

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

**RESOLUTION NO. 12-01-10**

**APPROVAL OF SALARY INCREASES FOR ALL ADAMHS BOARD EMPLOYEES**

**WHEREAS**, All employees of the ADAMHS Board are dedicated and hardworking individuals, and since the consolidation and especially since the layoffs of July 2011, staff workloads have greatly increased; and,

**WHEREAS**, OAPSE, AFL-CIO, LOCAL 328 requested that William M. Denihan, CEO, consider a wage reopener, and Mr. Denihan and the Union came to a tentative agreement contingent upon Board of Director approval; and,

**WHEREAS**, Rationale for Mr. Denihan's decision to provide an increase included the following:

- No Increase in Four Years.
- Increase in Job Responsibilities.
- Increases in Health Insurance Costs.
- Increases Given at Other Boards.
- Loss of Valuable Personnel.
- Funding is Available within the FY12 Approved Personnel Budget.
- Board FY12 Approved Operating Budget Remains at 4% of the Total Budget.

**WHEREAS**, The funding for the increase is available in the Board's FY12 approved operating budget because of: savings due to conservative stewardship of the operating budget; salary savings from open positions not being filled because of other staff taking on the responsibilities, and savings from laid-off employees not using the budgeted dollar amount for unemployment compensation because they received other jobs.

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

1. OAPSE, AFL-CIO, LOCAL 328 Contract Addendum for a 3% salary increase from July 1, 2011 through June 30, 2012 is approved.
2. A 3% salary increase from July 1, 2011 through June 30, 2012 to all non-bargaining employees is approved. This increase does not include the Chief Executive Officer.
3. OAPSE, AFL-CIO, LOCAL 328 will actively promote participation of its members in Voluntary Random Drug Testing as part of the ADAMHS Board of Cuyahoga County Drug Free Workplace Policy that non-bargaining employees have been participating in since 2010.

On the motion of Reginald C. Blue, Ph.D., seconded by Eugenia Cash, the foregoing resolution was adopted.

**AYES:** I. Bailey, D. Biegel, R. Blue, C. Brown, E. Cash, R. Folbert, R. Fowler, P. Jones, R. Kemm, R. Romaniuk, H. Snider, M. Warr, A. Williams

**NAYS:** None

**ABSTAIN:** None

**DATE ADOPTED:** January 25, 2012