MINUTES

Board Meeting
March 28, 2018

Present:  Judy Cook, Chair
          Caroline Gentry
          Michael McKewen
          Jim Newby
          Margaret Patterson
          Clarence Williams
          Anthony Whitmore

       Staff:  Andrea Hoff
               Helen Jones-Kelley
               Jonathan Parks
               Ann Stevens
               Fred Tatum
               Lynn Voisard

Absent:  Shallon Coleman
         Jackie Jackson
         Laura Middleton

CALL TO ORDER

Chair J. Cook, called the meeting of Montgomery County Alcohol Drug Addiction and Mental Health Services to order at 5:30 PM in the offices of the Montgomery County Alcohol Drug Addiction and Mental Health Services with a quorum present.

RECOGNITION OF GUESTS

Director Jones-Kelley introduced the guests present.

BOARD SPOTLIGHT

Katie Lemke from Working Partners/Drug Free Work Place shared information on: 1) Current drug trends impacting the workplace; 2) Best practice strategy for responding and preventing; and 3) Resources for continued learning.

Attached is a copy of the presentation.
• Montgomery County ADAMHS and Public Health-Dayton-Montgomery County met Tuesday, March 27th for a joint work session. It was a productive meeting and future meetings will be held 2nd Wednesday’s quarterly.
• April Meeting Dates – will be adjusted due to attendance at NATCON 2018
  o Administrative Policy Committee will meet Wednesday, April 11th at 4:00pm
  o Program & Services Committee is to be determine
  o Executive Committee – April 25th CANCELLED
  o Board Meeting – April 25th CANCELLED
• Board Resignation – it is with regret that the board accepts the resignation of Lou Fries effective 3/19/2018.

EXECUTIVE DIRECTOR’S REPORT

Director Jones-Kelley reported the following:

• March 13, 2018 – made a presentation at the Board of County Commission on Montgomery County ADAMHS 50th Anniversary.
• October 11, 2018 – Save The Date for a 50th Anniversary Celebration event
• Draft 2018-2020 Strategic Plan is at places, please review and provide feedback to Lynn Voisard. Staff has begun working on the work plan to achieve the seven strategic initiatives.
• SouthWest Regional Retreat – Montgomery County hosted the executive directors and staff from Warren, Logan-Champaign, Preble, Madison-Clark-Greene. Discussion was about the future of behavioral health in Ohio and what the system would look like if we could design it and to position ourselves in working with managed care across the state. A working document was developed and a future meeting date was set.
• Medical Marijuana Symposium hosted by OACBHA on April 25th 9:30-3:30 at Xenos Christian Church. Please let Lynn Voisard know if you are interested in attending.
• Community Review Team/Human Service Levy briefing on Monday, April 16th 9:00am-10:30am. ADAMHS staff are working on the Levy Request for Information which is due Friday, April 6th. Will submit collectively with PHDMC on budget items the two organization can work together
• Appreciation Week/April 9th – 13th: OACBHA is encouraging ADAMHS Boards across the state to do a week of appreciation celebrating first responders. The initiative is Bringing Hope. Bringing Help, Thank you.
• Opiate Conference in Columbus on June 11-12th. Registration will be open soon.
  All six proposal Montgomery County ADAMHS submitted for presentation were approved.
- Jonathan Parks, CFO has been selected as the Director Office Management and Budget effective July 2, 2018.
- Anthony Whitmore was presented with a thank you for serving on Montgomery County Levy Council.

**ADJOURNMENT**

With no further business, the meeting was adjourned.

__________________________
Judy Cook, Chair

Prepared by Lynn Voisard
INTRODUCTION

Consulting & Training
Risks related to S.A.
Operations + Legal
Legal: Littler Mendelson
Partnership Projects

PAST MONTH ILLICIT DRUG USE

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The percentage of American workers testing positive for illicit drugs has increased for the 4th CONSECUTIVE YEAR in the U.S. workforce.

<table>
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<tr>
<th>Year</th>
<th>%</th>
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<tr>
<td>2013</td>
<td>4.3%</td>
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<td>2014</td>
<td>9.3%</td>
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<td>2015</td>
<td>2.6%</td>
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<td>2016</td>
<td>4.0%</td>
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75% OF SUBSTANCE ABUSERS ARE EMPLOYED

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ACUTE OUCH...

"WE CAN'T FIND WORKERS WHO CAN PASS A DRUG TEST!"

CHALLENGES

- Additional financial losses
- Tempted to drop standards
- Stuck termination vs. 2nd chance?

CURRENT EMPLOYEES:

Disciplinary action for current employees who test positive varies from providing a second chance, termination or action decided on a case-by-case basis.

- Decisions: Disciplinary actions
- Termination
- Second chance
- Other

WHAT ARE THEY TESTING + FOR?

