



Franklin County Board of Developmental Disabilities

Helping people to live, learn and work in our community

2879 Johnstown Road • Columbus, Ohio 43219 • 614-475-6440 • www.fcbdd.org

Jed W. Morison
Superintendent/CEO

REGULAR MEETING

Minutes

June 22, 2023

Board Members Present: John Bickley, Samuel Davis, Marci Straughter,
Bill Wilkins, Michael Underwood

Board Members Excused: Marie Crawford, Beth Savage

Management Staff Present: Jed Morison, Jack Brownley, Lee Childs, Gwynn Kinsel,
Larry Macintosh, Amy Magginis, David Ott, Dot Yeager

The Regular meeting of the Franklin County Board of Developmental Disabilities was called to order by Board President Michael Underwood.

MINUTES

Mr. Wilkins moved to approve the minutes from the Regular meeting held on May 18, 2023, second by Ms. Straughter. Motion carried unanimously.

REPORTS

Budget & Finance Report: Dot Yeager, Chief Business Officer, provided the Budget and Finance report. The Finance Committee has received the May 2023 finance report. Expenditures are at 40.7% and revenue is at 56.5%. The Board received the Capital and Information Technology plan for 2023 through 2027. The bid for the fuel island is included. Annual Roof planning is included and is based on good practices to stretch the life of the roofing. Any programmatic improvements are included. 2024 includes pool improvements. Accessibility improvements include an adult sized changing station. Vehicle replacement forecasts replacement of 5 buses per year due to age and condition of vehicles. The Federal Education 4B funding budget was drawn down in May. The Information Technology Budget and the Long Range Capital improvement plan was given to board members. Our Director of IT, Travis Sherick directs our internal IT department, working with the Commissioners Data Center, as well as Eagle Consulting to forecast needs for IT. 2021 Cost Report entrance conference was June 21, 2023.

Mr. Bickley moved to approve the Finance report, second by Ms. Straughter. Motion passed unanimously.

Human Resources & Ethics Report: David Ott, Director of Human Resources reported that the Human Resources Committee has received the recent personnel actions through the end of May 2023. HR has been preparing for summer hiring and the new Service Coordinator group in July. The report reflects typical separations and hiring. Summer Center programs are going on now. West Central runs through June 30, ECE runs through July 13. The Board packet includes a policy for Tuition Reimbursement/ Fee Waiver revisions. Superintendent Morison explained the Fee Waiver process. Board President Underwood suggested letting the bargaining unit know about the changes.

Mr. Davis moved to approve the Human Resources report, second by Mr. Bickley. Motion passed unanimously.

SUPERINTENDENT REPORT

- We are excited about the Ohio Special Olympics this year. Over 160 of our Special Olympians will compete, beginning tomorrow. Opening ceremonies will be at 7:00 p.m. at the Jesse Owens stadium at The Ohio State University.
- The State Budget process continues. Both the House and Senate have passed their versions and the bill is now in Conference Committee, to work out differences. Some significant measures in the Senate version include:
 - Direct Service Professionals (DSP) average wages will be raised to \$19.00/hour, effective in July, 2024. Part of this includes contributions from County Boards of DD, including approximately \$9.7 million/year from Franklin County. Some of this is paid with savings from enhanced FMAP (Federal Medical Assistance Percentages).
 - Board members will be able to attend some meetings remotely if the bill passes.
 - While the current bill indicates that parents of minor children cannot be paid caregivers, this provision is expected to be discussed in Conference Committee or considered by the governor, who could veto it or approve it.

The final law is expected to be signed by the Governor prior to June 30, 2023, however I did hear that a continuing resolution has been drafted.

