

RECORD OF PROCEEDINGS

Date of Meeting: October 9, 2017

Members Present: Chair Renee Bessick, Vice Chair Jim Kulig, Treasurer Jason Murray, Secretary Pam Siegenthaler, Deanna West-Torrence, Richard Grega, Stacy Jackson-Johnson

Members Excused: Dr. Michelle Kowalski

Members Absent: Lynn Friebel

Others Present: Patty Harrelson, Nikki Harless, Kevin Goshe, Chris Zuercher, Margie Shambre, Alex Long, Katie Craig, Recording Secretary Amy Gosser

Others Absent:

The regular monthly Board meeting was held on Monday, October 9, 2017, in the Board Conference Room at Richland County Children Services Board. Chair Bessick called the meeting to order at 3:30 p.m. of Board members present and representing a quorum.

NEW HIRE INTRODUCTIONS

Zuercher introduced the Agency new hires. Caseworker Margie Shambre (BA) started on Teresa Coll's Ongoing team on 9.21.2017. Shambre previously taught at Ontario schools for over 20 years. Caseworker Alex Long (BCJ) started on Charity Hamler's Ongoing team on 10.5.2017, and caseworker Abby "Katie" Craig (BS) started on Terrie Sgro-Perdue's Ongoing team on 10.5.2017. The Board introduced themselves and welcomed Shambre, Long, and Craig to the Agency. Shambre, Long, and Craig left the meeting at this point.

AGENDA

On a motion by Grega, seconded by Murray, the Board unanimously approved the proposed agenda by all Board members in attendance.

MINUTES

On a motion by Siegenthaler, seconded by Murray, the Board unanimously approved the September 11, 2017 Board meeting minutes.

EXECUTIVE DIRECTOR'S REPORT

Executive Director's Report and Comments

Harrelson reported on Tim Harless being selected as PCSAO Supervisor of the Year. The Board signed a card congratulating him on this honor. West-Torrence stated that Harless has done some trainings for NECIC in the past and represents the Agency well during those functions. He is always willing to stay afterwards and answer questions, and he is a great ambassador for the field of child welfare.

Following the recommendation of the Executive Committee, Harrelson recently spoke with Board members who have expiring terms, as well as to members for officer nominations. Murray stated that he is willing to remain in the position of Treasurer for 2018.

The new visitation center on Lexington Avenue has been remodeled recently. Angie Poth and her team have done quite a bit of restructuring to this space in order to make it more family friendly. Clients like the current set-up, and staff members do as well.

As of today, we have 103 kids in custody. Back when Harrelson started, this total was 42. A lot of this influx is due to the opioid epidemic. There is a recent article that discusses Ohio Attorney General Mike Dewine tapping into the Victim's Fund for \$1 million in grants throughout Ohio, but unfortunately we probably would not qualify for any of this additional funding. We might be able to hire some recovery coaches here at the Agency. They would be partnered with a caseworker who deals with families facing addiction, and would most likely be recovered addicts themselves. The opiate lawsuit was filed on September 12th. It will probably be a few weeks from now before the drug companies have to respond.

On a motion by Grega, seconded by West-Torrence, the Board unanimously accepted the Executive Director's report.

Executive Committee Report

2018 Board Nominations – Officers

The last meeting of the Executive Committee served as a discussion of officer and Board member nominations for 2018. Lynn Friebel has stated that she does not want to be reconsidered for Board appointment after her term expires in December of this year, and so there is need to seek a new Board member. Harrelson has a list of five names for potential members that were submitted by the Nominating Committee.

On a motion by Siegenthaler, seconded by Murray, the Board unanimously authorized Harrelson to submit a list of candidates to the County Commissioners containing those existing Board members who are willing and able to serve again, in addition to the newly identified potential candidates for the seat being vacated by Friebel.

FINANCE DIRECTOR'S REPORT

Finance Report

Goshe distributed and reported on the September 2017 Final Financial Report regarding the revenues and expenditures. This included a beginning balance of \$8,334,212.43, \$598,567.21 in revenue, and \$969,325.93 in expenses with an ending balance of \$7,963,453.71. The ending fund balance reflects 80.9% or 9.7 months of the 2017 budget.

Goshe provided information on revenue and expenses. Child support collections were higher than normal, which is likely due to the increased number of children in Agency custody. As with normal custody issues, the court makes a referral to CSEA for us in these matters. Siegenthaler commented on TANF dollars, specifically regarding the fact that the amount collected so far is about one third of what we budgeted for the year. The July-September quarter ended, but we have until October 18th to finalize our reports. At that point we will know how much to bill JFS from the remaining amount in this contract. Kinship Permanency is also lower than budgeted. The state took this over July 1st, so now payments will be made to kinship families directly by the state. Intensive foster care on a local basis and foster care recruitment expenditures are both low, but we will spend the rest of these lines before the year is out. We have not had to complete many of the repairs/replacements listed on the capital replacement budget schedule, which is one main reason as to why the Agency fund balance is so high. There are some big ticket items coming up, however (such as carpeting/furniture replacement, etc.), so this fund could potentially decrease fairly rapidly.

Jackson-Johnson asked about the tuition reimbursement line. If an employee is already in the program, the Board had previously voted to allow them to finish. This is one of the items on the table for union negotiations. This subject will be discussed further in Executive Session.

On a motion by Murray, seconded by West-Torrence, the Board unanimously accepted the September 2017 Final Financial Report.

