. Mr. Trunk said there is nothing new to report at this time. He did talk with folks from the County last week, however, they have not heard anything from the potential buyer.

Ms. Frank asked what services would be left after the workshops and transportation are eliminated. Mr. Trunk replied that Early Intervention is a big part of the program that provides services to school-age and transition-age children and will continued to be enhanced, provider development and training will be an area of possible growth, SSA services will continue, quality and compliance and MUI will also be vital areas of the program. Ms. Frank asked if the Inclusion Assistants will remain permanent positions. Mr. Trunk replied that he believes they will.

Ms. Frank asked about public forums. Mr. Trunk responded that three public information meetings will be held in February around the county and staff will continue to conduct public meetings to educate and inform stakeholders. The three upcoming community meetings will be Monday, February 8th @ 5:00 p.m. – Akron Public Library; Tuesday, February 9th @ 6:00 p.m. – Cuyahoga Falls Natatoruim; and Wednesday, February 10th @ 6:00 p.m. – Barberton Library.

II. APPROVAL OF MINUTES

A. DECEMBER 15, 2015 (combined work session and regular meeting)

RESOLUTION No. 16-01-03

Mr. Quade moved that the Board approve the minutes of the December 15, 2015 combined work session and regular meeting, as presented in attachment #7. The motion, seconded by Mrs. Ricks, was unanimously approved.



BOARD MEETING (continued)

III. BOARD ACTION ITEMS

- A. FINANCE & FACILITIES COMMITTEE
 - TRANSFER OF SECOND STREE PROPERTY

RESOLUTION No. 16-01-04

Mrs. Ricks moved that whereas the residential property located at 1770 Second Street, Cuyahoga Falls, Ohio was acquired by the County of Summit with Summit DD funds; and

Whereas Summit DD no longer needs the property located at 1770 Second Street, Cuyahoga Falls, Ohio for its use; and

Whereas the Summit County ADM Board is interested in acquiring said property for its purposes and has agreed to reimburse Summit DD for the same;

Therefore be it resolved that the Summit DD Board authorizes the County of Summit to transfer said property to the Summit County ADM Board in exchange for payment from Summit County ADM Board to Summit DD in the amount of One Hundred Twenty Nine Thousand Four Hundred Five Dollars (\$129,405.00), as presented in attachment #2. The motion, seconded by Mr. Dohnal, was unanimously approved.

2. THE ARC OF SUMMIT & PORTAGE COUNTIES PEOPLE TOGETHER PROGRAM CONTRACT

RESOLUTION No. 16-01-05

Dr. Dwyer moved that the Board approve a contract with the Arc of Summit & Portage Counties to administer the People Together Program for the period February 1, 2016 through December 31, 2016 in an amount not to exceed Sixty One Thousand Dollars (\$61,000.00), as presented in attachment #3, and that the Superintendent be authorized to sign said contract. The motion, seconded by Mrs. Ricks, was unanimously approved.



BOARD MEETING (continued)

III. BOARD ACTION ITEMS (continued)

- A. FINANCE & FACILITIES COMMITTEE (continued)
 - 3. DECEMBER FINANCIAL STATEMENTS

RESOLUTION No. 16-01-06

Mr. Dohnal moved that the Board approve the December Financial Statements, as presented in attachment #4. The motion, seconded by Mr. Quade, was unanimously approved.

- B. HR/LR COMMITTEE
 - 1. REVISED POLICY 2030 HIRING AND SELECTION

RESOLUTION No. 16-01-07

Mr. Quade moved that the Board approve revisions to Policy 2030 – Hiring and Selection, as presented in attachment #5. The motion, seconded by Mrs. Ricks, was unanimously approved.

