

Scioto County Board of DD Meeting Minutes for December 13, 2012 at The Vocation Station

6:00 PM

Prayer Leader: Rev. Evan Fisher

Pledge Leader: Richard Bolin

- 1. Roll Call:** Present were President Rodney H. Barnett, Vice President J. Michael Thoroughman, Klaire Purtee, William Rockwell, Jeffrey Kleha, and Richard L. Bolin. Absent and excused was Recording Secretary Stephanie Childers.
- 2. Agenda:** Superintendent James C. Krumer requested that under 'New Business' the Staff Advisory Council Policy Amendments be tabled and that a new policy regarding the Board as the payer of last resort be added to the agenda. Mr. Barnett responded to query by Mr. Krumer, indicating that he wished to appoint an officer nominating committee for 2013 under 'Miscellaneous'. Also, Mr. Krumer noted that there would be only one direct service contract for the Board's consideration.

Mr. Kleha made the motion to approve the agenda with these changes. Mr. Thoroughman seconded. The motion was approved unanimous. Mr. Krumer apologized to the Board for these last minute changes and said he would work to limit to emergencies in the future.

- 3. Minutes:** Board Clerk Margaret Compton requested that the minutes from the November meeting be approved with three small changes in the draft that was sent to board members earlier in the month. Mr. Bolin made the motion to approve the minutes as corrected. Mr. Kleha seconded. The motion was approved unanimously.

- 4. Expenses and Fiscal Report:** Director of Finance, Matt Purcell reporting

Mr. Thoroughman made the motion to approve the expenses as presented as well as Mr. Purcell's report. This motion was seconded by Mr. Rockwell. The motion was approved unanimously.

Mr. Purcell presented the 2013 appropriations budgets for the general fund, the residential fund, and the capital fund. Mr. Krumer noted that he would be looking at the salary schedule and he welcomed discussion on the 3 percent salary increase that is already figured into the budget. A key difference between this year's budget and last year's budget, Mr. Krumer explained, was planning to realize his goal that, barring something catastrophic happening, the administrator would not be coming back to the Board in late 2013 to ask for an additional appropriation. There was some discussion. Mrs. Purtee made the motion to approve the 2013 appropriations budgets as presented. Mr. Rockwell seconded. The motion was approved in a unanimous vote.

- 5. Superintendent's Report:** James C. Krumer reporting

Mr. Krumer congratulated Mr. Thoroughman on his election to the Ohio Association of County Boards Serving People with DD (OACB) Board of Trustees and thanked him for his willingness to serve.

A number of directors and managers attended the fall conference of the OACB. Mr. Krumer attended a session lead by Ohio Department of DD Director John Martin who had recently returned from Washington, DC. Director Martin reported that the federal government is struggling with finding ways of controlling Medicaid costs without harming Medicare. One possibility is that they would reverse the participation on Medicaid waivers, having local governments pay 60 percent rather than the current 40 percent of costs. Another idea is to raise taxes on providers. Director Martin feels that we may experience some combination of these.

Mr. Krumer also learned that the federal department of Health and Human Services has developed a new sub-agency which will stir policy for the Centers for Medicaid and Medicare (CMS). This new entity is called the Administration for Community Living (ACL) and it has been constructed by combining other sub-agencies that addressed aging and disability services.

The Director was also fairly confident that the U. S. Department of Justice would not have to come in to the state to enforce the downsizing of our large institutions for people with DD because Ohio is keeping ahead of the national averages.

Mr. Thoroughman added that he attended a session about public retirement programs. The State Teachers' Retirement program is not as well off financially as the Ohio Public Employees' Retirement program.

6. Program Reports: Written reports were submitted to the board members before the meeting from all departments except Community Services and Adult Services. These reports were submitted at the meeting. President Barnett thanked the report writers for their efforts.

7. Old Business:

Amendments to Personnel Policy Manual (PPM) 'Section 5.03 - Work Rules' had been tabled in October and November. The changes Mr. Krumer developed during that time are too extensive to call them amendments. He recommended abolishing the current text of 5.03 and replacing it with a new policy to be presented under new business. Mr. Thoroughman made the motion to abolish PPM Section 5.03. Mr. Kleha seconded. The motion was approved, with Mr. Bolin not voting as he was out of the room for the moment.

8. Committee Reports:

The Personnel Committee met just prior to this meeting. Mr. Barnett asked for a report from the Committee. Mr. Thoroughman, chair of the Committee, and Mr. Krumer worked together to explain the first topic that had been considered: employee insurance benefits. The contract with Anthem Blue Cross/Blue Shield is set to expire at the end of the month. The Board's

broker, McGohan Brabender, accepted bids for a new contract. The low bidder was United Healthcare, which also promised a richer benefit package while providing a cost savings to the Board. Vision and dental benefits were also explored. It is possible for the Board to lower the cost of these benefits slightly, but the Committee did not recommend changing carriers due to a lack of local in-network providers for the low bidders. The Committee did agree that it would be beneficial for the Board to change life insurance carriers. A cost savings and enhanced benefit options were attractive offers from Assurant. Mr. Thoroughman made the motion that the Board approve the Personnel Committee's recommendation of United Healthcare as the new health insurance carrier and Assurant as the life insurance carrier. Following a brief discussion, he amended the motion to add that the Board approve the payment of binder checks to seal the deals with these carriers. Mr. Kleha seconded the motion, which was then approved unanimously.

