4433 S 70th Street,Suite 200
Lincoln NE 68516
(402) 471-6400 - GoApace.com

Advisory Committee Agenda

Date: June 2, 2025
Time: 10:00 AM
Location: Apace – 4433 S 70th Street, Suite 100, Lincoln, NE 68516

Topic: Advisory Board
Time: Jun 2, 2025 10:00 AM Central Time (US and Canada)
https://regionvservices.zoom.us/j/84534854859

Meeting ID: 845 3485 4859
*Meeting will be in person at the Central Office as well as conducted via Zoom. If you are unable to attend, please let us know.

Advisory Committee Members:

Josh Carman	Sue Boring	Monte Murkle
Terry Dittmer	Hazel Cummins - absent	Cindy Robinson
Bert Mishler	Holly Murkle - absent	Ryan Drees
Gregory Janak		

Also in Attendance: Matt Kasik, Amila Tanovic-Muslic, Sarah Kramer, Brady Svendgard, Todd Scholz, Michele Scholz, Ella England

I. Approve past meeting Minutes (motion)
   a. Past Advisory Committee Minutes
      A motion to approve the past meeting Minutes was made by Sue Boring and seconded by Cindy Robinson. The motion was approved with no objection.
   b. Past Governing Board Minutes
      A motion to approve the past meeting Minutes was made by Sue Boring and seconded by Cindy Robinson. The motion was approved with no objection.

II. Adopt Meeting Agenda (motion)
   a. An item was added by Sarah Kramer to discuss employee handbook changes
      A motion to adopt the agenda with the addition was made by Ryan Dress and seconded by Gregory Janak. The motion was approved with no objection.

III. Old Business
   a. none

IV. New Business
   a. Financial Report (motion)
   Presented by Matt Kasik and Amila Tanovic-Muslic.
      The auditors are requiring the sale of 3600 Union Drive to be calculated as a sale and not a lease. This created $600,000 positive transaction in April but is now labeled as

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a long term asset in accounts receivable. The agency believes those costs will go back down next year.

Cash on hand is holding steady and increasing.

Year end is looking close to projections. Things are holding steady through April. Health insurance costs were back up.

A motion to approve the financial report was made by Cindy Robinson and seconded by Josh Carman. The motion was approved with no objection.

b. CEO's Report (information)
Presented by Matt Kasik

No formal report was included. After the budget is approved by both the Advisory Committee and Governing Board, the director's report will be published to officially communicate to staff the changes that are being made.

The interlocal agreement and by laws has been approved by the Governing Board and has been signed off by most of the counties. Once every county has signed the agreement, the agency will be officially renamed to Apace.

c. FY26 Apace Budget (motion)
Presented by Matt Kasik.

Overall number projections are presented first. Revenue and expenses are both expected to decline with a planned break-even. The state budget included no rate increases for the next 2 years. EVV is still proceeding forward with the zero error allowance. This will cause a decline in income. The End the Waitlist initiative is being financed by the state, but with fewer services covered.

Cuts have been made throughout the budget. The goal was to minimize effects to staff and people supported. This was collaborative with all agencies. There were also one-time expenses related to new locations. Those costs were recognized as not needed to be included in the new budget. Expenses are also being shifted to the Apace Foundation to more accurately represent where the expenses are being spent.

Kasik gave an overview of 2025 to 2026 variance numbers. He also provided the rationale for the expected increases or cuts in revenue.

Cuts are being made to payroll and employee benefits. $346,000 is being saved by making operational changes to positions that have been opened through attrition. Increases to wages are being made to balance the effect of minimum wage increases. The Health and Wellness incentive is a proposed employee benefit cut. Proposed changes to retirement is to cut agency contributions from 2% to 3%. There will still be a 3% match. A proposed cut to SLP pass through rate from 83% to 82%. This is still higher than other agencies offer and higher than the state recommendation.

Other cuts include eliminating one-time costs. The day center at 3151 South street in Lincoln will also be consolidated into the 3 other Lincoln day centers. Marketing costs are also being scaled back.

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A motion to approve the FY26 Budget was made by Cindy Robinson and seconded by Bert Mishler. The motion was approved with no objection.

d. Employee Handbook (Agenda Addition)
Presented by Sarah Kramer.

Proposed handbook revisions were provided in printed form. The current vacation and sick time accruals were based upon employment type instead of hours worked. As a political subdivision, the agency is exempt from the required sick time legislation. The proposed changes reflect and document the changes in accrual rates.

Leave usage guidelines were also clarified. Definitions were included for all changes.

A motion to approve the changes to the employee handbook was made by Sue Boring and seconded by Greg Janak. The motion

e. Closed Session (motion)
   i. Personnel matter

A motion to go into closed session was made by Sue Boring and seconded by Terri Dittmer. The motion was approved with no objection and the session was closed at 1148.

A motion to reopen was made by Terri Dittmer and seconded by Sue Boring. The motion was approved with no objection and the session reopened at 1202.

V. Adjournment at 1205.

Next Meeting: The next Advisory Committee is scheduled for 10:00 AM on the following dates:

September 2**
November 10