- C. OTHER
 - 4. OHIO ASSOCIATION OF COUNTY BOARDS OF DEVELOPMENTAL DISABILITIES (OACB) 2016 MEMBERSHIP DUES

RESOLUTION No. 16-01-08

Mrs. Ricks moved that the Board approve payment of 2016 membership dues to the OACB, in the amount of Seventy Five Thousand Dollars (\$75,000.00), as presented in attachment #6, and that the Superintendent be authorized to execute said payment. The motion, seconded by Dr. Dwyer, was unanimously approved.

IV: SUPERINTENDENT'S REPORT

A. FOURTH QUARTER MUI REPORT

There were 293 MUIs reported during the fourth quarter of 2015 for a total of 1,299 in 2015, which represents a slight increase from 1,296 in 2014. 97% of MUIs were reported to DODD within 24 hours of discovery and 100% of MUI investigations were completed on time.



BOARD MEETING (continued)

IV. SUPERINTENDENT'S REPORT (continued)

A. FOURTH QUARTER MUI REPORT (continued)

Out of 587 cases referred, 108 were opened by the Summit County Sheriff's office, which accounts for 18% of law enforcement referrals. There were 29 total arrests in 2015 (12 misdemeanors and 17 felonies). Thirteen individuals were indicted in 2015 and one open warrant remains. Approximately 44% of cases substantiated were category A, 15% were category B, 36% were category C and 5% of cases are still open investigations.

B. FOURTH QUARTER OPERATING PLAN REPORT

The fourth quarter Operating Plan report on the quarterly results of the Operating Plan measures. Twelve out of 21 measures have met or exceeded goal, 7 of 21 are within 5% of goal and 2 of 21 measures are below goal. Highlights for the fourth quarter include:

- 4,369 individuals supported, which exceeds projections
- 23.8 adults are receiving community employment services compared to 19% during the first quarter of 2015
- 92% of parents feel like they receive the information they need to plan for services, compared to the statewide average of 90.8% and more parents (86%) of young children feel they get information from their Developmental Specialist regarding child development compared to 65% in 2014
- 81% of families feel their loved ones are connected to the community
- 85% of adults are funded through federal funds
- In 2015, \$81,494,924 in Medicaid dollars was paid to private providers to support individuals with disabilities (including match)
- Satisfaction with Summit DD continues to be high, with 78% of individuals and 83% of parents/guardians rating Summit DD a 9 or 10 on a scale of 1-10, compared to 76% and 77% respectively in 2014

The two areas for opportunity are:

- The average number of times per month individuals participate in activities such as exercising, shopping, running errands, etc. is 17 compared to the statewide average of 21. Performance in this area continues to increase.
- In 2015, 73.9% of performance evaluations were completed on time compared to the goal of 90%. Summit DD implemented a new electronic evaluation system in the fourth quarter 2015 that should streamline and the process.

Mr. Siegferth asked if there are contributing factors in performance evaluations not being completed on time. Mr. Trunk replied that in most cases it is the number of people a manager has to evaluate.



BOARD MEETING (continued)

IV. SUPERINTENDENT'S REPORT (continued)

B. FOURTH QUARTER OPERATING PLAN REPORT (continued)

The new system streamlines the process and the tool is easier to complete but still provides meaningful feedback. Mr. Quade asked if evaluations are on a rotating schedule. Mr. Trunk explained that all non-bargaining unit evaluations are on a calendar year and are due for completion by the end of January each year. Evaluations for bargaining unit staff are tied to the date of hire.

C. MISCELLANEOUS

Mr. Trunk introduced Diamon Perry as Summit DD's new Ombudsman.
Ms. Perry has been employed with the Board since 2001 in a variety of roles such as Floater Assistant, SSA, and most recently as a SSA Manager. The role of Ombudsman will be to empower individuals and assist with navigating the service delivery system. Ms. Perry will serve as a community connector and act as a liaison in helping individuals and families resolve issues and concerns.

