

November 24, 2015

- 101-15 Approval of the Agenda
- 102-15 Approval of the Minutes of the October 27, 2015 regular meeting
Concurrence with the payment of bills in October pages 3-7, 9-12, 14-15, 17-19, 21-22 and 26-33
Accept Personnel Report
Hire of Stephanie Miller as Part-Time Employment Specialist
Hire of Amber Siefker as Part-Time Assistant
Hire of David Howard as Intervention Specialist – School Age
Transfer of Kristy Schweingruber from Service and Support Supervisor to Service and Support Administration Manager
Transfer of Jana McVetta from Medicaid Specialist to Support Services and Quality Manager
Transfer of Joyce Diller from Secretary to Administrative Assistant for Service and Support Administration
Resignation of Lindsay McDonald as Help Me Grow Central Intake/Child Find Coordinator
Resignation of Matt Burklo as Habilitation Manager
Resignation of Mandy Roberts of Intervention Specialist
Resignation of Stephanie Mohr-Shank as Service and Support Associate – Children
Retirement of Mike Steiger as Human Resource Director
- 103-15 Concurrence with the payment of bills in October, pages 2, 8, 13, 16, 20, 24, 25, 34 and 35
- 104-15 Concurrence with the payment of bills in October, pages 1 and 23
- 105 15 Approve the following Finance Actions:
Intra-Fund Transfers
- 106-15 Approve the following Policies:
Policy 4.08 Transportation-Least Restrictive Environment and Payment for Services
Policy 8.1.3 Marimor Adult Services
Policy 8.13 Non-Medicaid Adult Services/NMT
Early Intervention Handbook
Policy 8.12 Self-Determination
- 107-15 Approve the following Position Changes
SC-202 Secretary Abolish
CS-104 Cafeteria Worker Reduce Hours
AD-605 Assistant Superintendent Create
- 108-15 Approve Resignation of the Superintendent
- 109-15 Approve Master Contract for Housing Acquisition, Development and Management Services
- 110-15 Resolution to Cease the Provision of Transportation Services for School Children Beginning With the 2016-2017 School Year – Tabled
- 111-15 Approve Extension of the Contract for Transportation Services

ALLEN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

MINUTES

November 24, 2015

5:30 p.m. Regular Board Meeting

Administration Building

2500 Ada Road, Lima OH

OATH OF OFFICE

On November 24, the Allen County Commissioners appointed Melissa Weaver to serve on the Allen County Board of Developmental Disabilities. She will be filling the unexpired term of Ariel Meister who moved to Henry County. Melissa is the parent of a school age son who is eligible for county board services and attends Marimor School. He went through our early intervention and preschool program as well. She has participated with our Board in several areas including our last strategic planning. She has a Bachelor of Science degree in Child and Family Community Services from Bowling Green. She has taught in several YMCA Child Development Centers.

Jay Begg swore her in.

I. Roll Call

The Allen County Board of Developmental Disabilities met in regular session on Tuesday, November 24, 2015 in the Administration Conference room. President Fleming called the meeting to order at 5:30 p.m. with the following roll call response:

Mr. Patrick Conrath, excused
Mr. Robert McPheron, present
Mr. Thomas Fleming, present

Mr. Martin Garlock, present
Ms. Phyllis Montrose, present

Mrs. Linda Lehman, present
Mrs. Melissa Weaver, present

II. Focus

Mission The mission of the Allen County Board of Developmental Disabilities is to:

- Reduce Barriers
- Ensure Supports
- Expand Meaningful Community Involvement

Vision: Lindsey Phillips read the vision. She is a Day Services Specialist and has been employed by the Board since 2006. Lindsey works with about 19 individuals on a daily basis. Half of the individuals do hab activities and learn life and work skills. The other half of the individuals do hab activities and work on the workshop floor. Lindsay also helps with Karaoke, which is held on the last Tuesday of each month.

Pledge of Allegiance

III. Revision and Acceptance of the Agenda

RESOLUTION 101-15:

Mr. Garlock moved to approve the agenda.

Mr. McPheron seconded the motion to approve the agenda.

