

**LAKES REGIONAL COMMUNITY CENTER**

**REGULAR MEETING OF THE BOARD OF TRUSTEES**

**WEDNESDAY, APRIL 27, 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**

Location: 400 Airport Road, Terrell, Texas or via Zoom

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

LRCC Board of Trustee's Meeting

Wednesday, April 27<sup>th</sup>, 5:00pm

Location: Board Conference Room, Terrell

Join the meeting by Zoom:

<https://us06web.zoom.us/j/82167470432?pwd=Z2VzU0NNZm9nZF10STluS3JvaVBtdz09>

Meeting ID: 821 6747 0432

Passcode: 314417

Join the meeting by phone (audio only):

Dial: **346-248-7799**

Meeting ID: 821 6747 0432

Passcode: 314417

**AGENDA**

AGENDA NUMBER	TOPIC
04.01.22	<b>CALL TO ORDER</b> <ul style="list-style-type: none"><li>• Roll Call / Introduction of Guest.</li></ul>
04.02.22	<b>APPROVAL OF MINUTES</b> <ul style="list-style-type: none"><li>• Regular Board Meeting Minutes of March 23, 2022</li></ul>
04.03.22	<b>COMMENTS FROM CITIZENS</b> <p><i>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.</i></p>
04.04.22	<b>COMMITTEE MEETING REPORTS</b> NA
04.05.22	<b>RECOMMENDATIONS FOR APPROVAL</b> NA

**04.06.22 EXECUTIVE DIRECTOR REPORT** (*John Delaney*)

- 1115 Transformation Waiver Status Update
- COVID-19 Response
- Texas Council Update
- ETBHN Update
- HHSC Performance Contracts

**04.07.22 FISCAL REPORT** (*Erwin Hancock*)

- Motion to Accept Center's Financial Statement for Period(s) Ending: March, 2022.

**04.08.22 MENTAL HEALTH SERVICES REPORT** (*James Williams*)

- Staffing
- University of Texas Medical School and State Hospital-Dallas
- All Texas Access
- University of Texas Medical School-Tyler
- National Council Conference

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

- Training Centers
- Employment Services
- Electronic Visit Verification (EVV)
- Pre-Admission Screening Resident Review (PASRR)
- Home and Community-based Services (HCS)
- Intermediate Care Facilities (ICF)
- Telehealth
- Outpatient Biopsychosocial Intervention Team (OBI)
- Staff Vacancies

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

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

**04.11.22 HUMAN RESOURCES REPORT** (*Jessica Ruiz*)

- Staffing Issues
- Compensation & Benefits

**04.12.22 ADJOURNMENT**

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

***Regular Meeting of the Board of Trustees  
MAY 25, 2022  
4804 Wesley Street  
Greenville, Texas***

**AGENDA ITEM NO. 04.02.22**

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 March 2022 as presented.



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

AGENDA  
NUMBER

TOPIC

**03.01.22**

**CALL TO ORDER**

The March 23, 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):**

Tom Brown, Hunt County, Chairperson  
Steve Earley, Lamar County  
Jan Brecht-Clark, Ph.D., Delta County  
Dana Sills, Hopkins County,

Lisa Heine, Ellis County  
Shae Green, Rockwall County  
Margaret Webster, Kaufman County

**Members Absent:** Carrie Hefner, Camp County; E. P. Pewitt, Morris County; Marti Shaner, Navarro County, Frances Neal, Titus County, Sheriff Ricky Jones, Franklin County

**Vacant Seat(s):** NA

**Guest(s):** NA

**Ex Officio Members Present:** Sheriff Singleton, Delta County, Representative for Hopkins County, Angelia Price

**Ex Officio Members Absent:** Sheriff Lewis Tatum

**Management Staff Zoom:** John Delaney, Larry Jonczak, Erwin Hancock, Laurie White, Kellie Walker, Jessica Ruiz

**Management Staff Absent:** James Williams

**Board Liaison/Recording Secretary:** Judy Dodd; Tammie Johnson, CFO Assistant

**03.02.22**

**APPROVAL OF MINUTES**

**Recommended Board Action:**

➤ **Approval of Minutes of February 23, 2022 meeting.**

**Rational:**

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

**CLOSURE**

**03.03.22**

**COMMENTS FROM CITIZENS**

➤ **NA**

**CLOSURE**

**03.04.22**

**COMMITTEE MEETING REPORT**

➤ **NA**

**CLOSURE**



**03.05.22 RECOMMENDATIONS FOR APPROVAL**

- NA
- CLOSURE**

**03.06.22 EXECUTIVE DIRECTOR REPORT (*John Delaney*)**

**Recommended Board Action:**

None: Information only

**Rationale:**

Discussion on the following:

- **1115 Transformation Waiver Update:**
  - Judge handling Texas' suit against CMS for the 1115 Waiver Extension has ordered the federal Medicaid and Medicare agency to make a decision on the remaining unapproved Directed Payment programs by March 25.
  - Programs under the order:
    - Texas Incentives for Physicians and Professional Services (TIPPS) Program
    - The Comprehensive Hospital Increased Reimbursement (CHIRP) Program
    - Rural Access to Primary and Preventive Services (RAPPS) Program
  - Next 1115 reporting period for the second regular DSRIP payment will begin in April; which includes the bulk of our budgeted revenue for the program.
- **COVID-19 Response:**
  - Fewer rates of new infections among both staff and clients and are hopeful this continues.
- **Texas Council Update:**
  - Executive Directors Consortium and the Health Opportunities Workgroup will resume meetings in April.
  - Focus on implementation of the Public Health care Provider – Charity Care Pool and the Behavior Health Directed Payment Programs.
- **ETBHN Update**
  - In contract with a medical staff recruiter used by ETBH for their telemedicine program: and in cooperation with ETBHN, we have signed a contract with them to recruit an Advanced Nurse Practitioner or Psychiatrist.
- **HHSC Performance Contracts**
  - Received funds from the TA and PEA contract. The funds can be used for housing assistance, modifications and a variety of other needs. We are going to start taking referrals for assistance in April and will need to spend the funds by September 30, 2022.

**CLOSURE**

**03.07.22 FISCAL REPORT (Erwin Hancock)**

**Recommended Board Action:**

- Motion to Accept Center's Financial Statement for Period(s) Ending: March 2022
- Motion to Accept Center's 2<sup>nd</sup> Quarterly Investment Report

**Rationale:**

- Erwin presented the Center's financial reports for the month(s) of February 2022.
  - Noted: Includes freeze damage expenses and additional insurance payment for group home fire claim.
  - Noted: Purchase of 37 desktop computers for CCMHC/CCBHC programs.
  - Noted: Excess revenue over expenses.

Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve financials for the month of February 2022. Lisa Heine made motion to approve February financials and seconded by Steve Earley. Financial were approved unanimously sign of aye of members.

- Erwin presented the Center's 2<sup>nd</sup> Quarterly Investment Report.
  - Noted: In an upward trend.
  - Noted: Investment portfolio complies with the Lakes Regional Community Center Investment and Cash Management Policy 4.07 and complies with the Public Funds Investment Act.

