

Commissioners' Journal
October 1, 2019

The Geauga County Board of Commissioners met in session on October 1, 2019 at 9:00 a.m. in the Commissioners' Chambers located at 470 Center Street in Chardon, Ohio.

It is declared and determined that all formal actions of the Board of County Commissioners concerning and relating to the adoption of all resolutions that were adopted in this meeting, and that all deliberations of the Board of County Commissioners that resulted in such formal action were open to the public and were in compliance with all legal requirements, including section 121.22 of the Ohio Revised Code.

The President of the Board, Timothy C. Lennon opened the meeting at 9:06 a.m. by leading the Board and audience in reciting the Pledge of Allegiance.

COMMISSIONERS OFFICE - COUNTY ADMINISTRATOR'S REPORT

County Administrator Gerard Morgan reported on the items approved by the County Administrator on September 26, 2019 that included for the Dog Warden to approve hiring Cheryl Rosenberger to the position of Part-time Shelter Attendant (#1607-1) to be effective October 7, 2019 at the rate of \$12.05 per hour with a one year probationary period. This offer of employment is contingent upon the successful completion of the required pre-employment conditions and for Transit to approve hiring Debra Abruzzino to the position of Part-time Transit Driver (#2210-1) to be effective September 30, 2019 at the rate of \$14.54 per hour with a one year probationary period. This offer of employment is contingent upon the successful completion of the required pre-employment conditions; as authorized by Resolution #19-006 under the direction and supervision of the County Commissioners that was approved January 8, 2019 pursuant to O.R.C. 305.30.

ARCHIVES / RECORDS CENTER – AGREEMENT – LAKE BUSINESS PRODUCTS – TWO CANNON PRINTERS

The following motion was on the agenda, Commissioner Dvorak asked that the motion be tabled until after a visit to the Department.

The Archives and Records Center is requesting the Board approve and execute an Agreement with Lake Business Products for the purchase of two Cannon printers (Runner Advance 4551i III and 4525i III) in the amount of \$9,300.96 and further initial the maintenance contract to begin at or about November 1, 2019 in the amount of \$168.00 per year for the first 24,000 copies with any overages at a cost of \$0.007 per copy.

Motion: by Commissioner Spidalieri, seconded by Commissioner Lennon to table the motion for the purchase of two Cannon printers (copiers).

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

APPROVE FINANCIALS

Budget and Finance Manager Adrian Gorton explained the financials for today as including a Supplemental Appropriations for the Board of Developmental Disabilities to provide for a transfer to the construction fund; Travel requests for the Department on Aging, Department of Development (Community & Economic), Probate Court and the Recorder's Office; a payment from the Commissioners' Office to the Agricultural Society for the annual support of the Fair Operations in the amount of \$3,300.00; a Revenue Certification for Common Pleas to recognize additional revenue being received from the State in the Intensive Supervision Probation Fund and a Revenue Certification for Water Resources to recognize additional funds being received from a CORSA settlement in the Sewer fund.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve and execute Resolution #19-127 itemizing the financials with the strike through of the encumbrances for the two Cannon printers (copiers) for Archives / Records Center for the meeting of October 1, 2019.*

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

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COMMISSIONERS OFFICE – AMENDMENT #2 BUDGET HEARING SCHEDULE

Mr. Gorton noted that the change is to move the Municipal Court to October 3 with Common Pleas.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve the second amendment to the Budget Hearing schedule moving the Municipal Court from Thursday, September 26, 2019 to Thursday, October 3, 2019 at 1:30 p.m.