At the OACB Delegate Assembly in December, a resolution regarding strengthening the role of SSAs and achieving oversight to ensure quality services as well as health, safety and welfare was passed. A work group was established to develop local, mission-driven quality standards for private providers consistent with state and federal laws and regulations that can be implemented and overseen by county boards of DD. Dave Dohnal was asked to serve on the work group, which will be comprised mainly of county board Superintendents and Board Members.

OACB is considering a pilot program with Summit and Stark Counties that would include county sheriffs and prosecutors and the local courts to expand relationships and offer training to law enforcement, first responders and other personnel relative to interactions with individuals with disabilities. Since Summit and Stark are the only two counties in the State of Ohio that have collaborative relationships with local law enforcement, they were selected to pilot this initiative.

Mr. Trunk presented the 2016 Action Plan and commented that it is another great piece of work coming out of the Communications Department under the direction of Billie Jo David.

Mr. Trunk advised that he and staff continue to meet with labor leadership and Agency staff to provide updates relative to the transition plan. He commented there will be another round of staff meetings next week and three public forums will be held in early February in a continued effort to keep staff, individuals, families and all stakeholders informed as well.



BOARD MEETING (continued)

V. PRESIDENT'S COMMENTS

Mr. Siegferth thanked Mr. Briggs on behalf of the Board, staff and everyone associated with Summit DD for his service and community leadership. He presented Mr. Briggs with an engraved gavel as a small token of appreciation. Mr. Briggs thanked everyone and commented that it has been his pleasure to serve.

There being no further business, the Board Meeting adjourned at 6:03 p.m.

Denise	Ricks,	Secretary	

		December 2015 Executive Summary Dashboard
	YTD Total	Definition
Total Annual Persons Served	4369	Unduplicated cumulative total of YTD Persons Served. Census line XI
Total Adults	2302	Cumulative total of YTD adults. SSA Assigned and adults receiving a day array service. Note: Adults who received "SSA only and then receive a service would be counted in both SSA only and Day Array.
Total Children	2030	Cumulative total of YTD children. El and ages 3+, SSA Assigned, and school age registry snapshot. Note: Children who become adults during time period are also counted as adults.
Total Waiver	2003	Unduplicated cumulative total of YTD count of individuals receiving a warver. Census line IVB5
Ol	1220	Individuals receiving I/O funding Note: if funding changes from Level 1 to IO, person counted in both waiver types
Level 1	685	ing
Total Day Array	2014	Unduplicated cumulative total of YTD Persons Served receiving day array services. Census line IIH6
Waiver funded	1766	Individuals receiving waiver funded day array services. Note: if funding changes from Local to waiver, person counted in both funding types.
Locally funded	502	Individuals receiving locally funded day array services. Note: if funding changes from Local to waiver, person counted in both funding types.
Total Day Array Service Delivery		
Summit DD	792	Individuals receiving day array services with Summit DD . Note: if served by Summit DD and then change to private provider, or served by both at same time, then counted in both provider categories.
Private Provider	1429	Individuals receiving day array services with Private Provider. Note: if served by Private Provider and then change to Summit DD, or served by both at same time, then counted in both provider categories.
Total NMT Service Delivery	1905	Unduplicated cumulative total of YTD Persons Served receiving Non Medical Transportation (NMT). Census line IXG
Summit DD	590	Individuals receiving NMT with Summit DD. Note: if changed from Summit DD to Provider counted in both provider categories
Private Provider	1439	Individuals receiving NMT services with private provider. Note: if changed from Summit DD to Provider counted in both provider categories
Total Homemaker Personal Care		Unduplicated cumulative total of YTD persons served receiving homemaker personal care (HPC). Note: HPC is defined as
Supports	1698	
Shared 24/7 sites	192	eceiv
Foster sites	130	# of Foster Care sites. Note: This includes single and shared Foster care

