



State of Ohio Chapter
Recovery Services Agency Professional Committee Meeting
March 18, 2025

Union:

Geoff Davies, 1199 Coordinator, State of Ohio Division
Amanda Fletcher, CPC, Richland Correctional Institution
Stacey Adams, CPC, Noble Correctional Institution
Michael Dray, CPC, Chillicothe Correctional Institution
Matthew Baker, CPC, Warren Correctional Institution

Management:

John Sexten, Director of Recovery Services
Moses Bellamy, Assistant Bureau Chief
Laurie Spolarich, Chief Labor Relations Officer
Josh Copper, Labor Relations Officer

Housekeeping

June 18 APC rescheduled to July 29

AGENDA

Late Addition

Return to Office: CDS, Cincinnati APA Region. (Criminal Justice) have been ordered back to the office. What is the current status of all of them?

RS: They report to Jennifer Roach, new Community Linkage part of ODHMAS

LS: Everyone got the same notice with the EO, but did send the policy to Kristie, which include the criteria. They just need to request and have it reviewed by HR. Everyone got that notice.

JC: Will send all the info and the policy.

Name	Location Description
BARR,JESSICA A	James A Rhodes Office Tower 8
BROWN,VICTORIA Nicole	James A Rhodes Office Tower 8
DERKSON,BILL	James A Rhodes Office Tower 8
HARRIS,SHARRON J	RecSvcs - Colum Adult Par Auth
HUGHES,JOSHUA	RecSvcs - Cinci Adult Par Auth
KORTE,NATASHA	James A Rhodes Office Tower 8
MINOR,MATTHEW D	James A Rhodes Office Tower 8
MORRIS,KIMBERLY KAY	James A Rhodes Office Tower 8
NORRIS,ANDREW	James A Rhodes Office Tower 36
OOTEN,DONALD B	James A Rhodes Office Tower 8
ROBBINS,SHEENA I	James A Rhodes Office Tower 8

SACKEY, ESTHER E.A.N.	James A Rhodes Office Tower 8
SCHOPPE, LINDA K	James A Rhodes Office Tower 8
SHOEMAKER, HOLLY J	James A Rhodes Office Tower 8
TANNER, WYATT L	James A Rhodes Office Tower 8
WETZEL, SABRINA S	James A Rhodes Office Tower 8
WOJTYLAK, KRISTIE	James A Rhodes Office Tower 8
WOLBOLDT, KATHLEEN P	James A Rhodes Office Tower 8

Hiring Process Delays

- DRC are turning it around in weeks. They're doing background checks in 24 hours. Have you held any meetings or discussions to resolve the issues?
- Wardens are complaining. One hired and CTA was pushed out further and she withdrew due to it.
- Rumor: are we over budget and not hiring?
- Management and staff need to know what the issue is.

Management: we have discovered recently that BCI background checks we have been doing are not as in depth as what PREA requires and so we have run into issues of histories popping up we didn't know about. We are not starting process where DRC does the LEADS Background check for us and gives us the green light or not. We had to pause all hiring while we moved over to that. Cannot make it any quicker, it has to be central. But we're hoping a smoother process will speed it up.

Agree we can communicate to applicants a realistic timeframe, so they have a clear expectation rather than being kept dangling.

1. Educational Recognition

Follow up from contract negotiations proposal to introduce a supplement for those with degrees and higher degrees. Recovery Services management said they would have to explore further but were in principle in agreement with the idea. In December 2024 you said you would get back to us.

Management: essentially with upper leadership changes and pressures and uncertainty of the coming budget people are very nervous about committee long term obligations. Recent attitudes on supplements is not very positive. Guaranteeing funding is also an issue. We thought at the time it was something we could do. We still want but have to re-present it to leadership with information and data to support. The case. We value education and what it brings, that is why we did the automatic move in pay when you qualify AOD to CPC, it's just something we have to show the value of. Budget and new fiscal year July 1.

2. Recruitment and Retention supplements

- Modifications to Article 43.13 includes Alcohol and Drug Counselor II, Correctional Program Coordinator
- Current vacancy rate 27.4%, increased from 25%
- Policy and process for requesting
- Recommendations for institutions to receive – where are highest vacancy rates?

Same. It's all budget. Everybody very cautious with obligating money. We really want to put a geo-supplement in place but there's no point until we have our hiring process down. Current climate is

hesitant to obligate long term money. Once we have budget we'll crunch numbers. It all depends on what we get in budget. Very nervous about next fiscal year.

3. Educational Leave and Reimbursement

Problems with process: no one knows how to do it. 4 hour leave request gets pushed around, and how to sign up and reimbursement. Management isn't giving direction and taking a long time.

23.04 Time Off for Classes

An employee may be allowed time off from his/her position at regular rate for the purpose of taking in person or online job-related educational courses or training, at an approved educational institution. The maximum time off under this arrangement may not exceed one tenth (1/10) of the employees' normally scheduled hours per week, unless otherwise agreed to by the Agency. Any time beyond this amount shall be without pay, unless specifically approved by the Agency. If time off for classes is denied, the Employer shall provide a response with the Employer's reason for denial. Grievances on this issue shall only be advanced through.

We requested written guidance for members in December.

Josh: Process is go to manager. If ops can handle, they'll recommend it then it goes to HR.

For reimbursement, Professional Development money is all through the Education Development Fund. Turn that within 90 days process.

Newsletter?

There are pop-ups on the portal all the time. See in the updates it was just recently in there.

Q: Why can't we do our internships within our own institutions?

JS: That's been typical because in the past people were not doing their job and doing the internship outside of the assigned hours. You can tend to blur the lines a bit. It's not atypical with employers also. Keeps people out of trouble.

JS: Also sometimes influenced by the employee/location, e.g. RTU availability.

4. Process for requesting and receiving 100% Sick Leave

Management: If you want to supplement (not hospitalization) this is the process

- Submit your sick leave request (put note on your request for supplement)
- Email you timekeeper that you want to supplement CO-Payroll-Team@mha.ohio.gov
- Payroll processes it, and out it on your check.

As far as emailing out a process we can talk to payroll to communicate it to management. Key link is management.