

# Geauga County Commissioners

## Department of Mental Health Salary Presentation

Geauga County Commissioners

Ralph Spidalieri

Timothy C. Lennon

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## Reason for this Meeting

- This meeting has been arranged following a large amount of concerns from taxpayers.
- The Commissioners have also expressed deep concern after learning about and reviewing the 5 year director contract. This has raised concerns when comparing county-wide director earnings, benefits, and increases based on the current county operations.
- The Geauga County Commissioners would like to offer full transparency and awareness to county residents of how their tax dollars are spent and managed relating to Geauga Board of Mental Health Director Salary.

# Geauga County Mental Health Board At A Glance

- Duly constituted local planning and funding authority
- Responsible for distribution of funds and administration of public mental health, alcohol, and drug addiction services in Geauga County
- Board is responsible to develop, promote, and monitor services, facilities, and programs that are responsive to the behavioral health care needs of the citizens of Geauga County

# Agencies Funded By Your Tax Dollars

Catholic Charities

Family Pride of Northeast Ohio

John Murray Center

Lake-Geauga Recovery Centers, Inc

NAMI Geauga

Ravenwood Health

Torchlight Youth Mentoring Alliance

WomenSafe, Inc.

The Mental Health Department is primarily a pass through organization that directs funding to various outside agencies with minimal in house services but rather a referral agency.

# Surrounding County Comparisons

Surveys were sent out to all 88 counties by the Geauga County Commissioners Office. A total of 51 counties responded back. With that information, we were able to obtain accurate numbers of all of our surrounding counties to perform a fair comparison.

## Population Comparison

RANK	COUNTY	POPULATION
1	Cuyahoga	1,280,122
2	Lake	230,041
3	Trumbull	210,312
4	Portage	161,419
5	Ashtabula	101,497
6	Geauga	93,389

## Annual Budget Comparison

RANK	COUNTY	POPULATION	ANNUAL SYSTEM BUDGET
1	Cuyahoga	1,280,122	63,910,441
2	Lake	230,041	18,495,000
3	Portage	161,419	9,136,440
4	Trumbull	210,312	7,047,352
5	Geauga	93,389	5,925,968
6	Ashtabula	101,497	4,443,207

# Supervised Employee Comparison

RANK	COUNTY	POPULATION	ANNUAL SYSTEM BUDGET	NUMBER OF SUPERVISED EMPLOYEES
1	Cuyahoga	1,280,122	63,910,441	49
2	Lake	230,041	18,495,000	9
3	Trumbull	210,312	7,047,352	9
4	Ashtabula	101,497	4,443,207	4
5	Portage	161,419	9,136,440	4
6	Geauga	93,389	5,925,968	3-4

# Executive Salary Comparison

RANK	COUNTY	POPULATION	ANNUAL SYSTEM BUDGET	NUMBER OF SUPERVISED EMPLOYEES	EXECUTIVE SALARY
1	Cuyahoga	1,280,122	63,910,441	49	151,320
2	Lake	230,041	18,495,000	9	136,653
3	Geauga	93,389	5,925,968	3-4	117,329
4	Portage	161,419	9,136,440	4	99,750
5	Trumbull	210,312	7,047,352	9	95,891
6	Ashtabula	101,497	4,443,207	4	84,589

\*The salary shown is based on the final salary of the 5 year contract that was approved by the Mental Health Board on August 21, 2019.

# Cost of Salary Per Capita Comparison

RANK	COUNTY	POPULATION	ANNUAL SYSTEM BUDGET	NUMBER OF SUPERVISED EMPLOYEES	EXECUTIVE SALARY	COST OF SALARY PER CAPITA
1	Geauga	93,389	5,925,968	3-4	117,329	1.256347107
2	Ashtabula	101,497	4,443,207	4	84,589	0.833413795
3	Portage	161,419	9,136,440	4	99,750	0.617956994
4	Lake	230,041	18,495,000	9	136,653	0.594037585
5	Trumbull	210,312	7,047,352	9	95,891	0.455946403
6	Cuyahoga	1,280,122	63,910,441	49	151,320	0.118207483

\*The salary shown is based on the final salary of the 5 year contract that was approved by the Mental Health Board on August 21, 2019.