<i>Roll Call Vote:</i>	Commissioner Dvorak	Aye
	Commissioner Spidalieri	Aye
	Commissioner Lennon	Aye

BOARD OF DEVELOPMENTAL DISABILITIES – ACKNOWLEDGE RESOLUTION TO CREATE AND ESTABLISH NEW FUND IN NEW WORLD – RESERVE BALANCE ACCOUNT – ACCORDING TO 2020-2021 BUDGET BILL

Executive Director Don Rice requested a new fund be set up in New World as part of the new Budget Bill for a Reserve Balance Account. Mr. Rice noted that the State has put forward some funds that they would like to set aside in anticipation of the rates for direct care increasing in 2021 and 2022. Mr. Rice noted that some carryover funds will also be moved so they can prepare for the coming increase. Two funds are available to be set up, but they already have a capital projects fund in which they just requested a million dollars be moved into their for future projects including the roof and asphalt paving.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to acknowledge receipt of Resolution #19-73(A) and authorize the Auditor's Office to create and establish in New World a fund named Reserve Balance Account according to the 2020-2021 Budget Bill, Amended Substitute HB 166 that allows funds to be deposited that will be needed to pay for future operating expenses.

<i>Roll Call Vote:</i>	Commissioner Dvorak	Aye
	Commissioner Spidalieri	Aye
	Commissioner Lennon	Aye

COUNTY ENGINEER'S OFFICE – CHANGE ORDER #1 FINAL – DECREASE – AERO-MARK COMPANY – APPLICATION OF PAVEMENT MARKINGS YEAR 2019

Deputy Engineer Nick Gorris noted that they are almost complete with all their paving projects, except County Line Road. Mr. Gorris asked the Board approve the final change order for the annual pavement marking project for a decrease with Aero-Mark due to changes in the schedule.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve and execute Change Order #1, Final decreasing the Contract with Aero-Mark Company for the Application of Polyester Pavement Markings to Various Roads, Year 2019 in the amount of \$3,947.70.

<i>Roll Call Vote:</i>	Commissioner Dvorak	Aye
	Commissioner Spidalieri	Aye
	Commissioner Lennon	Aye

PUBLIC DEFENDER'S OFFICE – RE-APPOINT SUSAN DAVIS – PUBLIC DEFENDER COMMISSION

Mr. Morgan noted that they brought up the two upcoming Board appointments during their Budget Hearing, so in response to the memo sent the Board moved forward to re-appoint Ms. Davis.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to re-appoint Susan Davis to the Public Defender Commission for a four year term October 4, 2019 through October 3, 2023.

<i>Roll Call Vote:</i>	Commissioner Dvorak	Aye
	Commissioner Spidalieri	Aye
	Commissioner Lennon	Aye

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PUBLIC DEFENDER'S OFFICE – APPOINT BRIDEY MATHENEY, ATTORNEY – PUBLIC DEFENDER COMMISSION

The Board moved to appoint Ms. Matheney.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to appoint Bridey Matheney, Attorney to the Public Defender Commission for a four year term October 4, 2019 through October 3, 2023.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

DEPARTMENT ON AGING – REVISED JOB DESCRIPTION – REGRADE POSITION – CHORE AND HOME SAFETY PROGRAM COORDINATOR (#1032) – APPROVE REVISED ORGANIZATION CHART TO INCLUDE ADDITIONAL POSITION

Director Jessica Boalt explained that Mr. Debevits will be retiring at the end of January next year and would like to revise that job description, regrade the position from a Grade 9 to a Grade 10. Ms. Boalt asked to revise the organizational chart for two positions to allow for crossover training.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve the revised job description and regrade of the position, Chore and Home Safety Program Coordinator (#1032) to be effective October 1, 2019.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve the revised Organizational Chart to include a second position of Chore and Home Safety Program Coordinator (#1032) to be effective October 1, 2019.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

DEPARTMENT ON AGING – REGRADE BOB DEBEVITS TO REVISED GRADE OF POSITION – CHORE AND HOME SAFETY PROGRAM COORDINATOR (#1032)

Ms. Boalt asked the Board to regrade Mr. Debevits to the new grade of his current position.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve a regrade of Bob Debevits, Chore and Home Safety Program Coordinator (#1032) from Grade 9, Step 5 to Grade 10, Step 3 at the same rate of \$20.93 per hour to be effective October 1, 2019.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