- Summer Center programs are in full operation. Several hundred children are enrolled in the Early Childhood or West Central programs.
- Our Citizens Committee will have a post pandemic, FCBDD reunion fundraiser on October 25, 2023, which will also include an opportunity for the Superintendent to extend his thanks for all the support he has received prior to his retirement. Tentative plans are to shift the Community Star Awards to another date in 2024, possibly during DD Awareness Month.
- As we continue to manage growth and keep up with state requirements, we have developed some proposals to support our Service Coordination Department. These include addition of 'floater' positions to fill in when turnover, two additional training staff, and retention incentives, including targeted case management documentation service awards. We will request Board approval today.
- Due to confidentiality requirements, we will ask the Board to go into Executive Session to protect the privacy of the individuals involved. One matter relates to an appeal of an eligibility decision and the other relates to a workers compensation matter.
- Since our May Board meeting, our Special Olympics team held a successful golf outing sponsored by Morgan Stanley. The event raised over \$80,000 for our local Special Olympics team. Special thanks to Board member Samuel Davis for his support of the event.
- On June 15, the Technology Ambassador's held a special event at the Statehouse, highlighting ways that technology can enhance independence and safety. Special thanks to Board Member Marci Straughter for serving as an Ohio Tech Ambassador.
- Our Self-Advocate Advisory Council met on June 8. The first half hour of the meeting included an opportunity for the Council members to provide input to the Board's Search Firm, BeecherHill, and Board President Michael Underwood on the qualities they would like in the next Superintendent. Board member Marci Straughter was also in attendance as a member of the Self-Advocate Advisory Council.

- Included in the Board Packet is a version of the current tuition reimbursement program. This policy is consistent with many provisions of the Commissioners' tuition reimbursement policy. We will recommend Board approval.
- Art and Soul is a statewide event that supports individuals who have developmental disabilities as they pursue their artistic skills. This was particularly popular during the pandemic, allowing for artists to be paid for some of their works. We will request Board approval of up to \$4500 to support this effort, using savings from enhanced FMAP to pay for this.
- Staff recently met with state officials to review revised procedures for accreditation. We look forward to renewing our accreditation in September.
- The Ohio Association of Public School Employees (OAPSE) has requested an opportunity to meet with Mechanics to consider inclusion in the current OAPSE bargaining unit.
- Our July Board meeting will be held on Thursday, July 27, 2023 at Noon. As in past years, we do not have a regular meeting scheduled for August, however if a meeting is required, we will poll the Board members on date and time availability.
- We had our entrance conference for our 2021 Cost Report yesterday. This process is expected to extend for 2 months and Board members will receive information.
- Finally, want to mention that we are in discussion with the Commissioners about selling both the ARC Industries East and the Marketing Place (formerly ARC Industries South) buildings. As you may recall, ARC Industries just recently moved out of ARC Industries East around the time they opened their new Marlane Drive building. And, Goodwill Columbus uses our Marketing Place building, however, is open to relocating. These buildings are technically owned by the Commissioners. We will keep you advised.

RESOLUTIONS

- a. Mr. Wilkins moved to ratify bill payments for the past month, approved by the Chief Business Officer, as received by the Finance Committee on June 22, 2023, second by Mr. Bickley. Motion carried unanimously.
- b. Mr. Wilkins moved to authorize the Superintendent to support Franklin County Public Health ACES Summit in the amount not to exceed \$1000, second by Ms. Straughter. Motion carried unanimously.
- c. Mr. Davis moved to authorize the Superintendent to enter into a contract in support of the Art and Soul program, in an amount not to exceed \$4,500, second by Ms. Straughter. Motion carried unanimously.
- d. Mr. Bickley to authorize the Superintendent to renew a contract with Alvis House for behavior support services, at specified rates per hour, for the period beginning July 1, 2023 and ending on June 30, 2024, second by Ms. Straughter. Motion carried unanimously.
- e. Mr. Wilkins moved to revise renewal contract for early intervention services with Easter Seals, in an amount not to exceed \$1,006,294, for the period beginning August 1, 2023 and ending on July 31, 2024, second by Mr. Bickley. Motion carried unanimously.
- f. Mr. Bickley moved to authorize an addendum to the agreement dated May 1, 2023 with Childhood League for early intervention services, to increase the number of children served to 126 and to revise the not-to-exceed contract amount to \$1,284,254, for the period beginning July 1, 2023 and ending on June 30, 2024, second by Mr. Davis. Motion Carried unanimously.

- g. Mr. Wilkins moved to award bid for 2023 Transportation Fuel Island Project to Matzak, Inc., in the amount of \$238,750 and a contingency of \$71,625, second by Ms. Straughter. Motion carried unanimously.
- h. Mr. Davis moved to revise Board Policy 5.11 Tuition Assistance/Fee Waivers, second by Mr. Bickley. Motion carried unanimously.
- i. Mr. Bickley moved to renew alternate transportation contracts through December 31, 2023 and plan for transition of alternate transportation to ARC Industries, second by Ms. Straughter. Motion carried unanimously.
- j. Ms. Straughter moved to authorize the Superintendent to submit the Information Technology Budget to the Franklin County Office of Management and Budget and to submit the long-range capital and information technology plan, second by Mr. Bickley. Motion carried unanimously.
- k. Ms. Straughter moved to go into executive session for the board to consider personnel and eligibility matters, second by Mr. Bickley. Motion carried unanimously.

