

LAKES REGIONAL COMMUNITY CENTER

REGULAR MEETING OF THE BOARD OF TRUSTEES

WEDNESDAY, MAY 22, 2024, 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.

Date/Time: 5:00 PM, Wednesday, May 22, 2024

Location: Greenville -4804 Wesley Street and by Zoom

Zoom: <https://us06web.zoom.us/j/86424672318?pwd=jFZkd4jKZflFarxuVKbEeQ5K9ryMqE.1>

Meeting ID: 864 2467 2318

Passcode: 627472

Dial by phone (audio only): 1 (346) 248 7799

Meeting ID: 864 2467 2318

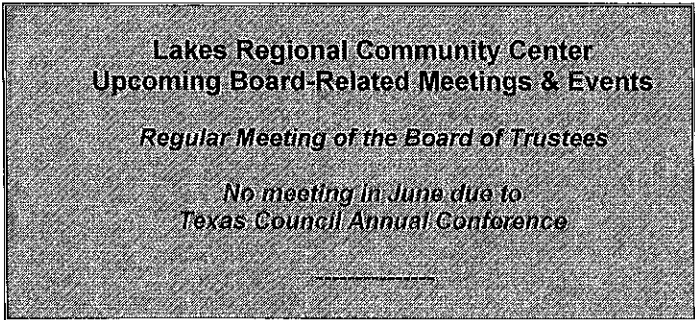
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AGENDA

AGENDA NUMBER	TOPIC
05.01.24	CALL TO ORDER <ul style="list-style-type: none">• Roll Call / Introduction of Guest.
05.02.24	APPROVAL OF MINUTES <ul style="list-style-type: none">• Regular Board Meeting Minutes of April 24, 2024
05.03.24	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>
05.05.24	COMMITTEE MEETING REPORTS NA
05.05.24	RECOMMENDATIONS FOR APPROVAL NA
05.06.24	EXECUTIVE DIRECTOR REPORT (John Delaney) <ul style="list-style-type: none">• 1115 Transformation Waiver Update• Texas Council Update• HHSC Performance Contracts/Grants and Local Initiatives• East Texas Behavioral Health Network (ETBHN)
05.07.24	FISCAL REPORT (Erwin Hancock) <ul style="list-style-type: none">• Motion to Accept Center's Financial Statement for Period(s) Ending: April, 2024.

LRCC Board of Trustees Meeting Agenda

- 05.08.24** **MENTAL HEALTH SERVICES REPORT** (*Didi Thurman*)
- FY24 Contract Updates
 - Certified Community Behavioral Health Clinic (CCBHC)
 - Key BH Positions Posted
- 05.09.24** **INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT** (*Laurie White*)
- Waivers=Home and Community Services (HCS)
 - Individual Skills and Socialization (ISS)
 - Intermediate Care Facilities (ICF)
 - Vocational Apprenticeship Program (VAP)
 - Electronic Health Record
 - Medicaid Unwinding Issues
 - Staffing
- 05.10.24** **QUALITY MANAGEMENT/CONTRACTS REPORT** (*Kellie Walker*)
- Contracts
 - Rights/Abuse, Neglect & Exploitation Allegations
 - Corporate Compliance
 - QM MH, NTBHA & Substance Abuse
 - IDD
- 05.11.24** **HUMAN RESOURCES REPORT** (*Jessica Ruiz*)
- Staffing Issues
 - Compensation & Benefits
- 05.12.24** **ADJOURNMENT**



AGENDA ITEM NO. 05.02.24

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 2024 as presented.

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, APRIL 24, 2024, 5PM
BOARD MINUTES

AGENDA NUMBER	TOPIC
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04.01.24 CALL TO ORDER

The April 24, 2024 regular meeting of the Lakes Regional Community Center Board of Trustees called to order by Chairperson, Tom Brown at 5:00 PM with a quorum present by Zoom. Chairperson asked for Roll Call.

Members Present (In Person/Zoom):

Tom Brown, Hunt County, Chairperson	Steve Earley, Lamar County
E. P. Pewitt, Morris County	Lisa Heine, Ellis County (Zoom)
Margaret Webster, Kaufman County	Shae Green, Rockwall County
Nancy Leflett, Titus County	Sheriff Ricky Jones, Franklin County (Zoom)
Jan Brecht-Clark, Ph.D. Delta County (Zoom)	
Crystal Richardson, Navarro (Zoom)	Harold Kennington, Camp County (Zoom)

Members Absent: Dana Sills, Hopkins County

Vacant Seat(s): NA

Guest(s): NA

Ex Officio Members Present: NA

Ex Officio Members Absent: Sheriff Singleton, Delta County; Sheriff Tatum Hopkins County

Management Staff Present: John Delaney, Erwin Hancock, Didi Thurman, Jessica Ruiz, Chris Cox, Laurie White, Kellie Walker, Larry Jonczak (Zoom)

Management Staff Zoom: NA

Management Staff Absent: NA

Board Liaison/Recording Secretary:

Judy Dodd, Board Liaison/Recording Secretary
Tammy Johnson, CFO Administrative Assistant

04.02.24 APPROVAL OF MINUTES

Recommended Board Action:

➤ Approval of Minutes of March 27, 2024 meeting.

