

MEETING MINUTES APRIL 9, 2012
Inland Counties Regional Center, Inc.
Board of Trustees

MEMBERS PRESENT: Dr. Drew Cutler, President; Alma Derritt, Vice President; Darlene Fischer, Secretary; Patrick King, Treasurer; Peter Asten; Tom Cosand; Marybeth Feild; Veda Murry; Donita Remington

MEMBERS ABSENT: Carmela Garnica; Gregory Harrison; Christian Pike; Leanette Lousy Smith

MANAGEMENT STAFF PRESENT: Carol Fitzgibbons; Lavinia Johnson; Gustavo Rodriguez; Margie Henderson; Solon Escobar

RECORDING SECRETARY: Sandra Guzman

STAFF PRESENT: Dalila Balderas; Bev Ching; Debra Mannon; Don Meza; Ismael Ocampo; Jamilly Tardy-Anderson; Russ Thompson; Kevin Urtz; Faisal Zia; Ken Willits; Ana Godoy

GUEST PRESENT: Maria Elena Najir; Ernestina Marquez; Blanca Loria; Greg Damewood, Parent; Ralph Skoner, Consumer; Becky Thompson, Consumer; Ashwin Gaur, New Living Options; Patricia Hernandez, Parent; Emily Stillion, Family Member; Nancy Newman; Luisa Heredio, Parent; Bernalda Diaz, Parent; Lourdes Camarillo, Parent; Esteban Lopez, Parent; Jack Padilla; Audrey Turner, Peppermint Ridge; Vicki Smith, AB12; Dimpna Rodriguez, Parent; Antonlina Villarreal, Parent; Matilde Diaz, Parents; Felix and Ramona Chavez, Parents

Ms. Derritt, Vice President called the meeting to order at 7:02 p.m. and guest introductions were made.

MINUTES: **Motion made to accept minutes of March 12, 2012 meeting as presented M/S/C: Cosand/Murry**

PUBLIC INPUT:

- 1) Mr. Damewood commented on the following: 1) Board term limits and 2) Is it possible for a care provider to evict a resident without another home to accept the person?
- 2) Ms. Blanca Loria, Co-Coordinator for Angeles del Futuro reported that their group used to meet at IRC. In December, the group had to find another location and are now meeting in the Molina office. Ms. Loria is requesting support from IRC with mailing, child care and a meeting location. There are over 70 families in the support group and the room at Molina is too small. Ms. Loria stated that the

group would like for IRC to reconsider and pictures of some of the families in the group were shared with the board.

- 3) Ms. Dimpna Rodriguez is the mother of a son with Autism and is part of the Angeles del Futuro support group. She requested that IRC allow the group to return to the regional center location and to have personnel support provided. She stated that the group should have equal representation as other support groups IRC facilitates; they feel separated and segregated without IRC's support. This group meets in the evening so that husbands can participate with their wives. This group is very important to the culture and it is important it remains authentic.
- 4) Ms. Ana Godoy, Consumer Service Coordinator stated that she has been employed by IRC for over 13 years and loves her job. Ms. Godoy reported that Claudia Barajas, Felipe Garcia and herself have worked together to support the group and it is very special to them. Parents from as far as Beaumont and Riverside attend the monthly meetings. Recently, the group had to move to the Molina building but it not big enough for the group. The group is not able to take any additional referrals as the meeting room is not large enough to accommodate them. When the group was at IRC, they had access to the internet, kitchen and to a large meeting space. Ms. Godoy provides support to this group on her own time. She helps with the mailing and coordinating the monthly meetings. Ms. Godoy is hopeful that the regional center will reconsider and deliver good news to the group.
- 5) Ms. Maria Elena Najera thanked everyone for listening to the members of the group. The purpose of their attendance at tonight's meeting is to request a location for their support group. Ms. Najera is the mother of a disabled daughter and loves to help all disabled children. This group would appreciate the opportunity to return to IRC. Ms. Najera extended an invitation to the board and staff to attend their next support meeting.