Chairperson asked if any questions and if not motion to accept. Steve Earley made motion to accept the Center's 2<sup>nd</sup> Quarterly Investment Report and seconded by Shae Green. Center's 2<sup>nd</sup> Quarterly Investment Report approved unanimously sing of aye of members.

Erwin then introduced his assistant, Tammy Johnson to the Board.

**CLOSURE**

**03.08.22**

**MENTAL HEALTH SERVICES REPORT (James Williams)**

**Recommended by Board Action:**

None: Information only

**Rationale:** John Delaney presented report due to absence of James Williams.

- **UT Southwestern Medical School and State Hospital**
  - To build new Dallas area hospital (200 clients)
- **All Access Texas**
  - All data being reviewed
- **Medical Staffing**
  - Focus is on hiring Psychiatrist and Nurses
- **Mt. Pleasant Residency Renovation**
  - NA

**CLOSURE**

03.09.22

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

### **Recommended by Board Action:**

None: Information only

#### **Rationale:**

##### ➤ **Training Centers:**

- All Centers open.

##### ➤ **Employment Services:**

- New Supported Employment Model.
- Continues to need referrals.

##### ➤ **EVV**

- Required annual training by HHSC has been completed.

##### ➤ **PASRR:**

- Serving 77 individual sin PASRR.

##### ➤ **HCS/ICF Group Homes:**

- All North Individuals that reside in the group homes attended the Annual Kiwanis Day Pancake Breakfast.
- New SUV for Rash Lane Group Home.

##### ➤ **Audits/Surveys:**

- Billing & Payment Review was completed with an error rate of 3.35%.
- ICF – Audit Bonnie Lea received Zero deficiencies.

##### ➤ **Telehealth:**

- Numbers remain consistent.

##### ➤ **Outpatient Biopsychosocial Intervention (OBI): (Serves Dual Diagnosed IDD/MH):**

- Lakes Regional drafting a proposal to submit to HHSC on expanding OBI services.

##### ➤ **Staff Vacancies:**

- Concern: Various vacancies

NOTE: A Thank you for the incentive from ALL of the IDDP Staff.

#### **CLOSURE**

03.10.22

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

### **Recommended by Board Action:**

None: Information Only

#### **Rationale:**

##### ➤ **Contracts/Network Development**

- Developing workflows to distribute the funds for housing and ancillary needs prior to October 1<sup>st</sup>.

##### ➤ **Planning**

- PNAC – HHSC revising the Local Provider Network & Development Plan (LPND).
- RPNAC – Membership equally distributed between IDD and MH.

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

- Rights Violation Allegations
  - a. IDDA: 1 Unconfirmed
  - b. NTBHA: 1 Unconfirmed (Terrell MH)
- A,N, & E Allegations
  - a. APS Investigations: 2 pending from February



➤ **QM MH, NTBHA & Substance Abuse**

- Lakes Regional is held harmless for performance measures and outcomes until further notice due to COVID 19.
- Optum Chart Audit: Received 97% on the facility site review and a 99% on the treatment record review.
- HHSC SUD Facility License change in status inspection for the GV location: Lakes received findings in the following areas: facility requirements, personnel practices and development, client rights, screening and assessment, and treatment program services. A plan of correction is due to HHSC by April 4, 2022.

➤ **IDD**

- IDD Service Target: Held harmless for performance measures and outcomes until further notice due to COVID-19.
- TMHP Migration: delayed migration until May 1, 2022.
- NCQA Accreditation: Documents submitted.
- HHSC CAP Follow up: Documentation submitted on March 8, 2022.

**CLOSURE**

**03.11.22 HUMAN RESOURCES REPORT (Jessica Ruiz)**

**Recommended by Board Action:**

None: Information only

**Rationale:**

➤ **Staffing issues**

- Lakes had 452 authorized FTEs and 396 filled in the month of February 2022.
- Fifty-six Vacancies.
- Six separations in February, all of them were voluntary.
- Continuing on recruiting.
- Trainings for the month of February: CPR and SAMA

➤ **Employee Compensation and Benefits:**

- COVID exposures very low this month. Four reported exposure and three of them tested positive.
- Two large claim – which exceeded the stop loss in February.
- Loss ratio for February 58.4%.

**CLOSURE**

**03.12.22 ADJOURNMENT**

Chairperson ask for any other matter to discuss if not for motion to adjourn. Steve Earley made motion to adjourn and seconded by Shae Green. With no further discussion motion carried unanimously by a sign of aye.

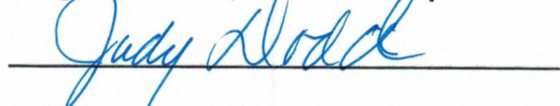
ATTEST:



Margaret Webster, Board Secretary

4/27/22

DATE:



4/27/22

**AGENDA ITEM NO. 04.03.22**

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. 04.04.22**

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. 04.05.21**

**Recommendations for Approval:**

➤ NA

**Rationale:**

No recommendations presented.

**AGENDA Item No: 04.06.21**  
**Executive Director's Report:**

**Recommended Board Action:**  
None: For Information Only

**Rational:**

**Executive Director Report:**

**1. 1115 Transformation Waiver Update:**

Our 1115 Medicaid Transformation Waiver Delivery System Improvement Reform (DSRIP) reporting for April is complete and we achieved all of our required measures. This final report will mark the end of our 10-year participation in this part of the 1115 Waiver value based payment system. As we have discussed at previous meetings, from now on we will be utilizing two new 1115 Waiver funding strategies: the Behavior Health Directed Payment Program (BHS-DPP) and the Public Healthcare Provider – Charity Care Pool (PHP-CCP) to replace the DSRIP program funding.

**2. COVID – 19 Response**

We had a slight uptick in new staff infections that occurred at our Sulphur Springs location during the month. That has passed without significance illness occurring and overall; we continue to have fewer rates of new infections.

**3. Texas Council Update:**

In person, Council meetings will resume this month. Because the Executive Directors Consortium will be meeting in Austin during the date of our Board meeting, I will be joining the Board meeting on Zoom. The Council Board of Trustees meeting will occur later that same week on Friday and Saturday.

Earlier in the month, the TX. Council did another training webinar for Center Executive Directors and Chief Financial Officers focusing on implementation of the Public Healthcare Provider – Charity Care Pool, and the Behavioral Health Directed Payment Programs. The discussion and demonstration of the PHP-CCP cost report template was the most detailed to date. With this information, we are planning to run a test cost report for the first half of this year to estimate what our annual reimbursement from this uncompensated care program will be.

**4. East TX. Behavioral Health Network (ETBHN) Update**

ETBHN is engaging MTM Services; a consultant firm to review the current service lines offered by ETBHN to its members and contracted Centers. These include Pharmacy, Telemedicine and Telehealth services. The effort is timed to produce a report to inform the ETBHN strategic plan revision and budget preparation for next fiscal year.

## 5. HHSC Performance Contracts

### Rider 54 Amendment

HHSC released a contract amendment to allocate funds to increase our contract beds with private psychiatric hospitals. This was pending because of passage of Rider 54, from the last legislative session. This rider provides additional Mental Health Community Hospital Bed funding for rural and urban areas. Our portion of the funds is 468,750, to purchase 669 additional bed days for this fiscal year.



