



GAP ANALYSIS, LLC

ANDREA L. DOBRIN

SUMMARY OF QUALIFICATIONS

I have spent the majority of my career working in non-profit health and human services organizations, (specifically in both Behavioral Health and DD (Developmental Disabilities)). I began my career as a direct service worker and over the next 40+ years, including nearly thirty in human services, I have served as a Director, Chief Officer (Administrative Services and Operations) and Vice President in five separate organizations.

I have extensive experience with interpreting rules and regulations, starting thirty years ago when for a five-year period my primary responsibility was to oversee all licensing and accreditation for two affiliated organizations. This role required integrating, interpreting and overseeing the surveys, rules, regulations and standards of the Joint Commission on Accreditation for Hospitals, the Council on Accreditation and both the Ohio Departments of Mental Health (now ADAMHS) and Jobs and Family Services.

Following this position, for nearly twelve years I worked throughout Ohio, first as a Senior Consultant and then as Vice President of a firm that served public sector government agencies and elected officials. My clients included the majority of our firms' human services organizations, which was due to both my background and education. As such I maintained a client base of over fifty public sector organizations including County Boards of MRDD (now IDD), County Children's Services Boards, Departments of Jobs & Family Services, Youth Detention Centers, Community Area of Aging Centers and County ADAMHS Boards. I was required to interpret and advise my clients on the Ohio Revised Code and the Ohio Administrative Code as it pertained to both their business and their personnel. In this role it was imperative to exercise considerable initiative, sound judgement, tact and diplomacy while maintaining the highest degree of integrity.

First as a consultant and later in my role as CAO for Community Care Network, I served as the Chief Negotiator in labor negotiations. I oversaw all bargaining, all grievances and all arbitrations on behalf of elected officials or administration for eighteen years. In this capacity I was required to develop, review, conduct impact analyses, implement and defend contractual agreements for counties, elected officials and/or non-profit organizations.

As the Chief Administrative Officer for a network of three behavioral health organizations I provided support to the CEO regarding all corporate operations and administration while directly supervising the Risk Management, Quality Assurance, Human Resources and Pharmacological departments and staff.

Although I have recently retired, in the last six years of my career I served as the Chief Operations Officer for the largest private provider of IDD services in Cuyahoga County. I oversaw all programs including waiver services (shared living, supported living, and licensed residential sites), ICF (Intermediate Care Facilities), adult day (two facilities), all clinical and all nursing personnel and services. In this capacity I maintained constant awareness of the rules, regulations and pending legislation affecting each program line while maintaining ultimate responsibility for over 600 individuals and 450 employees.

Given the depth and scope of my career experience I believe I am highly qualified to serve as an expert witness in cases relating to behavioral health, developmental disabilities and other industries in the non-profit social service field.