Rational:

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

CLOSURE

04.03.24 COMMENTS FROM CITIZENS

➤ NA

CLOSURE

04.04.24 COMMITTEE MEETING REPORT

➤ NA
CLOSURE

04.05.24 RECOMMENDATIONS FOR APPROVAL

➤ NA
CLOSURE

04.06.24 EXECUTIVE DIRECTOR REPORT (*John Delaney*)

Recommended Board Action:

None: Information only

Rationale:

Discussion on the following:

➤ **1115 Transformation Waiver Update:**

❖ **Direct Payment Plan Update:**

- 1115 ended for FY 24 and beginning FY 24
- Texas Council provided a DPP-BHS Midyear Estimate to all centers to help with determining what each Center's potential year-end reconciliation adjustments at the end of this FY billing will be.
- Currently reviewing it to assess any impact for next year's budget preparation.
- April 1 started the next quality-reporting period for the current year's DPP measures. Report due April 30, 2024.
- The Public Health Provider – Charity Care Pool (PHP-CCP): 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 March Board Meeting:**

- HHSC sent our payment during the first week in April. Our next CCP cost report will be due in November.

➤ **Texas Council Update:**

- ❖ The Texas Council Quarterly Board and Executive Director's Consortium meetings again overlap our Board meeting for this month. So, I will attend the Board meeting on Zoom
- ❖ Council is collecting information from Local IDD Authorities to assess the volume of individuals in HCS and TxHML who lost Medicaid coverage during the Medicaid Unwinding and their Medicaid status has not been resolved. Each Center has been asked to send in their data on any Medicaid denials that are outstanding.

➤ **HHSC Performance Contracts/Grants and Local Initiatives:**

❖ HHSC

- We are still waiting for HHSC to send out a contract amendment to include workforce e and private psychiatric bed appropriations that were part of the last legislative session.
- ❖ North Texas Behavioral Health Network (NTBHA)
 - No update at this time.

- **East Texas Behavioral Health Network (ETBHN)**
 - ❖ ETBHN Regional Oversight Committee met on April 11 to interview candidates for the ETBHN Director position. The position was offered to Rachel Coleman who has been the ETBH Regional Utilization and Authorization Director since 2005. The Regional Authorization Program is a service line offered by ETBHN.

CLOSURE

04.07.24

FISCAL REPORT (Erwin Hancock)

Recommended Board Action:

- Review and take action to Accept Center's Financial Statement for Period(s) Ending: March, 2024.

- Review and take action to Approve Center's 2nd Quarterly Investment Report.

Rationale:

Discussion on the following:

- **Erwin presented the Center's financial reports for the month(s) of March, 2024 for approval.** March surplus revenue over expenditures.
 - ❖ Revenue and Expenditure
 - Reclassify Capital Outlay – Insurance Claim
 - Reclassify Capital Outlay expense to Software Support Fees per adult.
 - Includes DPP Revenue – recording monthly total amount received.
 - December includes three payrolls.
 - February Vehicle Fuel Costs were recorded to March business due to late invoice.
 - Includes reclassification for work in progress at the Mt. Pleasant Clinic-February Correction
 - Includes February and March fuel costs

Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve financials for the month(s) of March, 2024. Steve Earley made motion to approve with second by Jan Brecht-Clark. Financial(s) were approved unanimously sign of aye.

- **Erwin presented Center's 2nd Quarterly Report**
 - ❖ Noted less in February although maintaining cash balance.
 - ❖ Lakes Regional Community Center's investment portfolio is in compliance with the Lakes Regional Community Center Investment and Cash Management Policy 4.07 and is in compliance with the Public Funds Investment Act.

Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve Center's 2nd Quarterly Investment Report. E. P. Pewitt made motion to accept Center's 2nd Quarterly Investment Report and seconded by Margaret Webster. Center's 2nd Quarterly Investment Report was approved unanimously sign of aye.

CLOSURE

04.08.24

MENTAL HEALTH SERVICES REPORT (Didi Thurman)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

Didi noted no contract from NTBHA-Specialty Care Contract

➤ **Oracle Health EHR Update:**

- ❖ First 6 weeks dip in billing
- ❖ Reviewing process – overall happy with results

➤

Assisted Outpatient Treatment (AOT) – SAMHSA Grant Opportunity

- ❖ Controversial because it goes against the principles of autonomy and the right to self-determination for treatment.
- ❖ Opponents say it is “forced medication and treatment”, advocates say it saves families and lives.
- ❖ Reviewed process – sent letters to centers asking for responses.
 - Titus County:
 - Met with Attorney Cobern’s team shared the AOT practitioner’s guide.
 - Team expressed support for the AOT program and demonstrated a keen interest in establishing a relationship particularly with individuals in jail who need mental health services.
 - Discussed potential collaboration opportunities and avenues for mutual support.
 - Identified shared goals and outlined next steps for further engagement and partnership.
 - Hopkins County:
 - AOT practitioner’s guide shared at meeting in Hopkins County with Joh Ginn, County Court at Law Judge, and Dusty Rabe, County Attorney.
 - Judge Ginn and Attorney Rabe agreed with proposed course of action.
 - Letter of intent was sent to Judge Robert Newsom.
 - Lamar County:
 - Lamar County Judge Brandon Bell agreed to sign the letter of intention without needing a formal meeting.
 - Acknowledged Judge Bell’s prompt response and cooperation during the process.
 - Morris County Collaborative Update
 - Meet with Dr. Jean Latortue
 - Partnership with Franklin County
 - Need of meeting space
 - Screenings & Referrals for substance and opioid use disorders
 - Screenings for tobacco intervention and cessation

