

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, FEBRUARY 23, 2022, 5 PM

THE MEETING WILL TAKE PLACE IN PERSON AND
VIA ZOOM AND IS AVAILABLE TO THE PUBLIC:

You are invited to join the LRCC Board of Trustee's Meeting
Meeting Day/Time: Wednesday, February 23, 2022 @ 5:00PM
Location: Greenville Training Center. 4804 Wesley Street, or via Zoom

Below is the Zoom information for the LRCC Board of Trustee's Meeting:

Join Zoom Meeting

<https://us06web.zoom.us/j/84970645037?pwd=NFNNZmcyGNmODk2MU1MZ2xRQTV3QT09>

Meeting ID: 849 7064 5037

Passcode: 469762

Join by Phone (audio only) - Dial: 346-248-7799

Meeting ID: 849 7064 5037

Passcode: 469762

AGENDA

**AGENDA
NUMBER**

TOPIC

02.01.22

CALL TO ORDER

- Roll Call / Introduction of Guest.

02.02.22

APPROVAL OF MINUTES

- Regular Board Meeting Minutes of January 26, 2022

02.03.22

COMMENTS FROM CITIZENS

Presentations are limited to three minutes per person and must pertain to an agenda item. The Board reserves the right to limit the number of speakers and/or the length of comments on any topic. Citizens wishing to address the Board must register prior to the start of the meeting.

02.04.22

COMMITTEE MEETING REPORTS

NA

02.05.22

RECOMMENDATIONS FOR APPROVAL

Motion to approve Companywide Good Will Appreciation Payment.

02.06.22 EXECUTIVE DIRECTOR REPORT (*John Delaney*)

- 1115 Transformation Waiver Status Update
- COVID-19 Response
- Texas Council Update
- Provider Relief Funding Employee Appreciation Award

02.07.22 FISCAL REPORT (*Erwin Hancock*)

- Motion to Accept Center's Financial Statement for Period(s) Ending: December 2021 and January 2022.

02.08.22 MENTAL HEALTH SERVICES REPORT (*James Williams*)

- Substance Use Disorder Coordinator – Matt Cook, LCDC,LPC
- All Access Texas
- Medical Staffing
- Mt. Pleasant Residency Renovations

02.09.22 INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT (*Laurie White*)

- Training Centers
- Employment Services
- PASRR
- HCS/ICF Group Homes
- Audits/Surveys
- Telehealth
- Outpatient Biopsychosocial Intervention Team (OBI)
- Staff Vacancies

02.10.22 QUALITY MANAGEMENT/CONTRACTS REPORT (*Kellie Walker*)

- Contracts/Network Development
- Planning
- Rights/Abuse, Neglect, and Exploitation Allegations
- QM MH, NTBHA & Substance Abuse
- IDD

02.11.22 HUMAN RESOURCES REPORT (*Jessica Ruiz*)

- Staffing Issues
- Compensation & Benefits

02.12.22 ADJOURNMENT

**Lakes Regional Community Center
Upcoming Board-Related Meetings & Events**

Regular Meeting of the Board of Trustees

***March 23, 2022
1525 Airport Road
Rockwall, Texas***

AGENDA ITEM NO. 02.02.22

Approval of Minutes

RECOMMENDATIONS FOR APPROVAL:

- Motion to approve prior Board of Trustees meeting minutes.

Rationale:

Discussion and Approval of Regular Board Meeting Minutes of January 2022 as presented.

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, JANUARY 26, 2022, 5PM
BOARD MINUTES

AGENDA
NUMBER

TOPIC

01.01.22

CALL TO ORDER

The January 26, 2021 regular meeting of the Lakes Regional Community Center Board of Trustees called to order by Board Chairperson, Tom Brown at 5:00 PM with a quorum present by Zoom. Chairperson asked for Roll Call.

Members Present (In Person/Zoom):

In Person:

Tom Brown, Hunt County, Chairperson
Steve Earley, Lamar County
E. P. Pewitt, Morris County
Carrie Hefner, Camp County

Margaret Webster, Kaufman County
Dana Sills, Hopkins County
Frances Neal, Titus County

Zoom/Phone:

Lisa Heine, Ellis County
Shae Green, Rockwall County

Jan Brecht-Clark, Ph.D., Delta County
Marti Shaner, Navarro County

Members Absent: Sheriff Ricky Jones, Franklin County

Vacant Seat(s): NA

Guest(s): Todd Pruitt of Pattillo, Brown, & Hill, LLP

Ex Officio Members Present: Sheriff Charla Singleton

Ex Officio Members Absent: Sheriff Lewis Tatum

Management Staff Present: John Delaney, Larry Jonczak, Erwin Hancock, Laurie White
Pat Denson for Jessica Ruiz

Management Staff Zoom: NA

Management Staff Absent: James Williams, Kellie Walker, Jessica Ruiz

Board Liaison/Recording Secretary: Absent: Judy Dodd; Alex Polley for Judy Dodd

01.02.22

APPROVAL OF MINUTES

Recommended Board Action:

- **Approval of Minutes of December 8, 2021 meeting.**

Rational:

Chairperson asked members if they had reviewed the minutes and if there were any corrections or additions. With no corrections or additions, Chairperson asked for motion to approve. Motion made by E. P. Pewitt to approve and seconded by Steve Earley. A sign of aye approved minutes unanimously.

CLOSURE

01.03.22

COMMENTS FROM CITIZENS

- **NA**

CLOSURE

01.04.22 COMMITTEE MEETING REPORT

- NA
- CLOSURE**

01.05.22 RECOMMENDATIONS FOR APPROVAL

- Motion to approve Audit Report for FY-2021 as presented by Todd Pruitt of Pattillo, Brown, and Hill.

Rationale:

- Todd Pruitt presented the FY-2021 Audit Report. Members were asked if they had any questions. Motion made to approve audit by E. P. Pewitt and second by Margaret Webster. Motion approved unanimously by a sign of aye.

CLOSURE

01.06.22 EXECUTIVE DIRECTOR REPORT (*John Delaney*)

Recommended Board Action:

- None: Information only

Rationale:

Discussion on the following:

- **1115 Transformation Waiver Update:**
 - CMS has approved the Direct Payment Program for BH Services.
 - Moving forward with familiarizing with reconciliation and monitoring.
- **COVID Response:**
 - Lakes has seen a large influx of staff being affected by the Omicron variant.
- **Kronos UKG Status:**
 - Lakes was involved in the Kronos ransomware attack. We have now been able to access the system and are working on reconciling.
- **Texas Council Update:**
 - Group continues to work on the 1115 Waiver transition.
 - Focus is to understand how the Public Health Care Provider – Charity Care Pool will be implemented and to review the managed care payments made through the directed payment program.
- **Provider Relief Funding for Rural Providers (ARP Phase-4)**
 - Lakes has received funds from HRSA. Working on how to disperse these additional funds as a possible incentive for staff.
- **East Texas Behavioral Health Network (ETBHN)**
 - No update at this time.

