

The Mercer County Board of Developmental Disabilities held its regular meeting on 11-23-20 via Zoom at 7:30pm with **President Phil Fullenkamp presiding.**

The meeting was called to order and a roll call revealed that a quorum was present.

Members Present: Mona Berning
 Phil Fullenkamp
 Beth Guggenbiller
 Mike Linton
 Jim Maurer
 Teri Spoltman

Members Absent:

Others Present: Tonya Clark
 Kathy Coon
 Beth Gehret
 Shawn Thieman

CONSENT AGENDA (ATTACHMENT):

The Consent Agenda was accepted by a **motion from Teri Spoltman and seconded by Mona Berning. Motion was carried.**

OLD BUSINESS:

CORONAVIRUS (COVID-19) – Shawn reported a few more cases with clients and staff. Currently we have one individual hospitalized in Dayton, he is making progress and doing better. Staff in the office are wearing masks and doing their part to comply and to stay healthy as much as possible.

2020 MERCER DD AWARDS DINNER – Due to on-going COVID-19 issues, the DD Awards Dinner was cancelled in October. Last month it was decided to bring a small group together at the Mercer DD Gymnasium (where there would be plenty of room to social distance) and present awards. The Direct Support Provider award will be presented to Ed Keefer and the Albert Heckler award to Jan Tindall. Several staff members will be recognized for their years of service and a retirement award. John Silfies will video tape this year’s recipients who will be receiving awards and will share on social media.

BOARD IN-SERVICE – The Board met via Zoom for their last in-service with Beth Gehret and the SSA Department before the November Board Meeting. Since doing it this way went so well, it was discussed having it held via Zoom in the future.

BUILDING REMODEL – The building project is in the final stages. Staff is using front entrance as they are currently working on the side entrance doors. The budget is on track to come in at or below projected cost. Completion date is contracted for the end of the year – we were hoping for the end of November, but a few minor delays have occurred.

2021 BOARD MEMBER APPOINTMENTS – Shawn introduced John Werling to the Board. He will officially attend his first meeting in January. Shawn is still looking for a board member in the Rockford area. Shawn will be following up with some phone calls on some other possible candidates. Shawn also commended Phil Fullenkamp for his years of service and leadership on the Board. He will be missed.

NEW BUSINESS

HEALTH INSURANCE RATES – Shawn shared that Health Insurance rates increased by 5.6% this year. There were also increases to the deductibles as single plans went up \$300.00 and family plans \$600.00 Due to the increases, it was discussed that employees not receiving raises because of being at the top of their pay range, could be given a “one time pay adjustment”. This is something we could offer these employees that will not be receiving a raise in 2021. **A motion was made to give a one-time pay adjustment of \$350.00 to employees not receiving raises by Jim Maurer and second by Beth Guggenbiller. Motion was carried.**

NO PAY DAY POLICY –Shawn shared the “No Pay Day Policy” came about due to doing away with spread pay a couple of years ago when they followed more of a school schedule. We would shut down over 4th of July and over Christmas. This basically was a policy that would give us some time and allow staff to continue these shut down periods. Five to ten staff typically take the no pay days; therefore, it does not have a big effect on our business or disrupt any department. It was recommended to keep this policy in place as some staff look at this as a benefit and allows them time off and saves the Board money. **A motion was made to remove the review provision to Policy Section 5.21 5b - “This policy will be considered temporary and will be reviewed prior to 1/1/2021.” by Mike Linton and second by Mona Berning. Motion was carried.**

EARLY INTERVENTION POSITIONS – During the process of hiring a Service Coordinator and also having the need to expand our Home Visitor Program through Help Me Grow, it was decided to fill both these positions, since we had two very good candidates. Therefore, Summer Hauenstein was hired as Early Intervention Coordinator to replace Ann Marie Bartlett who moved to Columbus and Chloe Steigerwalt as Home Visitor with Help Me Grow. **A motion was made to develop and hire a Help Me Grow Home Visitor position by Teri Spoltman and second by Jim Maurer. Motion carried.**

Motion was made to adjourn by Mona Berning and a second by Phil Fullenkamp. Motion was carried. Meeting adjourned.

The next meeting will be held in the Board Room in the Administration Building at **7:30pm** on **January 25, 2021**.