Mr. Garlock, yes
Ms. Montrose, yes

Mrs. Lehman, yes
Mrs. Weaver, yes

Mr. McPheron, yes
Mr. Fleming, yes

IV. Correspondence

Thank You for Supporting the Synergy Conference
Thank You from Amy Mowery

V. Hearing of the Public

Jenny Bailey asked the Board if Marimor has privatized yet. Superintendent Baldrige stated that the transition has not happened yet. Marimor Industries has not received their Medicaid number yet. Marimor Industries also needs to hire their staff. It is a process and it is being worked on.

Jenny Bailey stated that a vacant Day Service Specialist position had been posted but then was taken down and has not been filled. Does the Board plan on filling that position? Superintendent Baldrige stated that the Board is not going to fill that vacant position. The Board does not want to increase its liability because eventually that position would have to be laid off. Marimor Industries is planning on filling that position on January 1st.

Jenny Bailey asked if Marimor Industries has hired any staff yet. Superintendent Baldrige said that Marimor Industries Executive Director would need to answer that question.

Jenny Bailey asked when Theresa Schnipke would take over as Superintendent. Superintendent Baldrige stated that Theresa Schnipke would become Superintendent on December 1st.

Jenny Bailey asked when Superintendent Baldrige's last day would be. Superintendent Baldrige stated that she would be working through the end of January. Beginning in February she would be using her accumulated vacation time. Her last day with the Board will be April 20, 2016.

Superintendent Baldrige stated that Theresa will head the transition into privatization. They are very pleased with the progress they have made so far. After the December Board meeting, Theresa will meet with each individual that will be affected by the transition to let them know what the Board can offer them. In the meantime, Superintendent Baldrige and Theresa will be attending department meetings throughout the agency during the first week in December to give staff updates on the transition process.

VI. Reports

Erin Koenig presented on Dina School which teaches kids in our school and in public schools social skills. This program teaches kids how to follow the rules and do their best in school. It teaches them how to deal with their emotions and how to come up with solutions to problems. Erin has presented this program in Elida Schools, First Baptist Daycare, ESC Preschool and Marimor School. She can present to any school in Allen County. The program is typically one day a week for 14 – 16 weeks.

Erin is our Behavior Support Specialist at Marimor School. She provides supports to public schools to help students be successful.

VII. Consent Agenda

SUPERINTENDENT'S RECOMMENDATION 102-15: Superintendent Baldrige recommended the Board consent to the following items:

- A. Approval of the minutes of the regular meeting of the Allen County Board of Developmental Disabilities held on October 27, 2015.
- B. Concurrence with the payment of bills for programs operated by the Allen County Board of Developmental Disabilities during the month of October pages 3-7, 9-12,14-15, 17-19, 21-22, and 26-33.
- C. Accept Personnel Report
 - 1. New Hires
 - a. Stephanie Miller was hired as a Part-Time Employment Specialist effective October 30, 2015 at an hourly rate of \$12.40.
 - b. Amber Siefker was hired as a Part-Time Assistant effective November 12, 2015 at AFSCME Salary Step 1.
 - c. David Howard was hired as an Intervention Specialist – School Age effective November 23, 2015 at the BA Step 0 on the MEA salary scale.
 - 2. Transfers
 - a. Kristy Schweingruber will transfer to the position of Service and Support Administration Manager effective November 26, 2015 at an annual salary of \$70,000.
 - b. Jana McVetta will transfer to the position of Support Services and Quality Manager effective November 26, 2015 at an annual salary of \$75,000.
 - c. Joyce Diller will transfer to the position of Administrative Assistant for Service and Support Administration effective November 26, 2015 at an annual salary of \$30,000.
 - 3. Terminations
 - a. Lindsay McDonald resigned as a Help Me Grow Central Intake/Child Find Coordinator effective October 30, 2015.
 - b. Matt Burklo resigned as a Habilitation Manager effective November 6, 2015.
 - c. Mandy Roberts resigned as an Intervention Specialist effective November 6, 2015.
 - d. Stephanie Mohr-Shank will be resigning as a Service and Support Associate – Children effective December 2, 2015.
 - e. Mike Steiger has requested to retire rather than resign effective November 30, 2015.

Mrs. Lehman moved to accept the recommendation of the Superintendent.

Ms. Montrose seconded the motion to accept the recommendation of the Superintendent.

Mrs. Lehman, yes
Mrs. Weaver, yes

Mr. McPheron, yes
Mr. Garlock, yes

Ms. Montrose, yes
Mr. Fleming, yes

VIII. Exception Agenda

SUPERINTENDENT’S RECOMMENDATION 103-15: Superintendent Baldrige recommended the Board concur with the payment of bills for programs operated by the Allen County Board of Developmental Disabilities during the month of October, pages 2, 8, 13, 16, 20, 24, 25, 34, and 35.

