



Received: 10/7/2025 @ 4:16pm

Tuesday, September 30th, 2025

To:

Matt Damschroder, Director
Ohio Department of Job and Family Services (ODJFS)
P.O. Box 182105
Columbus, OH 43218

Michael T. Bivens, Mayor
City of Whitehall
360 S. Yearling Road
Whitehall, OH 43213

Erica Crawley, President
Franklin County Board of Commissioners
373 S. High Street, 26th Floor
Columbus, OH 43215

From:

Vickie Thompson-Sandy, President and CEO
The Buckeye Ranch

Re: Notice to respective government officials pursuant to the Worker Adjustment and Retraining Notification (WARN) Act.

Dear Mayor Bivens, Director Damschroder, and President Crawley:

I'm writing to share an important update regarding the **Permanent Family Solutions Network (PFSN) program at The Buckeye Ranch**.

At the end of August, I received an unexpected call from Chip Spinning, Executive Director of Franklin County Children's Services (FCCS). He informed me that the FCCS Board has decided not to renew the PFSN contract with The Buckeye Ranch when it expires on December 31, 2025. As a result, The Buckeye Ranch will no longer operate the PFSN program after that date.

This news was both surprising and deeply disappointing. In the spirit of transparency, I asked Chip to share the reasoning behind the decision. FCCS believes that the managed care model is most effective when the county serves the majority of families directly. Since the pandemic, the balance of families served by FCCS versus its three Managed Care Entities has shifted. To restore that balance, FCCS has chosen to absorb the families currently served by our team.

Chip emphasized that this decision is not a reflection of the quality of services provided by The Buckeye Ranch or our network. FCCS continues to hold our work in high regard. This is a strategic decision based solely on caseload distribution. As outlined in our agreement, either party may choose not to renew the contract with 90 days' notice.



In accordance with the Worker Adjustment and Retraining Notification (WARN) Act, this letter serves as formal notice to government officials of mass layoffs resulting from the involuntary closure of the PFSN program (Permanent Family Solutions Network). Employees of The Buckeye Ranch, including those in the PFSN any collective bargaining entity.

The WARN Act also requires a description of any actions taken to mitigate the impact of the closure. Within one business day of receiving notice from FCCS, I convened meetings with PFSN management and employees to share the news in person.

Immediately following the notification, The Buckeye Ranch began identifying internal opportunities aligned with the skills and experience of impacted employees. On September 12, 2025, we hosted Employment Pathways sessions to share individualized letters outlining potential internal roles and compensation. FCCS's HR team was also onsite to assist employees interested in applying for open positions at FCCS, including support with background checks.

Some employees have chosen to pursue internal transfers or apply to FCCS, while others are exploring external opportunities. For those who have not accepted another role or provided an earlier resignation date, the final employment date will be December 1, 2025.

There will be (66) impacted individuals.

It's important to note that this change affects only the PFSN program. All other behavioral health and child welfare programs at The Buckeye Ranch remain fully operational. We remain steadfast in our mission to provide hope and healing to children and families across our community.

Thank you for your continued support and understanding during this transition.

Thank you,

Vickie Thompson-Sandy
President & CEO
The Buckeye Ranch