

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, MAY 26, 2021, 5 PM

**PER GOV. ABBOTT'S MARCH 26, 2020 PRESS RELESE THIS MEETING WILL TAKE PLACE
VIA ZOOM AND IS AVAILABLE TO THE PUBLIC:**

You are invited to the LRCC Board of Trustees Meeting.
4804 Wesley Street, Greenville, Texas
Wed. May 26, 2021, 5:00 PM

You are invited to attend the LRCC Board of Trustee's Meeting on Wednesday, 5/26
at 5:00PM.

Attend in person – 4804 Wesley Street, Greenville, Texas

Or join meeting by Zoom:

<https://zoom.us/j/95455933811?pwd=ZCtmRFFvalJ1WXJUaU8rc1UvcTJYZz09>

Meeting ID: 954 5593 3811
Passcode: 900003

Join meeting by phone (audio only), Dial: 346 248 7799

Meeting ID: 954 5593 3811
Passcode: 900003

AGENDA

AGENDA NUMBER	TOPIC
05.01.21	CALL TO ORDER <ul style="list-style-type: none">• Roll Call / Introduction of Guest.
05.02.21	APPROVAL OF MINUTES <ul style="list-style-type: none">• Regular Board Meeting Minutes of April 28, 2021
05.03.21	COMMENTS FROM CITIZENS <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>
05.04.21	COMMITTEE MEETING REPORTS NA
05.05.21	RECOMMENDATIONS FOR APPROVAL <ul style="list-style-type: none">• Motion to discuss and take possible action to approve ECI Lamar County United Way Application
05.06.21	EXECUTIVE DIRECTOR REPORT (<i>John Delaney</i>) <ul style="list-style-type: none">• June Board Meeting<ul style="list-style-type: none">○ Board Committee List• 1115 Transformation Waiver and Other Board Updates• COVID-19 Response• Texas Council Update• East Texas Behavioral Health Network (ETBHN)

LRCC Board of Trustees Meeting Agenda

- 05.07.21** **FISCAL REPORT** (*Erwin Hancock*)
- Motion to Accept Center’s Financial Statement for Period(s) Ending: April 2021.
- 05.08.21** **MENTAL HEALTH SERVICES REPORT** (*James Williams*)
- Rockwall Director going into Private Practice
 - Education Service Center Region 8/Pittsburg Applications
 - COVID19-Thank you!
 - SAMHSA Grant
- 05.09.21** **INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT** (*Laurie White*)
- Training Centers
 - Employment Services
 - Waiver and ICF Group Homes
 - Audits/Surveys
 - OBI
 - EVV
 - New Staff
 - Vacancies
- 05.10.21** **QUALITY MANAGEMENT/CONTRACTS REPORT** (*Kellie Walker*)
- Contracts/Network Development
 - PNAC
 - Rights Allegations
 - QM MH, NTBHA & Substance Abuse
 - IDD
 - NCQA
- 05.11.21** **HUMAN RESOURCES REPORT** (*Keith Matthews*)
- Staffing Issues
 - Employee Benefits
- 05.12.21** **ADJOURNMENT**

Lakes Regional Community Center
Upcoming Board-Related Meetings & Events

Regular Meeting of the Board of Trustees
Wednesday,

AGENDA ITEM NO. 05.02.21

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 April, 2021 as presented.

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, APRIL 28, 2021, 5PM

Per Gov. Abbott's March 26, 2020 Press Release this Meeting was held
VIA ZOOM
BOARD MINUTES

AGENDA NUMBER	TOPIC
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04.01.21

CALL TO ORDER

The April 28, 2021 regular meeting of the Lakes Regional Community Center Board of Trustees called to order by Board Chairperson, Tom Brown at 5:03 PM with a quorum present by Zoom. Chairperson asked for Roll Call.

Members Present (Zoom):

Tom Brown, Hunt County, Chairperson

Margaret Webster, Kaufman County, Board Secretary (in person-Terrell)

Lisa Heine, Ellis County

Jan Brecht-Clark, Ph.D., Delta County

Shae Green, Rockwall County

Marti Shaner, Navarro County

Dana Sills, Hopkins County

Steve Earley, Lamar County

Linda Sharpin, Franklin County

~~Carrie Hefner, Camp County~~ *delete*

Members Absent: Frances Neal, Titus County, E. P. Pewitt, Morris County, Carrie Hefner, Camp County

Vacant Seat(s): NA

Guest(s): NA

Ex Officio Members Present: NA

Ex Officio Members Absent (Zoom): Sheriff Scott Cass, Lamar County, Sheriff Jack Martin, Morris County

Management Staff Present: John Delaney, Erwin Hancock, Kellie Walker, Didi Thurmon, Pat Denson and Larry Jonczak

Management Staff Zoom: Laurie White.

Management Staff Absent: Keith Matthews, James Williams

Board Liaison/Recording Secretary: Judy Dodd, Board Liaison/Recording Secretary

04.02.21

APPROVAL OF MINUTES

Recommended Board Action:

➤ **Approval of Minutes of March 26, 2021 meeting.**

Rational:

Chairperson asked members if they had reviewed the minutes and if there were any corrections or additions. With noted corrections (typographical/spelling), Chairperson asked for motion to approve. Motion made by Steve Earley to approve and seconded by Jan Brecht-Clark. A sign of aye approved minutes unanimously.

CLOSURE

04.03.21 COMMENTS FROM CITIZENS

- NA
- CLOSURE**

04.04.21 COMMITTEE MEETING REPORT

- NA
- CLOSURE**

04.05.21 RECOMMENDATIONS FOR APPROVAL

- **Motion to approve Authorizing the Borrowing of Funds and Designating Authorized Representatives**

- **Motion to approve Companywide Good Will Appreciation Payment**

Rationale:

- Erwin Hancock presented the Annual Resolution to approve the line of credit renewal Authorizing the Borrowing of Funds and Designating Authorized Representatives. It was noted there were no changes of terms and no authority changes. A grammar correction was noted. With no other corrections or changes, Chairperson asked for motion to approve. Marti Shaner made motion to approve and seconded by Lisa Heine. Motion was carried unanimously by a sign of aye.

- Erwin Hancock and John Delaney presented the motion to approve Companywide Good Will Appreciation Payment. Erwin explained that this is an allowable expenditure and expresses thanks for all employees during the COVID pandemic. Chairperson asked for motion to approve. Dana Sills made motion to approve and seconded by Steve Earley. Motion carried with unanimously sign of aye.

