

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

RESOLUTION 20-06-06 AMENDING RESOLUTION 20-04-08

APPROVAL OF NEW CONTRACT FOR CHIEF EXECUTIVE OFFICER SCOTT S. OSIECKI

WHEREAS, Scott S. Osiecki has been serving as the Chief Executive Officer of the Alcohol, Drug Addiction and Mental Health Services (ADAMHS) Board of Cuyahoga County since March 1, 2018; and,

WHEREAS, the ADAMHS Board of Cuyahoga County Directors entered into an employment contract with Mr. Osiecki from March 1, 2018 through February 28, 2021, with the option to renew the contract for at least two one-year terms; and,

WHEREAS, The Board of Directors has completed Mr. Osiecki's yearly evaluation showing that he has continued to demonstrate strong positive leadership with clear direction and harmony with the Board's mission, and has once again for a second year exceeded expectations with a total score of 87.75 out of a possible 90 regarding the ten set goals, and a total score of 309 out of a possible 312 in the 9 CEO core competencies, for a total score of 396.75 out of a possible 400; and,

WHEREAS, Mr. Osiecki is starting the third year of his current contract and has been in conversation with the Board about entering into a new five-year contract with at least two one-year renewals; and,

WHEREAS, The Board of Directors believes that a contract with a salary commensurate with the scope of responsibility of the CEO of the ADAMHS Board in the second largest county in the state are warranted based on the performance of Mr. Osiecki over the past two years, his ability to lead staff and keep operations going even during our current crisis, and his dedication to the Board and the clients we serve for nearly 26 years.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The ADAMHS Board of Cuyahoga County Directors commend Scott S. Osiecki for his exemplary work efforts and outstanding performance as the Chief Executive Officer.
2. The ADAMHS Board of Directors approves a 5-year contract with Mr. Osiecki as CEO commencing on March 1, 2020 through February 28, 2025, with at least two one-year renewals, with all the current benefits and terms as outlined in the existing contract.
3. The ADAMHS Board of Directors recognizes that the salary of the CEO position has been underfunded for over a decade.
4. Although, on April 22, 2020, the ADAMHS Board of Directors believed that Scott S. Osiecki should receive a salary adjustment that is commensurate with the scope of responsibility of the CEO of the ADAMHS Board in the second largest county in the state, as well as his exemplary performance, it was agreed by the ADAMHS Board and Mr. Osiecki that his salary shall remain the same at this time due to the COVID-19 crisis.
5. The ADAMHS Board has made a commitment for a salary adjustment for Mr. Osiecki once the COVID-19 crisis has stabilized.

6. As restrictions of COVID-19 have continued to ease and businesses are re-opening, the ADAMHS Board has developed the following formula to gradually adjust the salary of the CEO position to make it commensurate with comparable Board CEO positions:
 - a. The first two years of the formula are based upon a percentage of the ADAMHS Board total budget. This dollar amount will be equally shared across the Board's funding streams: Cuyahoga County Health & Human Services Levies; OhioMHAS Funding; Federal Funding and Grants.
 - i. Year 1 - CY2020 Total Budget x .00020.
 - ii. Year 2 - CY2021 Total Budget x .00021.
 - iii. Years 3 – 5 based upon existing contract language of up to 5% of the salary.

On the motion of J. Robert Fowler, Ph.D., seconded by Reginald C. Blue, Ph.D., the foregoing resolution was adopted.

AYES: R. Blue, G. Boehm, E. Caraballo, R. Fowler, G. Howard, P. James-Stewart, K. Kern-Pilch, S. Killpack, M. Rodas, S. Rosenbaum, H. Snider, M. Van Voorhis

NAYS: None

DATE ADOPTED: June 24, 2020