**GEAUGA COUNTY BOARD OF MENTAL HEALTH**

**AND RECOVERY SERVICES**

**Jennifer Malainy 13244 Ravenna Road**

**Chairwoman of the Board Chardon, Ohio 44024**

**Amie Martin-D’Arienzo Phone: (440) 285-2282**

**Interim Executive Director Fax: (440) 285-9617**

**Board Minutes June 21, 2022**

**BOARD MEMBERS PRESENT:** Ann Bagley, Alberta Chokshi, Walter Claypool, James Lee Holden, Kathy Johnson, Carolee Lesyk, Linda Miller, Jennifer Malainy, Michael Petruziello, Mary Ruth Shumway

**BOARD MEMBERS ABSENT:** Martin Fay, Gregory O’Brien, Steven Oluic

 **GUESTS:** Lee Miller (community member), Gail Roussey (League of Women Voters), Valerie Clause (Karlovec Media Group)

**STAFF PRESENT:** Amie Martin-D’Arienzo, James Mausser, Teresa Slater

1. **CALL TO ORDER, ROLL CALL AND PLEDGE OF ALLEGIANCE**

Ms. Malainy called this Special Meeting of the Geauga County Board of Mental Health and Recovery Services to order today, June 21, 2022, at 6:02 PM. She further stated that the meeting is being held in public for the purpose of conducting the Board’s business, but public comments will not be allowed this evening.

Ms. Chokshi called the roll for attendance purposes and the following Board members were present at that time: Ann Bagley, Alberta Chokshi, Walter Claypool, James Lee Holden, Kathy Johnson, Jennifer Malainy, Linda Miller, Michael Petruziello.

The Pledge of Allegiance was then recited by those present.

1. **EXECUTIVE SESSION PURSUANT TO ORC 121.22(G)(1) TO CONSIDER THE EMPLOYMENT AND COMPENSATION OF PUBLIC EMPLOYEES AND ORC 121.22(G)(3) TO DISCUSS WITH LEGAL COUNSEL IMMINENT COURT ACTION AND LITIGATION**

Ms. Malainy moved to invite Attorney John McLandrich into Executive Session so the Board can discuss with legal counsel imminent court action and litigation, and to also invite Amie Martin-D’Arienzo into Executive Session to discuss employment topics related to the Associate Director staff position. She then moved to enter into Executive Session and invite Attorney McLandrich and Ms. Martin-D’Arienzo to join the Board in Executive Session pursuant to Ohio Revised Code Section 121.22(G)(1) to consider the employment and compensation of public employees and Ohio Revised Code Section 121.22(G)(3) to discuss with legal counsel imminent court action and litigation. Mr. Holden seconded the motion. Ms. Malainy clarified that Attorney McLandrich and Ms. Martin-D’Arienzo will each be called into Executive Session separately. Roll Call Vote: Ayes-8; Nays-0; Abstentions-0. Motion approved.

Ms. Malainy asked the public and other staff members to leave and said they would be called back in when the meeting was back in Regular Session. The Board then went into Executive Session at 6:04 PM. The Board came out of Executive Session and was back in Regular Session at 8:02 PM.

Ms. Malainy reported that Treasurer Petruziello will contact the Auditor and other county entities about what needs to be done regarding adding Ms. Vidmar as a new staff person and will bring that information back to the Board.

Ms. Malainy moved to approve and read the following Resolution for the record:

RESOLUTION 22-06-06

APPROVAL OF STAFF BONUS PAYMENT

Whereas, the following named staff of the Geauga County Board of Mental Health and Recovery Services have gone above and beyond their normal work duties in recent weeks: Jim Mausser and Teresa Slater; and

Whereas,the Geauga County Board of Mental Health and Recovery Services recognizes this may also need to continue for the near future.

Then, therefore be it resolved that:

1. The Geauga County Board of Mental Health and Recovery Services would like to recognize the extra work the staff has taken on by providing a onetime bonus in the amount of $5,000.00 to employees Jim Mausser and Teresa Slater.
2. The Executive Director or Board Chair is authorized to expend funds in accordance with this Resolution.

Mr. Petruziello seconded the motion. Roll Call: Ayes-10; Nays-0; Abstentions-0. Motion passed. Mr. Mausser and Ms. Slater expressed their thanks and gratitude for this unexpected but much appreciated recognition. Mr. Petruziello said the Board recognizes the additional pressure staff has been under and wanted to compensate them for that. Ms. Malainy said there will be additional conversations about compensation at some point in time.