Ms. Montrose moved to accept the recommendation of the Superintendent.

Mr. McPheron seconded the motion to accept the recommendation of the Superintendent.

Mr. McPheron, yes	Ms. Montrose, yes	Mrs. Weaver, yes
Mr. Garlock, yes	Mrs. Lehman, yes	Mr. Fleming, abstain

SUPERINTENDENT’S RECOMMENDATION 104-15: Superintendent Baldrige recommended the Board concur with the payment of bills for programs operated by the Allen County Board of Developmental Disabilities during the month of October, page 1 and 23.

Mr. Garlock moved to accept the recommendation of the Superintendent.

Ms. Montrose seconded the motion to accept the recommendation of the Superintendent.

Ms. Montrose, yes	Mrs. Weaver, yes	Mr. Garlock, yes
Mrs. Lehman, abstain	Mr. McPheron, yes	Mr. Fleming, yes

IX. Superintendent's Report

A. Administrative

1. Children’s Services Report
2. Adult Services Report
 - Marimor Industries Financial Reports
3. Community Support Services Report
 - LODDI, Inc. minutes of October 29, 2015
 - LODDI, Inc. Financial Statements for July and August
4. Human Resource Report and HR Newsletter

X. Old Business

XI. Committee Reports

A. Ethics Council

B. Finance/Personnel Committee – Met November 20, 2015

Mr. Garlock reported that the year-to-date revenue was approximately 13.1 million dollars, which is about \$118,000 over budget. Year-to-date expenditures were approximately 11.5 million dollars. All of the departments are currently under budget. Some of this is due to timing issues, the rest will stay under budget for the remainder of the year.

Martha Nance, Director of Business, and Superintendent Baldrige will be meeting with The Billing Connection (TBC) on December 8th. The Billing Connection was the agency we had contracted with to do our Medicaid billing. We have since brought the billing back in house due to all of the errors made by TBC, which resulted in lost revenue. TBC has verbally told us they would reimburse the Board for the lost revenue, but we have not received anything in writing yet.

The Finance Committee also reviewed the 3rd Draft of the 2016 Budget.

FINANCE COMMITTEE RECOMMENDATION 105-15: The Finance Committee recommended and so moved that the following transfers be approved:

Intra-Fund Transfers

From 10010117 174001 General Fund, Administration, Unemployment
To 10010131 320003 General Fund, Administration, HRA Administrative Fee
\$800 to cover costs for the remainder of the year

From 10010117 173001 General Fund, Administration, Workmen's Compensation
To 10010131 320005 General Fund, Administration, Optional HSA
\$5,000 to cover costs for the remainder of the year

From 10010117 175012 General Fund, Administration, Medical Premiums – HSA
To 10010131 320004 General Fund, Administration, Optional Life Insurance
\$5,000 to cover costs to the remainder of the year

From 10010131 320033 General Fund, Administration, Insurance Liability
To 10010131 370655 General Fund, Administration, In-service Professional Growth
\$3,000 to cover costs through the remainder of the year

From 20020117 170043 General Fund, Plant Maintenance, Salary-Temporary Employees
To 20020117 175012 General Fund, Plant Maintenance, Medical Premiums – HSA
\$260 to cover costs through the remainder of the year

From 20020131 340415 General Fund, Plant Maintenance, Utilities – Heating
To 20020131 310005 General Fund, Plant Maintenance, Utilities – Water & Sewer
\$7,000 to cover costs through the end of the year

From 50050117 170047 General Fund, Transportation, Salary – Employees – CP
To 50050117 170042 General Fund, Transportation, Salary – Bus Drivers
\$22,000 due to the modification and of several jobs making them dual positions

From 50050117 170047 General Fund, Transportation, Salary – Employees – CP
To 50050117 175012 General Fund, Transportation, Medical Premiums – HSA
\$11,300 to cover costs due to employee changing insurance coverage

From 60060117 175012 General Fund, Cafeteria, Medical Premiums – HSA
To 60060117 170005 General Fund, Cafeteria, Salary – Employees
\$750 to cover supplemental pay for one employee

