

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

**RESOLUTION NO. 09-10-01**

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

**WHEREAS**, the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County with Provisional Authority, in Resolution 08-12-03, voted on December 18, 2008, to select William M. Denihan as the Chief Executive Officer for the ADAMHS Board of Cuyahoga County effective July 1, 2009; and,

**WHEREAS**, on July 1, 2009, in Resolution No. 09-07-01, the ADAMHS Board ratified all of the resolutions passed by the ADAMHS Board with Provisional Authority, including Resolution No. 08-12-03 naming William M. Denihan as Chief Executive Officer of the ADAMHS Board; and,

**WHEREAS**, the new ADAMHS Board has an annual budget of \$165 million and approximately 69 employees. Although the Chief Executive Officers of similarly sized organizations receive a base salary of \$193,180 (Hamilton County ADAMHS Board: budget is \$100 million), \$186,994 (Cuyahoga County Board of Developmental Disabilities: budget is \$89 million), and, \$158,371 (Franklin County ADAMHS Board: budget is \$125 million), CEO Denihan believes it prudent during this economically challenging time to request that his salary of \$149,256 remain the same for FY 2010, as when he was CCCMHB CEO; and,

**WHEREAS**, the Executive and the Finance and Operations Committees recommend that the full Board of Directors approve a three-year employment contract, with two one-year renewals, with William M. Denihan; and,

**WHEREAS**, after meeting with providers to discuss the ramifications of the devastating budget reductions on the behavioral health system, and to avoid any further distractions that the CEO compensation package negotiations have caused, William M. Denihan, CEO of the ADAMHS Board of Cuyahoga County, has decided to forego receiving an additional two weeks of vacation and the \$3,000 allocated for education as proposed by the Board. He will also reduce his car allowance to \$475 instead of the \$700 that was offered to him by the Board. Therefore, even with the addition of duties as the CEO of the new ADAMHS Board, there is no change to his compensation package; and,

**WHEREAS**, the attached chart represents Mr. Denihan's compensation package in comparison to Directors of other large urban Boards.

**NOW, THEREFORE, BE IT RESOLVED:**

1. The ADAMHS Board of Directors authorizes the ADAMHS Board of Directors Chairperson to enter into a contract with William M. Denihan to serve as the Chief Executive Officer for a three year term, with the ability to renew for two one-year terms, and including the following terms and conditions:
  - a. Each year, CEO Denihan's performance will be evaluated, and at that time, the ADAMHS Board of Directors will determine what increase in salary will occur in an amount not to exceed 5% per year; and,
  - b. CEO Denihan will be provided the following benefits per year:
    - i. Four weeks of vacation; and,
    - ii. 15 days of sick leave; and,
    - iii. Three personal days; and,
    - iv. \$5,700 (\$475 per month) for a car allowance
2. CEO Denihan by this resolution is hereby prior authorized to execute each contract on behalf of the ADAMHS Board of Directors for the purchase of goods and services relating to the administration and operation of the ADAMHS Board office and its staff, subject to the availability of funds, the budget established by the ADAMHS Board of Directors and the retrospective review and ratification by the ADAMHS Board of Directors at the next regularly scheduled General Meeting of the ADAMHS Board.

On the motion of Amy Leopard, seconded by Rev. Benjamin F. Gohlstin, Sr., the foregoing resolution was adopted.

**AYES:** F. Amunategui, C. Brown, E. Cash, K. Gambatese, B. Gohlstin, J. Hnanicek, P. Jones, R. Kemm, A. Leopard, H. Snider, L. Thomas, E. Thoms, M. Warr, A. Williams

**NAYS:** None

**ABSTAIN:** None

**DATE ADOPTED:** October 28, 2009

**William M. Denihan, Chief Executive Officer, ADAMHS Board of Cuyahoga County  
Compensation Package Comparison: October 28, 2009**

After meeting with providers to discuss the ramifications of the devastating budget reductions on the behavioral health system, and to avoid any further distractions that the CEO compensation package negotiations have caused, William M. Denihan, CEO of the ADAMHS Board of Cuyahoga County, has decided to forgo receiving an additional two weeks of vacation and the \$3,000 allocated for education as proposed by the Board. He will also reduce his car allowance to \$475 instead of the \$700 that was offered to him by the Board. Therefore, even with the addition of duties as the CEO of the new ADAMHS Board, there is no change to his compensation package.

The chart below represents Mr. Denihan's compensation package in comparison to Directors of other large urban Boards:

Negotiated Item	Hamilton County ADAMH Board \$100 million Budget	Franklin County ADAMH Board \$125 million budget	Former Alcohol & Drug Board of Cuyahoga County (ADASBCC) Dr. Russell Kaye \$35 million budget	Former Cuyahoga County Community Mental Health Board (CCCMHB) William M. Denihan \$135 million budget	William M. Denihan ADAMHS Board of Cuyahoga County Compensation Package \$165 million budget
<b>Salary</b>	\$193,180	\$158,371	\$144,616	\$149,256	<b>\$149,256 (no change)</b>
<b>PERS pick-Up</b>	50% of employee contribution	100% of employee contribution	0	0	<b>0 (no change)</b>
<b>Vacation</b>	4 weeks	6 weeks	6 weeks	4 weeks	<b>4 weeks (no change)</b>
<b>Sick</b>	15 days	15 days	12 days	15 days	<b>15 days (no change)</b>
<b>Personal Days</b>	0	6 days	3 days	3 days	<b>3 days (no change)</b>
<b>Continuing Education</b>			\$3,000	0	<b>0 (no change)</b>
<b>Life Insurance</b>			\$100,000 Whole Life Insurance	0	<b>0 (no change)</b>
<b>Vehicle</b>	\$8,000			\$475.00 per month	<b>\$475 per month car allowance (no change)</b>
				(\$341.62 lease + \$133.38 insurance and maintenance)	
<b>Settlement of former ADASBCC Executive Director</b>	\$108,304 cash + \$75,000 position +\$21,000 fringe benefits with BOCC through November 30, 2010 <b>Total Settlement: \$204,304</b>				