CLOSURE

01.07.22 FISCAL REPORT (Erwin Hancock)

Recommended Board Action:

- Motion to Accept Center's Financial Statement for Period(s) Ending: November 2021
- Motion to Accept Center's 1st Quarterly Investment Report

Rationale:

- Erwin presented the Center's financial reports for the month(s) of November 2021.
 - Noted: Positive for month.
 - Noted: Excess revenue over expenditures.

Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve financials for the month(s) of November 2021. E. P. Pewitt made motion to approve seconded by Steve Earley. Financial were approved unanimously sign of aye of members.

- Presentation of 1st Quarterly Investment Report by Erwin Hancock.
Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve 1st Quarterly Investment Report. Motion to approve Investment Report by Frances Neal and second by E. P. Pewitt. 1st Quarterly Investment Report was approved unanimously sign of aye of members.

CLOSURE

01.08.22

MENTAL HEALTH SERVICES REPORT (James Williams)

Recommended by Board Action:

None: Information only

Rationale:

Report presented by John Delaney for James Williams

- **COVID Still Impacting**
 - COVID continues to affect staff and clients across all counties.
- **New Expansion CCBHC Grant Not Posted**
 - The new CCBHC Expansion grant has not yet been published. Lakes plans to apply for the grant once it is sent out, as the current expansion grant is nearing expiration.
- **Focus on Peers**
 - **NA**
- **Substance Use Disorder Coordinator – Matt Cook, LCDC, LPC**
 - Matt Cook was awarded the CCBHC position of the SUD Coordinator. This position is required while being a CCBHC.

CLOSURE

01.09.22

INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT (Laurie White)

Recommended by Board Action:

None: Information only

Rationale:

- **Training Centers:**
 - Training Centers and Residential programs being affected by COVID. Some dayhabs have been temporarily closed due to staffing and safety precautions.
- **Employment Services:**
 - Possibility of future employment options for clients in Paris at local auto shop. Working on details to get this set up and begin program.

- **PASRR:**
 - Several Nursing Facilities (NF) have positive COVID cases.
- **HCS/ICF Group Homes:**
 - All beds are occupied
 - ICF has suspended all group outings.
- **Audits/Surveys:**
 - Central Region has 3 Utilization Reviews open at this time.
- **Telehealth:**
 - Continue to do Follow Ups; New Evals; Hospital Discharges.
- **Outpatient Biopsychosocial Intervention (OBI): (Serves Dual Diagnosed IDD/MH):**
 - Serving 27 individuals with IDD and Behavioral Health needs.
- **CMHC Grant:**
 - CM contacts include hospital discharges, o shows and routine follow-ups that require additional assistance.
- **Staff Vacancies:**
 - 12 vacancies at this time.
- **Concerns:**
 - DFPS took 8 months to complete an APS investigation, throughout this time the staff are unable to work face to face with individuals.
- **Announcements:**
 - Dr. Lloyd announced his retirement for April 14, 2022.
 - Marie Aughtry, Hunt County Regional Director plans to retire sometime between April & June of 2022.

CLOSURE

01.10.22

QUALITY MANAGEMENT/CONTRACTS REPORT (John Delaney for Kellie Walker)

Recommended by Board Action:

- **Review and take possible action to approve the FY 2022-2023 Quality Management Plan. The major changes from the previous plan are described below:**

Rationale:

Motion to approve FY 2022-2023 Quality Management Plan.

- Chairperson asked for motion to approve the FY 2022-2023 Quality Management Plan as presented by John Delany. Motion made by E. P. Pewitt to approve the QM plan for Lakes, second given by Steve Early. FY 2022-2023 Quality Management Plan was approved unanimously sign of aye by members.

➤ **Contracts/Network Development**

- Lakes received an amendment for the ECC program, which gave additional funding for the program.

➤ **Planning**

- PNAC – Meeting January 20, 2022.

➤ **Rights / Abuse, Neglect, & Exploitation Allegations**

- Rights Violation Allegations
 - a. IDDA: 2 Unconfirmed (IDD Authority)
 - b. MH GR: 1 Unconfirmed (Paris MH)

- APS Investigation: 2- Terrell Group Home Results: Pending (1 since October)
- **QM MH, NTBHA & Substance Abuse**
 - Lakes Regional is held harmless for performance measures and outcomes until further notice due to COVID 19.
 - NTBHA Mystery Caller: A correction plan submitted.
 - The FY 2022-2023 MH, SUD, and IDD Quality Management Plan was distributed for board approval.
- **IDD**
 - IDD Service Target: Held harmless for performance measures and outcomes until further notice due to COVID-19.

CLOSURE

01.11.22 HUMAN RESOURCES REPORT (Pat Denson reported for Jessica Ruiz)

Recommended by Board Action:

None: Information only

Rationale:

- **Staffing issues**
 - Lakes had a total of 457 authorized positions and 393 filled in the month of November 2021.
 - Recruitment continues on Indeed, Universities, TWC, Face Book and Chambers of Commerce.
- **Employee Compensation and Benefits:**
 - COVID exposures and positive cases are rising; several departments have been affected by this.

CLOSURE

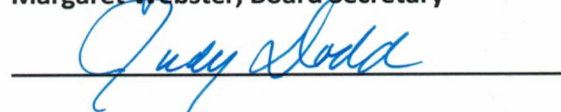
01.12.22 ADJOURNMENT

Chairperson ask for any other matter to discuss if not for motion to adjourn. E. P. Pewitt made motion to adjourn and seconded by Margaret Webster. With no further discussion motion carried unanimously by a sign of aye.

ATTEST:



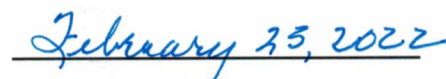
Margaret Webster, Board Secretary



Judy Dodd, Board Liaison/Transcriptionist Page | 3 2/14/22



DATE:



AGENDA ITEM NO. 02.03.22

Citizens' Comments

RECOMMENDATIONS FOR APPROVAL:

Public comment(s) may be addressed to the Board of Trustees by community members and/or any interested parties.

Rationale:

Presentations are limited to three (3) minutes per person. The Board reserves the right to limit the number of speakers and/or the length of comment on any topic. Citizens wishing to address the Board must register prior to the start of the meeting and any comments should pertain to an agenda item.