From 70070117 171001 General Fund, Community Support Services, PERS
To 70070117 175012 General Fund, Community Support Services, Medical Premiums – HSA
\$4,750 to cover family insurance for an employee who previously didn't need it

From 90090117 170005 General Fund, Help Me Grow, Salary – Employee
To 90090117 170043 General Fund, Help Me Grow, Salary – Temporary Employee
\$21.49 to cover costs to the end of the year

From 90090117 170005 General Fund, Help Me Grow, Salary – Employee
To 90090117 175012 General Fund, Help Me Grow, Medical Premiums – HSA
\$4,000 to cover change in health insurance by two employees

From 90090117 173001 General Fund, Help Me Grow, Workmen's Compensation
To 90090117 175012 General Fund, Help Me Grow, Medical Premiums – HSA
\$7,036.78 to cover change in health insurance by two employees

From 90090131 360499 General Fund, Help Me Grow, Travel Sundry
To 90090117 175012 General Fund, Help Me Grow, Medical Premiums HSA
\$1,763.55 to cover change in health insurance by two employees

From 20751631 340215 Family Resource Fund, Service, In-Home Care
To 20751641 410470 Family Resource Fund, Adaptive Equipment
\$2,000 to cover costs driven by family need

From 20751617 170044 Family Resource Fund, Salary – Temporary Out of Home Care
To 20751621 219099 Family Resource Fund, Sundry Other
\$2,500 to cover costs driven by family need

From 20771631 390998 Residential Fund, Medicaid and Stabilization Account
To 20771631 350590 Residential Fund, Other
\$40,000 to cover institutional care through the end of the year

From 30030317 175012 General Fund, Preschool, Medical Premiums – HSA
To 30030117 175012 General Fund, School Administration, Medical Premiums HSA
\$4,000 to cover cost of an employee changing health plans

From 30030317 175012 General Fund, Preschool, Medical Premiums – HSA
To 30030217 175012 General Fund, Early Intervention, Medical Premiums – HSA
\$155 to cover costs to the end of the year

From 30030317 170005 General Fund, Preschool, Salary – Employees
To 30030117 170043 General Fund, School Administration, Salary – Temporary Employees
\$27,358.69 to cover cost of educational aides and teacher subs

From 30030317 175012 General Fund, Preschool, Medical Premiums – HSA
To 30030117 170043 General Fund, School Administration, Salary – Temporary Employees
\$2,641.31 to cover higher than anticipated costs of subs

From 30030317 172001 General Fund, Preschool, Medicare
To 30030117 172001 General Fund, School Administration, Medicare
\$100 to cover higher than anticipated costs

From 30030317 171002 General Fund, Preschool, STRS
To 30030117 171002 General Fund, School Administration, STRS
\$4,319.15 to cover costs of higher than anticipated subs

From 30030317 171001 General Fund, Preschool, PERS
To 30030117 171002 General Fund, School Administration, STRS
\$180.85 to cover higher than anticipated cost of subs

From 40040121 213002 General Fund, Adult Services Administration, Medical
To 40040621 219099 General Fund, Adult Services, Supported Employment, Sundry
\$1,000 to cover higher than anticipated costs

Mr. Garlock moved.

Mr. McPheron seconded the motion of the Finance Committee.

Mrs. Weaver, yes
Mr. McPheron, yes

Mr. Garlock, yes
Ms. Montrose, yes

Mrs. Lehman, yes
Mr. Fleming, yes

C. Planning Committee

D. Policy Committee – Met November 24, 2015

The Transportation Policy was revised to move payment by the Board for non-Medicaid Services into the Non-Medicaid Services Policy. This policy still addresses private pay by the individual. Once we are no longer a transportation provider, this policy will be abolished.

The Marimor Adult Services policy was revised. The concept of goals and objectives was revised to conform with the current person centered planning concepts. Eligibility was revised to indicate that the Board operated day services can only be accessed if there is no other willing provider. Several other updates were made to bring the policy in conformation with other changes that have happened along the way.

The Non-Medicaid Adult Day Services/NMT Policy has been revised. Non-Medical Transportation was added in. This is in preparation for the Board no longer directly providing services. Those from nursing homes who are currently enrolled will be grandfathered in at 100% of their current services. New enrollees will be limited to 40% as are all other non-Medicaid clients. In the interest of Employment First, we have been allowing people to exceed their budget for transportation because it seems to be necessary to give people an opportunity to work in the community. It is proposed we limit that to \$2,000 per individual. An analysis has been done and only one individual falls outside of this limitation. It appears his current plan is excessive. Staff have also looked at the current cost of this practice.

