

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

**RESOLUTION NO. 21-03-03 AMENDING RESOLUTION NO. 20-06-06**

**APPROVAL OF COMPLETED ANNUAL PERFORMANCE REVIEW & SALARY ADJUSTMENT 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 a new employment contract with Mr. Osiecki from March 1, 2020 through February 28, 2025, with the option to renew the contract for at least two one-year terms; and,

**WHEREAS**, The Board of Directors Review Team has completed Mr. Osiecki's annual evaluation on March 19, 2021 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 third year exceeded expectations with a total score of 404 out of a possible 411 (98% out of 100%) regarding the ten set goals and nine CEO core competencies; and,

**WHEREAS**, The Board of Directors believes that 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 three years, his ability to increase funding and lead staff and further enhance operations even during the pandemic crisis, and his dedication to the Board and the clients we serve for nearly 27 years; and,

**WHEREAS**, The ADAMHS Board of Directors recognized that the salary of the CEO position has been underfunded and developed a salary adjustment formula.

**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 second year of the formula is based upon .00030 of the CY2021 Total Budget effective March 1, 2021. 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.
3. This resolution amends Scott S. Osiecki's CEO current employment contract.

On the motion of Sharon Rosenbaum, MBA, seconded by Katie Kern-Pilch, ATR-BC, LPC-S, the foregoing resolution was adopted.

**AYES:** B. Addison, A. Bhardwaj, R. Blue, G. Boehm, C. Bryant, E. Cade, E. Caraballo, R. Fowler, G. Howard, P. James-Stewart, K. Kern-Pilch, S. Killpack, J. Olsen, M. Rodas, S. Rosenbaum, H. Snider

**NAYS:** None

**DATE ADOPTED:** March 24, 2021