

LAKES REGIONAL COMMUNITY CENTER

REGULAR MEETING OF THE BOARD OF TRUSTEES

WEDNESDAY, APRIL 23, 2025, 5 PM

MEETING TO BE HELD IN PERSON AND VIA ZOOM
AVAILABLE TO THE PUBLIC:

You are invited to the LRCC Board of Trustees Meeting.

Topic: Board of Trustee's Meeting

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

Date and Time: Wednesday, April 23, 2025, 5:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/86758765392?pwd=sc66ruYji8MqyGfM5gF0zvq47MMMYw.1>

Meeting ID: 867 5876 5392

Passcode: 792666

Join by phone, dial: [346-248-7799](tel:346-248-7799)

Meeting ID: 867 5876 5392

Passcode: 792666

AGENDA

AGENDA NUMBER	TOPIC
04.01.25	CALL TO ORDER <ul style="list-style-type: none">Roll Call / Introduction of Guest.
04.02.25	CLOSED EXECUTIVE SESSION (Tom Brown, Chair) Pursuant to Section 551.074, Texas Government Code <p>Section 551.074 authorizes a governmental body to deliberate in executive session about officers and employees of the governmental body. This chapter does not require a governmental body to conduct an open meeting: to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer, or employee; to hear a complaint or charge against an officer or employee who neither is the subject of the deliberation nor has requested a public hearing.</p> <p>Chairperson to close Executive Session reconvene Open Session.</p>
04.03.25	APPROVAL OF MINUTES <ul style="list-style-type: none">Regular Board Meeting Minutes of March 26, 2025
04.04.25	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>
04.05.25	COMMITTEE MEETING REPORTS <ul style="list-style-type: none">NA
04.06.25	RECOMMENDATIONS FOR APPROVAL <ul style="list-style-type: none">NA

- 04.07.25 EXECUTIVE DIRECTOR REPORT** (*John Delaney*)
- 1115 Transformation Waiver Update
 - Texas Council Update
 - HHSC Performance Contracts/Grants and Local Initiatives
 - East Texas Behavioral Health Network (ETBHN)
- 04.08.25 FISCAL REPORT** (*Erwin Hancock*)
- Motion to Accept Center's Financial Statement for Period(s) Ending: March, 2025.
- 04.09.25 MENTAL HEALTH SERVICES REPORT** (*DiDi Thurman*)
- Crisis Services
 - MH Adult Services
 - MH Child and Adolescent Services
 - Criminal Justice Services
 - Substance Use Services
 - Community Relations/Outreach
- 04.10.25 INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT** (*Laurie White*)
- In Memoriam – Loss of Long-Term Resident
 - Vehicle Accident – Center Van
 - Hard Cap: Texas Home Living (TxHML)
 - Community First Choice (CFC) Implementation
 - Allegations and Investigations
 - Behavioral Health (BHI) and Intellectual and Developmental Disabilities (IDD) Collaboration
 - Medical Update
- 04.11.25 QUALITY MANAGEMENT/CONTRACTS REPORT** (*Kellie Walker*)
- Contracts
 - Rights/Abuse, Neglect & Exploitation Allegations
 - QM MH, NTBHA & Substance Abuse
 - IDD
- 04.12.25 HUMAN RESOURCES REPORT** (*Jessica Ruiz*)
- Staffing Issues
 - Compensation and Benefits
- 04.13.25 ADJOURNMENT**

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

Regular Meeting of the Board of Trustees

***May 28, 2025
4804 Wesley Street
Greenville, Texas***

AGENDA ITEM NO. 04.03.25

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, 2025 as presented.

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, MARCH 26, 2025, 5PM
BOARD MINUTES

AGENDA NUMBER	TOPIC
03.01.25	<p>CALL TO ORDER</p> <p>The March 26, 2025 regular meeting of the Lakes Regional Community Center Board of Trustees called to order by Chairperson, Tom Brown at 5:10 PM with a quorum present in person or by Zoom. Chairperson asked for Roll Call.</p> <p>Members Present (In Person/Zoom): Tom Brown, Hunt County, Chairperson Steve Earley, Lamar County Lisa Heine, Ellis County Shae Green, Rockwall County Jan Brecht-Clark, Ph.D. Delta County (Zoom) Margaret Webster, Kaufman County Sheriff Ricky Jones, Franklin (Zoom) Crystal Richardson, Navarro County (Zoom) Dana Sills, Hopkins County (Zoom)</p> <p>Members Absent: Nancy Leflett, Titus County; E. P. Pewitt, Morris County</p> <p>Vacant Seat(s): Camp County</p> <p>Guest(s): NA</p> <p>Ex Officio Members Present: NA</p> <p>Ex Officio Members Absent: Sheriff Martin, Morris County</p> <p>Management Staff Present: John Delaney, Jessica Ruiz, Didi Thurman, Laurie White and Larry Jonczak</p> <p>Management Staff Zoom: Erwin Hancock, Kellie Walker</p> <p>Management Staff Absent: NA</p> <p>Board Liaison/Recording Secretary: Judy Dodd, Board Liaison/Recording Secretary Tammy Johnson, CFO Administrative Assistant</p>
0.03.25	<p>CLOSED EXECUTIVE SESSION (Tom Brown, Chair)</p> <p>Pursuant to Section 551.074, Texas Government Code Section 551.074 authorizes a governmental body to deliberate in executive session about officers and employees of the governmental body. This chapter does not require a governmental body to conduct an open meeting: to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer, or employee; to hear a complaint or charge against an officer or employee who neither is the subject of the deliberation nor has requested a public hearing.</p> <p>Recommendation for Approval: Adjourned to Executive Session pursuant to Texas Open Meetings Act, Chapter 551.074 of the Texas Government Code as posted.</p> <p>Rational: Discussion by Board Members with DHR Global of Personnel matters. With no further discussion, monthly Board of Trustees Meeting to reconvene.</p>

- 03.03.25 APPROVAL OF MINUTES**
Recommended Board Action:
➤ Motion to approve March 26, 2025 monthly Board of Trustees minutes.
Rational:
Chairperson asked members if they had reviewed the minutes and if there were any corrections or additions. With no corrections or additions, Chairperson asked for motion to approve. Motion made by Steve Earley to approve and seconded by Lisa Heine. A sign of aye approved minutes unanimously.
CLOSURE
- 03.04.25 COMMENTS FROM CITIZENS**
➤ NA
CLOSURE
- 03.05.25 COMMITTEE MEETING REPORT**
➤ NA
CLOSURE
- 03.06.25 RECOMMENDATIONS FOR APPROVAL**
➤ NA
CLOSURE
- 03.07.25 EXECUTIVE DIRECTOR REPORT (*John Delaney*) Attachments**
Recommended Board Action:
None: Information only