# Geauga County's Mental Health Board Summary

- **Smallest** population (93,389)
- **Least** amount of employees (3-4)
- **3<sup>rd</sup> largest** director salary (\$117,329)
- **Largest** cost per capita to the taxpayer (1.256347107)

Statistics Based on Surrounding County Surveys

# Contract Concerns

## Contract Provisions Provided by Board

- Guaranteed \$5,586 increase per year for 5 years. Except union contracts no employee is guaranteed a raise each year.
- Provide a vehicle that is not only for county work related but also for personal use with all related expenses (which would include gas) being paid for by the county. No employee is permitted to use county vehicle for personal use.
- Personal benefit of a \$250,000 life insurance policy County provides \$50,000 policy for fulltime employees.
- 60 day payout of accrued sick time upon separation from employment (not upon retirement) ORC 124.39 sick payout upon retirement is 25% of accrued sick time up to maximum of 30 days.
- Professional Liability Insurance with coverage of \$2 million per occurrence and \$4 million total which would cover for professional actions outside of his employment with the County. Employee liability insurance is limited to work performed for County.
- Agreeing that Mr. Adams stays on as an employee of the Board of Mental Health with all benefits outlined in the agreement if the agreement is not renewed after the 5 year term.

## Director Salary & Expenses

Expense Description	Cost	
Salary	\$117,329 (2019)	\$139,681 (2023)
Health Benefits	\$ 19,669 <small>no employee contr</small>	\$ 19,669
PERS Retirement (14%)	\$ 16,426	\$ 19,555
Life Insurance Policy (\$250,000)	\$ 900	\$ 900
Personal Liability Insurance	\$ 1,000	\$ 1,000
Medicaid	\$ 1,701	\$ 2,025
Worker's Compensation	\$ 162	\$ 229
Vehicle Benefit & Expenses	\$ 5,800	\$ 5,800
<b>Total Cost</b>	<b>\$162,987 (2023)</b>	<b>\$188,859 (2023)</b>

Department	Dept. Head	Budget	Salary	Total Employees
Mental Health	Jim Adams	5,929,068.00	117,329.00	3
Board of DD	Don Rice	26,772,797.00	116,688.00	81
Engineer**	Joe Cattell	13,615,901.46	109,756.40	53
County Administrator	Gerry Morgan	3,035,600.00	97,489.60	425
Job & Family Services	Craig Swenson	15,199,569.00	90,521.60	84
Water Resources	Steve Oluic	13,576,029.44	88,740.80	38
Sheriff**	Scott Hildenbrand	14,946,156.35	84,322.00	154
Soil & Water	Carmella Shale	505,000.00	79,164.80	7
Veterans	Michelle Pemberton	642,059.00	76,207.87	3
Aging	Jessica Boalt	4,275,129.00	75,920.00	38
Auditor / ADP**	Charles Walder	5,483,585.95	75,400.00	35
DOD – Building & CED	David Favorite	1,666,523.00	75,067.20	8
Planning Commission	Linda Crombie	192,246.00	75,000.00	1
Maintenance	Glen Vernick	2,915,383.00	74,900.80	23
Board of Elections	Peter Zeigler	1,257,634.00	68,000.00	49
Dog Warden	Matt Granito	348,081.00	67,745.60	2
Emergency Services	Roger Peterson	464,016.78	61,963.20	3
Clerk of Courts**	Denise Kaminski	1,319,842.00	58,668.00	18
Treasurer**	Chris Hitchcock	625,924.00	58,668.00	7
Recorder**	Sharon Gingerich	431,312.00	55,349.00	4
Transit	JoAnna Santilli	1,613,049.00	51,854.40	25
Law Library	Krystal Thompson	125,037.00	45,468.00	1
Coroner**	Dr. Urbancic	323,363.00	45,384.04	3

Chart showing county-wide director salaries.