CLOSURE

04.06.21 EXECUTIVE DIRECTOR REPORT *(John Delaney)*

Recommended Board Action:

- None: Information only

Rationale:

Discussion on the following:

Handouts

- **Annual Board Training**
 - John asked if all Board Members had received a copy of the Texas Council of Community Centers training packet and if there were any questions. With no questions, Members were reminded to please sign the enclosed signature sheet and return for record purposes.
- **1115 Transformation Waiver Update**
 - Demonstration Year 10 (DY-10) fist reporting period was finished and submitted. Waiting approval of our metrics from HHSC.
 - Payment due in July
 - Texas received notification that the Center for Medicaid and Medicare Services (CMS) has rescinded its previous approval on the state's 1115 Waiver renewal. HHS can resubmit the extension request and will do so. Current Waiver expires September 2022.
- **Follow up on cybersecurity risk assessment**
 - We are awaiting the UT Group in Galveston to give us a schedule for their on premise site visit to review our three main network site facilities.
- **COVID-19 Response Summary**

- Continuing to follow current CDC guidelines for healthcare providers, and continue our same precautions at all sites.
- Volume of providing face-to-face services is increasing for our provider programs when alternative means are not appropriate or practical.
- Encouraging employees to be vaccinated.
- **Texas Council Update**
 - The Ed Consortium met last week and discussed a new federal grant from the federal Substance Abuse and Mental Health Services Administration (SAMSHA).
 - Grant directed towards Community Mental Health Centers like ours, and focusing on delivery of services impacted by the COVID-19 pandemic.
 - Decided to submit an application and are working to put together a plan. Application due May 21.
- **East Texas Behavioral Health Network (ETBHN)**
 - No update at this time.

CLOSURE

04.07.21

FISCAL REPORT (Erwin Hancock)

Recommended Board Action:

- Approval of Center's Financial Statement for Period(s) Ending:
 - March 2021

Rationale:

- **Erwin presented the Center's financial reports for the month of March 2021.** He noted there were no extraordinary findings for the month. Mr. Erwin noted that a reduction in March salaries are due to the reduction of one physician FTE by 20% and two Nurse Practitioner FTEs by 10%. This also slightly reduces benefit costs. Erwin noted additional MAC Revenue recorded to adjust 3qtr 2020 accrual to actual billed.
 - Error of minus on pages 4 and 5 in variance

Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve financials for the month March 2021. Jan Brecht-Clark made motion to approve with second by Lisa Heine. Financial were approved unanimously sign of aye.

CLOSURE

04.08.21

MENTAL HEALTH SERVICES REPORT (James Williams)

Recommended by Board Action:

None: Information only

Rationale:

- **SAMHSA Community Mental Health Center (CMHC) Grant Opportunity - Handout**
 - Didi reviewed the information in the handout for the members.

CLOSURE

04.09.21

INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT (Laurie White)

Recommended by Board Action:

None: Information only

Rationale:

- **Day Habs ADA Training Centers**
 - Soft re-opening of the Training Centers in process.
 - Not participating in large group community outings at this time.
 - Heightened infection control protocol to promote individual/staff safety and health is practiced at each site.

- Zoom-Day Hab soon eliminated, as staff are needed for in-person Day Habilitation and Group Home coverage.
 - **Employment Services**
 - Individuals finding their hours at work are being increased and they are being sought after.
 - Staff are in the community doing Employment Assistance and Job Coaching
 - **Waiver and ICF Group Homes**
 - Terrell team lost a very special individual from our HCS Program.
 - One individual and HH family member recently diagnosed with COVID
 - **Audits/Surveys**
 - HHSC Audit Team arrived at ICF Bonnie Hill – achieved ZERO deficiencies.
 - Awaiting official report from Social Security Review Audit for Representative Payees
 - OIG audit for ICF individuals started last week
 - **OBI**
 - Turned in 2nd reporting - received no need for more information at this point
 - Overserving 7 additional individuals with over half being children
 - Dr. Lloyd works very closely with OBI Team
 - Appears funding may continue for FY22.
 - **EVV**
 - All staff (including contract staff) doing well reporting into Data logic system.
 - **New Staff**
 - In need of Care Coordinators in several counties
 - **Vacancies**
 - Two vacancies for Registered Nurse
 - Seventeen frontline vacancies continue to be an issue
 - A plan to increase IDDP base rate of pay for hourly staff has been proposed.
- CLOSURE**

04.10.21

QUALITY MANAGEMENT/CONTRACTS REPORT (Kellie Walker)

Recommended by Board Action:

None: Information only

Rationale:

Contracts/Network Development

- HHSCC SUD Contracts – requesting additional monies for Region 3 & Region 4
- **PNAC**
 - Last PNAC meeting was held April 19, 2021.
 - Potential new member application was presented to the committee. Once application has been completed, PNAC members will vote to recommend board approval.
- **Rights / Abuse, Neglect, & Exploitation Allegations**
 - GR: 1 Unconfirmed (Sulphur Springs MH)
 - NTBHA: 1 Unconfirmed (Greenville MH)
- **QM MH, NTBHA & Substance Abuse**
 - Lakes Regional will be held harmless for performance measures and outcomes until further notice due to COVID 19.
 - HHSC Hospitality House Audit: Findings found in Medical, Quality Management, and Clinical Record areas.
 - HHSC SUD Audit: CAP was submitted 3/30/21 and was approved 04/01/21
 - Contracts Audit: Zero contracts scored below 70%. No CAP required.
- **IDDP**
 - Lakes Regional will be held harmless for performance measures and outcomes until further notice due to COVID-19.

- LIDDA CAP Audit: QM conducted a focused audit for HCS and PASRR in March 2021.
 - ✓ PASRR - Audit score 88 %; one chart scored below 70%.
 - ✓ HCS – Audit score 93%; zero chart scored below 70%.

CLOSURE

04.11.21 HUMAN RESOURCES REPORT (Keith Matthews)

Recommended by Board Action:

None: Information only

Rationale:

Pat Denson presented Human Resources Report as follows:

➤ **Staffing issues**

- Finished March with a total of 467.1 authorized FTEs and 395 employees.
- Filled 4 positions (3 new hires)
- Twelve separations

➤ **Employee Compensation and Benefits:**

- Five tested and two tested positive
- No request for emergency paid sick leave
- No hospitalization
- Two direct care staff were granted 160 hours of paid sick leave from the emergency COVID 19 Sick Leave Pool.
- Health care claims are still artificially inflated by the worker’s comp claim.
- Seven large claims and two have exceeded the individual stop-loss limit.

CLOSURE

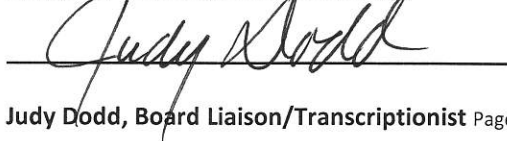
04.12.21 ADJOURNMENT

Chairperson ask for any other matter to discuss if not for motion to adjourn. Lisa Heine announced to the members that she had graduated from Partners and Policy Making. Congratulations to Lisa. John Delaney noted that the May meeting is to be held in person and ZOOM. The meeting will be held in Greenville (Wesley Street). Chairperson asked at this time for motion to adjourn. Danna Sills made motion to adjourn and seconded by Jan Brecht-Clark. With no further discussion motion carried unanimously by a sign of aye.