**AGENDA ITEM NO. 04.07.22**  
Fiscal Reports

**RECOMMENDATIONS FOR APPROVAL:**

- Center's financial statement for the month(s) of March 2022.

**Rationale:**

- Review and discussion of the Center's financial statement for the month(s) of March 2022 for approval.

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

Erwin Hancock  
Chief Financial Officer

April 20, 2022

**Lakes Regional Community Center**  
**Financial Report Outline**

- |             |                                      |          |
|-------------|--------------------------------------|----------|
| <b>I.</b>   | Financial Summary                    | Page 1   |
| <b>II.</b>  | Balance Sheet                        | Page 2   |
| <b>III.</b> | Income Recap by Division             | Page 3   |
|             | Comparative Income Statement         | Page 4-5 |
|             | Statement of Revenues & Expenditures | Page 6   |
| <b>IV.</b>  | Related Data                         | Page 7-8 |



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

**Profit and Loss Summary**

	Current Month	Year to Date
Revenues	\$4,579,584	\$24,119,891
Expenses	\$3,482,945	\$22,264,461
Net Income	<u>\$1,096,640</u>	<u>\$1,855,430</u>

**Balance Sheet Summary**

	Current YTD as of March 31, 2022	Last YTD as of March 31, 2021	Year to Year Change
Total Assets	\$34,630,253	\$36,773,651	\$ (2,143,398)
Total Liabilities	\$7,979,156	\$13,926,726	\$ (5,947,570)
Fund Balance	<u>\$26,651,097</u>	<u>\$22,846,925</u>	<u>\$ 3,804,172</u>

Lakes Regional Community Center  
Balance Sheet

	As of 3/31/2022	As of 3/31/2021	Net Change
<b>Current Assets</b>			
Cash	\$ 18,034,042	\$ 16,000,071	\$ 2,033,971
Accounts Receivable	4,907,709	4,191,245	716,464
Other Current Assets	872,338	388,616	483,722
<b>Total Current Assets</b>	<b>\$ 23,814,089</b>	<b>\$ 20,579,932</b>	<b>\$ 3,234,157</b>
<b>Long-Term Assets</b>			
Fixed Assets (net of depreciation)	\$ 7,873,773	\$ 7,985,910	\$ (112,137)
Other Long-Term Assets	2,942,391	8,207,809	(5,265,418)
<b>Total Long-Term Assets</b>	<b>\$ 10,816,164</b>	<b>\$ 16,193,719</b>	<b>\$ (5,377,555)</b>
<b>Total Assets</b>	<b>\$ 34,630,253</b>	<b>\$ 36,773,651</b>	<b>\$ (2,143,398)</b>
<b>Current Liabilities</b>			
Accounts Payable	\$ 808,059	\$ 779,626	\$ 28,433
Accrued Expenses	711,567	944,139	(\$232,572)
Short-term Debt	3,517,139	3,995,152	(478,013)
<b>Total Current Liabilities</b>	<b>\$ 5,036,765</b>	<b>\$ 5,718,917</b>	<b>\$ (682,152)</b>
Long-term Debt	\$ 2,942,391	\$ 8,207,809	\$ (5,265,418)
<b>Total Long-Term Debt</b>	<b>\$ 2,942,391</b>	<b>\$ 8,207,809</b>	<b>\$ (5,265,418)</b>
<b>Total Liabilities</b>	<b>\$ 7,979,156</b>	<b>\$ 13,926,726</b>	<b>\$ (5,947,570)</b>
Investment In General Fund Assets	\$ 7,873,773	\$ 8,173,410	\$ (299,637)
Fund Balance at Beginning of Year	18,777,324	14,673,515	4,103,809
<b>Total Equities and other Credits</b>	<b>\$ 26,651,097</b>	<b>\$ 22,846,925</b>	<b>\$ 3,804,172</b>
<b>Total Liabilities, Equities and other Credits</b>	<b>\$ 34,630,253</b>	<b>\$ 36,773,651</b>	<b>\$ (2,143,398)</b>

# Lakes Regional Community Center

## Income Statement Recap by Division

### As of March 31, 2022

Division	Current Month	Year to Date
MH	\$ 523,306	\$ 632,454
Mental Health First Aid & Outreach	(461)	(992)
Hospitality House	2,812	3,903
IDD	426,088	451,689
ECI	(3,761)	(8,626)
Administration	27,848	14,979
Expending Fundraising	581	2,125
Telemedicine Services (All locations)	114,651	789,682
Medical Prescriber Services	2,862	(109,557)
CCBHC/CMHC SAMSHA Grants	2,712	67,681
Collaborative Grant	0	290
Education Services Pittsburgh	0	0
House Bill 133	2	11,803
<b>Total Lakes</b>	<b>\$ 1,096,640</b>	<b>\$ 1,855,430</b>



Lakes Regional Community Center  
Comparative Income Statement for the Month ended March 31, 2022

		3/31/2022	3/31/2021	Variance	Var %
<b>Revenues</b>					
General Revenue IDD		\$202,549	\$243,658		
General Revenue MH		\$711,872	\$708,810	(\$41,109)	-17%
Early Childhood Intervention Revenue		\$118,141	\$85,014	\$3,062	0%
1115b Waiver Revenue		\$568,585	\$561,188	\$33,127	39%
NTBHA Revenue		\$207,681	\$204,116	\$7,397	1%
Medicaid Revenue		\$289,449	\$290,255	\$3,565	2%
Medicare Revenue		\$5,027	\$882	(\$806)	0%
HCS Revenue		\$458,012	\$401,909	\$4,145	470%
Managed Care Revenue		\$120,730	\$138,345	\$56,103	14%
Private Insurance		\$14,621	\$109	(\$17,615)	-13%
Client Fees		\$7,714	\$5,848	\$14,512	13314%
Other Revenue	note1	\$1,875,203	\$682,562	\$1,866	32%
<b>Total Revenues</b>		<b>\$4,579,584</b>	<b>\$3,322,696</b>	<b>\$1,192,641</b>	<b>175%</b>
<b>Expenses</b>					
Salaries and Wages	note2	\$1,756,922	\$1,398,515	\$358,407	26%
Employee Benefits	note2	\$584,526	\$529,969	\$54,557	10%
Staff Training		\$4,782	\$3,782	\$1,000	26%
Furniture and Equipment		\$511	\$7,822	(\$7,311)	-93%
Maintenance and Repairs		\$31,761	\$19,079	\$12,682	66%
Utilities		\$40,078	\$43,795	(\$3,717)	-8%
Client Support		\$3,806	\$6,924	(\$3,118)	-45%
Supplies		\$30,295	\$21,695	\$8,600	40%
Vehicle Maintenance		\$3,602	\$3,986	(\$384)	-10%
Insurance Costs		\$26,629	\$29,335	(\$2,706)	-9%
Debt Service		\$27,427	\$53,639	(\$26,212)	
Other Expenses		\$972,605	\$884,850	\$87,755	10%
<b>Total Expenses</b>		<b>\$3,482,945</b>	<b>\$3,003,391</b>	<b>\$479,554</b>	<b>16%</b>
<b>Net Surplus/(Deficit)</b>		<b>\$1,096,640</b>	<b>\$319,305</b>	<b>\$777,335</b>	<b>243%</b>

note1- Includes additional MAC funding for 4Q2021 = \$148,927; Provider Relief Funding = \$596,700; DPP Component 1 Sept-March revenue 90% = \$542,539

note2 - Includes Incentive Pay March - Salaries = \$273,438 and Benefits = \$23,488 (funded by Provider Relief Funding)