Rationale:
Discussion on the following:
➤ **1115 Waiver Update**
 - Direct Payment Program – Behavioral Health Services (DPP-BHS)
 - Completed and submitted CCBHC cost report which will be used to set the DPP-BHS component 1 rate for FY-26.
 - Reporting for DPP-BHS state fiscal year (SFY) 2025 Round 2 starts Tuesday, April 1 and closes on Wednesday, April 30, 2025.
 - CCP Update
 - No change at this time.
➤ **Texas Council Update:**
 - Both the Senate Finance Committee (SFC) and the House Appropriations Committee (HAC) continue to work through the FY 26-27 biennial budget process.
➤ **HHSC Performance Contracts/Grants and Local Initiatives:**
 - Bonham SUD onsite review was completed this month with no deficiencies cited.
 - ECI – HHSC will schedule their ECI audit for this August.
➤ **East Texas Behavioral Health Network (ETBHN)**
 - Meeting is scheduled for May 13th for their strategic planning.
CLOSURE

03.08.25

FISCAL REPORT (Erwin Hancock)

Recommended Board Action:

- **Center's financial statement for the month(s) of February, 2025.**
- **Motion to accept Center's 2nd Quarterly Investment Report.**

Rationale:

Discussion on the following:

- **Erwin presented the financials for the months of February, 2025.**
 - **Noted:**
 - Reconciliation/Adjustment -General Ledger to Client Data accounts receivable balance 6 months.
 - Includes adjustment for reconciliation of general ledger to client data accounts receivable for 6 months.
 - Includes legal fees.
 - ❖ Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve February financial reports. Margaret Webster made motion to approve and seconded by Dana Sills. Financials were approved unanimously sign of aye.
- **Erwin presented the Center's 2nd Quarterly Investment Report.**
 - **Noted:**
 - Investment portfolio is in compliance.
 - CD renewal for 4 months.
 - ❖ Chairperson asked if any questions if not motion to approve. Motion approve was made by Jan Brecht-Clark and seconded by Steve Earley. 2nd Quarterly Investment Report approved unanimously sign of aye by all members.

CLOSURE

03.09.25

MENTAL HEALTH SERVICES REPORT (Didi Thurman)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

- **Crisis Services – General Revenue Counties**
 - AVAIL Crisis Hotline received 100 after-hours/weekend calls in February.
 - 13 Admissions to Private Psychiatric Bed (PPB) with average length 7 days.
 - 9 out of 13 were admitted to Glen Oaks and were adults
- **MH Adult Services**
 - Focusing on staff increasing direct services hours to meet the needs of those in service.
 - Titus County Sequential Intercept Model (SIM) Mapping Workshop scheduled for March 27-28, 2025.
- **MH Child and adolescent Services**
 - Staff identifying youth that are eligible for Medicaid and assisting parents in navigating the application process.

- General Revenue Counties – Medicaid percentage has increased.
- Serving one child in LOC4 Wraparound, intensive services, and working to develop a network of providers for Youth Empowerment Services (YES).
- **Criminal Justice Services – General Revenue Counties**
 - Working with Probation Officer from 62nd Judicial District to increase referrals for probation caseload.
 - Parole caseload is up to 17; however, target is 20.
 - TCOOMMI Program Specialist position is vacant.
- **Substance Use Services**
 - Plan of Correction submitted to the HHSC Substance Use Disorder Compliance Unit to address the findings at the Paris Facility from the February on-site review.
 - Site visit at the Sherman Location by TDCJ on 3/6/25; no deficiencies.
- **Community Relations/Outreach**
 - Participated in a health fair at Paris High School to raise awareness of Crisis Counseling Assistance available to Lamar County.
 - Met with Dr. Jan Sosa to discuss placement of psychiatric residents.
 - Presentation by Texas Workforce Commission and Community Services of Northeast Texas, Inc. to Sulphur Springs MH Clinic staff and clients.
 - Terrell Coffee House secured donations from Pop's Fried Chicken and Dominos.
 - Ashley Lewis Lorio, Director of Special Projects was selected to be a judge of HHSC Texas Mental Health Creative Arts Contest.

CLOSURE

03.10.25 INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT (Laurie White)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

- **Waivers Home and Community Services (HCS) & Texas Home Living (TXHML)**
 - Service Array Changes:
 - Employment Readiness(ER):
 - Effective 01/01/25 HHSC implemented Employment Readiness (ER) to comply with HB 4169. (a new service)
 - Employment Assistance (EA) helps an individual locate paid competitive employment by identifying the person's employment preferences.
 - ER includes person-centered activities to achieve vocational goals.
 - Individual Skills and Socialization (ISS):
 - Waxahachie still working under temporary license
 - All calendars are created by individuals for on-site and off-site activities.
 - Individuals volunteer in their communities.
 - Individuals are continuing to enjoy social outings with friends.
- **Intermediate Care Facility (ICF)**

- LVN/RN positions are still vacant, asking HHS input on use of CNA/MAs.
- **Outpatient Biopsychosocial Intervention Program (OBI)**
- Joey Garner continues to teach and process grief and loss with staff and individuals when warranted.
 - The Arc of Texas collaborated with the five LIDDAs for developing the Foundation State Toolkit that would support the Whole Person Project.
- CLOSURE**

03.11.25

QUALITY MANAGEMENT/CONTRACTS REPORT (Kellie Walker)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

- **Contracts**
- YES Waiver Provider Amendment to extend contract to March 31, 2027 with no additional funds.
 - MTBHA SUD TRY contract received from NTBHA for youth substance use services
 - TDCJ Contract received with increase in funding.
- **Rights/Abuse, Neglect & Exploitation Allegations**
- APS Investigation(s): 6
 - Rights Allegation(s): 4
- **QM MH, NTBHA & Substance Abuse**
- Performance Measures: Missed February target for Hospital 7-Day Follow-up. Met all of our performance measures for the first half of FY25.
 - NTBHA MH Audit: Conducting audits in preparation of their OIG audit. All documents requested will be submitted by March 20, 2025.
 - NTBHA SUD Audit being conducted to prepare for their upcoming OIG Audit. All documentation will be submitted by March 24, 2025.
 - Superior Desk Review: All documents will be submitted to Superior by March 21, 2025.
 - Superior Risk Adjustment Record Request: Records requested for risk adjustment. All records were submitted by March 3, 2025.
 - Treatment Plan Audit: QM conducted a treatment plan audit as a result of the previous Peer Review and training.
- **IDD**
- February target missed.
 - HCS Enrollment Sanction. Missed HCS enrollment for FY25Q1 at 92%, target 95%. Received a letter of non-compliance and a sanction.
 - Permanency Plan Sanction: Missed Outcome at 92% the target 95%. Received a letter of non-compliance and a sanction.
 - NCQA: All documents for recertification were submitted by March 4, 2025.

03.12.25

HUMAN RESOURCES REPORT (Jessica Ruiz)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

➤ **Staffing issues**

- Headcount: 428 employees and 449 approved FTE's.
- Vacancies: 22 vacancies
- Separations: 7 separations
- Recruitment: Various Sources
- Training and Development: 17 classes with a total of 71 participants.

