

# ALCOHOL, DRUG ADDICTION AND MENTAL HEALTH SERVICES BOARD OF CUYAHOGA COUNTY

## EXECUTIVE COMMITTEE MINUTES October 27, 2010

**Committee Members Present:** Pastor Charles Brown, Eugenia Cash, Rev. Benjamin Gohlstin, Sr., Rick Kemm, Rev. Charlotte Still Noble, Harvey Snider / **Absent:** Pythias Jones, M.D.

**Board Staff Present:** William M. Denihan, C.E.O., Carol Krajewski

Chairperson Rev. Charlotte Still Noble called the Executive Committee meeting to order at 3:00 p.m.

### 1. APPROVAL OF MINUTES

Without objection, the Executive Committee minutes of June 23, 2010 were approved as mailed.

### 2. REPORT ON WILLIAM M. DENIHAN'S PERFORMANCE EVALUATION

Rev. Noble noted that the main purpose of the Executive Committee meeting was to report out on the Chief Executive Officer's (C.E.O.) performance evaluation. Rev. Noble reported that the performance evaluation process and materials, developed and approved by the Board of Directors over a year ago, were followed. Three people served on the performance review team which met a number of times to follow the identified process. The C.E.O. was permitted to appoint one person from the Board of Directors; his choice was Eugenia Cash. The Board Chair was the second person on the review team, and she was permitted to appoint another person; her choice was Robert Fowler, Ph.D.

The Chair asked Ms. Cash to talk about the review process. Ms. Cash appreciated the fabric of engagement and the transparency of information shared with the review team. She noted that all of Mr. Denihan's answers were direct with examples provided and often included documentation.

Ms. Cash noted that the questions in the evaluation materials were often redundant. Rev. Noble reported that an outcome of the evaluation process is a realization that the Executive Committee needs to work to streamline the performance evaluation tool/materials to eliminate redundancy of questions.

Rev. Noble reported that overall this was a very quantitative evaluation tool and that out of 100 points collectively, Mr. Denihan scored 97. **The Board Chair stated that the review team concurred that Chief Denihan has done an extraordinary job in his first year as the Chief Executive Officer of the ADAMHS Board of Cuyahoga County.**

In answer to Rev. Noble's request for input, Mr. Denihan agreed that the review was thorough and indepth. He commented that all involved seemed to learn a lot by going through the process regarding the C.E.O.'s charge and whether he met these expectations.

### 3. RECOMMENDATION TO ADJUST VACATION BENEFIT FOR C.E.O.

Given the positive outcome of the performance review, the review team was prepared to recommend modifying C.E.O. Denihan's contract to include five (5) weeks of vacation. Currently, his contract stipulates four weeks of vacation which is a week less than many other counterparts. Mr. Denihan noted that his vacation time has been four weeks since he began with the Cuyahoga County Community Mental Health Board; he noted further that five weeks vacation is also consistent with bargaining unit benefits.

Rev. Noble distributed a tentative **Resolution No. 10-10-07, Completion of C.E.O. Performance Evaluation and Modification** for consideration by the Executive Committee. The resolution acknowledges the completion of the performance review and recommends that the full Board modify the C.E.O.'s vacation leave to include 5 weeks of vacation retroactive to 7/1/10. (Draft Res. No. 10-10-07 is attached to the original minutes stored in the Executive Unit.)

**Motion to approve the content of Resolution No. 10-10-07, Completion of C.E.O. Performance Evaluation and Modification.** MOTION: B. Gohlstin / SECOND: E. Cash

**Discussion:** Mr. Kemm felt that the increase in vacation time is well deserved. Pastor Brown acknowledged the importance of vacation time for the health and vitality of professionals. Mr. Denihan distributed a table to the Executive Committee showing the CEO Salary and Benefits Information, as of October 20, 2010 & October 2009, for other comparative organizations. (A copy of this table is attached to the original minutes stored in the Executive Unit.)

**Vote on motion to recommend approval of Resolution No. 10-10-07 to the full Board.**

AYES: C. Brown, E. Cash, B. Gohlstin, R. Kemm, H. Snider / NAYS: None / ABSTAIN: None / **Motion passed.**

#### **4. REPORT ON COMPENSATION ISSUES FOR FUTURE CONSIDERATION**

During the review procedure, Rev. Noble began to feel that decisions made during the consolidation process may not have positioned the C.E.O. salary as well as it might have. She opened the discussion by suggesting that the Executive Committee may need to begin to thinking about a salary package or range that is comparable to other Executives in order to plan for the future and asked for feedback.

Pastor Brown felt that efforts should be taken to plan for the future and design a comparable price package that is more competitive.

Mr. Snider asked how relevant it was that executives with higher base salaries on the document distributed are funded by counties that have their own specific levies. Mr. Snider advocated for the Executive Committee to consider the possibility of an independent behavioral health levy in Cuyahoga County due to looming budget reductions.

With regard to problem gambling issues that may soon place extra demands on our system, Rev. Gohlstin noted that he had the occasion to speak to Governor Strickland and the candidate running for Lt. Governor about the ADAMHS Board of Cuyahoga County about this issue and the need for the state to approach the gaming industry to make them aware that they need to come to the table with some funds to assist with addiction issues. At this point, it is not understood how much or what is needed; however, Rev. Gohlstin advocated for the ADAMHS Board to be included in the discussion as well.

**Motion to authorize the Performance Review Team to continue to review/revisit the C.E.O. compensation package.** MOTION: H. Snider / SECOND: B. Gohlstin / AYES: C. Brown, E. Cash, B. Gohlstin, R. Kemm, H. Snider / NAYS: None / ABSTAIN: None / **Motion passed.**

#### **5. OLD/NEW BUSINESS** - None

*There being no further business, the meeting adjourned at 3:40 p.m.*

*Submitted by: Carol Krajewski, Executive Specialist*

*Approved by: Rev. Charlotte Still Noble, ADAMHS Board Chairperson*