

MINUTES OF THE
MONTGOMERY COUNTY BOARD OF
DEVELOPMENTAL DISABILITIES SERVICES
September 19, 2023
SOUTHVIEW

I. CALL TO ORDER/BOARD MEMBER ATTENDANCE

Vice President, Dr. Stephen Fortson, called the September 19, 2023 meeting of the Montgomery County Board of Developmental Disabilities Services to order at 7:00 p.m.

Members Present: Vice-President, Dr. Stephen Fortson; Secretary, Richard Schultze; Dr. Susan Komorowski; John Serr; Elizabeth Redmon
Superintendent Dr. Pamela Combs

Members Absent: President, Madeline Iseli; Janet Peasant. Ms. Iseli and Ms. Peasant notified the Superintendent of their absence prior to the meeting.

Dr. Fortson opened the meeting by reading the Board's Vision and Mission.

~ **Moment of Silence**

Dr. Fortson asked the Board to observe a moment of silence in memory of those who have passed away since our last Board Meeting, whether they be individuals served or their family members, staff or their family members, or friends of the Board.

II. SPECIAL PRESENTATIONS

A. Recognition of Retiree Rob Eldridge.

Rob retired on August 31, 2023 after serving 31 years and eight months with MCBDDS.

Pamela shared that Rob received a gift card from the Board.

A spotlight of Rob's career was included in the Board packet. Dr. Komorowski commented on how nicely done the spotlight was; really nice graphics and a lot of information. Jill said she would pass on the compliment to Mary Berger in Human Resources.

III. REVIEW AND APPROVAL OF MINUTES

The Board reviewed the August minutes and took action as below.

Dr. Komorowski questioned why Pamela said at the last meeting we would need a contractor to create what was requested in the Provider MUI Counts (see italicized paragraph from August minutes below). Pamela responded it's because the reports are not pulled out that way from the state system. Pamela added that DSP Interim Director Melissa Hatton reached out to the state with the request but Pamela hasn't heard back yet and will follow-up with Melissa.

Excerpt from August 15 Board Meeting: Ms. Iseli said some categorization on the report would be helpful instead of just alphabetical; which are day programs, which are medical programs, which are residential programs. Pamela said it would be helpful but it's something we would have to hire a contractor to create.

Motion: Ms. Redmon moved that the Montgomery County Board of DD Services approve the minutes of the August 15, 2023 Board Meeting. Dr. Komorowski seconded the motion. Mr. Schultze abstained. The motion carried with four in favor.

Mr. Schultze abstained from voting on the minutes due to being absent from that meeting.

IV. SUPERINTENDENT'S REPORTS

A. Update by Superintendent:

Pamela said her written report provided a review of where we are in our fiscal emergency and deliverables, etc. so she didn't go through that information again. She wanted to mention a couple of really great events that have happened since our last Board meeting:

- Our Human Resources Team helped to lead an event to recognize staff with 20+ years of service with the Board. 57 employees have been with us that long which is a huge number and the longest is Jim McCormick – 38 years and he is not even talking about retiring. For anyone with 20+ years they get a red tie-dye t-shirt that says "You can't spell Awesome without We." Pamela said we are talking about what to do for 35 years and above stating we need gold or silver. It was a great event; a lot of staff were able to attend and this is the second time we have done this. The staff really appreciated the recognition.
- This past weekend Pamela, Mitch, Janice, and Kamarr were at our DSP Appreciation event at Northview. We have over 1,000 DSPs related to our providers and then many Independent Providers. Approximately 100 people attended. It was for a couple of hours with free food, games, gifts, to say thank you. A lot of our providers do their own recognition events but we wanted to go ahead and do something as well.

- Yesterday, Pamela, Janice, Jennifer Corcoran and her son Matthew were at the Capitol for the unveiling of the Universal Changing Station that now has a permanent place at the Capitol and it was because of Montgomery County lending ours for an event earlier this year that the Capitol thought about needing one. Janice and Jennifer worked with them to accomplish that. It was a very exciting event. Channel 10 News was there and several articles have been written about it in the last day.

Janice said there will be more coverage and we are also reaching out to other organizations. For example, today we reached out to the Ohio Department of Education and told them about it.

B. First Reading of Annual Report, Annual Plan, and Strategic Plan

In accordance with Board Policies II.05, II.08, ORC 5126.054, OAC 5122-26-03, and 5123-4-01 the 2023 Annual Report, 2024 Annual Plan, and the 2024-2027 Strategic Plan document was presented to the Board for a First Reading. Hard copies were passed out at the meeting.