CLOSURE

04.09.24

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 (TXML)**
 - ❖ Medicaid Unwinding
 - ❖ Several issues with transfers
 - ❖ United Way of Hopkins County – asking for dollars to extend services

- **IDD Workforce Statewide Survey – State Direct Care Workforce Shortage:**
 - ❖ HCS
 - 179 HCS Homes closed from January 2023-February 2024.
 - Vacancy Rate HCS: 34% and ICF: 33%
 - HCS staff average time worked (62 hours per week)

- **Individual Skills and Socialization (ISS)**
 - ❖ Waxahachie Training Center is still not opened waiting for state inspection.
 - ❖ Statewide Licensing Status: various standing from issued to in process.

- **Intermediate Care Facilities (ICF)**
 - ❖ Annual survey at Bonnie Lea Group Home

- **Community Services**
 - ❖ Electronic Visit Verification (EVV)
 - April 1st begins Unmatched EVV claims will deny for payment
 - ❖ Employment Services
 - TWS – 2 Placement Contracts and 1 Supported Employment Contract for Lamar County
 - ❖ Vocation Apprenticeship Program (VAP)
 - 12 Apprentices – 12 hours at worksite and hour's weekly classroom time.
 - VAP Grant approved
 - Lamar County Worksites – Paris Junior College, Paris Regional Health, Paris Public Library, Stop & Drop Daycare, Legend Healthcare
 - Kaufman County Worksites – BH Dave's Appliance, Terrell State Hospital, Whisked Away Bakery, and Lakes Regional Community Center.

CLOSURE

04.10.24

QUALITY MANAGEMENT/CONTRACTS REPORT (Kellie Walker)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

- **Contracts**
 - ❖ Starting FY25 renewal process.

- ❖ Reviewing available contract management software options to streamline the contracting process.
- **Rights/Abuse, Neglect & Exploitation Allegations**
 - ❖ MH – 2 unconfirmed & 1 confirmed
 - ❖ IDDA – 1 unconfirmed
 - ❖ Previous pending A,N,&E Allegations: GV MH -2; MP MH -1
- **PNAC**
 - ❖ Meeting scheduled for April 23, 2024
 - ❖ PNAC will review and discuss the Local Provider Network Development Plan (LPND) and Consolidated Local Service Plan (CLSP) due to HHSC by September 30, 2024.
- **QM MH, NTBHA & Substance Abuse**
 - ❖ Performance Measures: Missed measures in March.
 - ❖ Superior Desk Review: Overall chart compliance was 91.19% and overall claims compliance was 84.72%.
 - ❖ HHSC Internal Peer Review: Participants were randomly selected and we were selected to submit records. All documents due to HHSC on April 26, 2024.
 - ❖ TDCJ Review: Texas Department of Criminal Justice Rehabilitation Program Division will be conducting a Continuum of Care review of us in Sherman on April 23, 2024.
- **CORPORATE COMPLIANCE**
 - ❖ IDDA Investigation: One ECC Service Coordinator’s documentation did not support service delivery.
Recommendations given and Disciplinary Actions taken.
- **IDD**
 - ❖ IDD Service Target: Missed target for the month of March. We are held harmless.

CLOSURE

04.11.24 HUMAN RESOURCES REPORT (Jessica Ruiz)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

- **Staffing issues**
 - ❖ Headcount: 425 employees and 460 approved FTE’s.
 - Vacancies: 35 vacancies
 - ❖ Separations: 6 separations
 - ❖ Recruitment: Various Sources
 - ❖ Training and Development: 19 classes with a total of 78 participants.
- **Compensation and Benefits:**

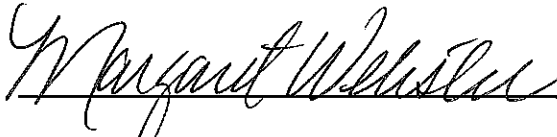
- ❖ Covid: One employee reporting exposure and testing positive.
- ❖ YTD: Six large claim; which four of them exceeds the stop loss limit.

CLOSURE

04.12.24 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. Steve Earley made motion and seconded by E.P. Pewitt. Motion carried unanimously by a sign of aye.

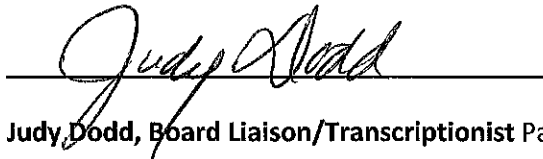
ATTEST:



Margaret Webster, Board Secretary

5-22-24

DATE:



Judy Dodd, Board Liaison/Transcriptionist Page | 3 5/8/24

5-22-24

AGENDA ITEM NO. 05.03.24

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. 05.04.24

Committee Meeting Reports

RECOMMENDATIONS FOR APPROVAL:

NA

Rationale:

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

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

AGENDA ITEM NO. 05.05.24

Recommendations for Approval:

➤ NA

Rationale:

No recommendations presented.