ATTEST:



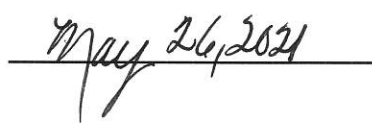
Margaret Webster, Board Secretary



Judy Dodd, Board Liaison/Transcriptionist Page | 3 5/6/21



DATE:



AGENDA ITEM NO. 05.03.21

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. 05.04.21

Committee Meeting Reports

RECOMMENDATIONS FOR APPROVAL:

NA

Rationale:

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

- Budget & Finance, Lisa Heine, Chair
 - **No Meeting Posted**
- Human Resources, Tom Brown, Chair
 - **No Meeting Posted**
- Programs, Vacant, Chair
 - **No Meeting Posted**

AGENDA ITEM NO. 05.05.21

Recommendations for Approval:

- Discuss and take possible action to approve ECI Lamar County United Way Application

Rationale:

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

- Motion to approve ECI Lamar County United Way Application

AGENDA Item No: 05.06.21
Executive Director's Report:

Recommended Board Action:
None: For Information Only

Rational:

Executive Director Report:

1. June Board Meeting:

We do not have a Board meeting scheduled for next month as June was typically the time of the annual TX. Council Trustee and Staff Training Conference. This conference has been postponed until November. We can discuss whether to schedule a meeting in June or leave the current schedule in place.

Board Committee List:

The most recent Board Committee membership is attached for review and discussion. With the summer budget process, beginning the HR and Budget committees will meet in prior to the August Board meeting.

2. 1115 Transformation Waiver and Other Board Updates:

- Demonstration Year 10 (DY-10) first reporting period is finished. June 16, 2021 is the estimated date for HHSC send us notification of the state share match that we need to submit for the July payment.
- Since the Center for Medicaid and Medicare Services (CMS) rescinded its previous approval on the state's 1115 Waiver renewal, HHSC has been in negotiations around submitting a new extension. Recently, Attorney General Paxton initiated a lawsuit to bar CMS' decision. At this time, we have little information about how this may affect current Waiver negotiation efforts. The current 1115 Waiver expires in September of 2022.
- Meanwhile HHSC is going forward with the Behavioral Health FY22 Directed Payment for CMHS. This supplemental payment is based on our overall Medicaid STAR and STAR PLUS utilization. We have to put up the first 6 month match payment in June and the supplemental payments will begin next September.

3. COVID Response:

We are continuing to follow current CDC guidelines, and continue our same precautions at all sites. All of the state's waivers to allow for increased use of telephone and telehealth services have remained in effect.

4. Texas Council Update:

The ED Consortium met last week and discussed a new federal grant from the federal Substance Abuse and Mental Health Services Administration (SAMSHA). It is a grant. We have completed and submitted our grant request. James will discuss this during his MH program update.

TX. Council staff are busy tracking legislation still moving through the legislature that affect our system. The main budget bills are now awaiting reconciliation in joint House/Senate conference committee.

5. East Texas Behavioral Health Network (ETBHN):

The Regional Oversight Committee (ROC) for ETBHN is meeting May 21. I will provide an update after that meeting.

Lakes Board of Trustees Committee Assignments FY-21

Tom Brown, Board Chair

Human Resources	Budget and Finance	Program Committee
Shae Green (Chair) E.P Pewitt Carrie Hefner Jan Brecht-Clark	Margaret Webster (Chair) Lisa Heine Marti Shaner Steve Earley	Dana Sills (Chair) Linda Sharpin Frances Neal

Note: The Board Chair is an at large committee member. Also all committee meetings are open to all Board members.

AGENDA ITEM NO. 05.07.21
Fiscal Reports

RECOMMENDATIONS FOR APPROVAL:

- Center's financial statement for the month(s) of April, 2021.

Rationale:

- Review and discussion of the Center's financial statement for the month(s) of April 2021 for approval.

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

Erwin Hancock
Chief Financial Officer

May 26, 2021

**Lakes Regional Community Center
Financial Report Outline**

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

Lakes Regional Community Center
 Financial Summary for the Month Ending April 30, 2021

Profit and Loss Summary

	Current Month	Year to Date
Revenues	\$3,136,433	\$25,275,798
Expenses	\$3,067,055	\$23,833,509
Net Income	\$69,377	\$1,442,289

Balance Sheet Summary

	Current YTD as of April 30, 2021	Last YTD as of April 30, 2020	Year to Year Change
Total Assets	\$35,990,159	\$22,394,115	\$ 13,596,044
Total Liabilities	\$13,073,856	\$8,072,352	\$ 5,001,504
Fund Balance	\$22,916,303	\$14,321,763	\$ 8,594,540

Lakes Regional Community Center
Balance Sheet

	As of <u>4/30/2021</u>	As of <u>4/30/2020</u>	Net Change
Current Assets			
Cash	\$ 14,656,591	\$ 5,490,593	\$ 9,165,998
Accounts Receivable	4,813,477	4,678,182	135,295
Other Current Assets	369,529	197,330	172,199
Total Current Assets	\$ 19,839,597	\$ 10,366,105	\$ 9,473,492
Long-Term Assets			
Fixed Assets (net of depreciation)	\$ 7,985,910	\$ 8,187,682	\$ (201,772)
Other Long-Term Assets	8,164,652	3,840,328	4,324,324
Total Long-Term Assets	\$ 16,150,562	\$ 12,028,010	\$ 4,122,552
Total Assets	\$ 35,990,159	\$ 22,394,115	\$ 13,596,044
Current Liabilities			
Accounts Payable	\$ 630,460	\$ 830,356	\$ (199,896)
Accrued Expenses	980,169	522,983	\$457,186
Short-term Debt	3,298,575	2,878,685	419,890
Total Current Liabilities	\$ 4,909,204	\$ 4,232,024	\$ 677,180
Long-term Debt	\$ 8,164,652	\$ 3,840,328	\$ 4,324,324
Total Long-Term Debt	\$ 8,164,652	\$ 3,840,328	\$ 4,324,324
Total Liabilities	\$ 13,073,856	\$ 8,072,352	\$ 5,001,504
Investment In General Fund Assets	\$ 8,173,410	\$ 8,187,682	\$ (14,272)
Fund Balance at Beginning of Year	14,742,893	6,134,081	8,608,812
Total Equities and other Credits	\$ 22,916,303	\$ 14,321,763	\$ 8,594,540
Total Liabilities, Equities and other Credits	\$ 35,990,159	\$ 22,394,115	\$ 13,596,044

Lakes Regional Community Center
Income Statement Recap by Division
As of April 30, 2021