➤ **Compensation and Benefits:**

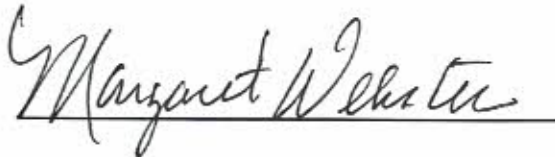
- Covid: 6 employees tested for COVID; 5 tested positive.
- YTD: Nine large claims; one of these exceeds the stop loss limit.
- The RFP process for a new Insurance Broker & Consulting has been completed and the bid was awarded to a new vendor on March 4th.
New vendor – Marsh McLennan Agency.

CLOSURE

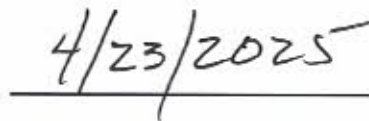
03.13.25 ADJOURNMENT

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

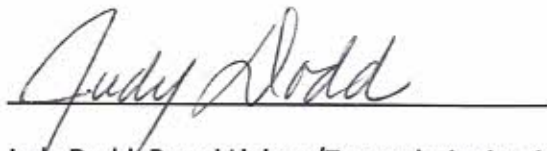
ATTEST:



Margaret Webster, Board Secretary



DATE:



Judy Dodd, Board Liaison/Transcriptionist 4/9/25



AGENDA ITEM NO. 04.04.25

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. 04.05.25

Committee Meeting Reports

RECOMMENDATIONS FOR APPROVAL:

➤ NA

Rationale:

No recommendations presented.

AGENDA ITEM NO. 04.06.25

Recommendations for Approval:

➤ NA

Rationale:

No recommendations presented.

Legislative Budget Update:

The House have passed their versions of state budget bill on 4/11/25. Speaker Dustin Burrows identified several priority items in the House passage of the state budget, including reference to strategic wage increases for personal care attendants to help retain essential care workers, up to \$17.50 an hour for IDD settings. The next step in the budget process occurred on 4/15/25 when the Senate and the House announced the selection of members appointed to conference committee that will work to negotiate a final budget for consideration by both chambers.

3. HHSC Performance Contracts/Grants and Local Initiatives.

- HHSC has formally given us notice on the ending of federal grants funded through SAMSHA's COVID-19 Supplemental Grant Program. The contracts ended as of 3/24/25. We had anticipated this and already have changed our service personnel to accommodate this change. Still our total reduction is expected to be \$131,000, depending upon the amount of our final March invoices.

- ECI

HHSC scheduled a meeting on 4/21 with us to discuss our RFA and proposed service area.

4. East Texas Behavioral Health Network (ETBHN)

- The ETBHN Regional Oversight Committee (ROC) is meeting May 13th for their strategic planning meeting.

AGENDA Item No: 04.07.25
Executive Director's Report:

Recommended Board Action:
None: For Information Only

Rational:

Executive Director Report:

1. 1115 Transformation Waiver Update:

Directed Payment Program – Behavioral Health Services (DPP-BHS)

This program operates on the state fiscal year but the quality measures we report follow the calendar year. The DPP-BHS program includes two components:

- Component 1 (B1-Dollar Increase) is a uniform dollar increase issued in monthly payments to entities participating in the program. As a condition of participation, providers will report on progress made toward certification or maintenance of CCBHC status. Enrolled providers are also required to report on the implementation status of activities foundational to quality improvement, such as telehealth services, collaborative care, integration of physical and behavioral health, and improved data exchange.

Payments are from services provided only to Medicaid Managed Care clients that we serve in the STAR, STAR+PLUS or STAR Kids programs.

DPP Update for April Board Meeting:

- HHSC posted the SFY24 Reconciliation for DPP-BHS Component 1. Within the calculation, HHSC included an eligibility adjustment of \$4.4 million, noting the population for DPP-BHS was overestimated throughout the year in the scorecard calculation and the reconciliation file reflects the adjusted population. We will now have a period of time to finalize the various managed care organizations payments to finally close DPP-BHS for FY-24.

The Public Health Provider – Charity Care Pool (PHP-CCP)

This program provides uncompensated care reimbursement to help cover our costs for services to uninsured and indigent clients. It follows the federal fiscal year calendar of October 1 through September 30.

CCP Update for April Board Meeting:

- HHSC reported that they will process payments for CCP claims in starting in April.
- As preparation work for our FY-26 Budget begins, the completed proportionate reduction to all Centers' CCP Cost Report needs to be set as our baseline budget for line item for this revenue program.

2. Texas Council Update:

The next quarterly Texas Council Executive Consortium and Council Board meetings begin on April 30 through May 3rd.

AGENDA ITEM NO. 04.08.25

Fiscal Reports

RECOMMENDATIONS FOR APPROVAL:

- Center's financial statement for the month(s) of March, 2025.

Rationale:

- Review and take action to approve Center's financial statement for the month(s) of March, 2025.

Lakes Regional Community Center
Financial Report
For the Month of March 2025

Erwin Hancock
Chief Financial Officer

April 15, 2025

Lakes Regional Community Center

Financial Report Outline

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

Lakes Regional Community Center
Financial Summary for the Month Ending March 31, 2025

Profit and Loss Summary

	Current Month	Year to Date
Revenues	\$3,652,422	\$25,695,402
Expenses	\$3,637,067	\$24,873,219
Net Income	<u>\$15,354</u>	<u>\$822,183</u>

Balance Sheet Summary

	Current YTD as of March 31, 2025	Last YTD as of March 31, 2024	Year to Year Change
Total Assets	\$41,858,859	\$41,897,559	\$ (38,700)
Total Liabilities	(\$8,180,885)	(\$9,225,811)	\$ 1,044,926
Fund Balance	<u>\$33,677,974</u>	<u>\$32,671,748</u>	<u>\$ 1,006,226</u>

Lakes Regional Community Center
Balance Sheet

		As of	As of	Net Change
		3/31/2025	3/31/2024	
Current Assets				
Cash	\$	17,910,054	\$ 20,797,130	\$ (2,887,076)
Accounts Receivable		7,628,622	8,033,015	\$ (404,393)
Other Current Assets	note1	2,263,745	840,705	\$ 1,423,040
Total Current Assets	\$	27,802,421	\$ 29,670,850	\$ (1,868,429)
Long-Term Assets				
Fixed Assets (net of depreciation)	\$	10,547,991	\$ 8,444,617	\$ 2,103,374
Other Long-Term Assets		3,508,447	3,782,092	\$ (273,645)
Total Long-Term Assets	\$	14,056,438	\$ 12,226,709	\$ 1,829,729
Total Assets	\$	41,858,859	\$ 41,897,559	\$ (38,700)
Current Liabilities				
Accounts Payable	\$	756,781	\$ 659,556	\$ 97,225
Accrued Expenses		1,085,284	644,956	\$ 440,328
Short-term Debt		3,145,464	4,139,206	\$ (993,742)
Notes Payable		281,764	-	\$ 281,764
Work In Progress	note1	(596,855)	-	\$ (596,855)
Total Current Liabilities	\$	4,672,438	\$ 5,443,718	\$ (771,280)
Long-term Debt	\$	3,508,447	\$ 3,782,093	\$ (273,646)
Total Long-Term Debt	\$	3,508,447	\$ 3,782,093	\$ (273,646)
Total Liabilities	\$	8,180,885	\$ 9,225,811	\$ (1,044,926)
Investment In General Fund Assets	\$	11,199,376	\$ 8,444,617	\$ 2,754,759
Fund Balance at Beginning of Year		22,478,598	24,227,131	\$ (1,748,533)
Total Equities and other Credits	\$	33,677,974	\$ 32,671,748	\$ 1,006,226
Total Liabilities, Equities and other Credits	\$	41,858,859	\$ 41,897,559	\$ (38,700)
note1	Includes Pending Interim Loan - Paris Project			