The second topic for the Personnel Committee was the amount of involvement that Board members would have in the interview process going forward. Interest in participating had been expressed by more than one member and has been discussed on other occasions. Mr. Thoroughman made the motion that the personnel committee of the board be given the opportunity to participate in final interviews for direct services positions (excluding teachers' aides). The list would include directors, team leaders, teachers, early intervention specialists, service and support administrators, nurses and behavior support specialists. Mr. Bolin seconded. The motion was defeated with Mr. Bolin and Mr. Barnett voting yes and the remaining four members voting no.

9. New Business:

- A. Direct Services Contract: Service and Support Administration Director Donna Royse presented one Family Support Services contract to the Board of consideration. Having completed a review of the situation, she was able to assure the Board that there were no conflicting interests, that funds were available to meet the request and that it was in keeping with the individual's plan. Mr. Kleha made the motion to approve the contract for payment. Mr. Rockwell seconded. The motion was approved unanimously.
- B. PPM 'Section 10.06 - Staff Advisory Council Policy' amendments – tabled.
- C. PPM 'Section 7.02 - Education Reimbursement Policy' was before the Board for amending. The first change was to the title, by adding a word to make it 'Education Expenses Reimbursement Policy.' The most significant change was to move the application and approval process of this benefit from Staff Advisory Council to The Fiscal Office. Mr. Kleha made the motion to approve the amendments. Mr. Rockwell seconded. The motion was approved unanimously.
- D. Draft Amendments to PPM 'Section 6.01 - Compensation' was ready for board review. The inspection of this policy was prompted by the County Auditor's Office switching from issuing paper paycheck receipts (pay stubs) to electronic ones. During this review,

it was realized that there were a number of details in the policy which were best moved to procedure. The draft reflected these changes. Mr. Kleha made the motion to adopt the amendments. Mr. Thoroughman seconded. The motion was approved unanimously.

- E. PPM 'Section 6.14 - Insurances' had been reviewed. The primary change in this policy was to eliminate the internal insurance committee and restore the responsibility for choosing insurance packages and carriers to the Board, bringing the policy in line with state statute. Mr. Rockwell made the motion. Mrs. Purtee seconded. The motion was approved unanimously.
- F. Amendments were suggested to PPM Section '6.10 Vacation Leave' which would strengthen the program directors' ability to maintain staffing levels by limiting the number of staff members in a section from taking vacation leave simultaneously. There were no changes to the benefit in this iteration, but Mr. Krumer noted that he planned to review this and other leave policies in the near future to see if a more streamlined single policy could be developed. Mr. Kleha made the motion to approve the amendments as presented. Mr. Thoroughman seconded. The motion was approved unanimously.
- G. PPM 'Section 5.01 - Standards of Conduct, Rule Violations and Corrective Action' is the title of the new policy Mr. Krumer was proposing to replace Section 5.03 that was abolished earlier in the meeting. This new policy also incorporates the concepts covered in current 'Section 5.01 - Disciplinary Principles' and 'Section 5.02 - Progressive Discipline' which were being presented for abolishment. Mr. Rockwell made the motion to approve the adoption of the new Section 5.01 and the abolishment of the current Sections 5.01 and 5.02. Mr. Bolin made the second. The motion was approved unanimously.
- H. New Policy: Payer of Last Resort

Mr. Krumer explained that the purpose of this policy was to ensure that all other funding sources are accessed before county tax dollars earmarked for developmental disability services are used to pay for services. The intent is not to provide fewer services; the goal is to serve more people. When individuals are eligible, or can become eligible, for Medicaid, they can apply for a Medicaid waiver. The County Board is reimbursed by the federal government nearly 60 percent of the cost of providing certain services to individuals who have Medicaid Waivers. When individuals eligible for Medicaid refuse to apply for waivers, then it is county dollars that pay for their services. With this new policy in place, a person who refuses a Medicaid waiver will have to make a choice to receive services that amount to the 40 percent the County Board would have paid under the waiver or to pay the other 60 percent out of pocket.

Mr. Thoroughman made the motion to approve the new policy. Mr. Rockwell seconded. The motion was approved unanimously.

10. Miscellaneous: Mr. Barnett announced that he would appoint an officer nominating committee before the next board meeting. He asked members interested in serving on this committee to contact him.

11. Comments from the Floor:

Retired employee JoEllen Fraley asked to be recognized. She thanked the Board members for the proclamation she approved in her honor, and expressed how much the words meant to her.

12. Executive Session: Mr. Bolin made the motion to go into executive session at 7:25 p.m. to discuss a personnel issue, specifically the contract of an employee. Mr. Rockwell seconded. The motion was approved in a unanimous roll call vote.

The Board returned to open session at 7:58 p.m. Then Mr. Thoroughman made the motion to approve an amendment to the superintendent's contract regarding vacation leave. Mr. Kleha seconded. The motion was approved unanimously.

13. Adjournment: Mr. Thoroughman made the motion to adjourn. Mr. Kleha seconded. The motion was approved unanimously.

Prepared by Margaret Compton

Submitted respectfully by,

Stephanie Childers, Recording Secretary