Lakes Regional Community Center  
Comparative Income Statement for the Period ended March 31, 2022

	YTD ended 03/31/2022	YTD ended 03/31/2021	Variance	Var %
<b>Revenues</b>				
General Revenue IDD	\$1,487,326	\$1,662,038	(\$174,712)	-11%
General Revenue MH	\$4,909,131	\$4,716,814	\$192,317	4%
Early Childhood Intervention Revenue	\$838,872	\$643,099	\$195,773	30%
1115b Waiver Revenue	\$3,980,095	\$3,928,316	\$51,779	1%
NTBHA Revenue	\$1,462,785	\$1,493,076	(\$30,291)	-2%
Medicaid Revenue	\$1,876,958	\$2,090,744	(\$213,786)	-10%
Medicare Revenue	\$31,320	\$17,048	\$14,272	84%
HCS Revenue	\$2,951,802	\$2,738,025	\$213,777	8%
Managed Care Revenue	\$729,282	\$718,633	\$10,649	1%
Private Insurance	\$105,177	\$38,487	\$66,690	173%
Client Fees	\$35,142	\$21,679	\$13,463	62%
Other Revenue	\$5,712,000	\$4,071,406	\$1,640,594	40%
<b>Total Revenues</b>	<b>\$24,119,891</b>	<b>\$22,139,365</b>	<b>\$1,980,526</b>	<b>9%</b>
<b>Expenses</b>				
Salaries and Wages	\$11,228,669	\$10,254,559	\$974,110	9%
Employee Benefits	\$3,938,681	\$3,618,686	\$319,995	9%
Staff Training	\$33,482	\$24,093	\$9,389	39%
Furniture and Equipment	\$19,751	\$27,148	(\$7,397)	-27%
Maintenance and Repairs	\$198,989	\$85,595	\$113,394	132%
Utilities	\$235,706	\$276,745	(\$41,039)	-15%
Client Support	\$30,745	\$29,823	\$922	3%
Supplies	\$185,127	\$167,403	\$17,724	11%
Vehicle Maintenance	\$26,888	\$19,921	\$6,967	35%
Insurance Costs	\$188,989	\$206,712	(\$17,723)	-9%
Debt Service	\$193,977	\$378,467	(\$184,490)	-49%
Other Expenses	\$5,983,456	\$5,677,302	\$306,154	5%
<b>Total Expenses</b>	<b>\$22,264,461</b>	<b>\$20,766,454</b>	<b>\$1,498,007</b>	<b>7%</b>
<b>Net Surplus/(Deficit)</b>	<b>\$1,855,430</b>	<b>\$1,372,911</b>	<b>\$482,519</b>	<b>-35%</b>