Lakes Regional Community Center Income Statement Recap by Division 31-Mar-25

Division	Current Month	Year to Date
Mental Health Adult	\$ 5,341	\$ 346,015
Mental Health C&A	11,907	73,384
Substance Abuse	28,993	149,041
IDDP	(52,606)	116,224
IDDA	(17,446)	43,469
ECI	(11,548)	26,673
Other	\$ 50,713	\$ 67,377
Total Lakes	<u>\$ 15,354</u>	<u>\$ 822,183</u>
Other	Current Month	Year to Date
Hospitality House	\$ 2,804	\$ 18,601
Mental Health First Aid	\$ 43	\$ 10,872
CCBHC/CMHC SAMSHA Grants	\$ (418)	\$ (208)
Expending Fund Raising	\$ 860	\$ 1,020
Administration	\$ 47,424	\$ 37,092
	\$ 50,713	\$ 67,377

Lakes Regional Community Center
Comparative Income Statement for the Month ended March 31, 2025

	<u>3/31/2025</u>	<u>3/31/2024</u>	Variance	Var %
Revenues				
General Revenue IDD	\$212,077	\$207,185	\$4,892	2%
General Revenue MH	\$861,624	\$735,065	\$126,559	17%
Early Childhood Intervention Revenue	\$152,572	\$214,751	(\$62,179)	-29%
Charity Care Pool / DPP	\$602,875	\$792,949	(\$190,074)	-24%
NTBHA Revenue	\$249,070	\$223,482	\$25,588	11%
Medicaid Revenue	\$287,210	\$261,195	\$26,015	10%
Medicare Revenue	\$4,849	\$5,398	(\$549)	-10%
HCS Revenue	\$388,839	\$353,975	\$34,864	10%
Managed Care Revenue	\$124,792	\$68,136	\$56,656	83%
Private Insurance	\$16,804	\$24,838	(\$8,034)	-32%
Client Fees	\$8,413	\$6,656	\$1,757	26%
Other Revenue	\$743,296	\$736,366	\$6,931	1%
Total Revenues	\$3,652,422	\$3,629,996	\$22,426	1%
Expenses				
Salaries and Wages	\$1,789,140	\$1,776,685	\$12,455	1%
Employee Benefits	\$647,599	\$658,221	(\$10,622)	-2%
Staff Training	note 1 (\$12,504)	\$3,959	(\$16,463)	-416%
Furniture and Equipment	\$6,283	\$3,891	\$2,392	61%
Maintenance and Repairs	\$32,512	\$16,721	\$15,791	94%
Utilities	\$48,301	\$39,494	\$8,807	22%
Client Support	\$1,800	\$9,270	(\$7,470)	-81%
Supplies	\$28,776	\$34,157	(\$5,381)	-16%
Vehicle Maintenance	\$6,860	\$8,808	(\$1,948)	-22%
Insurance Costs	\$32,828	\$29,182	\$3,646	12%
Debt Service	\$45,920	\$39,650	\$6,270	16%
Other Expenses	\$1,009,552	\$919,052	\$90,500	10%
Total Expenses	\$3,637,067	\$3,539,090	\$97,977	3%
Net Surplus/(Deficit)	\$15,354	\$90,906	(\$75,552)	-83%
note 1 prior period adjustment				

Lakes Regional Community Center
Comparative Income Statement for the Period ended March 31, 2025

	YTD ended 03/31/2025	YTD ended 03/31/2024	Variance	Var %
Revenues				
General Revenue IDD	\$1,468,434	\$1,491,250	(\$22,816)	-2%
General Revenue MH	\$5,392,835	\$5,086,212	\$306,623	6%
Early Childhood Intervention Revenue	\$1,431,939	\$1,303,924	\$128,015	10%
Charity Care Pool / DPP	\$4,593,608	\$4,652,597	(\$58,990)	-1%
NTBHA Revenue	\$1,740,547	\$1,559,859	\$180,688	12%
Medicaid Revenue	\$1,951,446	\$1,872,876	\$78,570	4%
Medicare Revenue	\$32,268	\$40,022	(\$7,754)	-19%
HCS Revenue	\$2,878,153	\$2,875,741	\$2,412	0%
Managed Care Revenue	\$718,120	\$710,212	\$7,908	1%
Private Insurance	\$189,272	\$150,636	\$38,636	26%
Client Fees	\$48,079	\$34,380	\$13,699	40%
Other Revenue	\$5,250,701	\$5,425,999	(\$175,298)	-3%
Total Revenues	\$25,695,402	\$25,203,708	\$491,694	2%
Expenses				
Salaries and Wages	\$12,579,763	\$12,286,078	\$293,686	2%
Employee Benefits	\$4,427,298	\$4,272,336	\$154,962	4%
Staff Training	\$40,201	\$59,147	(\$18,946)	-32%
Furniture and Equipment	\$22,500	\$140,550	(\$118,050)	-84%
Maintenance and Repairs	\$163,878	\$174,150	(\$10,272)	-6%
Utilities	\$295,240	\$285,830	\$9,410	3%
Client Support	\$38,269	\$43,875	(\$5,606)	-13%
Supplies	\$178,667	\$217,027	(\$38,360)	-18%
Vehicle Maintenance	\$47,855	\$69,518	(\$21,662)	-31%
Insurance Costs	\$230,152	\$203,125	\$27,027	13%
Debt Service	\$322,849	\$270,449	\$52,399	19%
Other Expenses	\$6,526,549	\$6,358,827	\$167,722	3%
Total Expenses	\$24,873,219	\$24,380,910	\$492,309	2%
Net Surplus/(Deficit)	\$822,183	\$822,798	(\$615)	0%