AGENDA Item No: 05.06.23
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.
- Component 2 (B2-Rate Enhancement) is a uniform percent increase on certain CCBHC services. As a condition of participation, providers are required to report on metrics that align with CCBHC measures and goals. Providers that have CCBHC certification are eligible for a higher rate enhancement.

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 May Board Meeting:

HHSC's Provider Finance Division sent out the FY25 DPP-BHS rate model and estimates for each Center's expected IGT match. We sent them our form to commit to their IGT estimate as required. Other changes in DPP-BHS for FY25 include:

- Centers must maintain CCBHC certification to receive DPPBHS funds
- Component 2 (uniform percentage increase) will discontinue and all DPPBHS funds will be distributed via Component 1 (uniform dollar increase)

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 May Board Meeting:

To participate each Center must have staff trained for each year of the PHPCCP program in order to submit the cost report for the year. The training is expected late July/early August. We are also going to review our Charity Care policy and will bring any changes to the Board for approval at a future meeting.

2. Texas Council Update

The 2024 Texas Council Conference will be June 17-19, and so we will not have a Board meeting next month.

On May 8, 2024, Texas House Speaker Dade Phelan released the House's interim charges. House committees will soon begin meeting and holding hearings. The Human Services Committee's third charge is particularly important to our system, calling for an evaluation of IDD waiver program access as noted below:

- **Support for Texans with Intellectual Disabilities:** Evaluate access to Home and Community-based Services (HCS) waivers, including the interest list, effects of inflation on the cost of services, and availability of services and service providers. Consider the long-term stability of long-term services and supports in waiver programs and consider alternative delivery models.

Other committee charges relevant to our system were:

- **Monitoring of implementation of SB 26:** Relating to local mental health authority and local behavioral health authority audits and mental and behavioral health reporting, services, and programs.
- **Responses to Mental Health Emergencies:** Review and evaluate best practices of procedures for the emergency detention of a person with mental illness.

3. HHSC Performance Contracts/Grants and Local Initiatives.

- HHSC-Behavioral Health:

We received our contract amendment to include workforce and private psychiatric bed appropriations that were part of the last legislative session. The amendment requires the funding to be spent by the end of this fiscal year.

- North Texas Behavioral Health Authority (NTBHA):

We were notified by NTBHA that updated provider contracts are being sent out in the next week.

4. East Texas Behavioral Health Network (ETBHN)

- ETBHN will host a presentation booth at the TX. Council Annual Conference. Lakes staff and Board members attending should drop by and meet the new ETBHN Director Rachel Coleman.

AGENDA ITEM NO. 05.07.24
Fiscal Reports

RECOMMENDATIONS FOR APPROVAL:

- Center's financial statement for the month(s) of April, 2024.

Rationale:

- Review and take action to approve Center's financial statement for the month(s) of April, 2024.

Lakes Regional Community Center
Financial Report
For the Month of April 2024

Erwin Hancock
Chief Financial Officer

May 15, 2024

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 April 30, 2024

Profit and Loss Summary

	Current Month	Year to Date
Revenues	\$3,516,931	\$28,720,638
Expenses	\$3,564,610	\$27,945,520
Net Income	(\$47,679)	\$775,119

Balance Sheet Summary

	Current YTD as of April 30, 2024	Last YTD as of April 30, 2023	Year to Year Change
Total Assets	\$43,956,521	\$41,677,206	\$ 2,279,315
Total Liabilities	\$11,332,452	\$11,349,523	\$ (17,071)
Fund Balance	\$32,624,069	\$30,327,683	\$ 2,296,386

Lakes Regional Community Center
Balance Sheet

	As of <u>4/30/2024</u>	As of <u>4/30/2023</u>	Net Change
Current Assets			
Cash	\$ 27,243,767	\$ 24,716,348	\$ 2,527,419
Accounts Receivable	3,291,690	3,538,198	(246,508)
Other Current Assets	1,223,890	1,218,135	5,755
Total Current Assets	\$ 31,759,347	\$ 29,472,681	\$ 2,286,666
Long-Term Assets			
Fixed Assets (net of depreciation)	\$ 8,444,617	\$ 8,928,418	\$ (483,801)
Other Long-Term Assets	3,752,557	3,276,107	476,450
Total Long-Term Assets	\$ 12,197,174	\$ 12,204,525	\$ (7,351)
Total Assets	\$ 43,956,521	\$ 41,677,206	\$ 2,279,315
Current Liabilities			
Accounts Payable	\$ 1,178,103	\$ 1,016,349	\$ 161,754
Accrued Expenses	624,725	1,201,290	(\$576,565)
Short-term Debt	5,777,067	5,855,777	(78,710)
Total Current Liabilities	\$ 7,579,895	\$ 8,073,416	\$ (493,521)
Long-term Debt	\$ 3,752,557	\$ 3,276,107	\$ 476,450
Total Long-Term Debt	\$ 3,752,557	\$ 3,276,107	\$ 476,450
Total Liabilities	\$ 11,332,452	\$ 11,349,523	\$ (17,071)
Investment In General Fund Assets	\$ 8,444,617	\$ 8,928,418	\$ (483,801)
Fund Balance	24,179,452	21,399,265	2,780,187
Total Equities and other Credits	\$ 32,624,069	\$ 30,327,683	\$ 2,296,386
Total Liabilities, Equities and other Credits	\$ 43,956,521	\$ 41,677,206	\$ 2,279,315