The Early Intervention Handbook has been revised to tighten the consequences of missed home visiting appointments without notification. The Superintendent has also been updated.

While the term “self-determination” is a little out of date, we are not recommending any changes to this policy at this time.

POLICY COMMITTEE RECOMMENDATION 106-15: The Policy Committee recommended and so moved that the Board approve the following revised policies:

1. Approve Policy Revisions

Policy 4.08 Transportation-Least Restrictive Environment and Payment for Services
Policy 8.1.3 Marimor Adult Services
Policy 8.13 Non-Medicaid Adult Day Services/NMT

2. Approve Early Intervention Handbook

3. Review with No Change

Policy 8.12 Self-Determination

Ms. Montrose moved.

Mrs. Lehman seconded the motion of the Policy Committee.

Mr. Garlock, yes
Ms. Montrose, yes

Mrs. Lehman, yes
Mrs. Weaver, yes

Mr. McPheron, yes
Mr. Fleming, yes

XII. New Business

A. Abolish, Modify and Create Positions

Last month the Board changed one secretary position to an administrative assistant position due to the increase in workload and scope. The new position was posted and filled. We now need to eliminate the secretary position which is now vacant. Due to the elimination of the preschool program, the administration at the school believes the Cafeteria Worker position can be reduced from eight hours per day to five and a half hours per day. To allow for a transition period between the current Superintendent and the successor Superintendent, the Board needs to create an Assistant Superintendent position.

SUPERINTENDENT RECOMMENDATION 107-15: Superintendent Baldrige recommended that the Board abolish one Secretary SC-202 position effective October 25, 2015, modify the Cafeteria Worker position CS-104 to reduce the work hours to five and a half hours per day effective January 1, 2016, and create an Assistant Superintendent position, AD-605.

Ms. Montrose moved to accept the recommendation of the Superintendent.

Mrs. Weaver seconded the motion to accept the recommendation of the Superintendent.

Mr. Garlock, yes
Ms. Montrose, yes

Mrs. Lehman, yes
Mrs. Weaver, yes

Mr. McPheron, yes
Mr. Fleming, yes

B. Approve Resignation of the Superintendent

SUPERINTENDENT RECOMMENDATION 108-15: Superintendent Baldrige recommended that the Board accept the resignation of Esther Baldrige as Superintendent effective November 30, 2015.

Mr. McPheron moved to accept the recommendation of the Superintendent.

Mrs. Lehman seconded the motion to accept the recommendation of the Superintendent.

Mrs. Lehman, yes
Mrs. Weaver, yes

Mr. McPheron, yes
Mr. Garlock, yes

Ms. Montrose, yes
Mr. Fleming, yes

C. Approve Master Contract for Housing Acquisition, Development and Management Services

SUPERINTENDENT RECOMMENDATION 109-15: Superintendent Baldrige recommended that the Board renew the Master Contract for Housing Acquisition, Development and Management Services with LODDI, Inc. effective from November 21, 2015 through November 30, 2018.

Mrs. Lehman moved to accept the recommendation of the Superintendent.

Mr. Garlock seconded the motion to accept the recommendation of the Superintendent.

Mr. McPheron, yes
Mr. Garlock, yes

Ms. Montrose, yes
Mrs. Lehman, yes

Mrs. Weaver, yes
Mr. Fleming, yes

D. Resolution to Cease the Provision of Transportation Services for School Children Beginning With the 2016-2017 School Year - Tabled

The Centers for Medicare and Medicaid Services has mandated that Conflict Free Case Management now means that an entity which provides service and support administration cannot also be a direct service provider. In response to that mandate, the Board adopted Benchmarks for 2016 at their September 22 Board meeting stating that the Board will divest itself of the provision of all services that are covered under Medicaid. That included transportation. Given the Board will no longer be transporting adults to and from day programming by the end of 2016, it makes transporting 40 school children from across Allen County impractical for the Board. Superintendent Baldrige recommended the Board notify public schools that send students to Marimor School that beginning in the 2016-2017 school year, that the Board will no longer provide transportation.