DEPARTMENT ON AGING – ADVERTISE POSITION – CHORE AND HOME SAFETY PROGRAM COORDINATOR (#1032)

Ms. Boalt asked the Board to advertise for the second position of Chore and Home Safety Program Coordinator.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to grant permission to advertise for the position of Chore and Home Safety Program Coordinator (#1032). This position will remain posted until filled.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

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DEPARTMENT ON AGING – ACCEPT RESIGNATION – CHRIS ANSPACH, FISCAL OFFICER

Ms. Boalt asked the Board to accept the resignation of Ms. Anspach, Fiscal Officer.

Motion: by Commissioner Lennon, seconded by Commissioner Spidalieri to accept the resignation of Chris Anspach, Fiscal Officer to be effective October 11, 2019.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

DEPARTMENT OF DEVELOPMENT (BUILDING) – EXECUTE FIRST ADDENDUM TO AGREEMENT – CODE CONSULTATION AND PLAN REVIEW SERVICES, LLC, ASSOCIATED CONSULTING SOLUTIONS, LLC, DUBER ARCHITECTURAL AND CONSULTING SERVICES, LLC AND HOFFMAN AND ASSOCIATE ARCHITECTS

Director Dan Spada asked the Board to approve the Addendum to the current agreements for their plan examiner contracts revising the current per hour rate from \$80.00 per hour to \$90.00 per hour. In May the fee schedule was updated to absorb this increase.

Motion: by Commissioner Spidalieri, seconded by Commissioner Dvorak to approve and execute the First Addendum to the Agreement between the Geauga County Board of Commissioners and Code Consultation and Plan Review Services, LLC modifying the compensation rate from \$80.00 per hour to the new rate of \$90.00 per hour to be effective October 1, 2019, with all remaining terms and conditions of the agreement in full force and effect.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

Motion: by Commissioner Spidalieri, seconded by Commissioner Dvorak to approve and execute the First Addendum to the Agreement between the Geauga County Board of Commissioners and Associated Consulting Solutions, LLC modifying the compensation rate from \$80.00 per hour to the new rate of \$90.00 per hour to be effective October 1, 2019, with all remaining terms and conditions of the agreement in full force and effect.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

Motion: by Commissioner Spidalieri, seconded by Commissioner Dvorak to approve and execute the First Addendum to the Agreement between the Geauga County Board of Commissioners and Duber Architectural and Consulting Services LLC modifying the compensation rate from \$80.00 per hour to the new rate of \$90.00 per hour to be effective October 1, 2019, with all remaining terms and conditions of the agreement in full force and effect.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

Motion: by Commissioner Spidalieri, seconded by Commissioner Dvorak to approve and execute the First Addendum to the Agreement between the Geauga County Board of Commissioners and Hoffman and Associate Architects modifying the compensation rate from \$80.00 per hour to the new rate of \$90.00 per hour to be effective October 1, 2019, with all remaining terms and conditions of the agreement in full force and effect.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

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**DEPARTMENT OF DEVELOPMENT (COMMUNITY & ECONOMIC) – RESOLUTION
HONORING PAT PRESTON, PRESTON SUPERSTORE – LEGACY AWARD WINNER FOR
2019 BY COMMUNITY IMPROVEMENT CORPORATION**

Executive Director Dave Favorite asked the Board to approve the resolution honoring Pat Preston as the Legacy Award Winner.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve and execute Resolution #19-128 Honoring Pat Preston, Preston Superstore on being named the Legacy Award Winner for 2019 by the Community Improvement Corporation (CIC).