FINANCIAL REPORT:

- 1) Update/Review 2011-12 Budget status:
 - A. Plan for Managing the Deficit:
 1. Furlough Days
 2. Deferred Payments and Negotiations
 3. Hiring

Mr. Rodriguez provided a written report and reviewed the Financial Statement for February. He reported a favorable adjustment to the deficit amount due to receipt of the C-3 amendment in the amount of \$230,000. Mr. Rodriguez reported the following cost savings measures: 1) Software licensing renewals have been deferred until the end of fiscal year 2011-12 reducing expenses by \$62,000. Other items were put on long term lease agreements. 2) A 6% pay cut for all staff was

considered which would yield the same amount as 4 furlough days. Staff had the opportunity to select the 4 furlough days. Today, April 9 was the first; two are scheduled for May and one for June. 3) Communication and mailings expenses were analyzed. 4) Insurance expenses currently show a \$24,000 surplus but that will change since our current insurance carrier issued a non-renewal notice due to high number of open claims. 5) Activating the line of credit will increase expenses by \$60,000-\$65,000. 6) Health benefits, IRC projected variance based on actual year to date experience is about 12%. 7) Consultants cost are grouped with the regular salaries wages and benefits. 8) General Expenses is a miscellaneous catchall account that requires further analysis to ensure coding is proper. Based on analysis of actual expenses it is recommended the IRC impose 4 furlough days prior to year end.

Motion made to open discussions on furlough days M/S/C Cosand/Asten.

Ms. Fitzgibbons reported that staff has done a wonderful job trimming about \$230,000. The following items were discussed: 1) payables on balance sheet from Operations. 2) Insurance and legal costs 3) projections after furlough days and whether 4 are necessary. Mr. Rodriguez will have an update at the next board meeting and hopefully the fourth furlough day will not be necessary. **Mr. Cosand amended his motion to implement 4 furlough days with the option to withdraw 1 M/S/C: Cosand/Murry.**

Hiring: Ms. Fitzgibbons expressed her concern regarding continuing the hiring freeze. Staff are not able to meet the needs of all the clients. Caseloads are to be at 65 and 62 but instead are in the 80s and managers are assisting with coverage. Currently two manager's positions are vacant and another will be open soon. The QA manager position has been vacant since January, 2012. The Word Processing Manager plans to retire in June. A question was asked if the positions listed on the proposal are calculated in the budget or will they be an additional expense? All but three positions are in the budget. The two temporary workers are not calculated but are positions that are critical. The third one is the Compliance Officer. This position would be someone looking at our processes and the way we are doing things. This position is not as critical but should remain on the list. Mr. King stated that 80% of the regional center's budget is personnel, 14% is building expenses and it appears that the State is not looking to increase the regional center's budget. Mr. Cosand stated that the board should allow the director to hire the real critical positions. Question: If IRC staff is going to take 4 furlough days and apply it to next year? Ms. Fitzgibbons explained that there is no carryover in the next year. Question: Can IRC look into negotiating its rent? With the financing plan using bonds; it is on a 40 year program, and IRC is locked in. Filling positions will take some time. Some hiring will not be finalized before the end of the fiscal year. **Motion made to support the hiring proposal to hire key positions and keep the board updated M/S/C: Cosand/Asten; Mr. King voted nay.**

OLD BUSINESS:

- 1) Ticket to Work Recommendation: Ms. Mannon completed the survey and reported that IRC does not have the numbers to support this program. Ms. Mannon reported that there are 4 Employment Networks in our area with 1 in the Los Angeles area that would be able to take IRC's referrals. Also, a Beaumont location is being reviewed. She will develop a protocol for staff and provide the training.

Dr. Cutler adjourned the meeting at 8:15 p.m. to go into Executive Session to discuss legal and personnel matters.

Respectfully Submitted,

Darlene Fischer
Secretary

Dr. Drew Cuter
President