

MID-OHIO PSYCHOLOGICAL SERVICES, INC.
BRADLEY A. HEDGES, PH.D
PSYCHOLOGIST
EXECUTIVE DIRECTOR

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Pursuant to the laws of the state of Ohio in which this corporation is organized, and its bylaws, a meeting of the Directors of Mid-Ohio Psychological Services, Inc was held on July 10th, 2008 at 5:30 p.m. at 624 East Main Street, Lancaster Ohio. A quorum of members was present.

The following directors were present: Will Sharp, Karen Wolfe, Larry Novak, and Rob Libbee. Also present at the meeting were Brad Hedges, Executive Director, and Shawna Watts, Administrative Coordinator. Absent from the meeting were Andy Cornell and John Stevenson

The minutes of the previous meeting and the financial statements were disseminated prior to the meeting. This information is posted to the MOPS website monthly.

Rob Libbee motioned and Karen Wolfe seconded the following resolution:

Resolution #07-10-08-01

Be it resolved that the minutes of the previous meeting be approved. The motion passed unanimously.

Board composition was discussed. Efforts are still under way to recruit a seventh board member. The focus of this recruitment effort is to find a board member who is a primary or secondary consumer of mental health services. This person can be a current or former consumer. Dr. Hedges mentioned the possibility a new member had been found. This is the parent of a current client. He and Will Sharp will make an appointment to speak with this person.

Financial stability issues were discussed. It was noted the June financials will change slightly due to the end of the fiscal year adjustments that will need to be made for depreciation and amortization for the annual audit.

Dr. Hedges noted the production was down slightly in June which is typical at the end of the school year. However, production rates were up slightly in June due to having more Interns working.

The Financial Stability Committee met just prior to today's meeting to go over the goals for this department.

Resolution #07-10-08-02

Be it resolved the financial statements for May and June be accepted in draft mode with the notation that slight fiscal year end adjustments will be made. The resolution passed unanimously.

The following issues were discussed:

1. Dr. Hedges stated the clinical staff has asked for a restructure of pay rates to accommodate vacations. At the current structure most clinical staff is paid a base rate for vacation. The staff feels they are unable to financially afford to take much needed vacation time due to being paid the lower rate. They have asked the board to consider raising the vacation rate to their current P1 rate. Dr. Hedges also noted the while the clinical staff has had periodic raises due to the salary restructuring and continuing education increases, the support staff has not had a pay increase for over a year and a half. He presented documentation to show how three or six percent increases for the support staff and the P1 vacation restructuring would affect the agency. He recommends doing something for staff morale but would like insight from the board as to what to do. He noted that there would be some positive cash flow due to increased production generated by the new Interns.

A lengthy discussion was held by board members regarding salary increases with all in agreement that a compensation increase needed to be done and an effort made to show their appreciation for the dedication and efforts of the staff. It was decided to approve an increase now and revisit this issue as the financial situation improves.

Resolution #07-10-08-03

Be it resolved a salary increase of three percent be given to support staff, a change giving P1 rates for vacation to clinical staff, and to address this issue again in six months. The resolution passed unanimously.

2. The Quality of Service committee met with Dr. Stevenson to discuss goals and reporting methods. Shawna Watts-Shumaker noted QA activities are improving and mostly up to date.
3. There were several MUI's and Client Grievances and these were listed on the agenda and discussed at the meeting. Dr. Hedges noted the complaint issues were all informal grievances.
4. Dr. Hedges noted the clinical staff report card is still being developed.
5. Shawna Watts-Shumaker stated the ODMH certification process is completed. The certificate should arrive soon.
6. It was noted that most board members have met with staff from their designated focus groups in an effort to update goals for that area. The finalized goals will be posted when completed.
7. Staffing changes were discussed. Therapists Chris Johnson and Karis Mason have resigned. Dr. Jennifer Kennedy has taken over the Delaware County office replacing Ms. Mason. Kimberly Blair will be working with her at that location. Ms. Blair will also continue working at the MOPS office at Fairfield

County Jobs & Family Services. Jennifer DiBlasio has been hired as a full-time therapist. Dana Bonner has increased her hours in the reception office in Franklin County. The APPIC interns will begin in September.

8. The Board had been notified of several changes to the Personnel Procedure prior to this evening's meeting. These changes relating to the APPIC interns were discussed at length.

Rob Libby motioned and Larry Novak seconded the following resolution:

Resolution #07/10/08/04

Be it resolved the changes to the Personnel Procedures be accepted. The resolution passed unanimously.

9. Dr. Hedges discussed growth issues in both the Columbus and Delaware locations. He stated the Columbus office is doing well with many new referrals coming in. The Delaware office is now up to three staff days. He also noted an effort is still underway to find a suitable office in Licking County.
10. Agency promotion issues included the making the recent 5K Walk/Run an annual event. The ADAMH Board sponsored cruise-in has been rescheduled for August 30th due to rain.

Resolution #07/10/08/05

Be it resolved MOPS begin fundraising preparation for a 5K Walk/Run to be held April 25, 2009. The resolution passed unanimously.

11. Dr. Hedges noted results of a recent ADAMH survey show MOPS doing as well or better than other agencies in the area.
12. A formal letter of resignation was accepted from Alice Grant, Accounts Payable/Payroll Manager.

The meeting was adjourned.

Next meeting will be held September 11, 2008 unless otherwise noted.

Respectfully submitted,

Alice J. Grant