Board of County Commissioners, Geauga County, Ohio

Resolution: 19-128

Date: October 1, 2019

***A RESOLUTION HONORING PAT PRESTON, PRESTON SUPERSTORE ON BEING NAMED
THE LEGACY AWARD WINNER FOR 2019 BY THE COMMUNITY IMPROVEMENT
CORPORATION (CIC)***

WHEREAS, the Geauga County Board of Commissioners takes this opportunity to honor Pat Preston, Preston Superstore as the 2019 Legacy Award Winner; and

WHEREAS, by acclamation of Geauga County Community Improvement Corporation, Pat Preston, Preston Superstore has been chosen to be honored at the 49th Annual Salute to Business and Industry Dinner; and

WHEREAS, Pat Preston, Preston Superstore is honored for being a past recipient as an Outstanding Geauga County Company, and for continued exceptional performance and leadership demonstrated through continued growth and expansion of the company, with a continued commitment to Geauga County and its residents; and

WHEREAS, Pat Preston is originally from New Castle, Pennsylvania, graduated from the Lawrence County Vo-Tech Culinary Arts program, attended college at Pennsylvania State University and the University of Nevada, he went on to work for the Marriott Company, where for fifteen years he gained the philosophy of servant leadership; and

WHEREAS, Pat Preston and his brother started their automotive business over twenty-six years ago with the ideals of the nicest people serve the nicest guests, today Preston Superstore, located in Burton Village, Geauga County has grown from the original Chevy's and Cadillac's to include Ford and Kia; and

WHEREAS, Pat Preston, Preston Superstore not only listens and works with their employees, the guests they serve, but also with the huge outpouring of support they provide to the schools, civic groups, 4-H clubs, University Hospital Geauga Medical Center and multiple agencies within the County; and

NOW, THEREFORE, BE IT RESOLVED, that the Geauga County Board of Commissioners do hereby recognize and honor Pat Preston, Preston Superstore as the 2019 Legacy Award Winner; and

BE IT FURTHER RESOLVED, that this Resolution become part of the permanent record of the Board of Commissioners of Geauga County, Ohio.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

**MAINTENANCE - SERVICE CONTRACT AGREEMENT – NELSKI, INCORPORATED D.B.A.
PAUL DAVIS CLEVELAND METRO**

Director Glen Vernick asked the Board to execute a service Contract for up to \$10,000.00 to get some small projects completed, including a repair to the Annex overhang to re-attach and patch a few holes that were found as a potential location that bats were entering into the building. Commissioner Lennon inquired about the amount of funds being put back into repairs on the buildings.

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Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve and execute a service Contract Agreement with Nelski, Incorporated d.b.a. Paul Davis Cleveland Metro to perform repairs to Cantilever Roof, Exit Doors, Windows and any other projects requested by the Director for a period of one year in an amount not to exceed \$10,000.00.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

TRANSIT – APPROVE HIRING DUANE BIDLACK – BUDGET OFFICER II (#2204)

Ms. Santilli asked the Board to approve hiring Duane Bidlack for the Budget Officer II position, that he has the drive and experience and looks forward to getting him started.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to approve hiring Duane Bidlack to the position of Budget Officer II (#2204) to be effective October 21, 2019 at the rate of \$19.48 per hour with a one year probationary period. This offer of employment is contingent upon the successful completion of the required pre-employment conditions.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

COMMISSIONERS' OFFICE – ACKNOWLEDGE RECEIPT DEMKO PROPERTY ANNEXATION PETITION ADJOINING PROPERTIES

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to acknowledge and accept receipt of the Demko Property Annexation Petition Adjoining Properties, that lists the lots adjacent to and across the street from the Demko Property, received September 27, 2019 and include the list as part of the Petition filed under O.R.C. 709.02.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

ACKNOWLEDGEMENTS

- a) Geauga County Board of Developmental Disabilities Board Minutes from August 21, 2019.*
- b) A weekly report filed by the County Dog Warden of all dogs seized, impounded, redeemed or destroyed for the weeks ending September 4, 2019, September 11, 2019 and September 19, 2019 as required by O.R.C. 955.12.*

OTHER

The Board reviewed upcoming events.

MEETINGS

Tue., 10/1 Budget Hearings 12:00 p.m. – 4:15 p.m.