*Locally funded means services are paid 100% with local tax dollars

intel Camulstive Definitions	Year to Date		795		122 old children's legislations		5 Age Birth - 3, center based, children with delays	14 Age Birth - 3, community partnership for inclusion	الإ		A Area 3 and up combar becaute shill decount with delenant	87 Forest and the commentation of the fact		97.0 97.0		(O) michiged in 1 oftal I lives Tranchies	1044 Eligible children, not assignad a specific SSA, recenting serveres as needed and as requested			Summit DD contributes 40% Match for Weiver Eligible Individuals	193 Services teach and reinforce concepts related to work	Г	182 Combration of Voc Hab and Day Support		Summit DD pays 100% local for Individuals not enrolled on Walver				7.7	506	Summit DD contributes 40% Match for Waiver Eligible Individuals	П		239 Combination of Voc Hab and Day Support					18 Combination of Voc Hab and Day Support	229	120	1680		32 Help people to perform work in a regular employment setting with enhanced supervision			Summit DD pays 100% local for Individuals not enrolled on Waiver	T	125 Help people to perform work in a regular employment setting with minimal support		000	T		I Help people to perform work in a regular employment setting with minimal support	801		T	C7 Inc.p people to penorm work in a regular employment setting with minimal support	218	181	2014	(181)	
Point in Time	12/31/2015		463	115	22		4	-11	LI .		,	54	5.4	747	111	COL	25				136	110	158	400		36	12	12	90	460		293	459	199	811	100	87	74	10	169	1078	1527		25	92	116	,	01	88	25.7	510	404	101	17	17.7	96	11	37	164	370	1843	TBD	
2015 December Census	CHI DREN'S SERVICES	A EARLY INTERVENTION (E)		2 Total El Children Served Community Based 3-5	NT.	B Child care (Birth to 3)	1	Community Cind Carle - (Community Partnerships for Inclusion)	2	Child Care (2 3 and up)		2 Community Child Care - (Community Partnerships for Inclusion)			D TOTAL ENROLLED IN HEAD START fundingleated countil			ADULT Day Array services	SIMMIT IN DEPARTMENT CHINDEN SERVICE	5		Tody Support	Vocatorial riabilitation/Day Support	+	B Summit DD OPFRATED LOCALLY FUNDED SERVICE	┙		Vocational Habilitation/Day Support		101AL ADULT Day Array services - Summit DO OPERATED (unduplicated count) II.A 4 plus i			1		1 CAR Adult Ling Array 64 Vides Wayne Linguided - Frovider Operated (unduplicated count) II.C.1 through II.C.3		\perp	Voda supplied Labelitation (Dec. Communication)	Todas Addide Day Arms and the County of Day of the County	TOTAL ALLEY A MILET AND A MANAGED TO A MANAG	TOTAL ADMITTS SERVICES PRIVATE PROVIDER (Unduplicated Culty) ILC.4 plus II.D.4	1 CHANGE AND CORRESPONDED TO ANALYSIS OF THE STATE OF THE	SUBSTITUTE OF CHARACTER SENTENCE WAVEN FUNDED, SUMMIT DD MAICH	Supported Enigloyment Entitles Choosing and Programment Communication	Total delike a migrafilment bedar a migrafilment be	Summer to Observe Better Covered Cover	-	Supported Employment Community	Total Adult Day Array services Employment - Locally Fundad Surveys DD Denotated forest and	TOTAL ADULT Day Array services EMPLOYMENT Summar Di OPERATED I verdinalisated county in a service EMPLOYMENT Summar Di OPERATED I verdinalisated county in a service EMPLOYMENT Summar Di OPERATED I verdinalisated county in a service EMPLOYMENT Summar Di OPERATED I verdinalisated county in a service EMPLOYMENT Summar Di OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLOYMENT SUMMAR DI OPERATED I verdinalisated county in a service EMPLO	G PRIVATE PROVIDER EMPLOYMENT WAIVER FUNDED. Summit DD MATCH	Supported Enclave	Supported Employment (includes independent workers) Community		H PRIVATE PROVIDER EMPLOYMENT LOCALLY FUNDED	1 Supported Employment Endlave			101AL ABULT Day Array services, EMPLONEINT PRIVATE PROVIDER (unduplicated count) II G 3 plus II.H. 3	TOTAL LIDY Array services, EMPLOYMENT (unduplicated count) B.F.4 plus B.H.4	Total Compatibilists Address ARRAY (unduplicated count) 11.0.4.php 11.11.5		