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

Revenues	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Total
Local	\$ 56,420	\$ 86,821	\$ 85,336	\$ 82,079	\$ 74,759	\$ 78,996	\$ 682,570	\$	\$	\$	\$	\$	\$ 1,126,780
State Programs	1,626,547	1,642,336	1,608,680	1,657,128	1,517,611	1,532,157	1,620,062	1,532,157	1,620,062	1,620,062	1,620,062	1,620,062	11,204,520
Federal Programs	1,217,075	1,310,044	1,366,628	1,411,858	1,366,476	1,528,962	2,086,149	1,528,962	2,086,149	2,086,149	2,086,149	2,086,149	10,307,191
Interest Income	2,403	2,086	2,429	2,995	2,473	3,122	2,081	3,122	2,081	3,122	2,081	3,122	18,615
North Texas BH Assoc	209,353	209,375	209,199	212,213	209,697	205,267	207,681	205,267	207,681	205,267	207,681	205,267	1,462,785
<b>TOTAL REVENUES</b>	<b>\$ 3,111,198</b>	<b>\$ 3,251,062</b>	<b>\$ 3,292,271</b>	<b>\$ 3,366,272</b>	<b>\$ 3,171,016</b>	<b>\$ 3,347,889</b>	<b>\$ 4,579,564</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 24,119,891</b>
<b>Expenditures</b>													
Current:													
Salaries & Wages	\$ 1,622,659	\$ 1,546,004	\$ 1,613,459	\$ 1,601,825	\$ 1,581,051	\$ 1,506,749	\$ 1,756,922	\$	\$	\$	\$	\$	\$ 11,228,669
Employee Benefits	556,115	\$ 541,556	542,129	540,076	599,287	575,013	584,526	575,013	584,526	575,013	584,526	575,013	3,938,681
Other Operating Expenses:													
Client Respite	4,474	\$ 12,043	5,291	9,233	3,732	7,629	16,403	7,629	16,403	7,629	16,403	7,629	58,804
HCS Contract	112,196	\$ 114,830	111,472	118,957	116,928	111,262	120,295	111,262	120,295	111,262	120,295	111,262	805,840
Consult/Pro Svcs - Internal													0
Nursing Contract - RK													0
Consult/Pro Svcs - External	12,433	\$ 13,810	13,193	19,761	14,379	13,080	16,268	13,080	16,268	13,080	16,268	13,080	102,924
Contracts with Other Orgs-Ext	355,731	\$ 349,584	370,709	380,152	356,323	374,851	380,595	356,323	374,851	356,323	374,851	356,323	2,566,145
ICFMR Quality Assurance Fees	6,614	\$ 6,927	6,721	7,520	7,252	6,551	7,252	6,551	7,252	6,551	7,252	6,551	48,937
TX-HML Contracts	9,646	\$ 10,941	10,007	11,401	8,891	11,105	10,305	8,891	11,105	8,891	11,105	8,891	72,297
Contracted Lab Services	676	\$ 1,620	1,503	901	1,835	2,081	485	2,081	485	2,081	485	2,081	8,962
Staff Development/Training	4,743	\$ 4,472	4,251	7,979	3,442	3,813	4,782	3,813	4,782	3,813	4,782	3,813	33,462
1115 Projects Certif/Training Fees													0
Non-Clinical Contracts with Others	4,464	\$ 6,450	4,111	5,245	5,862	6,112	4,626	6,112	4,626	6,112	4,626	6,112	36,871
Pharmaceuticals/Supplies	25,669	\$ 20,812	24,781	21,238	21,693	18,745	24,049	21,693	24,049	21,693	24,049	21,693	157,023
Physical Meds	2,354	\$ 5,272	3,015	5,963	5,727	5,616	6,792	5,616	6,792	5,616	6,792	5,616	34,738
Patient Asst Program/Filing Fees	1,500	\$ 1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	10,500
Training and Travel	2,029	\$ 23,589	23,884	23,106	19,372	28,142	28,617	28,142	28,617	28,142	28,617	28,142	146,750
Consumable Supplies	23,139	\$ 24,796	26,234	27,736	22,680	30,236	30,295	30,236	30,295	30,236	30,295	30,236	185,127
1115 Residential Equip/Supplies													0
Building Capital Outlay			9,000	40,208	0	68,541	45,285	0	45,285	0	45,285	0	184,687
Capital Outlay Projects													0
Furniture/Equipment over \$5,000													0
Computer Capital Outlay	4,292	\$ 4,292	4,292	5,482	14,627	14,982	46,022	14,982	46,022	14,982	46,022	14,982	93,869
Furniture/Equipment under \$5,000	7,667	\$ 882	1,344	2,519	1,134	5,694	8,575	5,694	8,575	5,694	8,575	5,694	26,888
Copier Equipment Rental	12,980	\$ 9,435	6,679	14,285	6,900	10,233	10,861	10,233	10,861	10,233	10,861	10,233	19,751
Computer Equipment Under \$5,000	18,145	\$ 8,824	15,960	22,863	6,213	42,008	14,159	42,008	14,159	42,008	14,159	42,008	71,473
Other Monthly Expenses	8,513	\$ 9,170	12,378	11,812	9,798	23,897	30,328	23,897	30,328	23,897	30,328	23,897	128,192
Computer Software Support Fees	14,418	\$ 34,171	10,872	10,941	8,783	9,664	8,783	9,664	8,783	9,664	8,783	9,664	105,696
Computer Software Fees for HR System	1,000	\$ 6,528	0	11,737	1,000	10,483	(20,670)	10,483	10,483	10,483	10,483	10,483	73,344
Bad Debts	0		0	11,737	1,000	10,483	10,483	10,483	10,483	10,483	10,483	10,483	10,087
Building Rent, Repair, Maintenance	112,042	\$ 141,302	162,038	134,117	118,643	134,904	144,440	134,904	144,440	134,904	144,440	134,904	947,486
Building Rent to Other Programs	0												0
Vehicle Operating Expense	4,175	\$ 5,659	3,275	3,647	2,174	4,356	3,602	4,356	3,602	4,356	3,602	4,356	26,888
Vehicle Fuel Costs	7,676	\$ 6,991	7,593	6,952	4,362	6,501	8,575	6,501	8,575	6,501	8,575	6,501	48,651
Non-Clinical Contracts	19,572	\$ 44,000	28,133	32,045	32,045	32,786	40,078	32,786	40,078	32,786	40,078	32,786	235,706
Telecommunications	25,122	\$ 19,219	26,875	30,103	26,323	29,296	29,249	29,296	29,249	29,296	29,249	29,296	186,286
Data Connect/Internet Access	0	\$ 14,910	7,429	7,425	7,455	7,455	7,481	7,455	7,481	7,455	7,481	7,455	52,155
Crisis Hotline Answering Svc	2,500	\$ 2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	17,500
Insurance	26,629	\$ 26,629	29,213	26,629	26,629	26,629	26,629	26,629	26,629	26,629	26,629	26,629	188,989
Client Support Costs	5,958	\$ 4,679	5,292	4,987	5,184	840	3,806	840	3,806	840	3,806	840	30,745
Peer Training and Support	0												0
Client Reimbursable Services	5,315	\$ 12,274	4,202	7,538	6,462	9,403	9,661	9,403	9,661	9,403	9,661	9,403	54,855
NTBHA Supported Housing	4,650	\$ 3,448	4,151	5,624	8,329	8,275	6,068	8,275	6,068	8,275	6,068	8,275	40,545
Debt Service	27,801	\$ 27,801	27,801	27,801	27,806	27,542	27,427	27,542	27,427	27,542	27,427	27,542	193,982
DPP BHS Prem Tax Risk Admin	0												34,614
COVID-19 Expenses	704	\$ 328	933	470	16,548	1,814	1,241	1,814	1,241	1,814	1,241	1,814	22,039
ECI Client Support Costs				350		140	(140)						490
DSRIP Audit Costs				125		500	419						875
Expanding Fund Raising Funds	(169)												0
Program Indirect			80	272	119	0	1,586						2,352
LRMHRC Board Expenses	280	\$ 14											0
Expanding Red River Funds													0
Expanding Empowerment Funds													0
ECI In-Kind Volunteers													0
Service Costs Unallowable													0
Total Other Operating Expenses	2,978	\$ 5,064	22,830	3,611	8,548	4,738	7,736	4,738	7,736	4,738	7,736	4,738	55,505
	877,944	\$ 976,580	999,664	1,054,913	931,761	1,114,753	1,141,497	1,114,753	1,141,497	1,114,753	1,141,497	1,114,753	7,097,111
<b>TOTAL EXPENDITURES</b>	<b>\$ 3,056,718</b>	<b>\$ 3,064,140</b>	<b>\$ 3,155,252</b>	<b>\$ 3,196,815</b>	<b>\$ 3,112,078</b>	<b>\$ 3,196,514</b>	<b>\$ 3,482,945</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 22,264,461</b>
<b>Excess (deficiency) of revenues over expenditures</b>	<b>\$ 55,080</b>	<b>\$ 1,186,922</b>	<b>\$ 137,019</b>	<b>\$ 169,457</b>	<b>\$ 58,937</b>	<b>\$ 151,374</b>	<b>\$ 1,096,640</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 1,855,430</b>

note1 Includes \$73,988 freeze damage expenses 655 Astor Rd., Sulphur Springs, \$95,440 Additional Insurance payment Joseph St. group home fire claim.  
note2 Includes \$31,185 - 37 desktop computers purchased for CCMHC /CCBHC programs.  
note3 Includes Provider Relief Funding \$566,700  
note4 Includes MAC additional revenue \$148,927; DPP Component 1 \$542,539  
note5 Software support exceeding one year recalculated to Computer Capital Outlay account.