Superintendent Baldrige stated that all of our yellow buses have wheelchair lifts. She believes that Marimor Industries, RTA or some of the public schools may be interested in buying some of our buses. Martha Nance stated that all of the buses that we have left are good buses and we are currently using all of them.

Currently RTA transports about half of the people that we serve, including the children. Marimor Industries has not yet decided on how much transportation they will be doing. The public schools could decide to transport the children themselves, contract with Marimor Industries or RTA to transport them or transport them by taxi cab. Mrs. Lehman expressed concern that this change might be upsetting to families. She felt if they were aware before the Board takes action they would feel better about it. Superintendent Baldrige indicated action could be postponed until the January Board meeting.

Peggy Cockerell, Director of Education, will meet with each school district to see how they plan on handling the transportation. Each school district could handle the transportation differently. After Peggy meets with the school districts, she will contact each child’s family to discuss their transportation options with them. We will have between 35 – 40 children attending Marimor School during the 2016/2017 school year.

SUPERINTENDENT RECOMMENDATION 110-15: The Superintendent recommended in accordance with §5126.04(E and F) and §3323.021(A) that the Board cease provision of transportation services for children ages six through twenty-one years of age for educational purposes beginning with the 2016-2017 school year.
– Tabled

E. Approve Extension of the Contract for Transportation Services

The Lima Allen County Regional Transit Authority is in process of becoming a certified Medicaid Provider. Once they are certified, their “contract” for transportation services will be each individual’s service plan and our agency contract with them will cease. This is an effort to divest ourselves from being the provider of direct services. They began the process in July and are close to achieving that goal. In the meantime, Superintendent Baldrige recommended we extend our current contract with them for up to one year.

We had been advised to put out a request for proposal for this contract. However, since we are very close to being able to terminate the contract completely it was recommended to us that we just extend the current contract.

SUPERINTENDENT RECOMMENDATION 111-15: Superintendent Baldrige recommended the Board extend the Contract for Transportation Services with the Lima Allen County Regional Transit Authority for one year, from July 1, 2015 through June 30, 2016.

Mr. Garlock moved to accept the recommendation of the Superintendent.

Ms. Montrose seconded the motion to accept the recommendation of the Superintendent.

Mrs. Weaver, yes

Mr. Garlock, yes

Mrs. Lehman, yes

Mr. McPheron, yes

Ms. Montrose, yes

Mr. Fleming, yes

XIII. Board Discussion

A. Resolution for the Delegate Assembly – Mrs. Lehman told the Board that the purpose of this resolution is for County Boards of DD to increase their oversight of private providers of direct services and supports. OACBDD would like to establish a work group to develop enforceable, local, mission –driven quality standards for private providers that are consistent with federal and state laws and regulations. OACBDD would like the authority to oversight private providers by County Boards of DD be granted via Ohio Revised Code. OACBDD would also like to preserve SSA as an exclusive function of County Boards of DD in Ohio.

B. Delegate for Delegate Assembly on December 2 – Linda Lehman will be the Delegate for the Board. Tom Fleming will be the Alternate Delegate.

XIV. Other Items to Come Before the Board

ADJOURN INTO EXECUTIVE SESSION

Mrs. Lehman moved to adjourn into Executive Session to discuss compensation of a public employee at 6:50 p.m.

Mr. McPheron seconded the motion.

Mr. Garlock, yes
Ms. Montrose, yes

Mrs. Lehman, yes
Mrs. Weaver, yes

Mr. McPheron, yes
Mr. Fleming, yes

RECONVENE INTO REGULAR SESSION

Mr. McPheron moved to reconvene into Regular Session at 7:48 p.m.

Ms. Montrose seconded the motion.

Mr. Garlock, yes
Ms. Montrose, yes

Mrs. Lehman, yes
Mrs. Weaver, yes

Mr. McPheron, yes
Mr. Fleming, yes

XV. Adjournment

Mr. McPheron moved to adjourn the meeting at 7:49 p.m.

Ms. Montrose seconded the motion to adjourn.

Mrs. Lehman, yes
Mrs. Weaver, yes

Mr. McPheron, yes
Mr. Garlock, yes

Ms. Montrose, yes
Mr. Fleming, yes

Regular Board Meeting
December 22, 2015
Allen County Board of Developmental Disabilities
2500 Ada Road
Lima, OH 45801

Chris Calvelage, Clerk

Phyllis Montrose, Recording Secretary