Wed., 10/2 NOC COG Board meeting, 1:30 p.m. Portage County OMJ Center, Ravenna

Thu., 10/3 Budget Hearing, 1:00 p.m.

Thu., 10/3 CIC Annual Salute to Business and Industry, Guido's Generations Event Center, Doors open at 5:00 p.m., Dinner at 6:30 p.m.

Tue., 10/8 Planning Commission meeting at 7:30 a.m. in the Planning Commission meeting room, Bldg. #1C, 470 Center Street, Chardon

Tue., 10/8 The Commissioners will hold regular session at 9:30 a.m.

Tue., 10/8 State of Village of Middlefield, Mary Yoder's Amish Kitchen, 12:00 p.m.

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Thu., 10/10 Geauga Soil and Water Conservation District's Annual Dinner and Election, 6:00 p.m., Claridon Woodlands Lodge

Thu., 10/10 Geauga County Fair Board Annual Meeting, 6:30 p.m. Mary Yoder's Amish Kitchen

Fri., 10/11 NOACA – External Affairs 8:30 a.m., Policy 10:00 a.m., Planning & Programming 11:30 a.m., Cleveland

*Mon., 10/14 **County offices will be closed for general business due to Columbus Day. Twenty-four hour operations will continue to operate as usual.***

Thu., 10/17 The Commissioners will hold regular session at 9:00 a.m.

Mon., 10/21 Family First Council, 1:30 p.m. Mental Health Offices

Tue., 10/22 The Commissioners will hold regular session at 9:00 a.m.

Tue., 10/29 The Commissioners will hold regular session at 9:00 a.m.

COMMISSIONERS' OFFICE – EXECUTIVE SESSION

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to move into Executive Session for the purpose of discussing pending litigation.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

The Board moved into Executive Session at 9:32 a.m. with Mr. Morgan, Prosecutor Jim Flaiz and Assistant Prosecutor Laura LaChapelle. The Board returned from Executive Session at 10:57 a.m. and as a result took the following action:

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to deny approval of the Walter Haverfield Conflict Waiver and further direct Prosecutor Jim Flaiz to submit a letter of response regarding the denial.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

The Commissioners' moved to recess at 10:58 a.m. and until 6:30 p.m. where they will Reconvene at the Building #8 meeting room at 470 Center Street, Chardon for a discussion regarding the Board of Mental Health and Recovery Services.

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to recess until 6:30 p.m.

<i>Roll Call Vote:</i>	<i>Commissioner Dvorak</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Lennon</i>	<i>Aye</i>

The Board reconvened at 6:30 p.m. in the Building #8 meeting room, opening with the Pledge of Allegiance.

Commissioner Spidalieri presented the following information:

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Geauga County Commissioners

Department of Mental Health
Salary Presentation



Geauga County Commissioners

Ralph Spidalieri
Timothy C. Lennon
James W. Dvorak



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.

Mr. Spidalieri noted that had several people come up to him at his other job expressing concern and wanted to know how this can happen. Mr. Spidalieri added that he felt like he was reliving what happened back in 2014, with a similar scenario for a pay increase. The Mental Health Board at the time did the right thing took the amount back to a reasonable salary. Mr. Spidalieri said here we are in 2019 and back with another similar situation. The Commissioners have a responsibility to the Tax Payers, and people look to us about spending and we get the calls. Mr. Spidalieri said they want to maintain transparency in their operation.

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

Information Above Provided by Geauga County Board of Mental Health Website

Mr. Spidalieri noted that this information came from their website.

Agencies Funded By Your Tax Dollars

Catholic Charities	NAMI Geauga
Family Pride of Northeast Ohio	Ravenwood Health
John Murray Center	Torchlight Youth Mentoring Alliance
Lake-Geauga Recovery Centers, Inc	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.

Mr. Spidalieri noted that several of these agencies receive funding from other resources. There are probably other agencies not listed here, but these are some of the main agencies.

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.

