



Date: May 4, 2021

Time: 6:00 p.m.

Place: Admin Offices and Zoom Video Conference

Board Present: Ms. Lyn Havin, Mr. David Whitlock, Mr. Jeff Bock, Ms. Barb Laberer, and Mr. Joe McGowan arrived @ 6:15pm.

Staff Present: Ms. Lori Schaedler, Ms. Teresa Barylski, Ms. Clara Wilson, Mr. Larry Ley, Ms. Sherry Schneider, Mr. Tom Beck, Mr. Dennis Kramme, Ms. Grace Garlock, Ms. Angela Smallwood

Guest: Ms. Kimberlyn MacDonald

Ms. Barb Laberer, Vice-Chair, opened the meeting at 6:00pm.

Agenda

MOTION was made by Ms. Lyn Havin, seconded by Mr. David Whitlock, to approve the May 4, 2021 agenda as presented. Motion carried (3-0).

Regular Session Minutes

MOTION was made by Ms. Lyn Havin, seconded by Mr. Jeff Bock, to approve the April 6, 2021 regular session minutes. Motion carried (3-0).

Treasurer's Report and Finance Committee – Mr. Larry Ley presented March 2021 financial reports. Overtime statistics for 2019, 2020 and the first quarter of 2021 were presented.

MOTION was made by Mr. David Whitlock, seconded by Mr. Jeff Bock, to accept the March 2021 financial reports as presented. Motion carried (3-0).

Executive Director's Report – Ms. Lori Schaedler presented the Executive Directors report. Discussion was held concerning Covid vaccine availability. The Life Ops team has volunteered to sort and coordinate clothing donations for the Foster Closet. Ms. Schaedler announced Ms. Grace Garlock has accepted the position of Director of Life Ops and Ms. Sherry Schneider has accepted the position of Assistant Director of Life Ops. We continue to evaluate the benefit package. Ms. Schaedler, Mr. Ley, and Ms. Barylski met with Mr. Dylan Lueckenotte from Wall Street Group, LLC today to discuss the MARF cooperative self-funded plan structure. We've also met with ADP TotalSource to discuss a PEO plan and are waiting on information from our current broker, One Digital for a fully-funded benefit renewal option. Once all options are compiled information will be forwarded for review.

Public Comments – None

Program Reports – Ms. Clara Wilson, Director of Early Intervention, reports the program is seeing stability after Covid restrictions. Most families are now receiving home visits. Seventy-one families were served last quarter with several new referrals. First Steps rates have not increased in more than twelve years and we are working to improve rates. Ms. Wilson shared a success story.

Community Relations Report –Mr. Larry Ley presented the April community activities and upcoming May events. Thursday, May 6th is Give STL day. The ABiLITY open house was scheduled for Tuesday June 1 from 3-6pm.

Old Business –

HVAC – Follow up; additional research was obtained to clarify 1 phase vs 3 phase equipment and SEER ratings for the HVAC units after the April board presentation. On April 26, 2021, the board of directors approved awarding the HVAC bid to Home Systems in the amount of \$23,208.

MOTION was made by Ms. Barb Laberer, seconded by Ms. Lyn Havin, to ratify the email vote taken on April 26, 2021 accepting the Home Systems HVAC bid in the amount of \$23,208. Motion carried (4-0).

401(k) – As presented at the April board meeting ABiLITY and communicated via email on April 14, 2021 ADP SmartSync is recommended as the 401(k) recordkeeping system to reduce ABiLITY’s liability and administrative tasks while realizing a cost savings to the plan participants. Assets will be transferred from American Funds/Capital Group and services from LPL Financial and Master Benefit Group will be terminated.

MOTION was made by Ms. Lyn Havin, seconded by Ms. Barb Laberer, to ratify the email vote taken on April 14, 2021 approving the transfer of assets to ADP SmartSync effective July 1, 2021. Motion carried (4-0).

New Business –

Staff incentives to address DSP Crisis – Ms. Lori Schaedler presented incentive options to acquire and retain staff during the current employment crisis. A request was made for \$60,000 to incentivize direct care staff from May thru August. A progress report can be presented each month.

MOTION was made by Ms. Lyn Havin, seconded by Ms. Barb Laberer, to approve up to \$60,000 to implement a staff incentive program trial. Motion carried (4-0).

Recruitment and Performance Management – Ms. Lori Schaedler presented information on ADP recruitment and performance management modules at an annual cost of \$5,856.00. Item was tabled until next meeting.

Items for Next Meeting – None

MOTION to adjourn was made by Ms. Barb Laberer, seconded by Mr. David Whitlock. Motion carried (4-0).

Meeting adjourned.

Respectfully submitted,



Ms. Lyn Havin

Recorded by,



Ms. Teresa Barylski

ATTACHMENTS

- April 6, 2021 Regular Session Minutes
- March 2021 Financial Statement
- Executive Director Report
- ADP Recruitment & Performance Measurement handout
- Community Relations handout