Lakes Regional Community Center

Statement of Revenues and Expenditures

For the Period Ending March 31, 2025

Revenues	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Total
Local	\$ 93,533	\$ 143,280	\$ 182,486	\$ 118,220	\$ 128,879	\$ 81,950	\$ 111,429	\$	\$	\$	\$	\$	\$ 668,001
State Programs	1,667,774	1,785,771	1,767,683	1,691,320	1,705,019	1,651,698	1,803,400						12,102,038
Federal Programs	1,346,842	1,510,500	1,819,281	1,574,801	1,388,507	1,466,222	1,435,025						10,533,258
Interest Income	77,162	72,723	68,247	67,754	66,111	54,591	53,563						486,081
North Texas 3H Assoc	232,063	240,302	261,235	244,013	260,978	252,987	246,070						1,746,547
TOTAL REVENUES	\$ 3,419,374	\$ 3,752,585	\$ 4,098,891	\$ 3,696,117	\$ 3,386,584	\$ 3,485,429	\$ 3,662,422	\$	\$	\$	\$	\$	\$ 25,895,462
Expenditures													
Current:													
Salaries & Wages	\$ 804,957	\$ 1,782,274	\$ 2,700,632	\$ 1,800,405	\$ 1,816,148	\$ 1,793,207	\$ 1,789,140	\$	\$	\$	\$	\$	\$ 12,579,763
Employee Benefits	328,635	656,300	761,853	661,644	691,787	679,970	647,559						4,427,298
Other Operating Expenses:													
Client Respite	2,075	7,280	5,329	19,485	6,997	3,424	4,816						49,412
HCS Contract	119,882	123,767	126,475	114,050	123,730	114,112	123,469						845,542
Consult/Pro Svcs - External	6,900	6,470	14,150	6,021	7,423	10,980	7,644						59,066
Contracts with Other Orgs-Ext	386,564	403,646	349,246	379,941	388,435	339,377	409,181						2,743,570
CEM3 Quality Assurance Fees	6,721	6,645	6,550	7,115	7,238	6,173	6,688						47,439
TXHML Contracts	5,224	7,280	6,991	4,847	8,189	3,095	3,545						38,325
Contracted Lab Services	825	330	1,782	724	3,285	7,817	2,657						8,432
Staff Development/Training	7,991	9,528	9,094	10,430	7,878	15,619	11,899						40,201
Non-Clinical Contracts with Others	6,233	7,424	5,543	24,815	22,915	15,619	17,804						94,250
Pharmaceuticals/Supplies	6,838	14,774	8,126	17,787	15,777	8,450	5,887						89,597
Atypica Meds	1,601	3,731	1,463	4,049	5,932	1,930	1,390						24,474
Patient Asst Program/Filing Fees	769	641	0	791	805	754	1,390						4,950
Training and Travel	16,567	50,902	72,544	42,715	44,019	43,475	50,280						325,503
Consumable Supplies	22,692	21,085	34,306	26,089	27,538	28,781	28,776						170,667
Building Capital Outlay	460		13,577	18,125	19,553	28,781	125						51,039
Computer Capital Outlay	15,430	0	0	12,840	0	0	125						34,782
Furniture/Equipment under \$5,000	1,076	7,545	1,461	1,212	3,882	1,050	6,283						22,500
Copier Equipment Rental	8,660	7,676	3,277	6,872	17,554	8,121	6,678						90,239
Computer Equipment Under \$5,000	6,034	1,114	4,975	5,385	6,197	6,654	6,654						36,205
Other Monthly Expenses	12,980	48,979	14,428	6,770	14,510	41,105	34,913						173,884
Computer Software Support Fees	35,859	26,524	24,511	24,511	33,533	22,241	33,122						200,557
Computer Software Fees for HR System	10,725	11,838	13,440	18,066	13,889	13,978	14,403						96,367
Building Rent, Repair, Maintenance	155,106	120,510	128,964	133,758	155,946	144,769	149,450						986,305
Building Rent to Other Programs	(1,871)	0	0	0	0	0	0						(1,871)
Vehicle Operating Expense	5,689	9,494	9,494	7,013	8,502	6,306	6,360						47,855
Vehicle Fuel Costs	10,366	19,647	19,647	9,178	6,977	9,361	9,361						65,009
Non-Client Utilities	48,520	24,204	38,288	39,282	46,882	49,853	49,201						266,249
Telecommunications	20,156	29,114	30,770	31,807	29,629	32,093	32,269						204,834
Data Connect/Internet Access	4,694	6,310	6,310	6,310	6,320	6,000	6,320						42,289
Crisis Hotline Answering Svc	2,500	2,500	2,500	2,500	2,500	2,500	2,500						17,500
Insurance	31,539	34,472	32,828	32,828	32,828	32,828	32,828						290,152
Client Support Costs	5,098	9,715	10,151	8,084	6,968	7,723	1,800						38,289
Client Reimbursable Services	12,285	14,758	10,544	8,534	12,875	11,127	7,197						77,320
N-Tx's Supported Housing	2,466	7,896	6,301	5,526	5,818	5,200	5,697						30,964
Dobr Service	42,367	45,966	46,788	47,625	47,904	46,159	45,320						322,848
DPP BHS Prien Tax Risk Admin	20,095	20,040	23,062	20,287	20,425	20,051	20,151						144,142
COVID-19 Expenses	269	268	269	246	229	240	271						1,802
ECI Client Support Costs	0	56	201	120	159	37	140						713
Expanding Fund Raising Funds	360	360	360	360	220	750	390						2,416
LHM-HRC Board Expenses	1,457	1,457	1,457	1,457	1,195	1,301	0						5,038
Service Costs Unallowable	10,003	21,026	22,604	32,747	11,287	10,452	9,890						117,179
Total Other Operating Expenses	\$ 1,138,756.08	\$ 1,138,756.08	\$ 1,098,020	\$ 1,142,494	\$ 1,167,161	\$ 1,067,693	\$ 1,200,328	\$	\$	\$	\$	\$	\$ 7,866,157.71
TOTAL EXPENDITURES	\$ 2,275,297	\$ 3,577,330.47	\$ 4,560,655	\$ 3,693,543	\$ 3,678,105	\$ 3,540,870	\$ 3,837,087	\$	\$	\$	\$	\$	\$ 24,873,219
Excess (deficiency) of revenues over expenditures	\$ 1,144,076	\$ \$175,255	\$ (461,713)	\$ 92,174	\$ (80,521)	\$ (54,441)	\$ 15,354	\$	\$	\$	\$	\$	\$ 822,163

note 1 Prior Year Correction - pending audit adjustment entry
note 2 Correction Sept and October will be expensed in November
note 3 Includes October and November expenses
note 4 Wesley St. Parking Lot = \$19,210; Movement Sign = \$343
note 5 Includes late invoices received through January, 2025
note 6 Includes CCP Revenue - Monthly accrual reduced to actual amount to be received FY25

note 7 Includes accrual revenue and receipts of lab services for prior month.
note 8 Includes legal fees = \$4,530.00
note 9 Includes \$31,167 initial retainer for accounting firm, applied to reserves fund source
note 10 prior period adjustment-coding error
note 11 prior period adjustment-coding error

