



Date: November 5, 2019
Time: 6:00 p.m.
Place: Administrative Building

Board Present: Ms. Barbara Laberer, Mr. David Whitlock, Mr. Joe McGowan, Mr. Jeff Bock,
Ms. Lyn Havin

Board Absent: Ms. Sue Wilmesher

Staff Present: Ms. Darleen Hainline, Ms. Teresa Barylski, Ms. Angie Smallwood, Ms. Clara Wilson, Mr.
Dennis Kramme, Mr. Larry Ley, Ms. Grace Garlock

Ms. Barbara Laberer, Chairperson, opened the meeting.

Minutes

MOTION was made by Mr. David Whitlock, seconded by Ms. Lyn Havin, to accept the October 1, 2019 regular session and October 14, 2019 closed session board minutes. Motion carried (4-0).

Treasurer's Report and Finance Committee – Mr. Larry Ley presented September 2019 financial reports. Discussion was held on modifying the budget to reflect additional payroll expenses and DMH income. The consensus was to not amend the current budget.

MOTION was made by Mr. Joe McGowan, seconded by Ms. Lyn Havin, to accept the September 2019 financial reports as presented. Motion carried (4-0).

Executive Director's Report – Ms. Darleen Hainline discussed events planned at Staff Appreciation Day. Artzy Wallz has expressed an interest in continuing art classes for ABiLITY clients. Scholarship monies will be used to continue classes with the use of the R. Kruse building after business hours. We received a three-year accreditation from CARF, most all recommendations have already been addressed.

Discussion was held regarding the environmental inspection at Sullivan House. Bids are being collected for remediation of mold in the basement and will be forwarded to Franklin County SB40 Resource Board. Residents might need to be relocated during the process.

Ms. Angie Smallwood, Assistant Director of Support Services, reported on the effect the recent pay increase has had on the applicants. We have completed nine intakes and have another applicant in the pre-employment process.

Public Comments – None

Program Reports –Early Intervention Director, Ms. Clara Wilson, presented 1st quarter outcomes for the program. The program served 69 families this quarter, which is approximately 51% of the need in Franklin County. They are currently serving a child in a feeding clinic and billing Medicaid directly

outside of the First Steps Program. The recommendation received during the CARF survey is being addressed with caution as to not harm the delicate relationships with families. The team attended a trauma training today which can be used to help families in crisis.

Community Relations Report –Mr. Dennis Kramme presented an update on October activities and upcoming events. The Friends Quilt Auction was successful and initial reports show a profit of approximately \$15,000. Save the Date cards and sponsorship letters will be sent out this week for the Reaching for the Stars Dinner Auction. ABiLITY's Client Art Show is Thursday, November 14th at the R. Kruse Building from 6:00 – 7:30 pm. A year-end appeal letter/email will be sent soon. ABiLITY will host three hot chocolate booths at the Union Christmas Parade on December 6th.

Old Business – Succession planning, strategic planning – Ms. Hainline presented information on the October 21st meeting with key personnel regarding the X-ray assessment. The assessments will be emailed to key staff next week, a debrief will be scheduled when results are received.

ABiLITY Video- A proposal to update the ABiLITY video was presented and discussion was held on content needed.

MOTION was made by Mr. Joe McGowan, seconded by Mr. Jeff Bock to approve the Wilson Video proposal as presented. Motion carried (4-0).

New Business –

New Overtime Rule- Ms. Hainline distributed a handout on the new FSLA Overtime Rule from SHRM that goes into effect January 1, 2020. Discussion was held on the upcoming salary threshold and how it will affect ISL managers. A recommendation was made to change ISL managers from an exempt status to non-exempt status; as hourly employees the managers will be able to flex their time to manage weekly overtime and will grant them overtime pay for hours that exceed a 40-hour work week.

MOTION was made by Mr. David Whitlock, seconded by Mr. Jeff Bock, to change ISL managers from salaried (exempt) employees to hourly (non-exempt) employees beginning with the first payroll in December. Motion carried (4-0).

Health Insurance Renewal- Ms. Hainline presented 2020 health insurance renewal rates from Cigna.

MOTION was made by Ms. Lyn Havin, seconded by Mr. Joe McGowan, to approve the Cigna 2020 rate renewal as presented. Motion carried (4-0).

Retirement Audit- Mr. Ley presented the 2018 retirement audit preformed by Hochschild, Bloom and Company LLP.

MOTION was made by Ms. Lyn Havin, seconded by Mr. Joe McGowan, to accept the 2018 retirement audit as presented. Motion carried (4-0).

Items for Next Meeting – None

MOTION to adjourn was made by Mr. David Whitlock, seconded by Mr. Jeff Bock.
Motion carried (4-0).

Meeting adjourned.

Respectfully submitted,



Mr. Joe McGowan

Recorded by,



Ms. Teresa Barylski

ATTACHMENTS

October 2019 Regular Board Meeting Minutes
October 14, 2019 Closed Session Meeting Minutes
Financial Statements
Longevity Bonus data
Health Insurance Renewal
ABiLITY Community Relations Report
Missourian publication
Financial Recap handout
Proposal-Wilson Video handout
SHRM-FSLA Overtime Rule handout