Lakes Regional Community Center  
FY22 Aged Accounts Receivable  
MARCH

Accounts Receivable Description	Amount	Mar	Feb 30 Days	Jan 60 Days	Dec 90 Days	Nov & prior 120 +
MAC Adm Claim	838,124.36	77,169	77,169	77,169	77,169	529,448
FY21 4th Qtr (Jul-Sep) - \$375,110 (actual)						
FY22 1st Qtr (Oct-Dec) - \$231,507 (accrual)						
FY22 1nd Qtr (Jan-Mar) - \$231,507 (accrual)						
<b>NTBHA: \$4,198.17</b>						
Substance Abuse - GVL	3,909.88	3,910	-	-	-	-
Substance Abuse - RWL	288.29	288	-	-	-	-
Medicaid	336,734.86	271,397	4,887	4,795	9,797	45,858
Medicare **	3,888.34	3,888	-	-	-	-
Private Insurance **	8,205.28	7,731	326	98	31	19
Chip **	965.09	945	7	13	-	-
<b>MANAGED CARE:</b>						
Amerigroup	32,726.90	32,727	-	-	-	-
Superior (Cenpatico)	54,402.37	32,540	19,302	2,512	-	48
Optum	21,968.53	21,279	690	-	-	-
Cigna	519.60	486	34	-	-	-
Texas Childrens Plan	1,509.31	1,509	-	-	-	-
Beacon	9,786.45	9,551	166	44	25	-
Molina	25,684.90	25,685	-	-	-	-
Aetna Better Health	974.99	975	-	-	-	-
Texas Home Living - North	22,587.50	22,588	-	-	-	-
Texas Home Living - South	10,829.34	10,829	-	-	-	-
HCS - North	297,719.29	297,719	-	-	-	-
HCS - South	103,871.76	103,872	-	-	-	-
Reimbursable Svcs-TxHmL North & South	5,709.90	831	433	411	1,158	2,877
Reimbursable Svcs-HCS North	38,000.69	8,576	4,283	6,058	2,866	16,218
Reimbursable Svcs-HCS South	3,396.70	992	2,195	-	-	210
HCS Rm/Brd	-	-	-	-	-	-
ICF Residential Homes	140,465.77	131,863	5,050	3,552	-	-
Block Grant/TANF-Title XX Gen Revenue	23,699.39	23,699	-	-	-	-
BG/TANF Outreach	-	-	-	-	-	-
Block Grant Supp Housing	-	-	-	-	-	-
CCBHC Samsha Grant (799)	130,000.00	130,000	-	-	-	-
CMHC Samsha Grant (798)	49,000.00	49,000	-	-	-	-
GR HB133-Outpatient Cap Activity	16,335.40	6,512	9,823	-	-	-
Supported Employment	-	-	-	-	-	-
Day Hab Billings (Private Providers)	20,420.40	14,928	4,419	-	-	-
1048 IDD Billed Svcs	11,405.50	5,018	6,387	-	1,074	-
ECI Grant Revenue	86,897.86	86,898	-	-	-	-
ECI Respite	-	-	-	-	-	-
ECI Priv Ins	13,984.86	7,127	2,057	2,226	734	1,841
ECI Medicaid	28,336.20	28,336	-	-	-	-
ECI Managed Care	54,189.31	40,042	2,665	2,185	1,742	7,556
ECI Chip	250.85	-	-	-	47	204
A/R Other Employees	1,663.00	1,663	-	-	-	-
A/R Employee Insurance (Cobra)	412.18	-	-	412	-	-
TCOOMMI GRANT - \$108,141.75	108,498.80	16,800	19,425	20,343	25,361	26,570
TDCJ Contract-Greenville	4,404.66	1,512	2,893	-	-	-
TDCJ - Sherman/Bonham/Paris	16,677.39	5,565	8,948	2,164	-	-
Fannin County Drug Court	2,500.00	2,500	-	-	-	-
Grayson County Drug Court	-	-	-	-	-	-
Titus County Drug Court	450.00	450	-	-	-	-
DSHS Region 3	16,332.61	16,333	-	-	-	-
DSHS Region 4	13,544.10	13,544	-	-	-	-
DSHS MHFA Outreach	9,120.68	4,476	4,645	-	-	-
ICF Upper Payment Limit	92,685.00	30,895	30,895	30,895	-	-
SAC Prog -Hunt County	402.97	403	-	-	-	-
ECC - (Enhanced Comm Coord) **contract max Nov'21	27,197.37	12,372	14,825	-	-	-
Pharmacy Rental Income	-	-	-	-	-	-
Comm Education (Curt Pitton)	5,846.25	5,846	-	-	-	-
1115 Waiver Fed Share **accrual	2,174,545.39	568,585	568,585	568,585	468,790	-

Accounts Receivable Description	Amount	Mar	Feb 30 Days	Jan 60 Days	Dec 90 Days	Nov & prior 120 +
Misc Revenue - 1370-1200 - \$36,563.12						
**Vela Pyrl overpayment	4,448.50	-	4,449	-	-	-
** Retirement Forfeiture Balance (08/31)	-	-	-	-	-	-
**Spectrum/TW Book Credits - Grnvl	160.21	-	-	-	-	-
**Heathcore Donation Sep FY22	-	-	-	-	-	160
** FY21 ECI revenue collected FY22 Oct	-	-	-	-	-	-
** FY21 Revenue collected FY22 Oct	-	-	-	-	-	-
**12/30 Pyrl Tax Over Pmt	10,500.41	-	-	-	-	-
**Return EFT J Bogdanskis 3/7	75.00	75	-	10,500	-	-
**Final Audit Tx Mutal Sep 2022 WC	21,454.00	21,454	-	-	-	-
FY22	Balance Due	GL bal	bal ck			
	4,907,708.63	4,907,708.63	-			



## Financial Ratios Lakes Regional Community Center

For period ended Feb 28, 2022  
Unaudited

<b>Current Ratio:</b>		
Current Assets	\$	24,197,301
Current Liabilities (note 1)	\$	6,516,613
Ratio		3.71
Greater than 1.5?		yes

<b>Tangible Net Worth</b>		
Equity	\$	25,523,742
Subordinated debt		
Intangible Assets		
Adjusted	\$	25,523,742
<b>Debt/Worth Ratio:</b>		
Total Liabilities	\$	9,399,358
Tangible Net Worth	\$	25,523,742
Ratio		0.37
Less than 2.0?		yes

<b>Cash Flow Coverage</b>		
Net Income	\$	758,794
Add Depreciation	\$	-
Add Interest Expense	\$	42,380
Cash Flow Available	\$	801,174
Debt Service	\$	124,169
Cashflow Surplus	\$	677,005
Ratio		6.45
Greater than 1.0?		yes

<b>Days Cash on Hand</b>		
Cash and Equivalents	\$	18,342,559
Annual Expenditures (budgeted)	\$	40,909,141
Daily Expenditure	\$	112,080
Days Cash on hand		164

Note: Reduced by items classified as other Long-Term Assets (included previously).

**Recommended Board Action:**

None. Informational purposes only.

**Rationale:**

1. Staffing
  - A. Medical
  - B. QMHP
  - C. LPHA
  - D. Peer(s)
  - E. Family Partner(s)
2. University of Texas Medical School and State Hospital-Dallas
3. All Texas Access
  - A. Franklin County Project
  - B. Survey
4. University of Texas Medical School-Tyler
  - A. Residency Program
  - B. Mt. Pleasant Renovations
  - C. Private Psychiatric Bed Contract
5. National Council Conference



**1. Training Centers:**

- Greenville will be entering art pieces at the Hunt County Fair.
- A retired art teacher is volunteering to work with the Greenville Day Program.
- Waxahachie Training Center is still the only Training Center not open.
- Success vignette of individual that was in an accident and worked diligently with Terrell Training Center in recovery to overall wellness.

**2. Employment Services:**

- UNT training series complete for the new Supported Employment Model and the Career Planning Assessment was added to our contract for Texas Workforce Solutions, April 2022.

**3. Electronic Visit Verification (EVV):**

- Our compliance rate for EVV is now 90%.

**4. Pre-Admission Screening Resident Review (PASRR):**

- Serving 72 individuals in the PASRR (Nursing Home Program); 67-Independent Living Skills, 4-Behavioral Support individuals, and 1-Day Habilitation. PASRR numbers continue to grow for Independent Living Skills Training.

**5. Home and Community-based Services (HCS):**

- Renovations and updates are in the works for Group Homes.

**6. Intermediate Care Facilities (ICF):**

- Windy Hill received free tickets, from a local neighbor, for a local church Pancake breakfast. They enjoyed breakfast and the rest of the Easter related activities.

