

RECORD OF PROCEEDINGS

Date of Meeting: November 14, 2022

Members Present: Chair Pat Heydinger, Vice Chair Nicole Blakley, Treasurer Jason Murray, Secretary Jim Nicholson, Mary Stentz, Scott Gatchall, Bill Hope, Renee Bessick, Bennie Allen-Stanford

Members Excused:

Members Absent:

Others Present: Nikki Harless, Nicole Foulks, Kevin Goshe, Marsha Coleman, Sarah Soliday, Recording Secretary Amy Hackedorn

Others Absent:

The regular monthly Board meeting was held on Monday, November 14, 2022, in the Board Conference Room at Richland County Children Services. Heydinger called the meeting to order at 3:31 p.m. of Board members present and representing a quorum.

AGENDA

On a motion by Hope, seconded by Allen-Stanford, the Board unanimously approved the proposed agenda by all Board members in attendance.

MINUTES

On a motion by Bessick, seconded by Blakley, the Board unanimously approved the October 10, 2022, regular Board meeting minutes as presented.

EXECUTIVE DIRECTOR'S REPORT

Harless stated that Joy Channel representatives attended the RCCS October staff meeting via Zoom in order to introduce themselves to staff and to discuss upcoming trainings that they will facilitate. A focus group was held between them and several employee volunteers from RCCS in order to identify areas that should be addressed in the upcoming workshops. We have six (6) casework vacancies at this time, so we are still looking for additional candidates. The CenturyLink building changed hands again, so we (along with JFS, Richland Newhope and the Mental Health & Recovery Services Board) will have to work with the new ownership to see if we can utilize this space. Hope asked if we ever approach any of our vendors for support with the levy. Hackedorn responded that we invite all of our vendors and community partners to the annual golf outing, and many either participate and/or sponsor a hole or a team during the event.

On a motion by Hope, seconded by Stentz, the Board unanimously accepted the Executive Director's report.

Executive Committee Report

No report at this time. The committee will meet at 3:00 p.m. prior to the December Board meeting.

Nominating Committee Report

Recommendations for New Board Member Nominations

The members of the Board discussed proposed applicants for the Board seat being vacated by current member Renee Bessick on 12/31/2022. Two names were submitted for consideration: Jonathan (Jon) Bessick and Jessica Luttrell. Both live in Mansfield and are in the field of academics locally. Bessick teaches and coaches at Mansfield City schools, and Luttrell is an academic advisor at OSU. The decision reached by the Board was to submit both names to the Richland County Commissioners for review and consideration.

On a motion by Nicholson, seconded by Hope, the Board unanimously agreed to recommend both candidates (Jonathan Bessick and Jessica Luttrell) to the Richland County Commissioners for appointment consideration.

Finance Director Report

October Finance Report

Goshe distributed and reported on the October 2022 Final Financial Report regarding the revenues and expenditures. This included a beginning balance of \$10,125,740.89, \$225,209.79 in revenue, and \$848,822.48 in expenses with an ending balance of \$9,502,128.20. The ending fund balance reflects 78.0% or about 9.4 months of the 2022 budget.

Goshe stated that revenue for the year was running 8.5% higher than budgeted at the end of October, and expenses for the year were running 8.4% lower than budgeted. Heydinger asked Goshe whether our large fund balance may prevent us from running a levy campaign next year. Goshe stated that he doesn't think it will, but it will also depend on whether we ask for a renewal or replacement. The earliest we can go onto the ballot is November of 2023, and the last opportunity is November of 2024. Hope asked Harless and Goshe to inform the Board if they receive any pushback regarding this. Both Harless and Goshe agreed that the Board will be kept informed. Goshe stated that we have to go to the Commissioners twice: once to show that there is a need for the levy, and a second time to officially be placed on the ballot. *Gatchall arrived at this point (3:50 p.m.).*

On a motion by Murray, seconded by Hope, the Board unanimously accepted the October 2022 Final Financial Report.

Finance Committee Report

2023 Foster Rates

These have traditionally been increased biennially and the rates were last increased by \$1.00 per day on January 1, 2021. Therefore, the proposal for 2023 is to raise the rates by \$1.00 per day in

order to be consistent with prior practice. In addition to the per diem rates, each child receives a clothing allowance of up to \$250 (based on need) upon initial placement.