AGENDA ITEM NO. 02.04.22

Committee Meeting Reports

RECOMMENDATIONS FOR APPROVAL:

NA

Rationale:

Report of the following committees of the Board of Trustees, if applicable:

- Budget & Finance, Margaret Webster, Chair
 - **No Meeting Posted**
- Human Resources, Shae Green, Chair
 - **No Meeting Posted**
- Programs, Dana Sills, Chair
 - **No Meeting Posted**

AGENDA ITEM NO. 02.05.22

Recommendations for Approval:

- Review and take possible action to approve a \$750 per full-time employee payment inclusive of benefits costs as a gesture of goodwill and appreciation for continued loyal service to our organization and our clientele.

Rationale:

Erwin Hancock to give overall review for the following item(s):

- Motion to approve companywide good will appreciation payment.

Provider Relief Funding

Summary

Lakes Regional has applied for and received two additional installments of Provider Relief Funding from the US Department of Health and Human Services (HHS). These funds were appropriated in the Public Health and Social Services Emergency Fund for provider relief. Each payment requires attestation or reimbursement within ninety days. As part of the acceptance the recipient is required to certify that the funds will only be used to “prevent, prepare for and respond to the coronavirus”, and that the funding will only be used for “health related expenses or lost revenues that are attributable to the coronavirus. In addition, the recipient must certify that the costs have not been paid by any other pay-source including Paycheck Protection Plan funds since the onset of the pandemic. Lakes has properly accounted for three prior payments by means of the HRSA filing portal.

The results of the most recent filing accumulates claimed costs through November, 2021. As of November, the remaining “unpaid” balance is \$278,350.11 (Item 1). This represents remaining costs in excess of three payments received previously. Those expenses are a carryforward of lost revenues specifically related to Day Habilitation services.

Proposed

As a qualifying “health related expense”, certain payroll payments would be allowed as qualified expenditures in the name of loyalty or employee goodwill payments in light of the pandemic. Essentially, additional pay identified with staff retention is allowable. Accordingly, we propose a \$750 per employee payment as a gesture of goodwill and appreciation for continued loyal service to our organization and our clientele. We anticipate that the total amount of this expenditure will amount to \$303,330.79 (item 2). The table below summarizes the utilization of the provider relief funding under that scenario.

PROVIDER RELIEF FUNDING

Deposit Date		
11/23/2021	HHS STIMULUS	\$517,759.96
12/16/2021	HRSA Provider Relief (Rural)	\$78,940.08
	TOTAL STIMULUS PAYMENTS REC'D	\$596,700.04
	ESTIMATED DAYBAB REVENUE LOSS(item 1)	\$278,350.11
	LAKES APPRECIATION CHECK(item 2)	\$303,330.79
	BALANCE	\$15,019.14

AGENDA Item No: 02.06.21
Executive Director's Report:

Recommended Board Action:
None: For Information Only

Rational:

Executive Director Report:

1. 1115 Transformation Waiver Update:

There have been no new updates on Texas' negotiations with CMS on the extension of the current 1115 DSRIP program. Our next 1115 reporting period for the second DSRIP payment will begin in April. It is the larger of our two annual reporting opportunities and provides the bulk of our budgeted revenue for the program.

Meanwhile, we continue to receive payments through the Directed Payment Program for Behavioral Health Services (DPP BHS). HHSC is issuing monthly payment estimates for Centers to use in tracking the supplemental payments from our STAR, STAR-Plus and STAR-Kids managed care contracts. We are using these to help with our reconciliation process.

2. COVID Response:

Since last month, we have seen a slower rate of new infections among both staff and clients. This has helped reduced closures at some day-habilitation facilities and eased coverage in some residential programs. We are hoping that the trend will continue as we head into the 2nd part of our fiscal year.

3. Texas Council Update:

The Executive Directors Consortium and the Health Opportunities Workgroup met last week. Workgroups are continuing to focus on Public Health care Provider – Charity Care Pool implementation, as well as ongoing workforce issues that have effected all of the Centers.

4. Provider Relief Funding Employee Appreciation Award:

As we have discussed during the last two meetings, The Federal Office of Rural Resources Services Administration (HRSA) began distributing \$7.5 billion in American Rescue Plan (ARP) Rural payments to health care providers who serve rural Medicaid, Children's Health Insurance Program, and Medicare patients. Health care organizations can use these payments to make up for the lost revenues due to the pandemic. The funds can also be used for workforce retention and appreciation incentives. We are asking the Board to approve an incentive payment for our staff that is similar to one paid last May when we received an earlier phase of federal relief funding.

Lakes Regional Community Center
Financial Report
For the Month of December 2021

Erwin Hancock
Chief Financial Officer

February 23, 2022

Lakes Regional Community Center

Financial Report Outline

- | | |
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| Comparative Income Statement | Pages 4-5 |
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Lakes Regional Community Center
 Financial Summary for the Month Ending December 31, 2021

Profit and Loss Summary

	Current Month	Year to Date
Revenues	\$3,366,272	\$13,021,402
Expenses	\$3,196,815	\$12,472,925
Net Income	<u>\$169,457</u>	<u>\$548,478</u>

Balance Sheet Summary

	Current YTD as of December 31, 2021	Last YTD as of December 31, 2020	Year to Year Change
Total Assets	\$35,098,474	\$37,847,701	\$ (2,749,227)
Total Liabilities	\$9,785,049	\$15,539,942	\$ (5,754,893)
Fund Balance	<u>\$25,313,425</u>	<u>\$22,307,759</u>	<u>\$ 3,005,666</u>

Lakes Regional Community Center
Balance Sheet

	As of <u>12/31/2021</u>	As of <u>12/31/2020</u>	Net Change
Current Assets			
Cash	\$ 17,660,547	\$ 16,301,446	\$ 1,359,101
Accounts Receivable	5,195,181	4,825,281	369,900
Other Current Assets	1,475,554	397,602	1,077,952
Total Current Assets	\$ 24,331,282	\$ 21,524,329	\$ 2,806,953
Long-Term Assets			
Fixed Assets (net of depreciation)	\$ 7,843,054	\$ 7,985,910	\$ (142,856)
Other Long-Term Assets	2,924,138	8,337,462	(5,413,324)
Total Long-Term Assets	\$ 10,767,192	\$ 16,323,372	\$ (5,556,180)
Total Assets	\$ 35,098,474	\$ 37,847,701	\$ (2,749,227)
Current Liabilities			
Accounts Payable	\$ 712,101	\$ 750,850	\$ (38,749)
Accrued Expenses	727,767	859,976	(\$132,209)
Short-term Debt	5,421,043	5,591,654	(170,611)
Total Current Liabilities	\$ 6,860,911	\$ 7,202,480	\$ (341,569)
Long-term Debt	\$ 2,924,138	\$ 8,337,462	\$ (5,413,324)
Total Long-Term Debt	\$ 2,924,138	\$ 8,337,462	\$ (5,413,324)
Total Liabilities	\$ 9,785,049	\$ 15,539,942	\$ (5,754,893)
Investment In General Fund Assets	\$ 7,843,054	\$ 8,173,410	\$ (330,356)
Fund Balance at Beginning of Year	17,470,371	14,134,349	3,336,022
Total Equities and other Credits	\$ 25,313,425	\$ 22,307,759	\$ 3,005,666
Total Liabilities, Equities and other Credits	\$ 35,098,474	\$ 37,847,701	\$ (2,749,227)