**7. Telehealth:**

- Follow Ups (164) = Corsicana- 49, Greenville-23, Mt Pleasant -21, Paris-6, Sulphur Springs-8, Terrell-42, Waxahachie 15
- New Evals (5) = Terrell-1, Paris-3, Mt Pleasant-1
- Hospital Discharges - (3) = Sulphur Springs-2, Terrell-1

**10. Outpatient Biopsychosocial Intervention Team (OBI):**

- Successfully serving 27 individuals with significant needs by the Outpatient Biopsychosocial Service Team.
- HHSC is still undecided what part of \$10.7 million American Rescue Plan Act (ARPA) funds might be allocated to our proposal submitted last month.
- Memorandum of Understanding (MOU) with the ARC of Texas

**11. Staff Vacancies:**

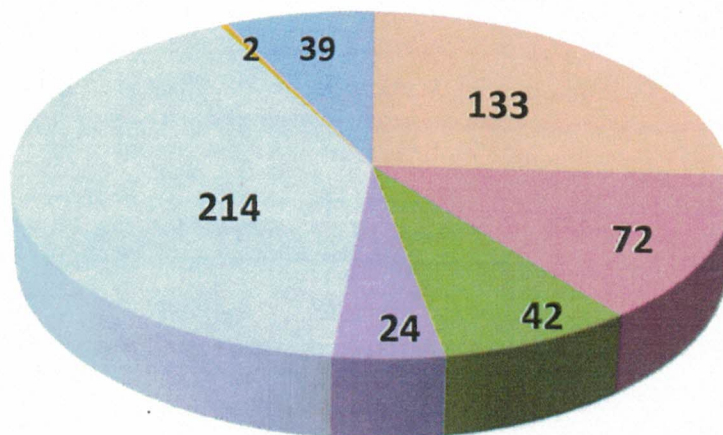
- IDDP will be filling the staff Psychiatrist position with a seasoned PMHNP from MH.
- 9 Residential and Day Program Trainers

**AGENDA Item No.: 04.09.22**

**Intellectual and Developmental Disabilities Director's Report**

**Recommended Board Action: None Information Only**

**Total Number of Individuals  
Served in March - 526**



■ HCS 133   ■ PASRR: 72   ■ TxHMI 42   ■ ICF 24   ■ GR:214   ■ TWS: 2   ■ Private 39

\*  
\*  
\*



**Contracts & Quality Management Report**

**Recommended Board Action**

None. Information only.

**Rationale:**

**1. CONTRACTS/NETWORK DEVELOPMENT**

- TWC Contract Amendment: Amended to add a career planning assessment.
- HHSC MH/COVID Contract Amendment: Amended to add a crisis hotline and MCOT response services. Services are not authorized until Lakes receives a Notice to Proceed from HHSC.
- HHSC MH Contract Amendment: Amended to add an additional \$937,500.00 for FY22-23. The previous target was 2.3 beds per day, and it was increased to 4.1 beds per day.

**2. RIGHTS/ABUSE, NEGLECT, & EXPLOITATION ALLEGATIONS**

**Rights Violations Allegations**

- MH/GR: 1 – Unconfirmed (C/A Paris)
- NTBHA: 1 – Unconfirmed (Rockwall MH)

**A, N, & E Allegations**

- Open APS Investigations: 1 (Terrell Group Home) Pending from October

**One Combined Case of A, N, & E and Rights Violation Allegation at Waxahachie Group Home**

- APS Investigation Results: Allegations were determined unconfirmed and inconclusive, and as a result referred for internal review. The Human Rights Officer reviewed and did confirm a client rights violation, which resulted in staff receiving additional training.

**3. 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.
- NTBHA Satisfaction Survey: NTBHA will be conducting a face to face satisfaction survey at each NTBHA location from April through June 2022.
- SAMHSA CCBHC Improvement and Advancement Grant: Lakes will submit an application to SAMHSA for the CCBHC IA grant by May 17, 2022. The grant is up to \$1,000,000.00 per year for four years.
- TANF PEAFF: The TANF Coordinator has started accepting eligibility screenings and request forms for TANF-PEAFF.
- IT Risk Assessment: Texas Council of Risk Management Fund conducted their first IT Risk Assessment visit Wednesday, April 20, 2022.
- Corporate Compliance: There was an allegation that a Peer Support Staff fraudulently documented progress notes. The investigation determined that there was not enough evidence to substantiate the allegation.

**4. IDD**

- IDD Service Target: Lakes will be held harmless for performance measures and outcomes until further notice due to COVID-19.
- NCQA Accreditation: Lakes submitted additional documents to NCQA for Case Management for Long-Term Services and Supports accreditation. NCQA requested additional information in three areas. NCQA will be reviewing chart documentation on May 2, 2022.

## **AGENDA ITEM NO. 04.11.22**

### **Human Resources Report**

#### **Recommended Board Action:**

None; information only.

#### **1. Staffing Issues**

##### **➤ Headcount**

We had a total of 452 authorized FTEs and 399 employees in the month of March. We filled 11 positions, one internal transfers and ten new hires. This month we had an average of 52 vacancies.

##### **➤ Separations**

We had seven separations in March, four of them were voluntary, one involuntary and one neutral termination. The reasons for separation this month were; health issues, retirement, and new job opportunities.

##### **➤ 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. We are also posting our Medical Services vacancies in the NHSC portal.

##### **➤ Training and Development**

During the month of March we had 21 classes with a total of 69 participants. Trainings for this month were ASIST (*Applied Suicide Intervention Skills Training*), CPR (*Cardio Pulmonary Resuscitation*), and SAMA (*Satori Alternatives for Managing Aggression*). These trainings were for both current and new employees.

#### **2. Compensation & Benefits**

➤ We had no known COVID exposure this month.

➤ We had two large claims, which also exceeded the stop loss on February. The loss ratio this month was 58.4% which has been the lowest we had this year.



I. Head Count (end of mo)	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
Overall Total													
# Positions	455	462	457	441	453	452	453						3173
# FTE	451.45	458.35	463.35	463.35	465.35	464.35	464.35						3230.55
# Employees	382	394	393	395	396	396	399						2755
# Vacant Positions	73	69	64	46	57	56	52						417
# Full-Time Vacancies	69	66	57	39	51	50	46						378
# Part-Time Vacancies	4	3	7	7	6	6	6						39
General Administration													
# Positions	39	39	39	39	39	38	39						272
# FTE	39.0	39.0	39.0	39.0	39.0	39.0	39.0						273
# Employees	37	37	37	38	37	35	37						258
# Vacant Positions	2	2	2	1	2	3	2						14
# Full-Time Vacancies	2	2	2	1	2	3	2						14
# Part-Time Vacancies	0	0	0	0	0	0	0						0
ECI Services													
# Positions	24	24	24	24	24	24	24						168
# FTE	23.9	23.9	23.9	23.9	23.9	24	24						167.5
# Employees	22	22	22	22	23	23	23						157
# Vacant Positions	2	2	2	2	1	2	1						12
# Full-Time Vacancies	2	2	2	2	1	2	0						11
# Part-Time Vacancies	0	0	0	0	0	0	1						1
IDD Authority Services													
# Positions	61	61	61	61	61	61	61						427
# FTE	60.8	60.8	60.8	60.8	60.8	60.8	60.8						425.6
# Employees	51	52	53	54	55	54	56						375
# Vacant Positions	10	9	8	7	6	7	5						52
# Full-Time Vacancies	10	9	8	7	6	7	5						52
# Part-Time Vacancies	0	0	0	0	0	0	0						0
IDD Provider Services													
# Positions	102	103	103	103	103	103	103						720
# FTE	101.60	102.5	102.5	102.5	102.5	102.5	102.5						716.6
# Employees	91	93	92	90	87	90	88						631
# Vacant Positions	11	10	11	13	16	13	15						89
# Full-Time Vacancies	9	9	7	8	12	9	11						65
# Part-Time Vacancies	2	1	4	5	4	4	4						24
Medical Prescriber Services													
# Positions	17	17	17	17	17	18	18						121
# FTE	14.8	14.8	14.8	14.8	14.8	14.8	14.8						103.6
# Employees	15	15	15	15	15	15	14						104
# Vacant Positions	2	2	2	2	2	3	4						17
# Full-Time Vacancies	0	0	0	0	0	1	1						2
# Part-Time Vacancies	2	2	2	2	2	2	3						15
Mental Health Adult Services													
# Positions	174	181	158	158	158	172	175						1176
# FTE	174	180.25	180.25	180.25	180.25	180.25	180.25						1255.5
# Employees	138	144	143	142	135	160	162						1024