On a motion by Murray, seconded by Bessick, the Board unanimously accepted the 2023 foster rates as presented.

2023 Purchased Services

The proposal is to increase the purchased services budget by \$10,560 to accommodate additional transcription services activity through SpeakWrite and to account for the actual cost for Catalyst to provide afterhours answering services.

On a motion by Murray, seconded by Hope, the Board unanimously accepted the 2023 purchased services budget as presented.

2023 Pay Scale

Murray stated that there are no changes to the rates overall, but that several positions have been reclassified (which would result in a rate increase for some individuals in those positions). The proposal is to adjust the location of several classifications on the pay scale, while not increasing the minimum or maximum pay rates for any classification.

On a motion by Murray, seconded by Blakley, the Board unanimously accepted the 2023 Agency pay scale as presented.

2023 Pay Increases for Staff

Discussion surrounding this during the Budget & Finance Committee meeting centered on inflation and trying to alleviate the affect of this on RCCS employees. The committee did not think that a standard 2% or 3% increase would make enough of a difference to offset the effects of the current economy on staff. Therefore, the proposal is to provide a 5% cost of living increase to all staff effective the first pay period in 2023, not to exceed the maximum pay rate allowed by any specific employee's classification.

On a motion by Murray, seconded by Stentz, the Board unanimously accepted the 2023 pay increases for staff as proposed.

Longevity Policy Revision

The proposal is to convert the current longevity payment system from an addition to the hourly rate of pay to an annual lump sum payment that increases with an employee's length of service. There was a discussion during the Budget & Finance Committee meeting that hopefully this will help with staff retention. The 2023 cost of the longevity payments would be \$47,112.00 for 46 employees if this is implemented. Payments would start in December of 2023. This would be an annual payment to employees starting at 5 years of service.

On a motion by Murray, seconded by Hope, the Board unanimously accepted the revisions to the Agency Longevity Policy as presented.

2023 Capital Replacement Budget

The proposal for the capital replacement budget in 2023 is to budget \$291,616.00 which will allow for replacement of several assets, if necessary, throughout the year. Murray stated that these are potential expenditures, and we may hopefully not have to utilize all of these funds. We also may not need to replace all of the Agency vehicles that are due to be replaced, although there are several that have over 80,000 miles on them already.

On a motion by Murray, seconded by Blakley, the Board unanimously accepted the 2023 Capital Replacement Budget as presented.

2023 Health Insurance Rates

For 2023, CEBCO is increasing the health insurance rates to the county by 6.7%. The proposal for RCCS staff is to continue the practice of the agency paying 90% of the total health insurance premium and the staff paying 10% for each level of coverage. There are no increases to Dental or Vision premiums for 2023, so the proposal is to keep those rates the same for 2023. There was a discussion regarding 6.7% being a very reasonable increase in the current economy and much less than we were experiencing with our former plan. All RCCS employees who completed the mandatory wellness activities during 2022 will be enrolled in the low deductible plan for 2023.

On a motion by Murray, seconded by Nicholson, the Board unanimously accepted the 2023 Agency health insurance rates as presented.

2023 Agency Budget

The proposed 2023 budget incorporates all of the aforementioned items. Murray reminded the Board that Goshe and the RCCS Finance team always budget extremely conservatively. Budgeted revenue for 2023 is \$11,479,978 and budgeted expenses for 2023 are \$13,464,226, leading to a projected net income in 2023 of (\$1,984,248). Placement costs for children continue to increase, and these are hard to predict because it is based on the number of children who may enter RCCS care and their specific needs. RCCS is lucky to have a healthy fund balance available to offset unexpected placement expenditures for local youth if necessary.

On a motion by Murray, seconded by Blakley, the Board unanimously accepted the 2023 Agency budget and all of its components as presented. Heydinger thanked Goshe, the RCCS Finance team, and the Board Budget & Finance Committee members for all of their work developing and analyzing the 2023 budget.

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 Murray, seconded by Stentz, the Board unanimously approved payment by signature of the Agency bills.

ADJOURNMENT

On a motion by Nicholson, seconded by Hope, the Board moved to adjourn the meeting at 4:23 p.m.

Respectfully Submitted:

Pat Heydinger, RCCS Board Chair

Amy Hackedorn, Recording Secretary