Lakes Regional Community Center
 FY22 Aged Accounts Receivable
 DECEMBER, 2021

Accounts Receivable Description	Amount	DEC	NOV 30 Days	OCT 60 Days	SEP 90 Days	Aug & prior 120 +
MAC Adm Claim	850,471.31	77,169	77,169	77,169	77,169	541,795
FY21 3rd Qtr (Apr-Jun) - \$392,781 (invoiced)						
FY21 4th Qtr (Jul-Aug) - \$226,183 (accrual)						
FY22 1st Qtr (Oct-Dec) - \$231,507 (accrual)						
NTBHA:						
Substance Abuse	4,700.11	4,700	-	-	-	-
ACT - add'l billed svcs	2,200.00	-	-	2,200	-	-
Medicaid	302,170.75	246,296	5,443	8,052	3,510	38,870
Medicare **	2,354.15	2,342	13	-	-	-
Private Insurance **	7,650.40	6,452	479	720	-	-
Chip **	1,579.30	1,383	196	-	-	-
MANAGED CARE:						
Amerigroup	26,592.10	26,592	-	-	-	-
Superior (Cenpatico)	24,127.82	23,760	48	-	61	259
Optum	16,437.88	16,023	383	-	31	-
Cigna	12,213.98	12,214	-	-	-	-
Texas Childrens Plan	1,515.50	1,516	-	-	-	-
Beacon	10,428.98	10,091	134	50	20	135
Molina	17,769.95	17,681	89	-	-	-
Driscoll Health	39.66	20	20	-	-	-
Aetna Better Health	6,094.85	1,655	-	-	-	4,440
Texas Home Living - North	25,868.37	25,868	-	-	-	-
Texas Home Living - South	11,524.01	11,524	-	-	-	-
HCS - North	293,802.39	293,802	-	-	-	-
HCS - South	104,199.00	104,199	-	-	-	-
Reimbursable Svcs-TxHml North & South	6,189.90	1,891	293	1,508	944	1,554
Reimbursable Svcs-HCS North	25,463.60	4,625	2,116	6,415	2,905	9,403
Reimbursable Svcs-HCS South	2,223.74	329	128	-	128	1,639
HCS Rm/Brd	1,446.00	723	-	-	723	-
ICF Residential Homes	132,550.39	131,863	-	-	687	-
Block Grant/TANF-Title XX Gen Revenue	23,701.91	23,702	-	-	-	-
Block Grant Supp Housing	-	-	-	-	-	-
CCBHC Samsha Grant (799)	150,000.00	150,000	-	-	-	-
CMHC Samsha Grant (798)	85,000.00	85,000	-	-	-	-
GR HB133-Outpatient Cap Activity	14,182.50	14,183	-	-	-	-
Supported Employment	1,378.00	1,378	-	-	-	-
Day Hab Billings (Private Providers)	25,552.78	12,950	8,462	868	401	2,872
1048 IDD Billed Svcs	12,202.14	5,641	6,561	-	-	-
ECI Grant Revenue	145,635.69	74,594	71,042	-	-	-
ECI Respite	350.00	350	-	-	-	-
ECI Priv Ins	13,344.14	6,115	2,350	2,203	1,539	1,138
ECI Medicaid	29,522.81	28,823	700	-	-	-
ECI Managed Care	63,798.68	40,440	11,308	3,348	3,454	5,249
ECI Chip	250.85	47	-	-	-	204
A/R Other Employees	-	-	-	-	-	-
A/R Employee Insurance (Cobra)	848.22	88	129	130	502	-
TCOOMMI GRANT - \$108,141.75	67,971.95	16,800	26,570	-	-	24,602
TCOOMMI GRANT- purchase 3 Vehicles	40,169.80	-	-	-	-	40,170
TDCJ Contract-Greenville	27,538.23	8,141	9,012	6,670	-	3,716
TDCJ - Sherman/Bonham/Paris	69,571.09	14,347	23,395	15,508	-	16,321
Fannin County Drug Court	2,500.00	2,500	-	-	-	-
Grayson County Drug Court	-	-	-	-	-	-
Titus County Drug Court	450.00	450	-	-	-	-
DSHS Region 3	16,776.20	16,776	-	-	-	-
DSHS Region 4	15,048.25	15,048	-	-	-	-
DSHS MHFA Outreach	11,363.06	6,038	5,325	-	-	-
ICF Upper Payment Limit	92,685.00	30,895	30,895	30,895	-	-
SAC Prog -Hunt County	2,465.82	2,466	-	-	-	-
ECC - (Enhanced Comm Coord)	51,282.58	28,003	23,199	-	-	80
Pharmacy Rental Income	-	-	-	-	-	-
Comm Education (Curt Pitton)	6,219.75	6,220	-	-	-	-
1115 Waiver Fed Share **accrual	2,274,340.00	568,585	568,585	568,585	568,585	-
Misc Revenue - 1370-1200 - \$61,417.64						
**Philadelphia Ins - Fire Claim Joseph	17,771.57	17,772	-	-	-	-
** Retirement Forfeiture Balance (08/31)	28,696.75	-	-	-	28,697	-
**Spectrum/TW Book Credits - Grnvl	1,310.08	-	-	1,310	-	-
**12/30 Pyrl Tax Over Pmt	10,500.41	10,500	-	-	-	-
**record 12/30 pyrl dup pmt	2,483.57	2,484	-	-	-	-
**FY21 WC Settleup	-	-	-	-	655	-
** AT&T Grnvl Phone	655.26	-	-	-	-	-

FY22

Balance Due

5,195,181.23

GL bal
5,195,181.23

bal ck

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Lakes Regional Community Center
Financial Report
For the Month of January 2022

Erwin Hancock
Chief Financial Officer

February 23, 2022

Lakes Regional Community Center Financial Report Outline

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Lakes Regional Community Center
 Financial Summary for the Month Ending January 31, 2022

Profit and Loss Summary

	Current Month	Year to Date
Revenues	\$3,171,016	\$16,192,418
Expenses	\$3,112,073	\$15,584,998
Net Income	\$58,942	\$607,420