Lakes Regional Community Center						
FY25 Aged Accounts Receivable						
MARCH						
Accounts Receivable Description	GL A/R Balance	MAR	FEB 30 Day	JAN 60 Days	DEC 90 Days	NOV & prior 120 +
MAC Adm Claim	1,152,760.67	145,681	145,681	145,681	145,681	570,037
Medicaid	400,768.88	267,088	37,676	7,291	5,972	82,742
Medicare	8,849.58	3,503	2,599	22	683	2,044
Private Insurance	62,212.71	12,624	10,562	2,460	1,839	34,727
Chip	1,282.95	794	38	-	-	451
<u>MANAGED CARE:</u>						
Amerigroup	56,038.26	26,446	24,783	288	-	4,521
Superior (Cenpatico)	60,208.66	27,227	23,346	735	4,481	4,419
Optum	37,416.99	25,780	3,818	-	1,220	6,599
Cigna	327.61	-	-	-	-	328
Texas Childrens Plan	4,275.07	1,199	1,717	-	181	1,178
Beacon	27,446.56	11,911	11,038	1,864	-	2,634
Molina	79,103.42	25,672	19,419	928	500	32,584
Aetna Better Health	18,193.03	7,640	5,896	-	3,691	966
Cooks Children	50.04	-	50	-	-	-
Texas Home Living - North **	19,185.14	19,185	-	-	-	-
Texas Home Living - South **	4,014.75	800	-	1,003	1,767	444
HCS - North **	189,396.05	189,396	-	-	-	-
HCS - South **	158,566.02	102,813	-	-	-	55,753
Reimbursable Svcs-TxHmL North & South	(152.00)	(152)	-	-	-	-
Reimbursable Svcs-HCS North	(401.15)	(401)	-	-	-	-
Reimbursable Svcs-HCS South	503.12	503	-	-	-	-
HCS Rm/Brd	-	-	-	-	-	-
ICF Residential Homes	123,148.82	121,786	-	-	1,363	-
Block Grant/TANF-Title XX Gen Revenue	94,805.75	23,702	23,702	23,702	23,700	-
CCBHC Samsa Grant (799) 1370-6500	149,734.86	74,632	75,103	-	-	-
MCOT-Hotline ARPA	11,308.25	4,648	3,579	-	-	3,081
HR133-Outpatient Cap Activity **	80,215.33	17,506	13,519	-	-	49,190
Coordinated Specialty Care	88,621.08	31,852	32,655	-	-	24,115
FEMA Grant RSP	68,083.66	15,407	12,537	15,904	15,661	8,575
MP Coffee House	34,819.82	16,073	13,560	5,187	-	-
CCP (Charity Care Pool)	3,650,462.00	475,570	475,570	475,570	555,938	1,667,814
Day Hab Billings (Private Providers)	45,908.57	25,623	15,163	3,651	237	1,234
1048 IDD Billed Svcs	9,373.95	4,739	4,635	-	-	-
ECI Grant Revenue	298,676.07	114,611	184,065	-	-	-
ECI Respite	176.75	140	37	-	-	-
ECI Priv Ins	24,668.75	14,463	4,156	2,700	825	2,525
ECI Medicaid	35,408.12	34,557	-	385	-	467
ECI Managed Care	55,722.17	45,470	953	2,080	386	6,833
ECI Chip	2,478.76	704	579	704	237	255
A/R Employee Insurance (Cobra)	117.12	-	-	-	-	117
TCOOMMI GRANT	88,480.68	33,359	30,200	24,922	-	-
TDCJ Contract-Greenville **1320-1275	21,129.90	11,201	8,139	268	1,522	-
TDCJ - Sherman/Bonham/Paris **1320-1902	62,821.79	31,135	28,117	819	485	2,265
Fannin County Drug Court 1320-1903	3,400.00	3,400	-	-	-	-
Hopkins County Drug Court 1320-1908	7,000.00	3,500	-	-	3,500	-
DSHS Region 3	14,825.93	14,826	-	-	-	-
DSHS Region 4	24,905.67	24,906	-	-	-	-
DSHS MHFA Outreach	21,631.95	5,317	4,605	-	11,710	-
ICF Upper Payment Limit	200,010.00	33,335	33,335	33,335	33,335	66,670
SAC Prog -Hunt County	-	-	-	-	-	-
Comm Education (Curt Pitton)	8,390.00	8,390	-	-	-	-

Accounts Receivable Description	GL A/R Balance	MAR	FEB 30 Day	JAN 60 Days	DEC 90 Days	NOV & prior 120 +
Misc A/R 1320-1200 - \$144,231.82						
**MAR DPP scorecard pmt due	144,231.82	144,232	-	-	-	-
Misc Revenue - 1370-1200 - \$78,030.01						
**FY23 Aud Adj DPP Tx Council Prelim IGT	39,423.21	-	-	-	-	39,423
**Tarpley Rent Reduction (sewer)	550.00	-	-	-	-	550
**FY24 Forfeiture Balance	38,056.80	-	-	-	38,057	-
FY25		GL bal	bal ck			
MAR Bal Due	7,728,627.11	7,728,627.11	\$ -			

**note A/R Reimbursable credit balance is due to A/P timing difference which will clear in subsequent month

AGENDA ITEM NO. 04.09.25
Behavioral Health Director

Recommended Board Action:

None. Informational purposes only.

Rationale:

1. Crisis Services *General Revenue Counties*

- AVAIL Crisis Hotline received 94 after-hours/weekend calls in March. 27 calls were activated for response from Mobile Crisis Outreach Team (MCOT)
- 16 admissions to Private Psychiatric Bed (PPB) with an average length of stay of 10 days
- Paris Regional Health has opened an Intensive Outpatient Program for adults

2. MH Adult Services

- Titus County Sequential Intercept Model (SIM) Mapping Workshop was a success. Priorities identified:
 - *Establish a Behavioral Health Leadership Team*
 - *Mental Health Diversion Center*
 - *Enhance Jail Based Services*
 - *Increase Specialized Crisis Response Options*
- Coronavirus Preparedness and Response Supplemental Appropriations and American Rescue Plan Act Funding Terminated effective March 24, 2025
 - HR-133 Outpatient Capacity Expansion
 - GR Funding Loss – approximately \$84,145 which will be absorbed by current vacancies
 - North Texas Funding Loss – approximately \$33,062 divided between the three clinics
 - COVID MCOT
 - GR MCOT Funding Loss – approximately \$14,223 will be absorbed by vacancy
- NTBHA Mystery Caller Audit and Plan of Correction

3. MH Child and Adolescent Services

- North Texas Counties
 - Serving almost 500 between Terrell, Greenville, and Rockwall
 - Youth SUD in Greenville will provide first service in April
- General Revenue Counties
 - Exceeded service target of 97 in March serving 166
 - Meeting all contract performance measures - Monthly Service Provision 94.4%

4. Criminal Justice Services *General Revenue Counties*

- TCOOMMI Director met with Titus County Probation on March 31st to discuss program and referrals for probation caseload
- TCOOMMI Director will co-chair workgroup formed during Titus SIM Workshop related to enhancing jail-based services

5. Substance Use Services

- Director of Substance Use Services met with Kaufman County Specialty Court Clinical Director to discuss Lakes being a provider for SUD services

6. Community Relations/Outreach

- Provided resources and assistance to residents of Morris County following storm on April 4th. Mount Pleasant Center Director will present to Morris County Collaborative on April 24th regarding Lakes Regional services
- Behavioral Health Partnership Program Liaison (Region 8) responded to Chapel Hill ISD following tragic accident, and Lakes Regional provided the school district with counseling resources

AGENDA Item No.: 04.10.25

Intellectual and Developmental Disabilities Director's Report

Recommended Board Action: None- Information Only

1. In Memoriam – Loss of Long-Term Resident

On March 5th, a long-standing individual receiving services passed away in one of our HCS Group Homes. Support was immediately offered to both the family and staff. Grief counseling and other supportive services continue to be available to those affected by this loss.