\*\* Indicates elected positions.

This chart does not include the judicial branch of county positions.

Department	Dept. Head	Budget	Salary	Total Employees
Board of DD	Don Rice	26,772,797.00	116,688.00	81
Job & Family Services	Craig Swenson	15,199,569.00	90,521.60	84
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Planning Commission	Linda Crombie	192,246.00	75,000.00	1
Law Library	Krystal Thompson	125,037.00	45,468.00	1

Chart showing county department budgets from greatest to least.

\*\* Indicates elected positions.

This chart does not include the judicial branch of county positions.

Department	Dept. Head	Budget	Salary	Total Employees
County Administrator	Gerry Morgan	3,035,600.00	97,489.60	425
Sheriff**	Scott Hildenbrand	14,946,156.35	84,322.00	154
Job & Family Services	Craig Swenson	15,199,569.00	90,521.60	84
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Dog Warden	Matt Granito	348,081.00	67,745.60	2
Law Library	Krystal Thompson	125,037.00	45,468.00	1
Planning Commission	Linda Crombie	192,246.00	75,000.00	1

Chart showing amount of employees per department.

\*\* Indicates elected positions.

This chart does not include the judicial branch of county positions.

# Board of Mental Health Employee Salary Chart

This chart explains the increases and decreases in the department of mental health beginning in 2012, and ending in 2016. 2014 shows a 28.52% salary increase following the passing of a mental health levy.

	LEVY YEAR									
	1/1/12		1/1/13		1/1/14		1/1/15		1/1/16	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
Director	\$53.72	\$111,741.55	\$53.72	\$111,741.55	\$73.91	\$153,733.63	\$53.72	\$111,741.55	\$53.72	\$111,741.55
Employee 1	\$16.20	\$33,696.00	\$16.69	\$34,715.20	\$20.29	\$42,203.20	\$17.69	\$36,795.20	\$17.69	\$36,795.20
Employee 2	\$34.13	\$70,995.60	\$35.16	\$73,125.52	\$42.97	\$89,377.60	\$37.27	\$77,512.86	\$37.27	\$77,512.86
Employee 3	\$28.57	\$59,420.61	\$29.42	\$61,203.17	\$37.41	\$77,812.80	\$31.19	\$64,875.41	\$31.19	\$64,875.41
Employee 4	\$15.79	\$32,843.20	\$16.26	\$33,820.80	\$19.81	\$41,204.80	\$17.24	\$35,859.20	\$17.24	\$35,859.20
		\$308,696.96		\$314,606.24		\$404,332.03		\$326,784.22		\$326,784.22
		<b>+0.00%</b>		<b>+1.91%</b>		<b>+28.52%</b>		<b>-19.18%</b>		<b>+0.00%</b>

# Closing Comments

- The commissioners have recently appointed 4 new board members within the last 60 days with hopes of stronger accountability within this department
- The Mental Health levy that will be on the ballot in approximately 4 weeks
- Reach out to the board members to potentially reconsider their position on the terms of the renewal of the contract
- Concern of any Ohio Revised Code requirements that may not be fulfilled in the contract language, putting the board and the county at risk
- To the general public, we thank you for your dedication to this county and ask that you reach out to the board members and the state department of mental health with your concerns

# MENTAL HEALTH 2018 OPERATIONS

(based on county budget – GCBMHRS General Fund)

Revenue - Property Taxes / Reimbursements / Grants	\$5,577,072
Operational Expenses	\$ 674,706
Building Costs - \$32,371	
Salary Expenses - \$481,051	
Computers - \$40,334	
Distributed Funds Contract Services	\$4,391,017

# Thank You!

On behalf of the Geauga County Commissioners, we would like to extend a special thank you to everyone who has taken this matter into consideration and had taken the time to be here tonight.

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Commissioner Ralph Spidalieri  
Commissioner Timothy C. Lennon  
Commissioner James W. Dvorak