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	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
# Vacant Positions	36	37	15	16	25	25	22						176
# Full-Time Vacancies	36	37	15	16	25	25	22						176
# Part-Time Vacancies	0	0	0	0	0	0	0						0
<b>Mental Health C&amp;A Services</b>													
# Positions	10	10	10	10	10	10	10						
# FTE	10.0	10.0	10.0	10.0	10.0	10.0	10.0						70
# Employees	3	6	9	9	9	10	10						70
# Vacant Positions	7	4	1	1	1	0	0						56
# Full-Time Vacancies	7	4	1	1	1	0	0						14
# Part-Time Vacancies	0	0	0	0	0	0	0						14
													0
<b>Substance Abuse Services</b>													
# Positions	12	12	12	13	13	13	13						
# FTE	12	12	12	13	13	13	13						88
# Employees	11	11	11	11	11	11	10						88
# Vacant Positions	1	1	1	2	2	2	3						76
# Full-Time Vacancies	1	1	1	2	2	2	3						12
# Part-Time Vacancies	0	0	0	0	0	0	0						12
													0
<b>II. Recruitment</b>													
# Applications Received	264	169	221	141	190	142	179						
# Applicants	122	69	89	53	85	84	116						1306
# Positions Filled	10	16	5	4	11	3	11						60
# New Hires	7	15	5	3	7	1	10						48
# Internal Promotions/Transfers	3	1	0	1	4	2	1						12
<b>III. Separations</b>													
# Separations *	9	3	8	4	5	5	7						41
YTD Avg # Employees	382	394	393	396	395	396							2356
YTD Turnover Rate	2.30%	0.76%	2.00%	1.00%	1.25%	1.25%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
* excludes temporary, PRN, & RIF													
Avg LOS (Yrs)	0.30	0.90	1.66	0.70	7.90	1.68	7.90						0
# Involuntary Separations	1	0	0	0	0	0	1						21.04
# Voluntary Separations	8	3	8	4	5	5	6						2
# Vol Separations < 90 Days Empl	0	1	1	1	0	2	0						39
# Vol Separations > 90 Days < 1 Yr	3	0	2	1	1	0	1						5
													8
<b>IV. Training</b>													
# NEO Classes	2	2	1	1	2	1	3						12
# NEO Participants	6	13	4	3	7	1	10						44
# CPR Classes	6	5	6	3	3	5	8						36
# CPR Participants	17	15	15	9	8	8	21						93
# SAMA Initial Classes	2	3	1	1	2	0	2						11
# SAMA Initial Participants	5	11	2	2	6	0	4						30
# SAMA Refresher Classes	6	6	4	3	3	2	7						31
# SAMA Refresher Participants	22	24	12	7	10	6	25						106
# ASIST Initial Classes	1	0	1	1	0	0	1						4
# ASIST Initial Participants	7	0	8	9	0	0	9						33
# SOSAM Classes	0	0	1	0	0	0	0						1
# SOSAM Participants	0	0	1	0	0	0	0						1
# YMHFA Classes	0	0	0	1	0	0	0						1
# ISD Participants	0	0	0	5	0	0	0						5



	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
# AMHFA Classes	0	0	0	0	0	0	0	0					0
# Community Participants	0	0	0	0	0	0	0	0					0
Total # Events	17	16	14	10	10	8	21	0	0	0	0	0	96
Total # Participants	57	63	42	30	31	15	69						307
V. Benefits													
Retirement													
# Eligible Employees	359	355	355	353	364	361	360						2507
# 457(b) Participants	266	265	266	266	274	273	274						1884
# Participating at 5% or More	160	161	159	160	159	162	164						1125
\$ Avg Contribution Amount	224.66	213	200	211	200	199	202						1450.35
\$ Total 457(b) Contribution	59,760	56,546	53,258	56,026	54,805	54,451	55,328						390172.42
\$ Total Center's Match to 401(a)	48,541	46,107	45,459	46,255	44,563	44,451	44,865						320240.75
Health Insurance													
# Eligible Employees	359	355	355	353	364	361	360						2507
# With Coverage	334	330	331	329	340	337	335						2336
\$ Total Premium per Month	448,110	440,492	442,757	442,677	454,089	449,221	448,171						3125517
Value Plan Enrollment													
# Employee Only	168	169	169	165	174	174	171						1190
# Employee & Child	35	32	32	32	34	33	34						232
# Employee & Spouse	16	16	17	17	18	18	18						120
# Employee & Family	26	26	26	27	26	26	26						183
\$ Paid by Employee	54,480	53,340	53,940	54,500	55,640	55,240	55,460						382600
\$ Paid by Center	281,710	278,240	279,905	278,230	289,040	287,580	286,310						1981015
Enhanced Plan Enrollment													
# Employee Only	89	73	73	74	74	73	73						529
# Employee & Child	8	7	7	7	7	6	6						48
# Employee & Spouse	2	2	2	2	3	3	3						17
# Employee & Family	5	5	5	5	4	4	4						32
\$ Paid by Employee	23,978	23,168	23,168	23,315	23,027	22,217	22,217						161090
\$ Paid by Center	87,942	85,744	85,744	86,632	86,382	84,184	84,184						600812
Total Expenses													
\$ Total Admin Fee Paid	69,591	70,200	64,316	66,954	69,319	68,374	68,171						476924.97
\$ Total Premium Paid	448,110	440,492	442,757	442,677	454,089	449,221	84,184						2761530
\$ Total Claims Paid (Med & Rx)	384,070	395,146	347,712	487,889	393,404	262,287	417,001						2687507.5
Loss Ratio	85.7%	89.7%	78.5%	110.2%	86.6%	58.4%	495.3%						10.045283
# Large Claims > \$50,000	2	1	1	5	1	6							16
# Claims Exceeding Ind Stop Loss	1	1	-	-	2	2	2						8
VI. COVID Tracking													
# Employees with Exposure/Tested	10	2	2	27	33	4	0						68
# with Positive Results	2	2	1	27	33	3	0						68
# Hospitalized	1	0	0	0	0	0	0						1
													0