Roll Call to enter Executive Session: John Bickley - yes, Samuel Davis - yes, Marci Straughter - yes, Michael Underwood - yes, Mr. Wilkins – yes.

- l. Following Executive Session, Mr. Bickley moved to approve hearing officer's report regarding eligibility criteria for J.S., second by Mr. Wilkins. Motion carried unanimously.
- m. Mr. Wilkins moved to authorize the Franklin County Prosecutor to attempt to settle a worker's compensation claim for E.C. up to their recommended amount, second by Ms. Straughter. Motion carried unanimously.

UNFINISHED BUSINESS – none

NEW BUSINESS –

Mr. Bickley move to approve Service Coordination proposals, dated 6/15/2023, second by Mr. Wilkins. Motion carried unanimously.

Mr. Davis moved to approve fringe benefit pick up plan for Superintendent, effective June 1, 2023, second by Ms. Straughter. Motion carried unanimously.

ANNOUNCEMENTS – Ms. Straughter announced that Tech Ambassadors are doing a search for a new group to run the program. She shared that Synergy Conference registration begins July 1st. Ms. Straughter shared that she presented at the Employment First statewide conference for APSE (Association of People Supporting Employment).

HEARING OF THE PUBLIC – Christine Brown provided updates about the 'Link In' program at Nisonger, Medicaid Buy-In, June 28 – Benefits Consultant training, Ohio Employment First's FEAR Factor training series, and Ms. Brown shared that a video will be coming out on the 2-year study of the DSP workforce crisis.

Superintendent Morison congratulated Christine on her good work on raising awareness on Medicaid Buy In.

ADJOURNMENT

The June 22, 2023 meeting of the Franklin County Board of Developmental Disabilities was adjourned by Mr. Underwood.

Respectfully submitted,

Bill Wilkins

Bill Wilkins

Secretary

BW/am

RESOLUTION FOR FRINGE BENEFIT PICKUP PLAN

Authorization for the Franklin County Board of Developmental Disabilities to pick up the statutorily required contribution to the Ohio Public Employees Retirement System (OPERS) for the position of Superintendent of the Franklin County Board of Developmental Disabilities pursuant to IRC Section 414(H)(2).

WHEREAS, Pursuant to federal and Ohio laws, the position of Superintendent of the Franklin County Board of Developmental Disabilities could defer the federal and state income taxes on a portion of their wages or salaries if the Franklin County Board of Developmental Disabilities would "pick-up" (assume and pay) the statutorily required contribution by such covered employees to the Ohio Public Employees Retirement System (OPERS); and NOW THEREFORE BE IT RESOLVED BY THE FRANKLIN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES, THAT:

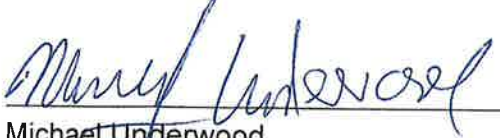
SECTION 1: Effective June 1, 2023 10% of the statutorily required contributions to OPERS shall be picked up and paid as a fringe benefit by the Franklin County Board of Developmental Disabilities for each person within any of the classes established in Section 2 herein. This "pick-up" by the Franklin County Board of Developmental Disabilities is, and shall be designated as, public employee contributions and shall be in lieu of contributions to OPERS by each person within any of the classes established in Section 2 herein. No person subject to this "pick-up" shall have the option of choosing to receive the statutorily required contribution to OPERS directly instead of having it "picked-up" by the Franklin County Board of Developmental Disabilities or of being excluded from the "pick-up". The Franklin County Board of Developmental Disabilities shall, in reporting and making remittance to OPERS report that the public employees contribution for each person subject to this "pick-up" has been made as provided by the statute. Therefore, contributions, although designated as employee contributions, are employer-paid, and employees do not have the option to receive the contributions directly. All contributions are paid by the employer directly to the plan.