			Definitions
12/31/2018		Year to Date	The state of the s
924	H		Age B-22 in School, SSA Assigned, No Other Services Provided
197		288 A	Age 22 and over - SSA Assigned, No Other Services Provided
		- 6	Summit DD contribution 405: Models
			Material Services and Services
			As required by Summit DD
		Г	as a saided by ODD
1302			September 19 Control
381			In-Home supports in family home or persons, own residence
194		Г	Percon from With cate given not a family member
562			Person receiving 24x7 baid staff supervision support
		Γ	Tradition to the state of the s
			As recuiested by Summth III
0		Г	as awarded by ODD
268		Ī	Wavels in soon use
297			in-Home supports in family from a programs, own residences
		20	
0		11	
		139	
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	1	Ø	Summit DD pays 100% local for Individuals not enrolled on Walver
88		T	In-Home supports in family home or persons' rown pestidence
			Person Ivina with care alver not a family member
		П	Person receiving 24x7 paid staff supervision support
agh V.D			Cumulative Y1D #'s may be duplicated across service categories
count) 87		06	Individuals residing in an intermediate care facility funded by CILMES, and is an uplical for presents
			101.0
(unductionfed count)		77 In	Individuals tosiding in a Nursing Home funded by ODMFS, and is an option for potawis served
ING RESIDENTIAL SUPPORTS W 1572			Comulative tritis of YTD residential supports is surchiplicated
			Transportation in and from Day Array services: Summit DP contributes 40% Match
o steel county IV A mine IV B			Transportation to and from Day array services, Summit DD pays 100% local
icated count in A pius IA B			
			Itanayoraton to and from Day Anay services. Summit DD contributes 40% Match
			HARISKOHAUGH KUMTA HOM DAY AHAY SEMCES MURINGE BLUNGRAGE. SUMMIL DU BAYL TOU'S IOCE
		905	
	•	Š	Summit DD pays 100% local
61			number of people that participated in year around sports training and athletic competition (during an
73			number of people that participated in Social and Rec. for individual: employed in the community
74		П	number of people that attended Educational and Leisure classes offered this quarter.
0			number of people that attended summer camp for school-aged students. (reported end of Aug)
			number of people that were awarded FSS dollars for respite, Adaptive Equ. or home mod.
	0		design and the state of the sta
	+	I	Richides auplicated, NDT inclinied in Total Lives Toucherd
U (timutuplicated count) 3981			Compilative total of Y1D Persons Served receiving some type of service or support. SSA Assigned Cellino Early Intervention. Typically Developmen Chaldray School Are Reviews.
			KING AL CALL DESIGNATION OF THE PARTY OF THE
		W	Nagina for Voc Hab. Day Sumont and or Sumostari Employment longer than 45 days
0	ĺ	W	Waithg to receive 24 x 7 pald staff supervision support
1566		W	Waiting for an Individual Options waiver slot
1023		144	Maining for a Level One waiver slot
	SNTIAL SUPPORTS W cated count) IX A plus IX B est count) IX A plus IX B unt)	PORTS W 1572 PORTS W 1572 194 194 194 1975 197	1120 1268 1120 1268 1202 1270 1202 1220 1202 1220 1204 1231 121 121 121 123 122 139 123 143 124 209 127 77 127 139 128 139 129 139 129 139 120 139 120 139 121 132 122 139 123 143 124 139 125 139 126 139 127 139 128 1439 129 1439 129 1439 129 1439 129 1439 129 1439 129 1439 129 1439 129 1439 129 1439 129 1439 129 1439 120 1385 120

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