**Lakes Regional Community Center
Income Statement Recap by Division
As Of April 30, 2024**

Division	Current Month	Year to Date
Mental Health Adult	\$ (92,761)	\$ 560,799
Mental Health C&A	(11,650)	(69,842)
Substance Abuse	32,228	92,984
IDDP	91,137	56,990
IDDA	(10,937)	165,574
ECI	(51,976)	10,842
Other	\$ (3,719)	\$ (42,229)
Total Lakes	\$ (47,679)	\$ 775,119

Other		
Hospitality House	\$ 34	\$ 2,169
Mental Health First Aid	\$ (1,276)	\$ 5,384
CCBHC/CMHC SAMSHA Grants	\$ -	\$ (81,740)
Expending Fund Raising	\$ (865)	\$ (3,231)
Administration	\$ (1,613)	\$ 35,188
	\$ (3,719)	\$ (42,229)

Lakes Regional Community Center
Comparative Income Statement for the Month ended April 30, 2024

	4/30/2024	4/30/2023	Variance	Var %
Revenues				
General Revenue IDD	\$209,092	\$205,742	\$3,350	2%
General Revenue MH	\$705,477	\$763,486	(\$58,009)	-8%
Early Childhood Intervention Revenue	\$149,157	\$143,342	\$5,815	4%
Charity Care Pool / DPP	note1 \$573,115	\$699,605	(\$126,491)	-18%
NTBHA Revenue	\$222,651	\$211,627	\$11,024	5%
Medicaid Revenue	\$263,782	\$268,372	(\$4,590)	-2%
Medicare Revenue	\$5,399	\$4,209	\$1,190	28%
HCS Revenue	\$470,201	\$457,797	\$12,405	3%
Managed Care Revenue	\$73,940	\$106,089	(\$32,149)	-30%
Private Insurance	\$27,655	\$17,714	\$9,942	56%
Client Fees	\$6,435	\$4,176	\$2,259	54%
Other Revenue	\$810,027	\$737,229	\$72,798	10%
Total Revenues	\$3,516,931	\$3,519,387	(\$102,457)	-3%
Expenses				
Salaries and Wages	\$1,758,876	\$1,630,216	\$128,660	8%
Employee Benefits	note2 \$687,906	\$589,410	\$98,496	17%
Staff Training	\$8,842	\$4,821	\$4,021	83%
Furniture and Equipment	\$9,556	\$25,404	(\$15,848)	-62%
Maintenance and Repairs	\$31,486	\$38,915	(\$7,429)	-19%
Utilities	\$36,646	\$49,318	(\$12,672)	-26%
Client Support	\$8,135	\$4,185	\$3,950	94%
Supplies	\$25,863	\$37,036	(\$11,173)	-30%
Vehicle Maintenance	\$8,209	\$5,327	\$2,882	54%
Insurance Costs	\$28,990	\$29,313	(\$322)	-1%
Debt Service	\$40,709	\$37,331	\$3,377	9%
Other Expenses	note1 \$919,392	\$1,035,745	(\$116,354)	-11%
Total Expenses	\$3,564,610	\$3,487,022	\$77,588	2%
Net Surplus/(Deficit)	(\$47,679)	\$132,365	(\$180,045)	-136%

Lakes Regional Community Center
Comparative Income Statement for the period ended April 30, 2024

	<u>YTD ended</u> 04/30/2024	<u>YTD ended</u> 04/30/2023	Variance	Var %
Revenues				
General Revenue IDD	\$1,700,342	\$1,677,104	\$23,238	1%
General Revenue MH	\$5,791,689	\$5,905,892	(\$114,202)	-2%
Early Childhood Intervention Revenue	\$1,453,081	\$1,131,748	\$321,332	28%
Charity Care Pool / DPP	\$5,225,712	\$5,444,082	(\$218,370)	-4%
NTBHA Revenue	\$1,782,510	\$1,675,328	\$107,181	6%
Medicaid Revenue	\$2,136,657	\$2,099,053	\$37,604	2%
Medicare Revenue	\$45,421	\$43,115	\$2,306	5%
HCS Revenue	\$3,345,942	\$3,426,360	(\$80,418)	-2%
Managed Care Revenue	\$784,152	\$1,029,179	(\$245,027)	-24%
Private Insurance	\$178,292	\$147,546	\$30,745	21%
Client Fees	\$40,814	\$39,232	\$1,583	4%
Other Revenue	\$6,236,026	\$5,960,566	\$275,460	5%
Total Revenues	\$28,720,638	\$28,579,205	\$141,434	0%
Expenses				
Salaries and Wages	\$14,044,954	\$13,876,672	\$168,282	1%
Employee Benefits	\$4,960,242	\$4,778,269	\$181,973	4%
Staff Training	\$67,989	\$42,669	\$25,320	59%
Furniture and Equipment	\$150,106	\$390,921	(\$240,814)	-62%
Maintenance and Repairs	\$205,635	\$192,913	\$12,722	7%
Utilities	\$322,476	\$313,180	\$9,295	3%
Client Support	\$52,009	\$42,852	\$9,158	21%
Supplies	\$242,890	\$238,667	\$4,224	2%
Vehicle Maintenance	\$77,726	\$42,061	\$35,665	85%
Insurance Costs	\$232,115	\$236,559	(\$4,444)	-2%
Debt Service	\$311,158	\$261,473	\$49,685	19%
Other Expenses	\$7,278,219	\$6,920,832	\$357,386	5%
Total Expenses	\$27,945,520	\$27,337,068	\$608,451	2%
Net Surplus/(Deficit)	\$775,119	\$1,242,137	(\$467,018)	-38%