SECTION 2: The "pick-up" by the Franklin County Board of Developmental Disabilities provided by this Ordinance shall apply to all persons that are in the classification of Superintendent and are employees of the Franklin County Board of Developmental Disabilities who are or become contributing members of OPERS.

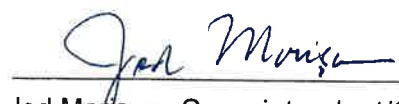
SECTION 3: Under the Fringe Benefit Method of Employer pick-up, salary is not modified, however, the employer will pay 10% of the employees, statutorily required 10% contribution to OPERS.

SECTION 4: The Controller is hereby authorized and directed to implement the provisions of this Ordinance to institute the "pick-up", of the statutorily required contributions to OPERS for those persons reflected in Section 2 herein so as to enable them to obtain the result in federal and state tax deferrals and other benefits.

Adopted, June 22, 2023



Michael Underwood,
President of the Franklin County Board of
Developmental Disabilities



Jed Morrison, Superintendent/CEO
Franklin County Board
of Developmental Disabilities

Service Coordination Proposals (June 15, 2023)

The Service Coordination and related Departments of the Franklin County Board of Developmental Disabilities provide services to over 9,000 children and adults who have developmental disabilities.

Services include the administration of over 6,000 Medicaid waivers, Intake services, major unusual incident investigations (MUI), residential development and placement, administration of human rights committee and restrictive/behavioral plans, preparation of Ohio Individual Service plans (OISPs), provider oversight and case management services for individuals and families. Approximately 300 staff work for this department.

Based on the increased demands of the Department and growth, the Director of Services Coordination and Assistant Directors have developed recommendations to advance the work of the department and to maintain compliance with state standards. These recommendations will further stabilize staffing and increase accountability, while maintaining these services within budget. The proposals are as follows:

1. Enhance Training

Currently, just one staff member is responsible for staff training and development. Based on the number of staff, training needs, onboarding requirements and ongoing state changes and requirements, it is recommended that two additional training staff be added to the staff to work under the supervision of the Staff Developmental Training Coordinator.

2. Retention Incentive Pilot

The current starting salary for a Service Coordinator is \$23.11/hour. For individuals with advanced degrees or education, including a Master's degree, the starting wage is higher. This department is not immune to nationwide workforce shortages and will benefit from a retention incentive pilot program.

The retention incentive pilot program will include a \$2.00/hour retention incentive for all staff to be effective September 25, 2023. Beginning in January, 2024, the retention incentive of \$2.00/hour will be continued for staff who meet the annual performance evaluation standards outlined for their position, which may include measures related to Targeted Case Management billing, timeliness of Individual Service Plans, etc. Staff who do not meet the performance standards will not receive the \$2.00 retention incentive and may request a special evaluation, six months following their annual anniversary performance review, for re-consideration of the retention incentive.

3. Floater Positions

With close to 300 staff, some turnover is expected. When turnover occurs for certain positions (e.g. Service Coordinator/Case Manager), caseloads can be disrupted while new staff are being hired and trained. This proposal would allow for five, 'floater' Service Coordinator positions, who would work up to 25 hours/week to manage caseloads when there are temporary vacancies.

4. Targeted Case Management Billing

One of the requirements of Service Coordinators is to document their accountability for Targeted Case Management (TCM). TCM is a program of the federal government that provides reimbursement for time spent (and documented) for people who are on the caseloads of Service Coordinators. Travel time, staff meetings, committee work or other time not spent related to individuals on caseloads is not considered reportable for targeted case management. Staff who do an exceptional job with their targeted case management documentation and who meet other performance standards will be eligible for an annual meritorious service award amounting to \$500 or up to two paid personal days.

5. Ohio ISP

The Ohio Department of Developmental Disabilities requires the Ohio Individual Service Plan (OISP) for all individuals who have a Medicaid waiver. This includes IO (Individual Options), Level 1 and SELF (Self Empowered Life Funding) waivers.

Development of the Ohio ISP requires considerable work and time on the part of the Service Coordinator. Consistent with past practice, individual service plans have also been done for people who do not have Medicaid waivers. This proposal is for the Director of Service Coordinator to convene a committee to consider if people need an OISP if they do not have a Medicaid waiver. For example, is an OISP required for those who just have county-funded therapy support? The committee will be asked to make their recommendations by December 31, 2023.