

**ALCOHOL, DRUG ADDICTION & MENTAL HEALTH SERVICES
BOARD OF CUYAHOGA COUNTY**

RESOLUTION NO. 12-09-10

**APPROVAL OF CONTRACT FOR CHIEF EXECUTIVE OFFICER,
WILLIAM M. DENIHAN**

WHEREAS, on July 1, 2009, the Directors of the Alcohol, Drug Addiction and Mental Health Services (ADAMHS) Board of Cuyahoga County entered into a three-year employment contract, with two one-year renewals, with William M. Denihan to serve as Chief Executive Officer through Resolution 09-10-01, and authorized him to execute each contract on behalf of the Board for the purchase of goods and services relating to the administration and operation of the Board office and its staff, subject to availability of funds, the budget established by the Board of Directors and the retrospective review and ratification by the Board of Directors at the next regularly scheduled General Meeting; and,

WHEREAS, the three-year employment contract was nearing its expiration date the ADAMHS Board of Cuyahoga County authorized the negotiation of a new contract through Resolution 12-05-02, and extended Mr. Denihan's contract for 90-days through Resolution No. 12-07-06; and,

WHEREAS, the ADAMHS Board of Cuyahoga County Directors feel that William M. Denihan should be retained as Chief Executive Officer and enter into a new three-year employment contract, with a one-year renewal and with all benefits as outlined in his previous contract; and,

WHEREAS, the ADAMHS Board of Cuyahoga County Directors acknowledge Mr. Denihan's exemplary work efforts and outstanding performance in all areas of the Chief Executive Officer responsibilities; and,

WHEREAS, after a salary review it was determined that the salary of the ADAMHS Board of Cuyahoga County Chief Executive Officer position is undervalued compared to similar positions at the ADAMHS Boards of Franklin and Hamilton Counties and the Cuyahoga County Board of Developmental Disabilities; and,

WHEREAS, the Executive Committee of the ADAMHS Board of Cuyahoga County offered to increase the salary of William M. Denihan to bring the salary in-line with the other Boards, Mr. Denihan declined; however is agreeable to accepting a 4% wage increase for one year effective July 1, 2012; and,

WHEREAS, the Executive Committee acknowledges that Mr. Denihan is absolutely deserving of earning a salary commensurate with other similar positions and will provide Mr. Denihan with \$1,500 Executive Expense Reimbursement Account to be used to cover professional expenses and other expenditures for community events when or where Mr. Denihan represents the ADAMHS Board.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The ADAMHS Board of Cuyahoga County commends William M. Denihan for his exemplary work efforts and outstanding performance in all areas of the Chief Executive Officer responsibilities.
2. The ADAMHS Board of Cuyahoga County will retain William M. Denihan as Chief Executive Officer and enter into a new three-year employment contract, with a one-year renewal and with all benefits as outlined in his previous contract, in addition to the following:
 - a. A 4% wage increase for one year effective July 1, 2012, with annual performance reviews and the ability for the Board of Directors to determine what increase in salary will occur.
 - b. \$1,500 Executive Expense Reimbursement Account to be used to cover professional expenses and other expenditures for community events when or where Mr. Denihan represents the ADAMHS Board.

On the motion of Rev. Benjamin F. Gohlstin, Sr., seconded by Reginald C. Blue, Ph.D., the foregoing resolution was adopted.

AYES: R. Blue, C. Brown, E. Cash, R. Fowler, B. Gohlstin, P. Jones,
R. Romaniuk, M. Warr, A. Williams

NAYS: None

ABSTAIN: None

DATE ADOPTED: September 19, 2012