This document will be made available to the public via the Board's website, and will be reviewed at a **Public Hearing held via Remote Technology on Tuesday, October 3, 2023 from 11 a.m. to 12 p.m.**

Individuals do not have to attend the Public Hearing to provide feedback, as we will also accept written comments via e-mail up to the end of the Public Hearing. The Public Hearing Notice will be posted on the website and will provide details on how to provide feedback.

Any feedback will be distributed to Directors for review prior to returning to the Board for a second reading and approval.

Pamela asked that Board Members let us know of any grammatical or punctuation errors. Also let us know if there are any dates that should be added to the calendar or any questions at all about the document.

Janice explained what the theme "Champions for Change" means. She said we are creating a movement for change, not only in Montgomery County but across the state with what we are doing on every level: the universal changing tables, providers, employment, SSAs sitting with families and working on their ISPs; they are Champions for Change and helping individuals become Champions for themselves. The theme is a great way to roll all of this up and frame it so that people better understand what the County Board is and does.

A picture was included on the front page of Board President Madeline Iseli and her family as Madeline and her family are a good example of those Champions because her family has been associated with the Board since the beginning. Pamela asked

Janice to include something on the inside cover at the footer saying who is pictured on the front cover: Madeline, her mother and sister and the bottom picture is our Maintenance Team and Carri Paschal from Inclusive Neighborhoods Housing Corporation (INHC) who has been working on our HUD vouchers.

Janice said she will go through and do the same for other pictures (add information to the footer).

Janice said she is still gathering some service delivery statistics and she has yet to generate the pie charts for the financial page, and the back page photo of the Board will be updated with the new photo we take in October as well as the photo of the Leadership Team.

Janice said we have decided to carry the Champions for Change theme through all of next year. It will be kicked off at the DD Hall of Fame and Erin Ritchey Awards on November 15. The idea behind the theme is we want to use this as an opportunity to reach out to organizations in the community and help them realize “You can be a Champion; you can learn how to make your website accessible, you can hire someone with a disability, you can borrow our mobile universal changing table.” It’s a great vehicle for communicating and a call to action.

Dr. Fortson suggested that a list providing examples of the types of changes would help the community better understand what kind of changes are needed. He said a lot of people want to help but don’t really know how to help or what kind of help is needed.

Janice said, for anyone who is willing, she would like to create a video where each person would say “I can be a Champion by.....” and we could share the video at the DD Hall of Fame event.

Dr. Fortson thanked Janice for all her hard work.

C. Thank you note(s)

These thank you notes were included in the Board Packet for Board Members to enjoy reading at their convenience and leisure.

V. COMMITTEE REPORTS

A. Ethics Committee – Dr. Susan Komorowski, Chairperson

There were no Ethics items for the month of September

B. Finance Committee – Richard Schultze, Chairperson

1. Approval to submit 2024 Budget

Andrew pointed out that a corrected Budget sheet was at the Board Members' places to replace the one that was included in the Board packet. He said for 2024 our revenue budget is a little over \$42 million, our expenses around \$60 million which includes one-time funds from the county of \$17 million. The county has assured us they will keep us whole for 2024 and 2025. We will end 2024 in a positive position with an ending cash balance projected to be \$8.8 million which is about 37% of our overall expenses. Andrew went over a couple of the highlights that were discussed in the Finance Committee Meeting as follows:

- The salary line - cost of living - was budgeted at 4%
- Benefits went up almost 8% for the county board health insurance
- Our waiver match that we pay to the state went up almost \$5 million compared to the 2023 budget due to multiple different factors including DSP retention; the dollar per hour wage increase for SFY 2024 and 2025 that roll out in January 2024 and again in July 2024
- The FMAP rate went back to its standard rate instead of the reduced rate due to Appendix K which was due to the Public Health Emergency
- Looking into the future we can expect continued waiver growth so we don't expect that to go down
- When the time comes we will re-evaluate with the county what our next steps will be

Motion: Mr. Schultze moved that the Montgomery County Board of DD Services authorize the Superintendent to take all steps necessary to submit the 2024 Budget, as attached, to the Montgomery County Office of Management and Budget in accordance with ORC 319.16, ORC 5126.05, and Montgomery County Policy. Mr. Serr seconded the motion. The motion carried unanimously.

2. Review of Program Vouchers for August 2023

These Program Vouchers were provided in the Board Packet and included expenditures that are over \$1,000.00. No action was required and there were no questions.

3. Approval of September Resolutions Calendar

Motion: Mr. Schultze moved that the Montgomery County Board of DD Services approve the September Resolutions Calendar for item(s) 091923-15 to 091923-19. Dr. Fortson seconded the motion. The motion carried unanimously.

4. Financial Reports

The Financial Reports for August 2023 were in the Board Packet. In answer to Mr. Schultze asking "How are we doing financially?" Andrew said we are 67% of the

way through the year, revenue is at 81%, expenses at 68%, and our cash balance is at 29%. Everything is looking good.