Lakes Regional Community Center
Statement of Revenues and Expenditures
For the Period Ending April 30, 2024

Revenues	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Total
Local	\$ 85,442	\$ 214,697	\$ 97,724	\$ 92,456	\$ 92,630	\$ 225,305	\$ 57,009	\$ 110,051	\$	\$	\$	\$	\$ 973,213
State Programs	1,569,768	1,662,454	1,831,012	1,690,928	1,630,838	1,659,087	1,659,575	1,818,950	\$	\$	\$	\$	13,264,082
Federal Programs	1,561,153	1,460,211	1,484,865	1,529,925	1,560,888	1,471,004	1,634,624	1,280,937	\$	\$	\$	\$	12,072,025
Interest Income	78,867	58,146	95,690	75,397	106,693	63,990	54,712	84,712	\$	\$	\$	\$	628,909
North Texas BH Assoc	217,956	216,997	226,669	216,379	224,950	229,495	223,462	222,651	\$	\$	\$	\$	1,762,510
TOTAL REVENUES	\$ 3,627,116	\$ 3,655,394	\$ 3,536,907	\$ 3,606,662	\$ 3,605,753	\$ 3,647,860	\$ 3,529,995	\$ 3,516,981	\$	\$	\$	\$	\$ 28,720,658
Expenditures													
Current:													
Salaries & Wages	\$ 1,093,961	\$ 1,166,334	\$ 1,242,171	\$ 2,589,214	\$ 1,730,660	\$ 1,746,652	\$ 1,776,985	\$ 1,758,976	\$	\$	\$	\$	\$ 14,044,954
Employee Benefits	387,769	980,350	928,911	723,974	630,891	940,991	668,221	687,906	\$	\$	\$	\$	4,990,242
Other Operating Expenses:													
Client Respite	3,430	\$10,365	5,455	12,031	5,360	5,088	4,638	3,213	\$	\$	\$	\$	51,180
HCS Contract	120,033	\$120,429	124,253	132,075	137,135	120,252	111,569	131,813	\$	\$	\$	\$	997,560
Consult/Pro Svcs - External	8,011	\$2,604	11,405	11,405	13,703	10,406	13,503	11,895	\$	\$	\$	\$	83,298
Contracts with Other Orgs-Ext	383,377	\$360,598	342,267	365,729	354,026	433,158	385,971	356,980	\$	\$	\$	\$	2,980,705
ICF/MR Quality Assurance Fees	37,146	6,959	6,859	7,107	6,348	6,933	7,259	6,961	\$	\$	\$	\$	55,662
TXHML Contracts	7,550	\$9,766	11,150	10,087	8,758	5,493	5,765	5,077	\$	\$	\$	\$	63,657
Contracted Lab Services	133	\$1,968	101	101	854	399	637	966	\$	\$	\$	\$	6,322
Staff Development/Training	13,102	(\$1,593)	4,293	9,341	9,127	20,972	3,999	8,942	\$	\$	\$	\$	67,969
Non-Clinical Contracts with Others	10,993	\$17,887	7,113	7,865	5,794	6,661	14,619	5,177	\$	\$	\$	\$	78,300
Pharmaceuticals/Supplies	6,933	\$14,273	12,202	13,399	21,437	7,162	11,876	8,471	\$	\$	\$	\$	94,954
Medical Supplies	1,360	\$3,597	3,601	3,900	6,008	1,835	3,124	1,590	\$	\$	\$	\$	24,905
Physical Meds	1,500	\$1,500	1,500	1,900	193	1,339	891	743	\$	\$	\$	\$	9,166
Training and Travel	15,170	\$83,265	69,235	43,544	44,098	59,537	46,267	66,242	\$	\$	\$	\$	378,398
Consumable Supplies	24,655	\$33,265	28,595	29,584	27,168	41,414	34,157	25,863	\$	\$	\$	\$	242,890
Furniture/Equipment over \$5,000	52,500	(\$86,570)	0	9,000	64,256	40,827	14,980	8,924	\$	\$	\$	\$	182,862