After discussion about whether to make the following action by resolution or motion, Ms. Malainy moved that the Board allow Ms. Amie Martin-D’Arienzo to have a hybrid work schedule with the flexibility to work from home and the office, offers a salary of $65,000.00 with the hybrid flexible schedule, and that she will no longer be considered a Training Associate Director, but will now have the title of Associate Director. Ms. Martin-D’Arienzo said the state average for an Associate Director is $85,000.00, and asked if there is any way the salary can be increased to $70,000.00, which is the lowest salary in the state currently for an Associate Director. Mr. Claypool replied that the salary schedule he looked at is different from the one Ms. Martin-D’Arienzo looked at. Ms. Martin-D’Arienzo said she sent the 2022 figures for every Associate Director in the state of Ohio to Board members. She reiterated that the lowest salary for an Associate Director is $70,000.00, and further stated that she has two bachelor’s degrees and a master’s degree. Ms. Shumway said the difference was that Ms. Martin-D’Arienzo would only be working in the office two days a week and working from home three. Ms. Martin-D’Arienzo said that is why she didn’t ask for $85,000.00. She felt the $15,000.00 difference is what made that fair. Ms. Bagley asked Ms. Martin-D’Arienzo what percentage raise that would be. She is concerned about the perception regarding what percentage the Board is talking about. Ms. Martin-D’Arienzo said the amount is in the salary line in the budget if that is what Ms. Bagley is concerned about. Ms. Bagley responded that is not her concern. Mr. Claypool said there has been a huge emotional pushback from the public when the Board makes 30/40% pay increases. Ms. Martin-D’Arienzo said she is going off of a training salary to a full-time salary. Mr. Claypool understands that, but the public does not get that or see that, just that it is a significant pay increase.

Mr. Petruziello asked if Ms. Martin-D’Arienzo would be willing to accept the $65,000.00 offer, and the additional $5,000.00 could be reevaluated based on her performance within the next 90 days. Ms. Martin-D’Arienzo asked if there is any way the Board can make it $70,000.00 when the state average is $85,000.00. She said that is still really low for her level of education and experience. Ms. Malainy said the argument was the need to do more research and several Board members wanted the extra time to do that. Ms. Malainy said going back to Mr. Petruziello’s point, she asked Ms. Martin-D’Arienzo if she is willing to accept the salary of $65,000.00, let the Board review that further, and then call a special meeting with that data. Mr. Claypool said the Board is not going to give two raises.

Ms. Malainy said there is a motion on the table, unless someone amends what was said. Mr. Holden moved to amend the yearly salary amount to $70,000.00. Dr. Lesyk seconded the motion. Ms. Chokshi asked if the Commissioners will have some say in this, or if the Board could get some negative press. Mr. Claypool replied that the Board could get some negative press, but the Commissioners have no say over the raises the Board gives, and the Auditor is not going to say anything. The Board can give whatever raises they want to, but the Board may suffer some public scrutiny. Ms. Bagley said the Auditor has weighed in on a similar issue in the past. Mr. Petruziello feels that won’t happen this time.

Ms. Martin-D’Arienzo again stated if the Board looks at other Associate Directors even in the county, what she is asking for is reasonable.

Ms. Slater said there is an amended motion and second on the table. Ms. Chokshi then called the roll to consider the amendment: Ayes-7; Nays-3; Abstentions-0. Motion approved.

Mr. Claypool explained that the Board voted to amend the original motion from $65,000.00 to $70,000.00 with a hybrid work schedule and the Board now needs to vote on the amended motion. Ms. Martin-D’Arienzo did not say she would only come in the office two days a week, but that she would like to have the opportunity to be able to work from home if she is working on something like a grant in order to not have any interruptions. Ms. Malainy asked if the Board should stipulate how many days Ms. Martin-D’Arienzo must come into the office. Ms. Martin-D’Arienzo said she will work everything out with Ms. Vidmar. Mr. Claypool said the Board does not need the resolution/motion to say that, because there will be a manager who can adjust that schedule accordingly.

Ms. Chokshi then called the roll on the amended motion: Ayes-8; Nays-2; Abstentions-0. Motion approved.

Ms. Malainy moved to name Mr. Claypool and Ms. Miller as alternates to represent the Board in the mediation process in the event a state or county appointee is not able to attend. Mr. Petruziello seconded the motion. Roll Call: Ayes-10; Nays-0; Abstentions-0. Motion approved.

1. **ADJOURNMENT**

Mr. Holden moved to adjourn the meeting. Ms. Bagley seconded the motion. The meeting was adjourned at 8:23 PM.

**Respectfully submitted by:**

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**Ms. Teresa Slater**

**Secretary/Receptionist**

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**Ms. Jennifer Malainy**

**Chairwoman of the Board**

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**Ms. Alberta Chokshi**

**Secretary of the Board**