



**Committee:** Directly to Council  
**Staff:** Sara Tenenbaum, Clerk of the Council  
**Purpose:** To interview  
**Keywords:** #HHS

AGENDA ITEM #3  
June 18, 2023  
**INTERVIEW**

## **SUBJECT**

To interview the County Executive's nominee for Chief, Aging and Disability Services, Department of Health and Human Services.

## **EXPECTED ATTENDEES**

Patrice McGhee

Rich Madaleno, Chief Administrative Officer

## **COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION**

None.

## **DESCRIPTION/ISSUE**

On July 10, 2023, the County Executive transmitted the appointment nomination of Patrice McGhee as Chief, Aging and Disability Services, Department of Health and Human Services. The Council is scheduled to interview Dr. McGee on July 18, 2023, and the appointment is tentatively scheduled for July 25, 2023.

This appointment will be effective upon confirmation by the Council.

## **SUMMARY OF KEY DISCUSSION POINTS**

Not applicable.

### **This report contains:**

Memorandum request for appointment

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OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich  
*County Executive*

MEMORANDUM

July 10, 2023

TO: Evan Glass, President  
Montgomery County Council

FROM: Marc Elrich, County Executive 

SUBJECT: Appointment of Chief, Aging and Disability Services

I am transmitting the appointment of Patrice McGhee for the position of Chief, Aging and Disability Services in the Department of Health and Human Services. Dr. McGhee is being appointed at a salary of \$190,000. Her appointment will be effective upon confirmation by the County Council.

Enclosures

cc: Sara Tenenbaum, Clerk of the Council, Montgomery County Council  
Richard S. Madaleno, Chief Administrative Officer, Office of the County Executive  
Fariba Kassiri, Deputy Chief Administrative Officer, Office of the County Executive  
Ken Hartman, Director of Strategic Partnerships, Office of the County Executive  
Dale Tibbitts, Special Assistant to the County Executive, Office of the County Executive

APPOINTMENT

PURSUANT TO THE AUTHORITY VESTED TO ME UNDER SECTION 215 OF THE CHARTER OF MONTGOMERY COUNTY, MARYLAND, I HEREBY APPOINT

Patrice McGhee

TO SERVE AS Chief, Aging and Disability Services in the Department of Health and Human Services.

THIS APPOINTMENT SHALL BE EFFECTIVE UPON CONFIRMATION BY THE COUNCIL FOR MONTGOMERY COUNTY, MARYLAND.



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MARC ELRICH  
COUNTY EXECUTIVE

7/10/2023

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DATE



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich  
*County Executive*

Richard S. Madaleno  
*Chief Administrative Officer*

MEMORANDUM

July 10, 2023

TO: Evan Glass, President  
Montgomery County Council

FROM: Richard S. Madaleno, Chief Administrative Officer *RSM*

SUBJECT: Due Diligence on Non-Merit Appointment – Patrice McGhee

The purpose of this memo is to confirm that in making appointments for non-merit positions, our selection process utilizes thorough reference checks, criminal history, checks for warrants and warrants, credit history and other inquiries appropriate to the position being filled.

Please be assured that due diligence was exercised in determining the suitability of Patrice McGhee for appointment as Chief, Aging and Disability Services in the Department of Health and Human Services. In addition, Dr. McGhee has filed her Financial Disclosure Statement.

cc: Sara Tenenbaum, Clerk of the Council, Montgomery County Council  
Fariba Kassiri, Deputy Chief Administrative Officer, Office of the County Executive  
Ken Hartman, Director of Strategic Partnerships, Office of the County Executive  
Dale Tibbitts, Special Assistant to the County Executive, Office of the County Executive

Resolution: \_\_\_\_\_

Introduced: \_\_\_\_\_

Adopted: \_\_\_\_\_

COUNTY COUNCIL  
FOR MONTGOMERY COUNTY, MARYLAND

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By: County Council

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Subject: County Executive's Appointment of Chief, Aging and Disability Services

The County Council for Montgomery County, Maryland approves the following resolution:

The County Executive's appointment of Chief, Aging and Disability Services in the Department of Health and Human Services

Patrice McGhee

The appointment of Dr. McGhee is confirmed by the County Council.