Balance Sheet Summary

	Current YTD as of January 31, 2022	Last YTD as of January 31, 2021	Year to Year Change
Total Assets	\$34,465,518	\$36,996,648	\$ (2,531,130)
Total Liabilities	\$9,093,151	\$14,562,167	\$ (5,469,016)
Fund Balance	\$25,372,367	\$22,434,481	\$ 2,937,886

Lakes Regional Community Center
Balance Sheet

	As of 1/31/2022	As of 1/31/2021	Net Change
Current Assets			
Cash	\$ 18,777,172	\$ 17,181,785	\$ 1,595,387
Accounts Receivable	3,503,057	3,136,893	366,164
Other Current Assets	1,438,835	397,359	1,041,476
Total Current Assets	\$ 23,719,064	\$ 20,716,037	\$ 3,003,027
Long-Term Assets			
Fixed Assets (net of depreciation)	\$ 7,843,054	\$ 7,985,910	\$ (142,856)
Other Long-Term Assets	2,903,400	8,294,701	(5,391,301)
Total Long-Term Assets	\$ 10,746,454	\$ 16,280,611	\$ (5,534,157)
Total Assets	\$ 34,465,518	\$ 36,996,648	\$ (2,531,130)
Current Liabilities			
Accounts Payable	\$ 611,720	\$ 787,671	\$ (175,951)
Accrued Expenses	776,315	872,859	(\$96,544)
Short-term Debt	4,801,716	4,606,936	194,780
Total Current Liabilities	\$ 6,189,751	\$ 6,267,466	\$ (77,715)
Long-term Debt	\$ 2,903,400	\$ 8,294,701	\$ (5,391,301)
Total Long-Term Debt	\$ 2,903,400	\$ 8,294,701	\$ (5,391,301)
Total Liabilities	\$ 9,093,151	\$ 14,562,167	\$ (5,469,016)
Investment In General Fund Assets	\$ 7,843,054	\$ 8,173,410	\$ (330,356)
Fund Balance at Beginning of Year	17,529,313	14,261,071	3,268,242
Total Equities and other Credits	\$ 25,372,367	\$ 22,434,481	\$ 2,937,886
Total Liabilities, Equities and other Credits	\$ 34,465,518	\$ 36,996,648	\$ (2,531,130)

Lakes Regional Community Center
Income Statement Recap by Division
As of January 31, 2022

Division	Current Month	Year to Date
MH	(39,970)	(45,021)
Mental Health First Aid & C	(504)	(47)
Hospitality House	2,697	(1,759)
IDD	(36,007)	103,755
ECI	27,652	926
Administration	(6,845)	(11,910)
Expending Fundraising	0	2,044
Telemedicine Services (All 1	114,878	571,941
Medical Prescriber Services	(20,550)	(97,577)
CCBHC/CMHC SAMSHA (587	72,977
Collaborative Grant	0	290
Education Services Pittsburg	0	0
House Bill 133	17,005	11,801
Total Lakes	58,942	\$ 607,420

Lakes Regional Community Center
Comparative Income Statement for the period ended January 31, 2022

	YTD ended 01/31/2022	YTD ended 01/31/2021	Variance	Var %
Revenues				
General Revenue IDD	\$1,105,097	\$1,185,929	(\$80,832)	-7%
General Revenue MH	\$3,488,501	\$3,341,995	\$146,506	4%
Early Childhood Intervention Revenue	\$601,210	\$480,448	\$120,762	25%
1115b Waiver Revenue	\$2,842,925	\$2,805,940	\$36,985	1%
NTBHA Revenue	\$1,049,837	\$1,083,561	(\$33,724)	-3%
Medicaid Revenue	\$1,320,901	\$1,519,637	(\$198,736)	-13%
Medicare Revenue	\$23,783	\$14,874	\$8,909	60%
HCS Revenue	\$2,098,148	\$1,971,303	\$126,845	6%
Managed Care Revenue	\$519,178	\$498,956	\$20,222	4%
Private Insurance	\$76,387	\$33,597	\$42,790	127%
Client Fees	\$23,847	\$12,959	\$10,888	84%
Other Revenue	\$3,042,603	\$2,771,901	\$270,702	10%
Total Revenues	\$16,192,418	\$15,721,100	\$471,318	3%
Expenses				
Salaries and Wages	\$7,964,999	\$7,349,778	\$615,221	8%
Employee Benefits	\$2,779,142	\$2,543,392	\$235,750	9%
Staff Training	\$24,886	\$15,059	\$9,827	65%
Furniture and Equipment	\$13,546	\$18,958	(\$5,412)	-29%
Maintenance and Repairs	\$139,242	\$630,928	(\$491,686)	-78%
Utilities	\$156,536	\$187,816	(\$31,280)	-17%
Client Support	\$26,099	\$17,462	\$8,637	49%
Supplies	\$124,596	\$125,820	(\$1,224)	-1%
Vehicle Maintenance	\$18,930	\$13,459	\$5,471	41%
Insurance Costs	\$135,731	\$148,383	(\$12,653)	-9%
Debt Service	\$139,007	\$270,078	(\$131,071)	-49%
Other Expenses	\$4,062,284	\$3,439,500	\$622,784	18%
Total Expenses	\$15,584,998	\$14,760,633	\$824,365	6%
Net Surplus/(Deficit)	\$607,420	\$960,467	(\$353,047)	37%

Lakes Regional Community Center
Statement of Revenues and Expenditures
For the Period Ending January 31, 2022