<u>Division</u>	<u>Current Month</u>	<u>Year to Date</u>
MH	\$ (81,034)	(219,315)
Mental Health First Aid & Outreach	53	1,522
Hospitality House	(39)	(79,575)
IDD	44,752	766,647
ECI	(51)	(4,137)
Administration	(1,086)	3,924
Bonham Property	74	(13,186)
Expending Fundraising	2,151	(229)
1115 Waiver	114,891	959,533
Medical Prescriber Services	(5,225)	15,235
Fema Grant	0	(2,750)
CCBHC Expansion Grant	(3,770)	6,735
Collaborative Grant	(396)	9,699
Education Services Pittsburgh	(943)	(1,814)
Total Lakes	\$ <u>69,377</u>	\$ <u>1,442,289</u>

Lakes Regional Community Center
Comparative Income Statement for the Month ended April 30, 2021

	<u>4/30/2021</u>	<u>4/30/2020</u>	Variance	Var %
Revenues				
General Revenue IDD	\$184,063	\$184,686	(\$623)	0%
General Revenue MH	\$681,283	\$669,046	\$12,237	2%
Early Childhood Intervention Revenue	\$97,420	\$116,460	(\$19,039)	-16%
1115b Waiver Revenue	\$561,188	\$523,077	\$38,111	7%
NTBHA Revenue	\$217,938	\$233,637	(\$15,699)	-7%
Medicaid Revenue	\$276,005	\$290,981	(\$14,976)	-5%
Medicare Revenue	\$2,870	\$3,571	(\$702)	-20%
HCS Revenue	\$410,109	\$340,371	\$69,738	20%
Managed Care Revenue	\$117,671	\$80,207	\$37,463	47%
Private Insurance	\$2,330	(\$1,462)	\$3,792	-259%
Client Fees	\$3,647	\$4,301	(\$654)	-15%
Other Revenue	\$581,908	\$536,443	\$45,465	8%
Total Revenues	<u>\$3,136,433</u>	<u>\$2,981,319</u>	<u>\$155,114</u>	<u>5%</u>
Expenses				
Salaries and Wages	\$1,512,791	\$1,451,790	\$61,001	4%
Employee Benefits	\$535,415	\$499,228	\$36,187	7%
Staff Training	\$4,573	\$4,047	\$526	13%
Furniture and Equipment	\$9,186	\$1,062	\$8,124	765%
Maintenance and Repairs	\$9,590	\$25,187	(\$15,597)	-62%
Utilities	\$42,184	\$28,810	\$13,375	46%
Client Support	\$9,065	\$2,545	\$6,520	256%
Supplies	\$32,885	\$24,217	\$8,668	36%
Vehicle Maintenance	\$3,968	\$3,445	\$523	15%
Insurance Costs	\$29,335	\$26,369	\$2,966	11%
Debt Service	\$54,264	\$55,008	(\$745)	-1%
Other Expenses	\$823,800	\$799,291	\$24,510	3%
Total Expenses	<u>\$3,067,055</u>	<u>\$2,920,998</u>	<u>\$146,058</u>	<u>5%</u>
Net Surplus/(Deficit)	<u>\$69,377</u>	<u>\$60,321</u>	<u>\$9,056</u>	<u>15%</u>

Lakes Regional Community Center
Comparative Income Statement for the period ended April 30, 2021

	<u>YTD ended</u> 04/30/2021	<u>YTD ended</u> 04/30/2020	Variance	Var %
Revenues				
General Revenue IDD	\$1,481,101	\$1,462,073	\$19,028	1%
General Revenue MH	\$5,763,098	\$5,107,351	\$655,747	13%
Early Childhood Intervention Revenue	\$740,520	\$673,261	\$67,258	10%
1115b Waiver Revenue	\$4,489,504	\$4,184,616	\$304,888	7%
NTBHA Revenue	\$1,711,014	\$1,874,128	(\$163,114)	-9%
Medicaid Revenue	\$2,366,750	\$2,422,873	(\$56,123)	-2%
Medicare Revenue	\$19,917	\$56,315	(\$36,397)	-65%
HCS Revenue	\$3,322,365	\$2,925,309	\$397,057	14%
Managed Care Revenue	\$836,303	\$802,217	\$34,086	4%
Private Insurance	\$40,817	\$68,935	(\$28,117)	-41%
Client Fees	\$25,326	\$54,343	(\$29,017)	-53%
Other Revenue	\$4,479,082	\$4,371,928	\$107,154	2%
Total Revenues	\$25,275,798	\$24,003,348	\$1,272,450	5%
Expenses				
Salaries and Wages	\$11,767,350	\$11,574,551	\$192,799	2%
Employee Benefits	\$4,154,100	\$3,941,451	\$212,649	5%
Staff Training	\$28,666	\$24,300	\$4,366	18%
Furniture and Equipment	\$36,333	\$19,706	\$16,627	84%
Maintenance and Repairs	\$93,955	\$158,757	(\$64,802)	-41%
Utilities	\$318,929	\$301,490	\$17,439	6%
Client Support	\$38,888	\$23,874	\$15,014	63%
Supplies	\$200,288	\$212,267	(\$11,979)	-6%
Vehicle Maintenance	\$23,890	\$39,030	(\$15,141)	-39%
Insurance Costs	\$236,047	\$210,952	\$25,095	12%
Debt Service	\$432,730	\$446,703	(\$13,973)	-3%
Other Expenses	\$6,502,332	\$6,531,055	(\$28,723)	0%
Total Expenses	\$23,833,509	\$23,484,138	\$349,371	1%
Net Surplus/(Deficit)	\$1,442,289	\$519,211	\$923,078	178%

Lakes Regional Community Center
Statement of Revenues and Expenditures
For the Period Ending April 30, 2021