Computer/Equipment under \$5,000	13,100	\$22,079	(\$27,180)	10,355	10,355	10,355	3,891	18,830	\$	\$	\$	\$	126,702
Computer/Equipment under \$5,000	8,629	\$2,804	2,173	1,460	828	2,088	3,891	9,556	\$	\$	\$	\$	57,695
Computer/Equipment Rental	9,381	\$1,350	10,633	9,919	11,584	13,628	11,463	10,908	\$	\$	\$	\$	23,404
Other Monthly Expenses	9,337	\$6,942	6,715	5,940	3,740	26,033	17,428	8,769	\$	\$	\$	\$	88,304
Computer Software Support Fees	13,015	\$18,220	12,144	11,670	17,160	15,436	12,812	14,913	\$	\$	\$	\$	103,244
Bad Debts	0	\$0	369	3,202	0	5,169	10,725	10,422	\$	\$	\$	\$	164,957
Building Rent, Repair, Maintenance	152,623	\$104,079	159,515	151,428	143,309	146,031	120,809	142,637	\$	\$	\$	\$	942
Vehicle Operating Expense	8,545	\$10,620	8,916	6,645	16,672	9,311	8,908	8,209	\$	\$	\$	\$	1,120,727
Vehicle Fuel Costs	11,996	\$11,598	6,998	7,670	6,491	0	17,650	8,926	\$	\$	\$	\$	77,726
Telecommunications	16,175	\$28,518	28,812	38,089	43,101	48,416	39,494	36,646	\$	\$	\$	\$	322,476
Data Connect/Internet Access	7,929	\$7,855	7,855	7,532	7,555	7,855	7,855	7,855	\$	\$	\$	\$	226,273
Crisis Hotline Answering Svc	2,500	\$2,500	2,500	0	5,000	2,500	2,500	2,500	\$	\$	\$	\$	62,291
Insurance	27,347	\$30,634	28,990	28,990	28,990	28,990	29,182	28,990	\$	\$	\$	\$	20,000
Client Support Costs	11,173	\$7,763	5,449	3,910	3,818	2,493	9,270	8,135	\$	\$	\$	\$	262,115
Client Reimbursable Services	3,935	\$20,634	17,050	8,855	10,446	11,390	14,025	6,219	\$	\$	\$	\$	92,509
NTBHA Supported Housing	5,009	\$3,875	3,568	3,573	12,060	4,110	4,580	5,913	\$	\$	\$	\$	52,755
Debt Services	96,873	\$98,973	39,213	39,213	39,213	39,213	39,650	40,709	\$	\$	\$	\$	311,158
DPP BHS Prem Tax Risk Admin	4,945	\$4,945	43,935	14,024	4,945	32,861	22,605	17,414	\$	\$	\$	\$	145,676
COVID-19 Expenses	428	\$982	914	268	268	268	270	240	\$	\$	\$	\$	3,016
EOL Client Support Costs	520	\$300	300	520	520	378	425	665	\$	\$	\$	\$	140
Expanding Fund Raising Funds	624	\$463	1,535	500	1,431	378	1,344	1,197	\$	\$	\$	\$	3,451
LAMH/RC Board Expenses	10,693	\$8,890	14,353	14,072	10,950	11,992	14,841	15,100	\$	\$	\$	\$	7,452
Expanding Empowerment Funds	1,048,986	\$1,074,630	1,103,997	1,104,274	1,186,993	1,223,250	1,104,164	1,117,828	\$	\$	\$	\$	100,831
Service Costs Unallowable													
Total Other Operating Expenses	2,465,728	\$3,344,734	3,473,020	4,417,462	3,528,743	3,611,132	3,539,090	3,564,610	\$	\$	\$	\$	27,945,520
TOTAL EXPENDITURES	\$ 1,054,368	\$ 530,660	\$ 63,687	\$ (810,760)	\$ 77,010	\$ 36,727	\$ 80,506	\$ (47,679)	\$	\$	\$	\$	\$ 775,119
Excess (deficiency) of revenues over expenditures													