Revenues	<u>Sep-21</u>	<u>Oct-21</u>	<u>Nov-21</u>	<u>Dec-21</u>	<u>Jan-22</u>	<u>Total</u>
Local	\$ 56,420	\$ 86,621	\$ 85,336	\$ 82,079	\$ 74,759	\$ 385,215
State Programs	1,626,547	1,642,336	1,608,680	1,657,128	1,517,611	8,052,301
Federal Programs	1,217,075	1,310,044	1,386,628	1,411,858	1,366,476	6,692,080
Interest Income	2,403	2,686	2,429	2,995	2,473	12,985
North Texas BH Assoc	209,353	209,375	209,199	212,213	209,697	1,049,837
						0
TOTAL REVENUES	<u>\$ 3,111,798</u>	<u>\$ 3,251,062</u>	<u>\$ 3,292,271</u>	<u>\$ 3,366,272</u>	<u>\$ 3,171,016</u>	<u>\$ 16,192,418</u>
Expenditures						
Current:						
Salaries & Wages	\$ 1,622,659	\$ 1,546,004	\$ 1,613,459	\$ 1,601,825	\$ 1,581,051	\$ 7,964,999
Employee Benefits	556,115	\$541,556	542,129	540,076	599,267	2,779,142
Other Operating Expenses:						
Client Respite	4,474	\$12,043	5,291	9,233	3,732	34,772
HCS Contract	112,196	\$114,830	111,472	118,857	116,928	574,284
Consult/Pro Svcs - Internal	12,433	\$13,810	13,193	19,761	14,379	73,576
Nursing Contract - RK						0
Consult/Pro Svcs - External	355,731	\$349,584	370,709	380,352	356,323	1,812,699
Contracts with Other Orgs-Ext						0
ICF/MR Quality Assurance Fees	6,614	\$6,927	6,721	7,620	7,252	35,134
TXHML Contracts	9,646	\$10,941	10,007	11,401	8,891	50,887
Contracted Lab Services	676	\$1,620	1,503	901	1,635	6,336
Staff Development/Training	4,743	\$4,472	4,251	7,979	3,442	24,886
1115 Projects Certif./Training Fees						0
Non-Clinical Contracts with Others	4,464	\$6,450	4,111	5,245	5,862	26,133
Pharmaceuticals/Supplies	25,699	\$20,812	24,781	21,238	21,699	114,229
Atypical Meds	2,354	\$5,272	3,015	5,963	5,727	22,331
Patient Asst Program/Filling Fees	1,500	\$1,500	1,500	1,500	1,500	7,500
Training and Travel	2,029	\$23,599	23,884	23,106	19,372	91,990
Consumable Supplies	23,139	\$24,796	26,234	27,736	22,690	124,596
1115 Residential Equip/Supplies						0
Building Capital Outlay		\$21,664	9,000	40,208	0	70,871
Capital Outlay Projects						0
Furniture/Equipment over \$5,000						0
Computer Capital Outlay	4,292	\$4,292	4,292	5,462	14,627	32,965
Furniture/Equipment under \$5,000	7,667	\$882	1,344	2,519	1,134	13,546
Copier Equipment Rental	12,980	\$9,435	6,679	14,285	6,900	50,278
Computer Equipment Under \$5,000	18,145	\$8,824	15,980	22,863	6,213	72,025
Other Monthly Expenses	8,513	\$9,170	12,378	11,812	9,798	51,671
Computer Software Support Fees	14,418	\$4,171	10,872	10,941	8,783	49,185
Computer Software Fees for HR System	1,000	\$6,528	0	11,737	1,000	20,264
Bad Debts	0					0
Building Rent, Repair, Maintenance	112,042	\$141,302	162,038	134,117	118,643	668,142
Building Rent to Other Programs	0					0
Vehicle Operating Expense	4,175	\$5,659	3,275	3,647	2,174	18,930
Vehicle Fuel Costs	7,676	\$6,991	7,593	6,952	4,362	33,574
Non-Client Utilities	19,572	\$44,000	28,133	32,045	32,786	156,536
Telecommunications	25,122	\$19,219	26,975	30,103	26,323	127,742
Data Connect/Internet Access	0	\$14,910	7,429	7,425	7,455	37,219
Crisis Hotline Answering Svc	2,500	\$2,500	2,500	2,500	2,500	12,500
Insurance	26,629	\$26,629	29,213	26,629	26,629	135,731
Client Support Costs	5,958	\$4,679	5,292	4,987	5,184	26,099
Peer Training and Support	0					0
Client Reimbursable Services	5,315	\$12,274	4,202	7,538	6,462	35,790
NTBHA Supported Housing	4,650	\$3,448	4,151	5,624	8,329	26,202
Debt Service	27,801	\$27,801	27,801	27,801	27,801	139,007
Interest on PPP Loan	0					0
COVID-19 Expenses	704	\$328	933	470	16,548	18,984
ECI Client Support Costs		\$140		350		490
DSRIP Audit Costs						0
Expanding Fund Raising Funds	(169)			125		(44)
Program Indirect						0
LRMHMRC Board Expenses	280	\$14	80	272	119	765
Expanding Red River Funds						0
Expanding Empowermet Funds						0
ECI In-Kind Volunteers						0
Service Costs Unallowable	2,978	\$5,064	22,830	3,611	8,548	43,031
Total Other Operating Expenses	<u>877,944</u>	<u>\$976,580</u>	<u>999,664</u>	<u>1,054,913</u>	<u>931,756</u>	<u>4,840,857</u>
TOTAL EXPENDITURES	<u>3,056,718</u>	<u>\$3,064,140</u>	<u>3,155,252</u>	<u>3,196,815</u>	<u>3,112,073</u>	<u>15,584,997</u>
Excess (deficiency) of revenues over expenditures	<u>\$ 55,080</u>	<u>\$ 186,922</u>	<u>\$ 137,019</u>	<u>\$ 169,457</u>	<u>\$ 58,942</u>	<u>\$ 607,421</u>