2. Vehicle Accident – Center Van

An accident occurred involving four individuals and one staff member in route from a group home to an ISS program on March 21, 2025. Medical and administrative teams responded promptly at the scene. All individuals are currently reported to be in good condition. Ongoing counseling and support services are being provided as needed.

3. Hard Cap: Texas Home Living (TxHmL)

There is active exploration of the process to acquire an HHSC hard cap (enrollment limit) for our Texas Home Living (TxHmL) program. Discussions are ongoing regarding the potential impact on service delivery and strategies to mitigate any disruptions in care.

4. Community First Choice (CFC) Implementation

Updates continue regarding the rules of Community First Choice (CFC). Effective March 1, 2025, HHSCs temporary rules put in place at the start of the pandemic, have been extended to ensure continuity of services.

5. Allegations and Investigations

There has been an increase in the number of allegations related to services and staff. Per policy, individuals under investigation are not permitted to work directly with service recipients until investigations are concluded. Many current investigations have requested 45-day extensions. We continue to monitor and cooperate fully with investigative processes while ensuring continuity of care.

6. Behavioral Health (BH) and Intellectual and Developmental Disabilities (IDD) Collaboration

Efforts are underway to enhance collaboration between BH and IDD services, including exploring the integration of Telemedicine programs. This initiative could reduce redundancy in staffing and increase cost-efficiency while maintaining high-quality service delivery.

7. Medicaid Update

While Medicaid is not currently impacting the delivery of services, it is having a negative effect on overall revenue. Financial monitoring continues and strategies are being evaluated to address this issue.

Outpatient Biopsychosocial Intervention (OBI) Case Vignette

Individual Profile:

- Diagnosis: Autism Spectrum Disorder (ASD) and Oppositional Defiant Disorder (ODD)
- Age: 18; enrolled in high school at time of intervention
- Presenting Challenges: Medication non-compliance, verbal and physical aggression, school-related difficulties, poor socialization, and non-compliance with parental directives

Services and Support Provided:

- Case management and referral to IDD Intake prior to relocation to Utah
- Skills training in medication adherence, socialization, and conflict resolution
- Assisted with obtaining a driver's license and learning money management
- Supported job readiness and placement, including collaboration with Job Corps in Utah
- Coordination with IDD Telemedicine for continued behavioral health care

Outcomes:

- Successfully completed Job Corps program
- Gained employment and has since been promoted to a supervisory role within Job Corps
- Maintains his own transportation and lives independently
- Medication compliant and engaged in community service as a volunteer firefighter
- This case highlights the effectiveness of integrated Care Coordination and individualized support in facilitating long-term positive outcomes.

AGENDA ITEM NO. 04.11.25

Contracts & Quality Management Report

Recommended Board Action

None. Information only.

1. CONTRACTS

- We received official notice of termination of the MH COVID-19 Supplemental Grant Program

2. RIGHTS/ ABUSE, NEGLECT & EXPLOITATION ALLEGATIONS

- APS Investigations
 - 1 MH Mt. Pleasant – From January 2024
 - 3 MH Greenville – From March 2024
 - 3 IDDP – From March 2025
- HHSC Investigations
 - 1 IDD – From January 2025
- Rights Investigation
 - IDDP Rockwall ISS – 4 Confirmed violations

3. QM MH, NTBHA & SUBSTANCE ABUSE

- Performance Measures: Measures for March were met.
- NTBHA Mystery Caller: NTBHA completed mystery calls during FY24Q1. A corrective action plan was submitted and accepted from NTBHA on April 10, 2025
- Superior Audit: We received a 91.14% overall chart compliance and 89.17% claims compliance for Q1.
- Treatment Plan Audit: QM completed a treatment plan audit in March and the overall score was 66%. QM recommended continued training and adding treatment planning in April's clinical supervision.
- Walk-Behinds:
 - C&A Recovery Plan: Overall score 67%, difference in scoring is 23%
 - LPHA Recovery Plan: Overall score 70%, difference in scoring is 19%
 - Prescriber: Overall score 98%, difference in scoring is 9%
 - Nursing: Overall score 71%, difference in scoring is 21%

4. IDD

- IDD Service Target: We met our IDD service target at 170, our target is 169.
- HCS & TxHmL Enrollment Non-Compliance: We received notification on March 21st that we did not meet our HCS and TxHmL enrollment target for Q2 at 92%, the target is 95%. The LIDDA Director requested information from Centers that are part of the TX Council Local Authority Workgroup (LAW). The following is a breakdown of non-compliance for the 12 Centers that replied from the LAW:
 - Permanency Plans – 4/12 for Q1 and 2/12 for Q2
 - Enrollments – 6/12 for Q1 and 1/12 for Q2
- NCQA Reaccreditation: All requested documentation was sent to NCQA. NCQA will review records the week of April 21, 2025.

AGENDA ITEM NO. 04.12.25

Human Resources Report

Recommended Board Action:

None; information only.

1. Staffing Issues

➤ Headcount

We had a total of 449 authorized FTEs and 422 employees in the month of March. We filled five positions, three internal transfers and two new hires. This month we had an average of 28 vacancies.

➤ Separations

We had eight separations in March six of them were voluntary, one involuntary due to performance issues and one neutral separation. The reasons for the voluntary separations this month were; moving out of State, new job opportunities with higher pay, and one mentioned that the job was not a good fit for her. Two employees who resigned recently have returned to work with us this current month.

➤ Recruitment

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

➤ Training and Development

During the month of March, we had 17 classes with a total of 51 participants. Trainings for this month were ASIST (*Applied Suicide Intervention Skills Training*), CPR (*Cardio Pulmonary Resuscitation*), SOSAM (*Supervision of Self Administration of Medication*), and SAMA (*Satori Alternatives for Managing Aggression*).

2. Compensation & Benefits

- Five employees reported COVID exposure and tested positive this month. 59 hours from the sick pool was approved to cover the quarantine period for two employees.
- We currently have nine large claims; only one of them is exceeding the stop loss limit.