This is a correct copy of Council action:

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Sara Tenenbaum  
Clerk of the Council

# PATRICE L. MCGHEE, DPA

## THOUGHT LEADER AND CHANGE AGENT

A change agent with significant experience blending a pragmatic approach and administrative expertise to direct operations, allocate resources, and guide activities and strategic initiatives across a broad spectrum. An enthusiastic thought leader dedicated to making a positive impact in the lives of others by streamlining infrastructures, leveraging key partnerships, and developing programs that address inequities, SDOH, and promote and provide a pathway to self-sufficiency Core competencies include:

- Leadership
- Strategic Management
- Problem Solving
- Regulatory Compliance
- Program & Project Management
- Assessments & Evaluations
- Data Analysis & Research
- People Management
- Relationship Building
- Innovation
- Process Improvement
- Fiscal and Management Control
- Grants/ Procurement/ RFP

## WORK EXPERIENCE

### **Montgomery County Government, Health & Human Services-Aging & Disability, Rockville, MD. 11/2020 – Present Director, Area Agency on Aging (AAA)**

Sr. Leader responsible for providing extensive coordination of a broad human service delivery system designed to help older adults and persons with disabilities live in the least restrictive environment and remain independent and safe in the community. Executive accountable for establishing the AAAs goals and objectives and communicating the goals to staff responsible for translating and executing action items. Goal & objectives include multi-year planning, policy and reform development, delivering effective programs and services, driving impactful program outcomes, and diversifying funding streams.

- Provide leadership, administrative and management oversight for a large multi-disciplinary team that manages Older American Act (OAA) and other state, grant, and local funded programs aimed at assisting older adults, persons with disabilities, their families, and the community. Direct the work of 65 employees. Amid nationwide layoffs due to pandemic, grew the team by 7% in accordance with county practices; awarded new positions in FY22 and FY23.
- Direct complex \$15.2M budget. Secured Federal and State Grant awards increasing \$15.2M budget by 30%. Awarded grants include American Rescue Plan Act (ARPA) awarded \$3.5M, Consolidated Appropriations Act (HDC5) awarded \$432K, Expanding Access to COVID-19 (VAC5) awarded \$129K, and Maryland Access Point Information & Assistance Grant (MAP I&A) awarded \$477K.
- Spearhead the development and lead the execution of a multi-year ARPA plan with an appropriation of \$3.5M to expand existing programs and services, and launch new service options that reduces isolation, decreases the digital divide, and promotes an Age-Friendly community to meet the needs of a rapidly growing, diverse older adult population.
- Manage the effectiveness of AAA programs and services by ensuring annual customer feedback evaluations are conducted. During my first year, 95% of older adults remained safe at home and 86% reported eating healthier meals.
- Contribute to the development of policy and legislation actions that directly impacts the largest senior population in the State of MD.
- Provide substantive and strategic analysis, advice, and recommendations on major policy matters and service delivery issues.
- Develop policy options and reform strategies to enable the County to advocate and promote transformational changes aligned to County Executive's priorities.
- Serve as the County subject matter expert (SME) to the Department of Health and Human Services, Boards & Commissions, opinion leaders and policymakers outside of the County.

- Collaborate with other County departments to provide leadership and policy guidance to the growing number of public-private community-based aging in place initiatives.
- Represent the County and department in meetings with the Maryland Department of Aging (MDOA), Maryland Department of Health (MDH), and the Maryland Association of Area Agencies on Aging (M4A).

**Aetna Better Health of KY, A CVS Health Company, Louisville, KY.**

**10/2017 – 09/2020**

**Director, Community Development**

Helped define and implement the organization's advancement strategy. Liaised with Executive Leadership to understand and translate organizational goals and objectives into action items for the Department of Community Development. Tasks included strategic partnerships, marketing, organizational communications, implementing health education programs, monitoring market conditions, and proposing additional steps to support the organization's financial targets.

- Management responsible for directing evidence-based health education programs and integrated project delivery. Established metrics to measure programs, resulting in a 65% increase in growth and significant uptick in consumer interaction.
- Collaborated across departments to develop growth opportunities and define workflow processes that bring long-term value to customers and developed annual plans to optimize revenue across the market allocating \$2M in resources. Created interdepartmental process which reduced wait-time for consumer services and designed a finance process which eliminates data inconsistencies and ensures 100% reporting accuracy of all investments.
- Served as a segment change agent tasked with Unite Us (UU) pilot and project team oversight. Instituted a framework for addressing social disparities that adversely impact healthcare and executed tactics to build stronger communities in partnership with UU contractor. Network growth of 67% in first 5 months of pilot.
- Authored key components of the Request for Proposal (RFP) to secure a multi-year competitive contract; secured the contract award to begin 01/2021.
- Cultivated strategic alliances to be mutually beneficial and best positioned the company for sustained competitive advantages. Instituted year-round partnerships that increased relationship satisfaction and increased competitive visibility by 30%. High profile alliances include Federally Qualified Health Clinics, Jefferson County Public Schools, KY Derby Festival, and the Louisville Urban League.

