

RECORD OF PROCEEDINGS

Date of Meeting: June 8, 2020

Members Present: Chair Jim Kulig, Vice Chair Pat Heydinger, Treasurer Jason Murray,
(via phone*) Secretary Deanna West-Torrence, Nicole Blakley, Jim Nicholson,
Renee Bessick, Scott Gatchall

Members Excused: Rick Grega

Members Absent:

Others Present: Nikki Harless, Chris Zuercher, Kevin Goshe, Nicole Foulks,
Recording Secretary Amy Hackedorn, Marsha Coleman (via phone)

Others Absent:

The regular monthly Board meeting was held on Monday, June 8, 2020, in the Board Conference Room at Richland County Children Services. Chair Kulig (physically present) called the meeting to order at 3:32 p.m. of Board members present via phone and representing a quorum. *Please note that RCCS is following Federal and State guidance related to social distancing in light of the COVID-19 pandemic and conducted this meeting via teleconference as authorized by temporary changes to the Open Meeting law in Ohio.

“On March 27, Gov. Mike DeWine signed into law House Bill 197, allowing members of public bodies to hold and attend meetings, and to conduct hearings, by teleconference, video conference or any similar electronic technology. Such meetings are legal for as long as the governor’s coronavirus emergency remains in effect, up until Dec. 20, 2020.

The details:

- *Members attending the meeting through the body’s chosen electronic method count as present and count toward a quorum. They are permitted to vote on any issues that come before the body.*
- *Any resolution, rule or other formal action taken or adopted by the public body during such a session will have the same effect as one taken during an in-person meeting.*
- *The public body is required to give notice of the meeting to the media and other parties requiring notice at least 24 hours before it takes place. In an emergency situation, the public body must give notice as soon as practical.*
- *Members of the public must be provided access to the public body’s discussions and deliberations conducted via the electronic method to the same extent that they would get from attending in person. That includes the ability for the viewer/ listener to hear every member participating in person or electronically. Examples of electronic methods that afford public access (and that are cited in the law) include live-streaming via the internet; local radio, television, cable or public access channels; and calling in to a teleconference.*
- *For a public hearing, the electronic method the public body uses for the meeting must be widely available to the public and must permit the public to converse with witnesses and receive documentary testimony and physical evidence.” - Ohio Attorney General’s website*

INTRODUCTIONS

Kulig welcomed new Board member Scott Gatchall. Gatchall stated that he appreciates the opportunity to serve the community in this capacity. He is originally from Crestline, so he grew up in this area. Gatchall currently lives in Mansfield with his wife and their two daughters. The Board elected to postpone formal introductions of the other members to Gatchall until they meet in person at the July Board meeting.

AGENDA

On a motion by Bessick, seconded by Blakley, the Board unanimously approved the proposed agenda by all Board members in attendance. *Board member Jim Nicholson joined the meeting at this point (3:38 p.m.).*

MINUTES

On a motion by Blakley, seconded by West-Torrence, the Board unanimously approved the May 11, 2020 regular Board meeting minutes.

Executive Committee Report

No report at this time.

EXECUTIVE DIRECTOR'S REPORT

Executive Director's Report and Comments

Harless highlighted the Agency's new radio commercial that was created in order to help recruit new foster parents. We are going to start doing some of our family visits at the Crossroads City Center downtown. We signed a 6-month contract with them for a total of \$350. We hired four new caseworkers who started on 6.1.2020 and one quit after only three days, so we still have 8 caseworker vacancies. The worker who quit left Ashland about a year ago due to burnout, so this may have contributed to her hesitancy in rejoining the field of child welfare. Three current Agency employees have requested to take advantage of the new tuition reimbursement program. Chris Zuercher is currently serving as both Legal Manager and HR Manager until another individual can be hired to fill the HR role. Kelly Christiansen (the County HR Director) has agreed to sit in on the interviews. Kulig commented that for 4 ½ years Zuercher has done a great job in HR, but he also knows the court is very pleased that Zuercher has moved back into the Legal area of the Agency. Zuercher stated that he has missed going to court and focusing more on what we do day-to-day at the case level, so he is happy to take over following Gilliland's departure.

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

Finance Director Report

May Finance Report

Goshe distributed and reported on the May 2020 Preliminary Financial Report regarding the revenues and expenditures. We have not received confirmation from the Auditor's office yet, so this will have to be approved in its final form in July. This included a beginning balance of \$7,270,793.60, \$533,639.16 in revenue, and \$756,461.75 in expenses with an ending balance of \$7,047,971.01. The ending fund balance reflects 62.5% or 7.5 months of the 2020 budget.

We are up to \$4,722,327.39 in revenue, which is 6.3% higher than budgeted. We are running about 4.7% less than budgeted in expenditures. All line items are lower than budgeted except the Adoption line. Bessick asked why expenditures are so low. Goshe responded that our numerous vacancies have played a part in this, so we have spent considerably less than what we budgeted in the personnel line.

2020 Pay Scale

Agency management has proposed a revised pay scale. In the new version, the Attorney/HR Manager position will be deleted from pay range 19 and reconfigured as simply an HR Manager in pay range 15. This would allow management to hire an HR Manager without necessitating a law degree for that position, which would save on payroll expenses long-term. Goshe asked the Board to approve the revisions to the pay scale as identified.

On a motion by Bessick, seconded by Blakley, the Board unanimously accepted the recommended changes as presented.

Harless also announced at this point that RCCS non-exempt staff received the \$500 lump sum payments that the Board approved at the May Board meeting.

Finance Committee Report

No report at this time.

Levy Committee Report

No report at this time.

Personnel Committee Report

No report at this time.

Services and Program Report

No report at this time.

BILLS

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

Kulig asked whether the other members of the Board would like to gather in the Fuddy Learning Center at the Agency for the July 13th Board meeting. The larger room would allow members and others present to practice social distancing while still meeting face-to-face. Blakley stated that she would be willing to attend in person. Bessick, Murray, West-Torrence and Gatchall all agreed to that course of action as well. Masks are encouraged for entering and exiting the building. If anyone is uncomfortable with attending in person, a conference call number will still be utilized.

ADJOURNMENT

On a motion by West-Torrence, seconded by Nicholson, the Board moved to adjourn the meeting at 4:10 p.m.

Respectfully Submitted:

Jim Kulig, RCCS Board Chair

Amy Hackedorn, Recording Secretary