

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

**RESOLUTION NO. 15-04-01**

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

**WHEREAS**, William M. Denihan has been serving as the Chief Executive Officer of the Alcohol, Drug Addiction and Mental Health Services (ADAMHS) Board of Cuyahoga County since July 1, 2009; and,

**WHEREAS**, the ADAMHS Board of Cuyahoga County Directors authorize William M. Denihan 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 ADAMHS Board Executive Committee has completed a successful performance evaluation of William M. Denihan and acknowledge Mr. Denihan's exemplary work efforts and outstanding performance in all areas of the Chief Executive Officer responsibilities and discussed compensation and retention of Mr. Denihan as the Chief Executive Officer; and,

**WHEREAS**, the ADAMHS Board of Cuyahoga County believes that William M. Denihan should be retained as Chief Executive Officer and enter into a new 25-month employment contract with Mr. Denihan from July 1, 2015 through August 1, 2017, with all benefits as outlined in his previous contract and with modifications as outlined below; and,

**WHEREAS**, the ADAMHS Board of Cuyahoga County will provide a 3% raise in salary for the period of January 1, 2014 through June 30, 2014, retroactive to January 1, 2014, bringing the Chief Executive Officer's salary to \$159,883.63, and;

**WHEREAS**, the ADAMHS Board of Cuyahoga County will provide a 3% raise in salary for the period of July 1, 2014 through June 30, 2015, retroactive to July 1, 2014, bringing the Chief Executive Officer's salary to \$164,680.14.

**WHEREAS**, a decision regarding a salary increase for the period of July 1, 2015 through June 30, 2016, will be made by the Executive Committee following a pay range analysis for the Chief Executive Officer position to be performed by BVU: The Center for Nonprofit Excellence.

**WHEREAS**, a decision regarding a salary increase from July 1, 2016 through August 1, 2017 will be determined at a later date following an annual performance review.

**WHEREAS**, there shall be no cap on the accrual and payout of accumulated vacation time that will be paid out to Mr. Denihan at the end of the employment contract; and,

**WHEREAS**, the Chief Executive Officer's Expense Account will be increased from \$1,500 to \$3,000 to be used to cover professional expenses and other expenditures for community events when or where Mr. Denihan represents the ADAMHS Board; and,

**WHEREAS**, fourteen specific performance goals were established between the Board Executive Committee and the Chief Executive Officer; and,

**WHEREAS**, offer and acceptance of the employment contract is based on the ADAMHS Board of Cuyahoga County contracting with BVU: The Center for Nonprofit Excellence to immediately begin a succession plan for the Chief Executive Officer position.

**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 25-month employment contract with Mr. Denihan from July 1, 2015 through August 1, 2017, with all benefits as outlined in his previous contract and with modifications as outlined below:
  - a. A 3% raise in salary for the period of January 1, 2014 through June 30, 2014, retroactive to January 1, 2014, bringing the Chief Executive Officer's salary to \$159,883.63, and;
  - b. A 3% raise in salary for the period of July 1, 2014 through June 30, 2015, retroactive to July 1, 2014, bringing the Chief Executive Officer's salary to \$164,680.14.
  - c. A decision regarding a salary increase for the period of July 1, 2015 through June 30, 2016, will be made by the Executive Committee following a pay range analysis for the Chief Executive Officer position to be performed by BVU: The Center for Nonprofit Excellence.
  - d. A decision regarding a salary increase from July 1, 2016 through August 1, 2017 will be determined at a later date following an annual performance review.
  - e. No cap on the accrual and payout of accumulated vacation time that will be paid out to Mr. Denihan at the end of the employment contract.
  - f. An increase from \$1,500 to \$3,000 in the Chief Executive Officers Expense Account.
3. The following 14 specific performance goals were established between the Board Executive Committee and the Chief Executive Officer:
  1. Prepare a Recovery Oriented System of Care.
  2. Develop comprehensive recommendations to Mayor and US Attorney on mental health for Cleveland Police Department, and implement upon acceptance of recommendations.
  3. Begin the development of sober beds (long term) to address the heroin epidemic.
  4. Employment. Establish a temporary help firm with a treatment provider for jobs for our clients.
  5. Continuum of Care. Address the high users of Non-Medicaid and Medicaid.
  6. Increase Youth participation.
  7. Timely implementation of the multi-county crisis stabilization unit.
  8. Ensure cultural competency and diversity, where practical, in all contracts, services and operations of the Board.
  9. Document a Management Plan.

10. Succession Planning.
  11. Dedicated Levy.
  12. Marijuana Legislation.
  13. Add metrics to Evaluation.
  14. Annual Performance Summary for Providers annually.
4. Offer and acceptance of the employment contract is based on the ADAMHS Board of Cuyahoga County contracting with BVU: The Center for Nonprofit Excellence to immediately begin a succession plan for the Chief Executive Officer position.

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

**AYES:** R. Blue, E. Caraballo, R. Fowler, B. Gohlstin, C. Handler, P. Jones, S. Killpack, R. Romaniuk, E. Saffran, H. Snider, E. Thoms, M. Warr, A. Williams

**NAYS:** None

**ABSTAIN:** None

**DATE ADOPTED:** April 22, 2015