Mr. Spidalieri noted that the survey included the population, their operating budget for the county mental health, total number of employees, and the directors compensation for mental health and what it was on a per capita basis. Out of the 51 that responded they looked at the counties that surround us.

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	Gauga	93,389

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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)
- **3rd largest** director salary (\$117,329)
- **Largest** cost per capita to the taxpayer (1.256347107)

Statistics Based on Surrounding County Surveys

Mr. Spidalieri recapped the previous slides, adding that he didn’t want to discredit the Board, the Department or the Director but to bring awareness to the situation.

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.

County Administrator Gerard Morgan went over the concerns with the new contract when compared to the standard county employee. In the last ten years the highest pay increase for base salary was 3% for county employees.

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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
Total Cost	\$162,987 (2023)	\$188,859 (2023)

This shows some actual costs including the additional benefits with this contract.

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.

Mr. Spidalieri noted that the County Engineer’s salary is set by the ORC but includes the salary for the Storm Water Manager.

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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.

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Department	Dept. Head	Budget	Salary	Total Employees
County Administrator	Gerry Morgan	3,035,600.00	97,489.60	425
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Law Library	Krystal Thompson	123,037.00	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
		+0.00%		+1.91%		+28.52%		-19.18%		+0.00%

Mr. Spidalieri noted that previous to these years the Commissioners didn't provide any increases due to current conditions within the County and in 2013 there was only a 2% increase for employees. Mr. Spidalieri explained that in 2014 when the last levy was on, that the Mental Health salaries were increased to cover the years there was no increase, the Commissioners took that increase to the Mental Health Board and salaries were restored, and now here we are again in 2019 with the same situation. We don't want to interfere with business but we do have to look at accountability, if it feels wrong it probably is.

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

Mr. Morgan noted that this is off the operational budget with the General Fund.

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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

Mr. Spidalieri added that they didn't do this to affect the levy as they want it to pass based on the services provided and the needs of the residents, it just appears that when the levy is at the table a similar situation has come up. Mr. Spidalieri said that in the ORC and their bylaws that they are guidelines for reviews and increases and this contract doesn't comply. We thank the public for their dedication. Mr. Spidalieri briefly explained that he came from a background of public service and understands how the public retirement system works and that while it is legal to retire and be rehired, it has happened and is aware of a situation where it will come up again with a building inspector and trying to hire one with the qualifications needed is tough, but the practice in the past has been that the employee comes back at reduced salary. The idea is to work to bring in a replacement to train to then carry the torch going forward. Mr. Spidalieri explained that when that employee retires and comes back, while he pays back into the retirement system it doesn't stay it goes into an annuity that they receive back. Mr. Spidalieri added that he hopes the Board of Mental Health gives this some consideration.

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.



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



Resident Diane Jones from Auburn Township, inquired about the list of salaries and why the County Prosecutor wasn't listed, to which Mr. Spidalieri stated that they didn't have the data to accurately list it.

Resident Jim MacNeal from Troy Township, asked how Board members are appointed and can they be un-appointed. Mr. Spidalieri noted that the State appoints 6 and the Commissioners appoint 8, this is a four year term, we advertise for the positions, they are voluntary and is not always the easiest thing. Can they be removed, yes, approximately two weeks ago the Commissioners removed two Board members, briefly explaining that they are only able to miss a number of meetings and these members missed that number and were removed and replaced. There is a term limit of two terms per appointing authority with a max number of 10 years, adding that there is a situation with a current member from the State that is being looked into regarding the term.

Resident Skip Claypool explained that he had been recently appointed to the Board, adding that

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he does his homework, that he has reviewed the contract, spoken with an Attorney and that there are serious concerns with this contract, and the upcoming levy being impacted by the contract. According to the bylaws and the ORC they require a review, that if there is concerns, there is no corrective opportunity, noting that there are liabilities with the contract.