Revenues	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	Total
Local	\$ 64,976	\$ 133,243	\$ 64,381	\$ 152,050	\$ 63,238	\$ 91,540	\$ 59,312	\$ 181,304	\$ 810,043
State Programs	1,468,465	1,558,503	1,515,762	1,695,370	1,675,357	1,606,098	1,715,798	1,620,635	12,855,988
Federal Programs	1,222,680	1,275,553	1,264,510	1,286,279	1,180,382	1,189,023	1,339,781	1,113,830	9,872,037
Interest Income	3,257	3,630	2,989	3,666	3,251	3,507	3,691	2,725	26,716
North Texas BH Assoc	238,835	240,308	199,390	205,371	199,657	205,399	204,116	217,938	1,711,014
TOTAL REVENUES	\$ 2,998,212	\$ 3,211,236	\$ 3,047,032	\$ 3,342,735	\$ 3,121,885	\$ 3,095,568	\$ 3,322,697	\$ 3,136,433	\$ 25,275,798
Expenditures									
Current:									
Salaries & Wages	\$ 1,484,631	\$ 1,456,243	\$ 1,415,633	\$ 1,500,349	\$ 1,492,924	\$ 1,506,266	\$ 1,398,515	\$ 1,512,791	\$ 11,767,350
Employee Benefits	506,938	498,310	492,536	504,863	540,744	545,325	529,969	535,415	4,154,100
Other Operating Expenses:									0
Client Respite	3,108	7,011	3,880	4,753	7,167	2,495	7,739	2,991	39,145
HCS Contract	115,580	121,954	104,711	115,524	108,310	110,498	112,415	105,234	894,227
Consult/Pro Svcs - Internal									0
Nursing Contract - RK									0
Consult/Pro Svcs - External	2,487	3,325	12,360	13,937	10,228	7,450	14,738	15,327	79,851
Contracts with Other Orgs-Ext	320,753	359,293	363,891	386,667	330,291	353,426	390,306	336,047	2,840,675
ICF/MR Quality Assurance Fees	7,037	7,313	7,077	6,955	7,253	6,140	7,283	7,048	56,105
TXHML Contracts	14,692	11,912	15,858	11,605	13,114	12,964	20,022	14,228	114,396
Contracted Lab Services	1,436	993	698	738	746	958	1,522	1,791	8,881
Staff Development/Training	2,599	2,727	2,572	4,353	2,808	5,251	3,782	4,573	28,666
1115 Projects Certif./Training Fees									0
Non-Clinical Contracts with Others	5,495	4,146	4,099	3,935	3,714	5,737	5,666	4,877	37,669
Pharmaceuticals/Supplies	26,525	25,289	28,842	21,194	22,893	20,930	23,329	31,963	200,964
Atypical Meds	7,440	7,488	2,144	11,854	6,371	6,227	7,394	10,845	59,563
Patient Asst Program/Filling Fees	3,000	0	1,500	1,500	1,500	1,500	1,500	1,500	12,000
Training and Travel	3,739	15,051	18,016	18,138	16,986	13,594	13,265	22,519	121,307
Consumable Supplies	22,958	28,816	23,665	28,172	22,208	19,888	21,695	32,885	200,288
1115 Residential Equip/Supplies									0
Building Capital Outlay	6,350	9,480	(2,050)	96,549	14,399	27,927	39,440	0	192,095
Capital Outlay Projects				0	0	0			0
Furniture/Equipment over \$5,000									0
Computer Capital Outlay	3,543	4,564	4,489	4,489	4,489	4,489	4,489	4,489	35,042
Furniture/Equipment under \$5,000	4,287	2,173	3,755	2,704	6,038	368	7,822	9,186	36,333
Copier Equipment Rental	11,677	9,905	11,091	11,939	7,934	11,021	13,256	11,503	88,327
Computer Equipment Under \$5,000	9,137	4,128	6,375	31,353	18,050	23,227	5,442	23,205	118,917
Other Monthly Expenses	15,443	3,828	10,716	13,738	14,075	6,586	17,367	28,562	110,315
Computer Software Support Fees	12,499	9,573	896	11,213	8,923	5,362	12,149	15,618	76,234
Computer Software Fees for HR System	7,098	9,098	8,098	8,098	8,098	8,098	11,598	8,098	68,285
Bad Debts									0
Building Rent, Repair, Maintenance	105,974	122,208	120,497	111,558	113,150	97,254	127,502	113,912	912,054
Building Rent to Other Programs									0
Vehicle Operating Expense	3,140	2,876	1,910	3,491	2,041	2,476	3,986	3,968	23,890
Vehicle Fuel Costs	2,618	2,970	2,558	2,558	2,853	2,867	4,088	4,384	24,895
Non-Client Utilities	30,461	19,715	47,906	35,460	54,274	45,134	43,795	42,184	318,929
Telecommunications	18,188	27,582	27,553	27,713	28,016	27,709	29,071	36,821	222,653
Data Connect/Internet Access	7,455	7,455	7,455	7,455	7,455	7,455	7,455	0	52,219
Crisis Hotline Answering Svc	3,000	3,000	2,500	2,500	2,500	2,500	2,500	2,500	21,000
Insurance	29,677	29,677	29,677	29,677	29,677	28,993	29,335	29,335	236,047
Client Support Costs	1,595	1,592	5,550	2,326	6,398	5,438	6,924	9,065	38,888
Peer Training and Support									0
Client Reimbursable Services	9,463	9,300	3,615	6,070	9,488	3,878	8,390	13,728	63,931
NTBHA Supported Housing	3,836	5,450	7,144	8,333	4,430	4,658	5,598	7,970	47,418
Debt Service	54,410	58,207	49,628	53,907	53,928	54,750	53,639	54,264	432,730
Interest on PPP Loan									0
COVID-19 Expenses	7,824	7,375	7,514	7,783	6,530	8,854	4,612	3,307	53,800
ECI Client Support Costs	0	0	0	450	345	0	240		1,035
DSRIP Audit Costs									0
Expanding Fund Raising Funds	0	90	677	1,164	0	583	866	(310)	3,070
Program Indirect									0
LRMHMRC Board Expenses	125	100	0	0	145	106	20	(51)	446
Expanding Red River Funds	0	287	0	0	35	0	0	10	332
Expanding Empowermet Funds				note1 (200)					(200)
ECI In-Kind Volunteers									0
Service Costs Unallowable	4,913	4,663	4,461	6,695	4,918	4,042	4,669	5,274	39,635
Total Other Operating Expenses	889,563	950,614	951,328	1,116,148	959,815	950,835	1,074,907	1,018,850	7,912,059
TOTAL EXPENDITURES	2,881,132	2,905,167	2,859,497	3,121,359	2,993,482	3,002,425	3,003,392	3,067,055	23,833,509
Excess (deficiency) of revenues over expenditures	\$ 117,080	\$ 306,069	\$ 187,535	\$ 221,376	\$ 128,402	\$ 93,142	\$ 319,306	\$ 69,377	\$ 1,442,289

note 1 - Void Check from Prior Fiscal Year

note 2 - Includes \$107,603 additional MAC Revenue recorded to adjust 3Qtr2020 accrual to actual billed

note 3 - Reduction in March salaries are due to the reduction of one physician FTE by 20%, and two nurse practitioner FTEs by 10%. This also slightly reduces benefit costs.

note 4 - Reclassification for account coding to be entered in May financial report.

note 5 - Void check for board member travel.