**Freestore Foodbank, Cincinnati, OH.**

**08/2016 – 11/2016**

**Director, Community Partnerships and Programs**

Worked with Sr. Leadership to define strategies and set priorities in alignment with the organization's mission to tackle food insecurity and end hunger. Priorities included: Strategic alliances, implementing policies, assessing effectiveness and efficiency of programs and sourcing funding streams.

- Managed program staff in the tri-state region of Ohio, Kentucky and Indiana, spearheaded evaluations of community programs and projects to identify successes and process improvement needs and controlled \$60M Feeding America account.
- Fostered partnerships with organizations and individual contributors to expand program services. Launched the Healthy Harvest Mobile Market program in partnership with Tri-health Health Systems. Program growth of 30% to include 10 sites per week, year-round.

**Commission for Children with Special Health Care Needs (CCSHCN), Louisville, KY.**

**04/2015 – 07/2016**

**Executive Advisor/ Program Director – Political Appointment under Beshear Administration**

Appointed to the Sr. Leadership team accountable for decision-making and problem-solving for the Commission's 12 offices and 162 employees and provided administrative oversight, outlined action items, and defined strategies for the Early Intervention Point of Entry (POE) division. POE action items and strategies included: creating the division infrastructure, reorganizing the service delivery model, outlining workflows, recruiting, hiring, and retaining key personnel, determining, and implementing policies and procedures, marketing, and organizational communications.

- Led the emergency acquisition of the Early Intervention Point of Entry, managed a large complex team of diverse FTEs, governed a \$2M budget and interpreted federal and state regulations to ensure regulatory compliance. Met metrics favorably within 10% of goal quarterly.
- Directed facilities project from start to finish. Facility opened ahead of schedule and under budget.

**University of Phoenix**, Louisville, KY.

**01/2013 – 01/2015**

**Adjunct Professor** (Part-Time)

Served as an Adjunct Professor under the direction of the Chief Academic Officer in charge of facilitating virtual and traditional classroom lectures inclusive of theoretical principles and concept application.

- Teaching philosophy: Active learning and assessment; the Pedagogical Approach. Techniques that encourage problem-solving, identifying abilities and interest and applying principles to practice. Courses taught include Ethics and various Criminal Justice Professional Studies.

**Kentuckiana Regional Planning and Development Agency (KIPDA)**, Louisville, KY.

**11/2007 – 04/2015**

**Sr. Program Manager/ Social Services Planner**

Advanced national, state, local and regional priorities by administering programs to improve the lives of older adults. Worked with Sr. Leadership to understand and translate organizational goals and objectives into action items for the Area Agency on Aging and Independent Living department. The action items included: strategic partnerships, marketing, developing policies and procedures, implementing Older American Act (OAA) programs and procurement activities.

- Managed the Kentucky Caregiver Program, analyzed program to identify and execute process improvements to optimize service delivery, supervised task of administrative support team, allocated budget and tracked program expenses and organized annual state-wide caregiver conferences. Program participant growth of 80% year one and 10-25% growth every subsequent year.
- Exceeded annual expenditure requirement of 85% by 10% per annum and continuously reduced participants wait-time to access services.
- Interpreted regulations to ensure regulatory compliance, composed policies and procedures and led annual policies and procedure trainings. Mitigated risk and achieved satisfactory audit ratings year over year.
- Led OAA procurement activities; evaluated RFPs and authored mini grants, served on selection committees, served as a liaison for designated contractors, conducted annual audits, reported findings, and composed corrective action plans.
- Wrote Scopes of Work for caregiver provider contracts and authored mini grant RFPs awarded to 10+ organizations for a 2year period, expanding supportive services by 50%. In addition, applied for federal grants; 75% of independent and joint grant bids were awarded. i.e. FTC-DTV grant, CMS-MIPPA grant and CDC-Rural Diabetes grant.

## EDUCATION

**Doctor of Public Administration (DPA)**, Capella University, Minneapolis, MN

Publication: Entitled "In Their Own Words: A Program Evaluation on Elevated Stress among Grandparent Caregivers"  
ProQuest Publication Number 3688051

**Master of Science (M.S.) in Justice Administration**, University of Louisville -Louisville, KY

Thesis: Entitled, "Protection Orders: Effectiveness and Equality" The qualitative research study analyzed the effectiveness of protection order.

**Bachelor of Arts (B.A.) in Criminal Justice**, Kentucky State University -Frankfort, KY