Alberta Chokshi, Chairman of the Board of Mental Health and wanted to make some clarifications, noting that evaluations have been done by the planning and policy committee and due to the contract being extended into this year, and should have had one done in August. There are goals set that he has to follow through for community plan. Mr. Claypool added that the evaluation doesn't impact his salary, the contract ties their hands, to which Ms. Chokshi added that if the evaluation is positive and the goals have been met that he is entitled to a salary increase. Ms. Chokshi stated that he hasn't had a salary increase.

Commissioner Lennon inquired how they came up with the dollar amount and compensation for salary increases, to which Ms. Chokshi stated that it is averaged out based on the county increases of around 3.75 – 4%.

Mr. Spidalieri added that they have never given more than a 3% raise in the last eight years that he has been here.

Resident Dennis Schaffert expressed a question that the Board extends a contract to the Director can the job be placed out for bid, which Mr. Claypool added that with the current contract in place they cannot, they are stuck. So he is gainfully employed for the next five years, which Mr. Spidalieri added with a guaranteed job at the end of the contract. Mr. Claypool added that it also includes compensation but the package, including car, insurance and that is why this is so egregious. Mr. Schaffert asked what you can do about it now, to which Mr. Claypool added that they are looking into it now. Mr. Schaffert talked about the job becoming common place when they work with the same organizations yearly, having had his own business, he doesn't feel this job is worth any more than \$89,000.00 a year.

Board Member Daniel Schweid expressed concern over what had appeared in the newspaper, which Mr. Spidalieri stated that they don't write the articles.

Mr. MacNeal inquired if the Director was going to speak tonight.

Director Jim Adams explained that he has been the Director for 31 years, noting that the contract had been being worked on since January 2018, and took about 18 months to complete. New members came on in August and September of last year and they started the process over so there was full understanding. As for what he requested, yes he requested a five year contract, adding that after 30 years he felt his experience stood on its own. Mr. Adams didn't know what to expect tonight. Mr. Adams said his request to the Board, noting that his contract is August 1st to July 31st and for the 1st year he asked for 2.9%, the 2nd year 1.74%, the 3rd year 1.16%, for the 4th year 1.16% and the 5th year 1.16%. Mr. Adams said he asked for less each year. As for the car, yes, the car was added to the contract, noting that JFS, Health and the Engineer's office drive cars depending on the role and that he pays taxes on the personal use and that he drives about 24,000 miles a year in office. They are required to attend meetings for the agencies they provide grant funding for. They just completed their grants for this year including submitting for a new grant for state opioid response. As of today we have 7,200 people receiving treatment for Mental Health or Drug and Alcohol Services.

Mr. Adams briefly discussed the last paragraph of the meeting minutes from the Board meeting that they approved the contract, with it was approved by 8 Ayes and 1 Nay. Ms. Chokski stated that Bagley, Chokski, Holden, Lesik, Mikolay, Miller, Newielus, Oluic, Petruziello, Schwied and Vidmar were the members in attendance. There was discussion about the Commissioners having two vacant positions. Discussion continued about items being placed on the agenda and how a subcommittee had been appointed to meet with the Prosecutor as a final step in the process. Mr. Morgan inquired what his request for a percentage per year was. Tom Niewulis expressed that as a Board member he is very upset, adding that he didn't know about those original numbers. Those numbers came out in the subcommittee that they were told because he didn't get raises he deserved the rate and that he was a college student and that the five year contract was because he needed stability in his family. Mr. Niewulis stated that he likes the people on the Board but there was no financial stability, they saved on intellectual property and we had to fight for that. Mr. Niewulis explained that there was number that didn't want a contract and

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they lost that vote, then they looked at the contract and it was egregious and that it was ridiculous as a business decision. They went line by line to see what they can change – the process went well regardless of where it sat on the agenda. The vote was to approve the changes to the contract. Mr. Spidalieri inquired about the amounts he asked for, to which it was then noted that the Board felt he deserved more and didn't use his requested percentages.

Mike Petruziello, Board member expressed frustration about the Board being financially irresponsible, that he has asked for metrics, information on the levy, grant money available from the Federal, State and other agencies. In his mind the Board has failed, having no succession plan when he retired.