**Lakes Regional Community Center
FY21 Aged Accounts Receivable
APRIL, 2021**

Accounts Reivable Description	Amount	APR	MAR 30 Days	FEB 60 Days	JAN 90 Days	DEC & prior 120 +
MAC Adm Claim	761,053.90	74,507	74,507	74,507	74,507	463,026
NTBHA:						
Substance Abuse	3,502.46	1,837	1,665	-	-	-
ACT - addtl billed svcs	2,200.00	-	2,200	-	-	-
Medicaid	330,320.81	279,297	5,848	8,917	5,028	31,231
Medicare **	317.78	318	-	-	-	-
Private Insurance **	2,216.30	1,626	521	14	24	31
Chip **	425.38	229	133	63	-	-
MANAGED CARE:						
Amerigroup	25,966.69	25,947	20	-	-	-
Superior (Cenpatico)	36,246.00	30,653	1,503	4,090	-	-
Optum	17,407.26	17,407	-	-	-	-
Cigna	12,195.46	12,195	-	-	-	-
Texas Childrens Plan	1,591.15	1,506	47	38	-	-
Beacon	13,551.63	11,523	873	1,155	-	-
Molina	23,726.70	21,175	2,478	54	20	-
Aetna Better Health	5,821.26	879	941	508	615	2,879
Texas Home Living - North	19,967.36	13,205	6,762	-	-	-
Texas Home Living - South	14,245.39	13,200	1,045	-	-	-
HCS - North	266,916.11	265,951	966	-	-	-
HCS - South	93,419.34	92,800	619	-	-	-
Reimbursable Svcs-TxHmL North & South	3,654.24	2,241	1,161	128	-	124
Reimbursable Svcs-HCS North	20,805.46	12,232	2,865	1,390	59	4,260
Reimbursable Svcs-HCS South	2,540.78	1,868	4	-	-	669
HCS Rm/Brd	-	-	-	-	-	-
ICF Residential Homes	139,803.50	128,139	5,045	-	6,620	-
Block Grant/TANF-Title XX Gen Revenue	39,943.00	19,972	19,972	-	-	-
Block Grant Supp Housing	-	-	-	-	-	-
CCBHC Expansion Grant	118,329.07	118,329	-	-	-	-
Supported Employment	1,500.00	1,500	-	-	-	-
Day Hab Billings (Private Providers)	2,325.71	1,411	726	84	104	-
1048 IDD Billed Svcs	1,364.42	896	469	-	-	-
ECI Grant Revenue	97,420.46	97,420	-	-	-	-
ECI Respite	-	-	-	-	-	-
ECI Priv Ins	2,565.23	1,597	525	165	278	-
ECI Medicaid	26,026.78	25,515	512	-	-	-
ECI Managed Care	39,654.15	32,821	6,184	128	187	334
ECI Chip	222.30	15	89	30	30	59
A/R Other Employees	-	-	-	-	-	-
A/R Employee Insurance (Cobra)	-	-	-	-	-	-
TCOOMMI GRANT	96,860.28	16,800	25,449	28,096	26,516	-
TDCJ Contract-Greenville	18,515.02	4,290	2,331	5,069	6,824	-
TDCJ - Sherman/Bonham/Paris	51,156.32	12,939	13,772	10,969	11,614	1,862
Fannin County Drug Court	4,000.00	2,000	-	-	2,000	-
Grayson County Drug Court	-	-	-	-	-	-
Titus County Drug Court	1,700.00	1,700	-	-	-	-
DSHS Region 3	14,348.08	14,348	-	-	-	-
DSHS Region 4	19,915.04	19,915	-	-	-	-
DSHS MHFA Outreach	11,193.77	5,566	5,478	150	-	-
ICF Upper Payment Limit	97,584.00	24,396	24,396	24,396	24,396	-
SAC Prog -Hunt County	3,129.48	3,129	-	-	-	-
ECC - (Enhanced Comm Coord)	14,776.15	6,426	8,350	-	-	-
Pharmacy Rental Income	-	-	-	-	-	-
Comm Education (Curt Pitton)	11,428.95	5,129	6,300	-	-	-
1115 Waiver Fed Share **accrual	2,341,623.58	561,188	561,188	561,188	658,060	-
Misc Revenue - 1370-1200 - \$0.00	-	-	-	-	-	-
Final Draw 209 N Rockwall Project	-	-	-	-	-	-

	GL bal	bal ck
Balance Due	4,813,476.75	4,813,476.75
		-

AGENDA ITEM NO.
Behavioral Health Director

05.8.21

Recommended Board Action:
None. Informational purposes only.

Rationale:

1. Rockwall Director Going Into Private Practice
2. Education Service Center Region 8/Pittsburg Applications
3. COVID19-Thank You!
4. SAMHSA Grant
 - Current – Care Coordination
 - Application – COVID

AGENDA Item No.: 05.09.20

Intellectual and Developmental Disabilities Director's Report

Recommended Board Action: None Information Only

1. Training Centers:

- Still no opening dates for 3 Training Centers due to staff shortage.
- Plans are now in place to open Sulphur Springs June 1, 2021. United Way presentation complete.
- Currently we have two training centers open four days a week.

2. Employment Services:

- New TWC contract is effective through May of 2024.
- We are serving individuals face to face in NF's as well as in the community.

3. Waiver and ICF group homes:

- Waiting for HHSC directives on masking etc... In relation to new Governor's Order.

4. Audits/Surveys:

- OIG/ICF Trust Fund Audit indicated no deficiencies.
- Social Security Payee Audit suggested Trust Fund Manager meets with individuals 1:1.
- State survey came to Windy Hill in April, no deficiencies were found.
- Residential inspections by HHSC started in the South Region.

5. Outpatient Biopsychosocial Intervention Team (OBI):

- 3rd quarterly report was submitted May 15th
- Behavior staff that have returned to Lakes are seeing many children and the first of Private Insurance.
- Dr. Lloyd works very closely with OBI Team and is now 80% with IDDP.
- Contract has been signed for FY22 for OBI 300K to continue.

6. Electronic Visit Verification (EVV):

- We have had zero denied EVV billable services; all entries are flowing well within EVV trackable services.

7. New Staff:

- Recently hired an RN in the North Region, stationed in Paris, and still looking for a DON/RN for Central Region.

8. Vacancies:

- We see light at the end of the tunnel.

AGENDA ITEM No. 05.10.21

Contracts & Quality Management Report

Recommended Board Action:

None. Information only

Rationale:

1. CONTRACTS/NETWORK DEVELOPMENT

- We received an Intent to Renew from TDCJ for our Texas Correctional Office on Offenders with Medical or Mental Impairments (TCOOMMI) contract.
- We are posting a Request for Proposals for Janitorial Services. The solicitation will run from June 1st through June 25th.
- We are writing a proposal for the SAMHSA Community Mental Health Center (CMHC) grant program. The funding would give us the opportunity to strengthen and expand the services offered to those most impacted by the pandemic and will serve 400 unique individuals each year of the two-year grant period. Goals of the proposal are:
 - Increase the capacity of Lakes Regional's telehealth services to provide greater accessibility and availability to services.
 - Increase peer involvement in all levels of service delivery and decision making.
 - Increase the utilization of Co-Occurring Psychiatric and Substance Use Disorders (COPSD) services by increasing awareness of this evidenced based practice among those diagnosed with Co-occurring Disorders (COD).
- We received notification from HHSC that they did a desk review of our FY20 Single Audit Reporting Package.
- We received a renewal for the Outpatient Biopsychosocial Approach for IDD Services (OBI) program.