Lakes Regional Community Center
 FY22 Aged Accounts Receivable
 JANUARY

Accounts Receivable Description	Amount	JAN	DEC 30 Days	NOV 60 Days	OCT 90 Days	Sep & prior 120 +
MAC Adm Claim	534,859.01	77,169	77,169	77,169	77,169	226,183
FY21 4th Qtr (Jul-Aug) - \$226,183 (accrual)						
FY22 1st Qtr (Oct-Dec) - \$231,507 (accrual)						
FY22 1nd Qtr (Jan-Mar) - \$ 77,169 (accrual)						
NTBHA:						
Substance Abuse	3,634.84	3,635	-	-	-	-
ACT - addtl billed svcs	2,200.00	-	-	-	2,200	-
Medicaid	312,436.56	247,582	9,835	4,588	8,052	42,380
Medicare **	2,581.31	2,581	-	-	-	-
Private Insurance **	7,728.03	7,225	441	43	19	-
Chip **	3,323.43	2,843	461	20	-	-
MANAGED CARE:						
Amerigroup	30,897.46	30,897	-	-	-	-
Superior (Cenpatico)	25,162.34	24,744	258	48	-	112
Optum	16,439.96	15,738	355	316	-	31
Cigna	682.10	642	40	-	-	-
Texas Childrens Plan	1,510.46	1,510	-	-	-	-
Beacon	6,596.19	6,333	59	-	50	154
Molina	21,527.30	21,153	374	-	-	-
Aetna Better Health	1,452.69	1,453	-	-	-	-
Texas Home Living - North	24,529.87	24,180	350	-	-	-
Texas Home Living - South	14,876.75	14,663	213	-	-	-
HCS - North	294,582.37	294,582	-	-	-	-
HCS - South	100,187.34	100,187	-	-	-	-
Reimbursable Svcs-TxHmL North & South	6,753.90	650	411	1,792	293	3,608
Reimbursable Svcs-HCS North	31,557.44	1,565	6,058	3,666	2,116	18,152
Reimbursable Svcs-HCS South	3,009.46	2,350	121	329	-	210
HCS Rm/Brd	1,446.00	-	723	-	-	723
ICF Residential Homes	137,454.93	131,863	4,905	-	-	687
Block Grant/TANF-Title XX Gen Revenue	47,403.82	23,702	23,702	-	-	-
BG/TANF Outreach	-	-	-	-	-	-
Block Grant Supp Housing	-	-	-	-	-	-
CCBHC Samsha Grant (799)	122,971.21	122,971	-	-	-	-
CMHC Samsha Grant (798)	34,186.11	34,186	-	-	-	-
GR HB133-Outpatient Cap Activity	31,187.03	17,005	14,183	-	-	-
Supported Employment	-	-	-	-	-	-
Day Hab Billings (Private Providers)	23,248.04	8,720	11,389	3,139	-	-
1048 IDD Billed Svcs	6,774.92	1,134	5,641	-	-	-
ECI Grant Revenue	171,460.61	96,866	74,594	-	-	-
ECI Respite	350.00	-	350	-	-	-
ECI Priv Ins	13,250.83	7,298	1,762	1,388	1,903	900
ECI Medicaid	24,863.35	24,164	-	700	-	-
ECI Managed Care	57,126.64	36,771	5,128	7,350	2,293	5,585
ECI Chip	250.85	-	47	-	-	204
A/R Other Employees	881.00	881	-	-	-	-
A/R Employee Insurance (Cobra)	981.54	133	88	129	130	502
TCOOMMI GRANT - \$108,141.75	60,169.56	16,800	16,800	26,570	-	-
TDCJ Contract-Greenville	22,868.12	5,716	8,141	9,012	-	-
TDCJ - Sherman/Bonham/Paris	51,439.93	13,698	14,347	23,395	-	-
Fannin County Drug Court	2,500.00	2,500	-	-	-	-
Grayson County Drug Court	-	450	-	-	-	-
Titus County Drug Court	450.00	450	-	-	-	-
DSHS Region 3	13,752.23	13,752	-	-	-	-
DSHS Region 4	11,598.97	11,599	-	-	-	-
DSHS MHFA Outreach	10,954.86	4,917	6,038	-	-	-
ICF Upper Payment Limit	123,580.00	30,895	30,895	30,895	30,895	-
SAC Prog -Hunt County	1,154.63	1,155	-	-	-	-
ECC - (Enhanced Comm Coord) **contract max Nov'21	14,801.15	14,801	-	-	-	-
Pharmacy Rental Income	-	-	-	-	-	-
Comm Education (Curt Pitton)	12,051.00	5,831	6,220	-	-	-
1115 Waiver Fed Share **accrual	1,037,375.39	568,585	468,790	-	-	-
Misc Revenue - 1370-1200 - \$19995.90	-	-	-	-	-	-
**Philidelphia Ins - Fire Claim Joseph	-	-	-	-	-	5,271
** Retirement Forfeiture Balance (08/31)	5,270.81	-	-	-	-	-
**Spectrum/TW Book Credits - Grnvl	1,310.08	-	-	-	1,310	-
**12/30 Pyrl Tax Over Pmt	10,500.41	-	10,500	-	-	-
**record 12/30 pyrl dup pmt	2,483.57	-	2,484	-	-	-
**FY21 WC Settleup	-	-	-	-	-	431
** AT&T Grnvl Phone	431.03	-	-	-	-	-
		GL bal	bal ck			
FY22 Balance Due	3,503,057.43	3,503,057.43				

Recommended Board Action:
None. Informational purposes only.

Rationale:

1. Substance Use Disorder Coordinator – Matt Cook, LCDC, LPC

2. All Access Texas
 - A. Projects in General
 - B. Selected Jails
 - C. All Access Data Base

3. Medical Staffing

4. Mt. Pleasant Residency Renovations

AGENDA Item No.: 02.09.22

Intellectual and Developmental Disabilities Director's Report

Recommended Board Action: None Information Only

1. Training Centers:

- We have reopened Training Centers.

2. Employment Services:

- Currently we only have 2 individuals open with TWS service contracts
- Half of the Community Support staff have completed the UNT training required for TWS Supported Employment (SE) Contracts on the new SE Model and can now provide services for SE Contracts.

3. PASRR

- Several Nursing Facilities (NF) continue to have positive Covid cases. We continue providing individualized services at NF with negative individuals. IDD provides Independent Living Skills (ILS) and Behavior Support Services (BSS) face to face. We tried to serve NF individuals virtually but were unable to because many opted to wait until face-to-face services were an option again. There were not enough staff at the NF's to assist with the technology, thus going back to face-to-face services began immediately.

4. HCS/ICF Group Homes:

- HCS/ICF homes full.
- ICF/HCS has resumed outings with social distancing and masking.

5. Audits/Surveys:

- We are currently under a Billing & Payment Review.

6. Telehealth:

- Follow Ups - (125) = Corsicana- 35, Greenville-23, Mt Pleasant – 9, Paris-6, Sulphur Springs-8, Terrell-29, Waxahachie- 15
- New Evals- (10) = Corsicana- 1, Mt Pleasant – 1, Sulphur Springs-2, Paris-1, Terrell-3, Waxahachie-2
- Hospital Discharges – (1) = Greenville- 1

7. Outpatient Biopsychosocial Intervention Team (OBI):

- During the OBI Learning Collaborative (LC) meeting on February 9th, the LC discussed ways to expand services using the \$10.7M ARPA funds awarded to HHSC. The funds would be used to expand current OBI services. In addition, HHSC will contract with another entity to evaluate/study the OBI pilot. The exact allocation per pilot program was discussed.

8. Staff Vacancies:

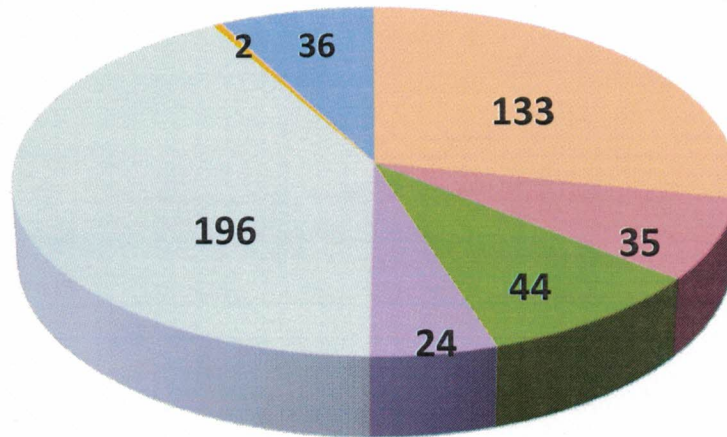
- IDD Psychiatrist
- 8 Residential and Day Program Trainers
- 2 Provider Care Coordinators, North and South
- 1 Rockwall Training Center Staff
- 1 Supported Employment Specialist North

AGENDA Item No.: 02.09.22

Intellectual and Developmental Disabilities Director's Report

Recommended Board Action: None Information Only

Total Number of Individuals Served in January - 470



■ HCS 133 ■ PASRR: 35 ■ TxHMI 44 ■ ICF 24 ■ GR:196 ■ TWS: 2 ■ Private 36

AGENDA ITEM No. 02.10.22

Contracts & Quality Management Report

Recommended Board Action:

None. Information only

Rationale:

1. CONTRACTS/NETWORK DEVELOPMENT

- HHSC TANF Contract: Lakes Regional received a contract for \$170,358 for FY22. The contract is Temporary Assistance for Needy Families Pandemic Emergency Funds to address housing and ancillary needs of needy families in which dependent children have, or reside with a family member who has, a diagnosis of MH, IDD, and/or SUD and who have been impacted by COVID-19.