Mr. Scheffert asked the Board member if all 8 members agree to the contract with all the Information pertaining to it, regardless of who the members are, if they didn't have all the pertinent information concerning it, it's a legal matter and a judge then needs to determine if it was issued properly.

Linda Miller, Board member has been a member for more than six years, they provide services for mentally ill and addicted residents and in the midst of all the commotion, we have lost sight of helping people. Mr. Spidalieri agreed, and those dollars need to go to serving the residents, not exuberant salaries.

Dr. Carolyn Lesyk, State Appointed Board member stated that they looked at the numbers of all 88 counties, when they began Mr. Adams was at the bottom of all the counties and with 8 years of no increase, they didn't stick with just the northeast counties. If you look at it in detail, apart from Cuyahoga, a lot of the counties don't do what we do with the population we have, adding that they provide hospital substitutes so they don't use the State systems and provide many services, they don't have to use the state resources, but in terms of the salary process they used the state numbers as a whole. Mr. Spidalieri added that when they look at salary studies you have to look at the area and what they are paying, is it competitive, and the cost of housing, noting that Delaware County is comparable to Geauga but is heavy agriculture. We take a position of average households, salary, employees and travel distance to get a sensible number. So if you look at competition, who are we losing our employees to, Lake and Cuyahoga Counties?

Dr. Schweid appreciates the process, noting that Mr. Niewulis got angry but over time agreed to the some of the contract was ok, but they spent 2 hours in open session not in executive pulling the contract apart. Maybe the Board didn't get what they wanted, but nor did the County appointees, noting that 2 abstained, 1 voted against. Mr. Claypool stated at his first meeting he was going to abstain because he wasn't there, but you shouldn't abstain if it's a yes or no. Finally they came to 1 sentence in the agreement that Mr. Niewulis agreed to that at any time the contract can be looked at for any reason, that it can be rescinded, and there is a termination clause. Mr. Lennon stated that he read the contract, it reads differently. Dr. Schweid explained that he was head of the planning and policy subcommittee, and that they had submitted a concern to an Attorney, who had made the suggestion of a contract. The Board then changed the contract that was presented, adding that he appreciated that Mr. Niewulis gave us both sides. Dr. Schweid added that the Board as a whole can look at the contract again and it's a matter of votes. That it doesn't matter who the appointees are, that there are new people on the Board and they have good ideas, and perhaps the county has more appointees than the state and the contract will be redeveloped but it will be based on resolutions by the Board and preferably in open session. Mr. Spidalieri expressed that this is all they were asking, that the Board look at it again. Dr. Schweid said someone needs to ask Ms. Chokshi to put it on the agenda to be re looked at.

Mr. Morgan added just to be clear, he read the termination clause of the contract, the chapter of the ORC that is included has nothing to do with employment. Mr. MacNeal asked if Mr. Adams was pulling retirement as a retire rehire.

Susan Daniels asked the Commissioners if they felt the levy would be affected by the contract, to which Mr. Spidalieri added that tonight is not about the levy, but the contract. There was a brief discussion about members being on the subcommittee and it was noted that two of the Commissioners appointees had been on the subcommittee.

Mr. Lennon thanked everyone for coming out tonight, thanking Mr. Spidalieri, that were on the

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same team and that we can move forward on the best path. Commissioner Dvorak thanked Mr. Spidalieri and Mr. Morgan for putting the presentation together. Mr. Dvorak noted that as a Township Trustee they had to go before the Budget Commission and if they didn't have the funding, they had to make changes. You can't promise money if you don't have the money.

BEING NO FURTHER BUSINESS TO COME BEFORE THE BOARD

Motion: by Commissioner Dvorak, seconded by Commissioner Spidalieri to adjourn the meeting at 7:58 p.m.

Geauga County Board of Commissioners

Timothy C. Lennon

Ralph Spidalieri

James W. Dvorak

Christine Blair, Commissioners' Clerk

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