HR Monthly Report FY2025

I. Head Count (end of mo)	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
Overall Total													
# Positions	449	449	449	449	449	449	449	449					
# FTE	440	440	440	440	440	440	440	440					
# Employees	429	436	435	429	432	428	422	422					
# Vacant Positions	24	17	18	24	18	22	28	28					
# Full-Time Vacancies	22	16	17	21	15	18	22	22					
# Part-Time Vacancies	2	1	1	3	3	4	6						
General Administration													
# Positions	41	41	41	41	41	41	41	41					41
# FTE	41	41.0	41.0	41.0	41.0	41.0	41.0	41.0					41
# Employees	39	40	39	39	38	38	39	39					39
# Vacant Positions	2	1	2	2	2	2	2	2					2
# Full-Time Vacancies	2	1	2	2	2	2	2	2					2
# Part-Time Vacancies	0	0	0	0	0	0	0	0					0
ECI Services													
# Positions	36	36	36	36	36	36	36	36					36
# FTE	36	36	36	36	36	36	36	36					36
# Employees	34	34	34	34	33	32	32	32					33
# Vacant Positions	3	3	3	3	2	3	4	4					3
# Full-Time Vacancies	3	3	3	3	2	3	4	4					3
# Part-Time Vacancies	0	0	0	0	0	0	0	0					0
IDD Authority Services													
# Positions	61	61	61	61	61	61	61	61					61
# FTE	61	61.0	61.0	61.0	61.0	61.0	61.0	61.0					61
# Employees	59	59	59	56	57	58	57	57					58
# Vacant Positions	2	2	2	5	3	2	3	3					3
# Full-Time Vacancies	2	2	2	5	3	2	3	3					3
# Part-Time Vacancies	0	0	0	0	0	0	0	0					0
IDD Provider Services													
# Positions	122	122	122	122	122	122	122	122					122
# FTE	119	119	119	119	119	119	119	119					119
# Employees	119	121	123	121	117	114	111	111					118
# Vacant Positions	11	9	6	8	4	7	10	10					8
# Full-Time Vacancies	9	8	5	5	2	4	5	5					5
# Part-Time Vacancies	2	1	1	3	2	3	5	5					2
Medical Prescriber Services													
# Positions	12	12	12	12	12	12	12	12					12
# FTE	12	12	12	12	12	12	12	12					12
# Employees	11	11	11	11	11	11	11	11					11
# Vacant Positions	1	1	1	1	1	1	1	1					1
# Full-Time Vacancies	0	0	0	0	0	0	0	0					0
# Part-Time Vacancies	1	1	1	1	1	1	1	1					1
Mental Health Adult Services													
# Positions	180	180	180	180	180	180	180	180					180
# FTE	180	180	180	180	180	180	180	180					180
# Employees	176	179	179	178	176	175	172	172					176

HR Monthly Report FY2025

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
# Vacant Positions	4	1	4	5	6	7	10						5
# Full-Time Vacancies	4	1	4	5	6	7	10						5
# Part-Time Vacancies	0	0	0	0	0	0	0						0
II. Recruitment													
# Applications Received	181	169	229	173	162	115	216						1245
# Applicants	158	144	186	162	145	100	197						1092
# Positions Filled	7	12	10	1	12	4	5						51
# New Hires	7	10	6	1	11	3	2						40
# Internal Promotions/Transfers	0	2	4	0	1	1	3						11
III. Separations													
# Separations *	7	3	5	7	7	6	8						43
YTD Avg # Employees	408	432	432	429	430	429	425						426
YTD Turnover Rate	1.63%	2.30%	3.00%	5.00%	6.70%	8.20%	10.10%						20.70%
* excludes temporary, PRN, & RIF													
Avg LOS (Yrs)	2.10	7.80	2.74	3.60	3.60	1.35	2.99						
# Involuntary Separations	1	2	0	1	2	1	2						9
# Voluntary Separations	6	1	5	6	5	6	6						35
# Vol Separations < 90 Days Empl	1	0	0	1	0	1	4						7
# Vol Separations > 90 Days < 1 Yr	4	1	0	1	3	3	2						14
IV. Training													
# NEO Classes	2	2	2	1	2	2	2						13
# NEO Participants	7	10	5	1	12	3	2						40
# CPR Classes	7	6	4	2	7	5	3						34
# CPR Participants	25	19	11	6	23	15	10						109
# SAMA Initial Classes	2	2	2	1	2	2	2						13
# SAMA Initial Participants	7	9	5	1	10	2	2						36
# SAMA Refresher Classes	3	6	5	4	4	4	6						32
# SAMA Refresher Participants	10	29	12	17	17	26	21						132
# ASIST Initial Classes	1	0	1	1	0	1	0						4
# ASIST Initial Participants	15	0	17	16	0	9	0						57
# ASIST Refresher Classes	3	2	0	3	2	3	3						16
# ASIST Refresher Participants	17	12	0	33	11	16	15						104
# SOSAM Classes	0	0	0	0	7	0	1						8
# SOSAM Participants	0	0	0	0	22	0	1						23
# YMHFA Classes	1	3	3	3	1	0	0						11
# ISD Participants	9	80	46	69	8	0	0						212
# AMHFA Classes	0	1	0	0	0	0	0						1
# Community Participants	0	5	0	0	0	0	0						5
Total # Events	19	22	17	15	25	17	17						132
Total # Participants	90	164	96	143	103	71	51						718
V. Benefits													
Retirement													
# Eligible Employees	397	387	394	395	399	400	394						2766
# 457(b) Participants	311	313	323	321	322	322	319						2231
# Participating at 5% or More	194	197	200	200	200	200	197						1388
\$ Avg Contribution Amount	255	261	376	252	268	268	269						1,949.47
\$ Total 457(b) Contribution	79,443	81,792	121,549	80,975	86,158	86,306	85,664						621,886
\$ Total Center's Match to 401(a)	56,962	57,743	88,900	59,869	59,748	59,743	59,094						442,059

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	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
Health Insurance													
# Eligible Employees	397	387	394	395	399	400	394						395
# With Coverage	335	335	341	340	343	343	338						339
\$ Total Premium per Month	525,994	527,010	533,635	532,381	536,978	535,981	528,367						3,720,346
Value Plan Enrollment													
# Employee Only	171	169	174	174	176	176	172						173
# Employee & Child	34	36	37	37	38	37	37						37
# Employee & Spouse	17	17	16	16	16	16	16						16
# Employee & Family	19	19	19	19	19	19	19						19
\$ Paid by Employee	55,376	56,138	56,253	56,253	56,838	56,389	56,117						393,364
\$ Paid by Center	333,845	335,240	340,496	340,496	344,508	342,705	338,287						2,375,576
Enhanced Plan Enrollment													
# Employee Only	83	84	85	84	84	85	85						590
# Employee & Child	4	3	3	3	3	3	3						22
# Employee & Spouse	3	3	3	3	3	3	2						20
# Employee & Family	4	4	4	4	4	5	4						29
\$ Paid by Employee	25,017	24,436	24,600	24,436	24,436	24,600	23,581						171,106
\$ Paid by Center	111,756	111,196	112,286	111,196	111,196	112,286	110,383						780,300
Total Expenses													
\$ Total Admin Fee Paid	62,578	73,718	75,286	71,943	76,814	75,636	73,950						509,905
\$ Total Premium Paid	525,994	527,010	533,635	532,381	536,978	535,981	528,367						3,720,346
\$ Total Claims Paid (Med & Rx)	500,597	483,561	526,874	560,256	435,351	354,560	357,598						3,218,797
Loss Ratio	95.2%	91.8%	98.7%	105.2%	81.1%	66.2%	67.7%						86.5%
# Large Claims > \$50,000	0	2	2	4	9	9	9						0
# Claims Exceeding Ind Stop Loss	0	0	0	1	1	1	1						0
VI. COVID Tracking													
# Employees with Exposure/Tested	9	0	0	2	1	5	5						22
# with Positive Results	9	0	0	2	1	5	5						22
# Hospitalized	0	0	0	0	0	0	0						0