2. PNAC

- Regional PNAC meeting was held May 12, 2021.
 - Standardized Hospital Survey
 - Some tentative topics for questions are percentage of beds that were not assigned by Community Centers, forensic bed utilization, and use of private psychiatric beds.
 - Tentative submission date is June 30, 2021 with a presentation to RPNAC at the August 2021 meeting.

3. RIGHTS/ ABUSE, NEGLECT, & EXPLOITATION ALLEGATIONS

Rights

- GR: 2 Sulphur Springs (unconfirmed); 1 Paris MH (unconfirmed)
- NTBHA: 1 Greenville MH (unconfirmed)
- SUD: 1 Paris SUD (unconfirmed) ; 1 Bonham SUD (unconfirmed)

4. QM MH, NTBHA & SUBSTANCE ABUSE

- MH Performance Measures: Lakes Regional is held harmless for performance measures and outcomes until further notice due to COVID-19.
- HHSC FY19 MH Audit: HHSC requested follow-up documents to ensure Lakes' CAP has been implemented. All documentation was submitted to HHSC on April 28, 2021.
- NTBHA HHSC Audit: NTBHA received an HHSC audit and submitted Lakes Regional's medical procedures. NTBHA received a finding from HHSC regarding Lakes medical procedures. Updated procedures were sent to NTBHA May 13, 2021.
- HHSC Yes Waiver Audit: CAP was submitted with revisions to HHSC on May 7, 2021.
- HHSC Hospitality House Audit: Hospitality House submitted a CAP to HHSC on May 5, 2021.

- FY21 CMH Fidelity Audit: GR and NTBHA Fidelity audits were completed with limitations due to COVID-19. Results were sent to programmatic staff on May 5, 2021.
- Superior Audit: Superior conducted a chart audit on April 20, 2021. The overall chart score was 89%, overall claims score was 100%
- TDCJ Audit: TDCJ conducted an audit December 2020. Lakes received findings from the audit April 27, 2021. A CAP was submitted May 17, 2021.

5. IDD

- IDD Service Target: Lakes Regional will be held harmless for performance measures and outcomes until further notice due to COVID-19.

6. NCQA

- NCQA's lookback period started May 1, 2021.

AGENDA Item No: 05.11.21

Human Resources Report

Recommended Board Action:

None: For Information Only

Rational:

1. Headcount

We have a total of 465.75 authorized FTEs and 391 employees in April. We filled 8 positions, six where new hires and two were rehires. We had 11 separations, seven of which were voluntary, 3 terminations and 1 neutral termination due to an extended medical absence.

2. Compensation & Benefits

Our health claims were high, but the worker's comp claim that had been filed erroneously (\$106,000) last month was reversed this month, therefore decreasing our total claims amount. Of the four large claims, only one has exceeded the individual stop-loss limit.

Advertisement:

We are currently advertising vacant positions at the following locations:

- Indeed/Glass Door
- Zip Recruiter
- Facebook
- Newspaper ads in Paris, Terrell, Sulphur Springs
- Workforce Solutions in Corsicana, Terrell, Paris, Greenville, and Sulphur Springs
- Work in Texas Job Board-Terrell
- Terrell Economic Job Fair at Ben Gill Park
- Advertised in Nursing Job.com
- LinkedIn
- Texas A&M, Commerce Career Database

Additional Information

- Salary upgrades were given to designated staff in MH and IDDP for recruitment and retention purposes.

HR Monthly Report FY2021

5/20/2021

I. Head Count (end of mo)	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
<i>Overall Total</i>													
# Positions	470	480	470	462	462	464	471	471.00					471
# FTE	446.35	456.35	462.35	455.75	455.75	457.75	467.1	465.75					467.1
# Employees	381	386	388	394	396	398	395	391.00					395
# Vacant Positions	91	96	99	84	82	82	92	80.00					92
# Full-Time Vacancies	74	76	79	66	64	64	77	55.00					77
# Part-Time Vacancies	17	20	20	18	18	18	15	25.00					15
<i>General Administration</i>													
# Positions	37	37	38	38	38	38	38	38.00					38
# FTE	37.0	37.0	38.0	38.0	38.0	38.0	38.0	38.00					38.0
# Employees	35	36	36	37	36	36	36	36.00					36
# Vacant Positions	2	1	2	1	2	2	2	2.00					2
# Full-Time Vacancies	2	1	2	1	2	2	2	2.00					2
# Part-Time Vacancies	0	0	0	0	0	0	0	0.00					0
<i>ECI Services</i>													
# Positions	25	25	23	23	23	23	23	23.00					23
# FTE	22.9	22.9	22.9	22.9	22.9	22.9	22.9	22.90					22.9
# Employees	22	22	22	22	22	22	21	22.00					21
# Vacant Positions	3	3	3	3	3	3	4	1.00					4
# Full-Time Vacancies	1	1	1	1	1	1	2	1.00					2
# Part-Time Vacancies	2	2	2	2	2	2	2	0.00					2
<i>1115 Waiver Projects</i>													
# Positions	48	49	48	47	47	47	48	47.00					48
# FTE	44.75	45.75	46.75	45.35	45.35	45.35	46.35	46.35					46.35
# Employees	42	42	41	40	41	42	41	42.00					41
# Vacant Positions	8	9	10	8	7	6	8	4.35					8
# Full-Time Vacancies	6	7	8	7	6	5	7	2.00					7
# Part-Time Vacancies	2	2	2	1	1	1	1	1.35					1
<i>IDD Authority Services</i>													
# Positions	62	62	63	62	62	62	63	62.00					63
# FTE	62.0	62.0	63.0	62.0	62.0	62.0	63.0	62.00					63.0
# Employees	56	59	59	59	59	58	58	56.00					58
# Vacant Positions	6	3	4	3	3	4	5	6.00					5
# Full-Time Vacancies	6	3	4	3	3	4	5	6.00					5
# Part-Time Vacancies	0	0	0	0	0	0	0	0.00					0
<i>IDD Provider Services</i>													
# Positions	131	130	122	117	117	117	117	117.00					117
# FTE	117.55	117.55	117.55	114.35	114.35	114.35	116.35	116.35					116.35
# Employees	92	92	93	94	95	95	92	88.00					92
# Vacant Positions	39	38	37	33	32	32	34	34.50					34
# Full-Time Vacancies	27	25	24	20	19	19	24	16.00					24
# Part-Time Vacancies	12	13	13	13	13	13	10	18.50					10