2. PLANNING

PNAC

- The next PNAC meeting is scheduled for April 7, 2022. The PNAC will be reviewing the draft Consolidated Local Service Plan.

3. RIGHTS/ ABUSE, NEGLECT, & EXPLOITATION ALLEGATIONS

Rights Violation Allegations

- IDD Provider: 1 – Confirmed for violation of rights to privacy. Staff gave phone to individual to talk to staff's brother. Staff admitted to doing this, therefore it is a confirmed violation of right to privacy. Staff was reassigned to another group home, is going through additional training, and supervisor is going through the progressive discipline process with staff.
- IDD Authority: 1 – Unconfirmed
- NTBHA: 2 – Unconfirmed

A, N, & E Allegations

- APS Investigations: 1-Terrell Group Home (pending results from October)

4. QM MH, NTBHA & SUBSTANCE ABUSE

- MH & SUD Performance Measures: Lakes Regional is held harmless for performance measures and outcomes until further notice due to COVID-19.
- Superior Chart Audit: Superior conducted a chart audit on January 27, 2022. The overall chart score was 89.25%, and overall claims compliance is 94.64%. A plan of correction is not required.
- Optum Chart Audit: Optum conducted a chart audit on February 9, 2022. Optum will email Lakes the results of the audit.
- TDCJ Audit: TDCJ is conducting an audit from February 14-18, 2022.

5. IDD

- IDD Service Target: Lakes Regional will be held harmless for performance measures and outcomes until further notice due to COVID-19.
- HHSC HCS & TxHmL Billing and Payment Audit: HHSC is conducting a billing and payment audit from February 14-16, 2022.
- TMHP Migration: On March HCS and TxHmL will start using TexMed Connect to bill for services, and start submitting to documents to HHSC using HHS Enterprise.

AGENDA ITEM NO. 02.11.2022

Human Resources Report

Recommended Board Action:

None; information only.

1. Staffing Issues

➤ Headcount

We had a total of 453 authorized FTEs and 396 employees in the month of February. We filled eleven positions in January, four of them were internal transfer while the rest were new hires. This month we had 57 vacancies, 33 from MH, and 22 from IDD Services and 2 from Administration.

➤ Separations

We had five separations in January, all of them were voluntary. Some of the reasons mentioned during exit interviews were the following; dedicating time to degree, new job opportunities, and two because of stress and health issues.

➤ Recruitment

Some of the sources used to advertise our openings were Indeed, Newspapers, Colleges and Universities website, Facebook, Texas Workforce Commission website and Chambers of Commerce.

➤ Training and Development

In January we had 10 classes with a total of 31 participants. Trainings for this month were CPR (*Cardio Pulmonary Resuscitation*), and SAMA (*Satori Alternatives for Managing Aggression*).

2. Compensation & Benefits

- COVID exposures continued increasing during the month of January. This month we had a total of 33 people reporting exposure and testing positive. However, no one needed hospital treatment, after completing the quarantine period they were able to return to the office.
- We had one large claim, which also exceeded the stop loss on January.

HR Monthly Report
FY2021

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
# Vacant Positions	2	2	2	2	2	2							10
# Full-Time Vacancies	0	0	0	0	0	0							0
# Part-Time Vacancies	2	2	2	2	2	2							10
Mental Health Adult Services													
# Positions	174	181	158	158	158	158							829
# FTE	174	180.25	180.25	180.25	180.25	180.25							895
# Employees	138	144	143	142	135	135							702
# Vacant Positions	36	37	15	16	25	25							129
# Full-Time Vacancies	36	37	15	16	25	25							129
# Part-Time Vacancies	0	0	0	0	0	0							0
Mental Health C&A Services													
# Positions	10	10	10	10	10	10							50
# FTE	10.0	10.0	10.0	10.0	10.0	10.0							50
# Employees	3	6	9	9	9	9							36
# Vacant Positions	7	4	1	1	1	1							14
# Full-Time Vacancies	7	4	1	1	1	1							14
# Part-Time Vacancies	0	0	0	0	0	0							0
Substance Abuse Services													
# Positions	12	12	12	13	13	13							62
# FTE	12	12	12	13	13	13							62
# Employees	11	11	11	11	11	11							55
# Vacant Positions	1	1	1	2	2	2							7
# Full-Time Vacancies	1	1	1	2	2	2							7
# Part-Time Vacancies	0	0	0	0	0	0							0
II. Recruitment													
# Applications Received	264	169	221	141	190	190							985
# Applicants	122	69	89	53	85	85							46
# Positions Filled	10	16	5	4	11	11							37
# New Hires	7	15	5	3	7	7							9
# Internal Promotions/Transfers	3	1	0	1	4	4							
III. Separations													
# Separations *	9	3	8	4	5	5							29
YTD Avg # Employees	382	394	393	396	395	395							1960
YTD Turnover Rate	2.30%	0.76%	2.00%	1.00%	1.25%	1.25%							#DIV/0!
* excludes temporary, PRN, & RIF													0
Avg LOS (Yrs)	0.30	0.90	1.66	0.70	7.90	7.90							11.46
# Involuntary Separations	1	0	0	0	0	0							1
# Voluntary Separations	8	3	8	4	5	5							28
# Vol Separations < 90 Days Empl	0	1	1	1	0	0							3
# Vol Separations > 90 Days < 1 Yr	3	0	2	1	1	1							7
IV. Training													
# NEO Classes	2	2	1	1	2	2							8
# NEO Participants	6	13	4	3	7	7							33
# CPR Classes	6	5	6	3	3	3							23
# CPR Participants	17	15	15	9	8	8							64
# SAMA Initial Classes	2	3	1	1	2	2							9
# SAMA Initial Participants	5	11	2	2	6	6							26