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<tr>
<td>Marijuana</td>
<td>57.7%</td>
<td>43.4%</td>
<td>45.3%</td>
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<tr>
<td>Amphetamines</td>
<td>4.7%</td>
<td>15.3%</td>
<td>23.34</td>
<td>32.33</td>
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<tr>
<td>Opiates</td>
<td>5.5%</td>
<td>9.8%</td>
<td>9.80</td>
<td>8.74</td>
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<tr>
<td>Benzodiazepines</td>
<td>5.0%</td>
<td>9.6%</td>
<td>8.21</td>
<td>7.84</td>
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<tr>
<td>Cocaine</td>
<td>13.5%</td>
<td>4.8%</td>
<td>4.85</td>
<td>5.24</td>
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<td>Barbiturates</td>
<td>3.9%</td>
<td>3.5</td>
<td>2.83</td>
<td>2.61</td>
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<tr>
<td>Oxycodone</td>
<td>1.9%</td>
<td>2.3%</td>
<td>2.12</td>
<td>2.05</td>
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<tr>
<td>Methadone</td>
<td>1.9%</td>
<td>0.09</td>
<td>0.16</td>
<td>0.15</td>
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From 2012 - 2015, cocaine claimed the lives of more African American men than heroin:

- Cocaine - 7.6 per 100,000 men
- Heroin - 5.45 men per 100,000 men

"UPS"

- Amphetamines
  - Increased 8% (2015-2016)
  - Increase primarily driven by its meds (e.g., Adderall®)
  - Meth - 64% increase 2012 - 2016
- Cocaine
  - Increased 4% consecutive year
  - Increased 12% (2015 - 2016)
OPIATES/OPIOIDS

- Heroin - Holding steady after 4 yr increase
- Oxycodone – decreased 28% (2012 – 2016)
- Hydrocodone – decreased for 2nd year

BWC battles the opioid crisis

In 2011, BWC determined 8,029 injured workers in its system were dependent on opioids.

By the end of 2016, we cut that number nearly 50% to 4,101.

www.GenerationRxWorkplace.com

MARIJUANA

- 2012 to 2013
  - U.S. workforce: 5%
  - Colorado: 5%
  - Washington: 2%

- 2013 – 2014
  - U.S. workforce: 14.3%
  - Colorado: 14%
  - Washington: 16%

- 2015 – 2016
  - U.S. workforce: 6%
  - Colorado: 15%
  - Washington: 9%
OHIO HB 523

BOTTOM LINE:
Employers are not required, but are not prohibited from accommodating lawful marijuana use.*

* Unless prohibited by an authority

SO THEY NEED TO DECIDE*
YES ... NO .... MAYBE?

*DEADLINE: September 8, 2018


COMPREHENSIVE & LEGALLY SOUND DRUG-FREE WORKPLACE PROGRAM

1. Policy & Operations
2. Employee Education
3. Supervisor Training
4. Testing
5. Assistance for Employees

1 IN 3 BUSINESSES DON'T ADMINISTER ANY COMPONENT OF A BEST-PRACTICE DFWP PROGRAM
POLICY BASICS

- Written/customized by legal counsel or DFWP consultant
- Written operations
- Appropriate forms
- Consistent with other policies/practices
- Union blessing
- Aligned with all laws and authorities
- STATE-specific

DRUG AND ALCOHOL TESTING

1. When to test
2. Best practice testing methodology
3. What to test for

EXPANDED OPIATE TESTING

1. AMPHETAMINES
2. COCAINE
3. CANNABIS
4. PCP
5. OPIATES
6. BARBITURATES
7. METHADONE
8. BENZODIAZEPINES
9. PROPYOXYPHENE
10. METHAQUALONE
11. HYDROCODONE
12. HYDROMORPHONE
13. OXYCODONE
14. OXYMORPHONE
15. FENTANYL

NEARLY 3/4 OF BUSINESSES DON’T KNOW WHAT THEY’RE TESTING FOR

THE WORKPLACE IS A POWERFUL PLACE TO PREVENT & RESPOND TO THE OPIATE EPIDEMIC!

CONSIDER: 4 of 5 new heroin users started out misusing prescription painkillers!

(Let’s EDUCATE employees when they have an accident & are prescribed meds.)

CONSIDER: Kids of parents who talk to them about drugs are up to 50% less likely to use.

(Let’s meet parents where they are [at work] and give them tools to talk!)
SUPERVISOR TRAINING
• Annual
• Supervisors have the power!
• BARRIERS EXIST
• Need skills
• Need perspective & motivation
  • When to insert
  • What data to collect (and how)
  • How to move it along!

Only about \( \frac{3}{4} \) of businesses conduct annual DFWP employee education
Even fewer businesses conduct annual supervisor training

EMPLOYEE ASSISTANCE

EMPLOYEE Readiness

Provider Readiness

Successful Return-to-Duty

OPPORTUNITY!
1. People coming together like never before
2. Tackling stigma
3. Open to PREVENTION

MONTHLY E-BLAST

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