**HR Monthly Report
FY2021**

5/20/2021

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
Medical Prescriber Services													
# Positions	13	14	11	11	11	11	14	14.00					14
# FTE	9.55	9.55	9.55	9.55	9.55	9.55	12.9	14.00					12.9
# Employees	13	12	12	12	12	12	12	12.00					12
# Vacant Positions	0	2	2	2	2	2	6	4.00					6
# Full-Time Vacancies	0	0	0	0	0	0	4	2.00					4
# Part-Time Vacancies	0	2	2	2	2	2	2	2.00					2
Mental Health Adult Services													
# Positions	132	141	143	142	142	144	146	144.00					146
# FTE	130.8	139.8	142.8	141.8	141.8	143.8	145.8	144.00					145.8
# Employees	105	107	109	115	115	116	118	119.00					118
# Vacant Positions	27	34	35	27	27	28	28	25.00					28
# Full-Time Vacancies	26	33	34	27	27	28	28	25.00					28
# Part-Time Vacancies	1	1	1	0	0	0	0	0.00					0
Mental Health C&A Services													
# Positions	10	10	10	10	10	10	10	10.00					10
# FTE	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.00					10.0
# Employees	4	4	4	3	4	4	5	5.00					5
# Vacant Positions	6	6	6	7	6	5	5	5.00					5
# Full-Time Vacancies	6	6	6	7	6	5	5	5.00					5
# Part-Time Vacancies	0	0	0	0	0	0	0	0.00					0
Substance Abuse Services													
# Positions	12	12	12	12	12	12	12	12.00					12
# FTE	11.8	11.8	11.8	11.8	11.8	11.8	11.8	11.80					11.8
# Employees	12	12	12	12	12	12	12	12.00					12
# Vacant Positions	0	0	0	0	0	0	0	0.00					0
# Full-Time Vacancies	0	0	0	0	0	0	0	0.00					0
# Part-Time Vacancies	0	0	0	0	0	0	0	0.00					0
II. Recruitment													
# Applications Received	102	126	126	174	128	52	74						782
# Positions Filled	7	12	16	5	10	11	4						65
# New Hires	2	9	12	4	9	5	3						44
# Internal Promotions/Transfers	5	3	4	1	1	6	1						21
III. Separations													
# Separations *	4	6	4	4	4	2	12						36
YTD Avg # Employees	381	386	388	394	396	398	395						391.14
YTD Turnover Rate	1.05%	1.55%	1.03%	1.02%	1.01%	0.50%	3.04%						9.20%
* excludes temporary, PRN, & RIF													
Avg LOS (Yrs)	1.24	3.01	3.23	2.88	2.08	0.88	2.48						2.43

**HR Monthly Report
FY2021**

5/20/2021

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
# Involuntary Separations	0	3	0	1	1	1	1	0					6
# Voluntary Separations	4	3	4	3	3	1	12						30
# Vol Separations < 90 Days Empl	0	1	0	0	2	0	1						4
# Vol Separations > 90 Days < 1 Yr	2	1	0	1	0	1	4						9
IV. Training													
# NEO Classes	1	2	2	1	2	2	1						11
# NEO Participants	2	9	12	4	6	5	3						41
# CPR Classes	6	5	4	5	5	4	7						36
# CPR Participants	19	17	10	12	14	9	22						103
# SAMA Initial Classes	2	2	1	2	2	1	0						10
# SAMA Initial Participants	7	8	4	10	6	6	0						41
# SAMA Refresher Classes	5	4	6	5	5	5	5						35
# SAMA Refresher Participants	15	16	16	7	9	14	12						89
# ASIST Initial Classes	0	1	0	1	0	0	1						3
# ASIST Initial Participants	0	6	0	15	0	0	12						33
# SOSAM Classes	0	0	0	0	1	0	1						2
# SOSAM Participants	0	0	0	0	2	0	1						3
# YMHFA Classes	0	1	0	1	0	0	0						2
# ISD Participants	0	7	0	7	0	0	0						14
# AMHFA Classes	1	0	0	0	0	0	0						1
# Community Participants	5	0	0	0	0	0	0						5
Total # Events	15	15	13	15	15	12	15		0.00	0	0	0	100
Total # Participants	48	63	42	55	37	34	50		0.00	0	0	0	329
V. Benefits													
<i>Retirement</i>													
# Eligible Employees	358	357	356	358	363	373	375						375
# 457(b) Participants	265	264	265	265	269	277	280						280
# Participating at 5% or More	160	159	163	162	163	168	169						169
\$ Avg Contribution Amount	212	201	191	194	207	207	195						195
\$ Total 457(b) Contribution	56,194	53,102	50,736	51,406	55,639	57,344	54,493						378,914
\$ Total Center's Match to 401(a)	45,846	43,613	42,259	43,088	44,968	46,408	43,888						310,070
<i>Health Insurance</i>													
# Eligible Employees	358	357	356	358	363	373	375						375
# With Coverage	326	325	323	326	334	341	342						342
\$ Total Premium per Month	402,643	402,404	400,192	402,919	414,037	420,075	420,869						2,863,139
<i>Value Plan Enrollment</i>													
# Employee Only	166	165	164	167	171	179	180						180
# Employee & Child	29	30	31	32	35	35	35						35
# Employee & Spouse	18	18	18	16	16	16	16						16
# Employee & Family	24	24	24	25	26	26	25						25
\$ Paid by Employee	44,123	44,481	44,839	44,946	46,974	47,174	46,420						318,957

**HR Monthly Report
FY2021**

5/20/2021

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
\$ Paid by Center	249,245	249,690	250,135	252,755	261,845	268,725	267,850						1,800,245
<i>Enhanced Plan Enrollment</i>													
# Employee Only	77	76	75	75	75	74	74						74
# Employee & Child	6	6	5	5	5	5	5						5
# Employee & Spouse	1	1	1	1	1	1	2						2
# Employee & Family	5	5	5	5	5	5	5						5
\$ Paid by Employee	22,185	22,038	21,228	21,228	21,228	21,081	21,989						150,977
\$ Paid by Center	87,090	86,195	83,990	83,990	83,990	83,095	84,610						592,960
<i>Total Expenses</i>													
\$ Total Admin Fee Paid	65,011	64,317	64,613	75,501	66,595	68,056	68,192						472,285
\$ Total Premium Paid	402,643	402,404	400,192	402,919	414,037	420,075	420,869						2,863,139
\$ Total Claims Paid (Med & Rx)	226,736	494,587	277,109	218,271	327,406	427,974	392,093						2,364,176
Loss Ratio	56.3%	122.9%	69.2%	54.2%	79.1%	101.9%	93.2%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	82.6%
# Large Claims > \$50,000	1	3	3	3	4	4	7						7
# Claims Exceeding Ind Stop Loss	1	1	1	1	1	1	2						2
VI. COVID Tracking													
# Employees with Exposure/Tested	19	35	35	59	30	15	5						198
# with Positive Results	3	6	8	15	13	5	2						52
# Hospitalized	1	1	1	0	0	0	0						3