Finance Committee Report

2018 Health Insurance Rates

The Finance Committee met and would like to recommend the following actions:

1. Continue with two tiers (single and family coverage) with an 18% increase and a deposit of \$82,151 into the health insurance reserve. Additional items to be continued include the 14% employee / 86% employer contribution split, the \$1,000 buyout, the \$250/\$625 quarterly HSA contributions, and the Agency funding of FSA and VEBA administrative fees with TASC/Genesis. VEBA enables employees to put money into an account for strictly health expenses. The Agency pays \$7.50 per month for every employee with an account. An FSA (Flexible Spending Account) is a health savings account that is pretax. VEBA funds carry over from year to year, but

- FSA money has to be used every year (unless some of it is allowed to be rolled over). FSA fees are about \$4.50 per employee each month;
2. Reduce the Teladoc copay from \$45 to \$0 to encourage usage. Teladoc is basically like Skype for doctor's visits, so employees could contact their doctor via the computer versus having to go to their office. The Agency Benefits Team would like to try to go to a \$0 copay to encourage usage of this tool;
 3. Eliminate the Compass service. Employees have not been using this, and the cost is approximately \$2,500 - \$5,000 per year. This service allows users to look up what a procedure costs at different facilities in order to compare prices;
 4. Keep dental insurance as it is. The Agency is locked into a contract for this through 12/31/18;
 5. Keep vision insurance as it is. Eye Med rates are locked-in through 12/31/20;
 6. Continue to offer \$10,000 basic life insurance coverage with additional voluntary coverage available. The rates for Assurant / Sun Life are locked-in through 12/31/18;
 7. Offer optional accident, critical illness, and short/long-term disability coverage through UNUM, where 100% of the premiums are paid for by the employees;
 8. Contract with Blake Wagner from New Directions again for EAP services. This contract is \$5,000 annually, and it allows for six (6) individual sessions per employee every year. He will also give hour long trainings 2 or 3 times per year on stress-reduction, coping techniques, etc;
 9. Contract with Richland Public Health for a total of \$5,000 annually. This allows them to provide the Agency with wellness materials, blood draws/analysis, and more. They are also conducting Healthy Living Skills classes for us here at the Agency. Employees who participated in this will be put in a drawing at the end for either a Y membership or Ohio Health gym membership.

On a motion by Murray, seconded by Kulig, the Board unanimously accepted all of the recommendations of the Finance Committee as proposed.

Healing Hearts Recommendation

Harrelson asked the Finance Committee for permission to add a line item with \$150,000 in it to the budget for a potential public/private partnership between RCCS, the Healing Hearts organization, and the local Mental Health Board. Joe Trolan from MH&RSB has already added a funding request for a crisis stabilization facility into his capital plan for FSY19 (which starts July 1st, 2018). Short-term crisis stabilization for children has been a gap in the Richland County area for over 40 years. Phase I of the plan would include renovations to the existing Healing Hearts building in order to create short-term housing space for 10-16 kids. Phase II would entail building a whole new facility for longer term stays. The \$150,000 would go to help fund the renovations to house kids from Richland County for stays up to 45 days. There are also plans to develop a Teaching Home model here in Richland County. All of these discussions are still in the preliminary stages.

On a motion by Kulig, seconded by Jackson-Johnson, the Board unanimously accepted the recommendation of the Finance Committee to add this line item to the 2018 budget, with the understanding that Harrelson will consult with the Board regarding use of these funds when necessary.

Levy Discussion

It is likely that the Agency will look for a renewal levy and not a replacement. However, the Board will need to discuss this matter further going forward in order to decide what is best for the Agency. Siegenthaler asked how much is normally spent on levy advertising. It usually costs around \$30,000 for RCCS to put on a levy, so this should not be an issue since there is just under \$47,000 in that fund right now.

Levy Committee Report

No report at this time.

Personnel Committee Report

Substitute Care Manual Approval (Discussion)

Zuercher stated that Harrelson and other strategic Agency personnel have been combining all of the RCCS substitute care policies and procedures into one manual. This was presented to the Personnel Committee on September 25th. The Committee discussed several potential revisions. There are also several other changes that have been made that revolve around finance, especially regarding foster parent financial processes (i.e. submitted receipts will need to be separated by child, etc.). This manual will be taken back to the Personnel Committee for review before the end of the year.

Services and Program Report

No report at this time.

BILLS

Payment of Agency Bills - On a motion by Siegenthaler, seconded by Grega, the Board unanimously approved payment by signature of the Agency bills.

EXECUTIVE SESSION

At 5:09 p.m., Chair Bessick recommended an Executive Session. On a motion by Siegenthaler, seconded by West-Torrence, the Board voted unanimously to move into Executive Session in order to prepare for, conduct, or review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment. At that time, each Board member responded as follows: Kulig, “yes”; Bessick, “yes”; West-Torrence, “yes”; Grega, “yes”; Siegenthaler, “yes”; Jackson-Johnson, “yes”. The Board asked Harrelson to stay.

On a motion by Siegenthaler, seconded by Grega, the Board voted unanimously to return to open session at 5:26 p.m.

ADJOURNMENT

On a motion by Grega, seconded by Jackson-Johnson, the Board moved to adjourn the meeting at 5:27 p.m.

Respectfully Submitted:

Renee Bessick, Chair

Amy Gosser, Recording Secretary