C. Human Resources Committee – Madeline Iseli, Chairperson - absent

1. Approval of changes to Table of Organization

Jill explained we have had a few vacant positions on the T.O. for some time and are ready to abolish those and we are requesting to add three SSAs to help support the caseloads that continue to increase.

Motion: Dr. Fortson moved that the Montgomery County Board of DD Services approve the above noted changes to the Table of Organization and authorize the Superintendent to take the necessary steps to implement the changes. Dr. Komorowski seconded the motion. The motion carried unanimously.

D. Policy Committee – Janet Peasant, Chairperson - absent

1. First Reading of Selected Policies and Procedures

Mr. Serr gave a first reading of the following policies. No action was required:

IV .01	Fiscal Year
IV .02	Budget Guidelines
VII .30	Driving Board Owned and Private Vehicles
VII .44	Use and Operation of Board Owned Vehicles
IX .08	Behavior Support

2. Second Reading and Approval of Selected Policies and Acknowledgement of Selected Procedures

Mr. Serr gave a second reading of the following policies:

VII.14	Holidays
VIII.03	Use of Board Facilities
X.13	DD-MH Performance Improvement Plan
XI.13	Business Associates Agreement

Motion: Mr. Serr moved that the Montgomery County Board of DD Services approve the policies listed above. Ms. Redmon seconded the motion. The motion carried unanimously.

VI. SPECIAL REPORTS

The following updates/reports were included in the Board Packet for the Board Members to review at their convenience and leisure.

- A. Monthly Updates for DDS Departments
- B. Quarterly Update for Inclusive Neighborhoods Housing Corporation (INHC)

VII. ANNOUNCEMENTS-EVENTS-STORIES

- A. Link was included in the Board Packet to newsletters and events calendar Janice Rice mentioned we are now on Instagram using handle as follows and would appreciate your following: montgomerycountydds.
- B. Positive post from MC Ohio DODD IP Empowerment and Advocacy Group

VIII. OTHER BUSINESS

There were no Other Business items for the month of September

IX. VISITORS' TIME

Pamela introduced Independent Providers Ralonda Holt and Dionne Porter. Pamela has been working with our Independent Providers and getting to know them and she said they are a fantastic group. Ralonda has been organizing the Independent Provider group along with Deb Jones. They have been working together to provide information and supports for our Independent Providers. Ralonda has worked out a contract with a local school. The last meeting was very inspiring and included an educational element with a speaker providing small business training and how to brand your business.

Dionne Porter shared that, as an Independent Provider, she is taking the load off several families by working seven days a week as well as holidays and providing respite. She said Independent Providers who do this are not paid above the regular rate and this is something that we need to think about because many families want their providers to work weekends and holidays.

Pamela said this will be a first step bringing it to us and Dionne thanked Pamela for the opportunity to be heard. The Medicaid rate is set by law/by the state and we can't add to it; only Medicaid can do that. Dr. Komorowski mentioned that the DSPs just had a 38% raise but Pamela said that was because they were several years behind and they are probably now where they should have been a few years ago. In addition to not having an extra amount added for weekends and holidays, etc.

nothing else is given such as benefits. They have to pay for everything just like someone who is self-employed.

Ralonda said she is not only an Independent Provider but also a parent of a son served by the Board and she can relate to what Dionne is saying in relation to, as a parent, wanting that respite to get a break.

Ralonda added that Dionne is a wonderful Independent Provider and they work alongside other wonderful Independent Providers who are very loving, caring, patient, and kind for this field. They pay their own health, dental, taxes, etc. and, from a business standpoint, all their own supplies.

Pamela thanked Ralonda and Dionne for coming to the meeting and for all that they do and for speaking up.

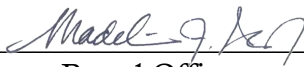
Dr. Komorowski added that we always appreciate our DSPs.

Dr. Komorowski wanted to share some concerns from parents about the recreation activities not taking place south of town. Pamela and Kamarr mentioned how most of our largest providers are north of town. If we have activities south they are either not attended or sparsely attended. Pamela is going to look into what can be done.

X. ADJOURNMENT

There being no further business to present to the Board, the meeting was adjourned.

Time: 7:39 p.m.



Board Officer

October 17, 2023

Date

**The next meeting of the Montgomery County Board of DDS
will be held on TUESDAY, October 17, 2023 at 7:00 P.M.
at Northview, 8114 N. Main Street, Dayton, OH. 45415**

Board Secretary/jn
Reviewed and approved by Superintendent
Date approved by Board Secretary: September 22, 2023