note1 Reclassified Capital Outlay - Insurance Claim.
note2 Reclassified Capital Outlay expense to Schwab Support Fees per audit. Line/impediment should be based on one year.
note3 Includes DPP Revenue - recording monthly total amount received. Account "DPP BHS Prem Tax Risk Admin" includes 10% IG-T & Admin Expense Fees, to be reclassified against DPP revenue at year-end, pending set-up.
note4 December 2023 included 3 payrolls
note5 February Vehicle Fuel Costs was recorded to March business (late invoice). Estimated expense = \$6,000.00.
note6 Includes reclassification for work in progress Mt. Pleasant Clinic - February Connection (\$50,867.44)
note7 Includes February and March fuel costs. (Also noted in Note5 - February).
note8 Includes Fuel Reconciliation Settlement DPP FY23 - Payment to Amerigroup = \$92,047.
note9 Includes jan-Mar SURT Rate Adjustment = \$40,238.

Lakes Regional Community Center
FY24 Aged Accounts Receivable

APRIL

Accounts Receivable Description	GL A/R Balance	Apr Current	Mar 30 Day	Feb 60 Days	Jan 90 Days	Dec & prior 120 +
MAC Adm Claim	950,511.07	143,825	143,825	143,825	143,825	375,211
Medicaid	428,625.17	186,139	74,229	27,536	30,595	110,127
Medicare	8,038.71	4,253	1,130	1,772	629	255
Private Insurance	28,360.52	13,656	5,891	3,921	2,021	2,861
Chip	300.77	143	90	30	-	38
MANAGED CARE:						
Amerigroup	23,674.67	15,884	5,170	300	-	2,319
Superior (Cenpatico)	17,604.17	14,041	2,976	373	214	-
Optum	19,923.33	14,688	4,263	568	177	226
Cigna	327.61	-	-	74	20	234
Texas Childrens Plan	843.86	602	193	24	25	-
Beacon	15,450.14	7,787	5,368	2,269	-	27
Molina	22,439.98	19,906	1,361	1,120	53	-
Aetna Better Health	1,316.04	710	508	50	48	-
Texas Home Living - North **	38,633.82	33,122	5,512	-	-	-
Texas Home Living - South **	8,705.75	5,048	3,657	-	-	-
HCS - North **	220,997.71	220,998	-	-	-	-
HCS - South **	192,986.29	137,449	55,537	-	-	-
VAP (Vocational Apprenticeship)	26,815.86	20,058	6,758	-	-	-
Reimbursable Svcs-TxHmL North & South	554.00	554	-	-	-	-
Reimbursable Svcs-HCS North	10,258.14	8,602	-	1,010	148	498
Reimbursable Svcs-HCS South	925.38	830	-	-	95	-
HCS Rm/Brd	6,860.00	-	868	868	1,708	3,416
ICF Residential Homes	138,496.42	126,573	5,896	5,772	257	-
Block Grant/TANF-Title XX Gen Revenue	47,408.86	23,702	23,707	-	-	-
CCBHC Samsha Grant (799) 1370-6500	76,155.44	76,155	-	-	-	-
MCOT-Hotline ARPA	4,734.17	-	4,734	-	-	-
HR133-Outpatient Cap Activity **	31,235.52	14,017	14,540	2,679	-	-
Coordinaated Specialty Care	70,531.98	70,532	-	-	-	-
CCP (Charity Care Pool)	-	-	-	-	-	-
Supported Employment	-	-	-	-	-	-
Day Hab Billings (Private Providers)	48,026.89	21,879	16,824	7,959	217	1,147
1048 IDD Billed Svcs	18,602.73	7,795	5,313	5,495	-	-
ECI Grant Revenue	275,632.62	103,523	172,110	-	-	-
ECI Respite	140.00	140	-	-	-	-
ECI Priv Ins	21,775.00	12,094	2,925	1,288	1,388	4,081
ECI Medicaid	34,280.04	33,741	-	-	127	412
ECI Managed Care	55,203.49	42,746	2,676	2,869	3,269	3,644
ECI Chip	406.37	119	76	25	-	187
A/R Other Employees	3,408.00	3,408	-	-	-	-
A/R Employee Insurance (Cobra)	-	-	-	-	-	-
TCOOMMI GRANT	92,557.12	30,772	30,891	30,894	-	-
TDCJ Contract-Greenville **	16,428.49	4,827	5,571	6,030	-	-
TDCJ - Sherman/Bonham/Paris **	52,297.23	20,019	16,788	15,490	-	-
Fannin County Drug Court	3,000.00	3,000	-	-	-	-
Hopkins County Drug Court	3,500.00	3,500	-	-	-	-
Titus County Drug Court	2,600.00	2,600	-	-	-	-
DSHS Region 3	21,232.90	21,233	-	-	-	-
DSHS Region 4	28,281.10	28,281	-	-	-	-
DSHS MHFA Outreach	27,713.85	8,006	7,916	5,040	6,753	-
ICF Upper Payment Limit	129,956.00	32,489	32,489	32,489	32,489	-
SAC Prog -Hunt County	2,622.38	2,622	-	-	-	-
ECC - (Enhanced Comm Coord)	14,106.51	6,815	7,292	-	-	-
Comm Education (Curt Pitton)	7,766.00	7,766	-	-	-	-

Accounts Receivable Description	GL A/R Balance	Apr Current	Mar 30 Day	Feb 60 Days	Jan 90 Days	Dec & prior 120 +
Misc Tarrant Co A/R - 1320-1200 \$25.00 **Laci Northam LOSS (11/09-11/10)	25.00	-	25	-	-	-
Misc Revenue - 1370-1200 - \$39,423.21 **FY23 Aud Adj DPP Tx Council Prelim IGT	39,423.21	-	-	-	-	39,423

FY24

Apr Bal Due 3,291,690.31 GL bal 3,291,690.31 bal ck \$ -

AGENDA ITEM NO. 05.08.24
Behavioral Health Director

Recommended Board Action:

None. Informational purposes only.

Rationale:

1. FY24 Contract Updates

- PPB
- NTBHA
- Performance Measures

2. CCBHC

- South Central Regional Meeting
- CCBHC-IA Grant Update

3. Key BH Positions Posted

- Terrell MH Center Director
- Director of Child & Adolescent Services & Specialty Care

AGENDA Item No.: 05.09.24

Intellectual and Developmental Disabilities Director's Report

Recommended Board Action: None- Information Only

1. Waivers = Home and Community Services (HCS)

- 1 Group Home opening in Terrell

2. Individual Skills and Socialization (ISS)

- Waxahachie ISS licensure is still pending
- All others fully licensed for 1-3 years

3. Intermediate Care Facility (ICF)

- 1 Group Home opening in Greenville

4. Vocational Apprenticeship Program (VAP):

- 12 apprentices doing well

5. Electronic Health Record:

- Billing is being cross-reviewed for accuracy in the new system/TMHP

6. Medicaid Unwinding Issues

- Clients assigned the wrong Medicaid Type
- Medicaid states they have not received information when there is proof.
- Wrong Medicaid type being assigned, then being dropped from Medicaid.
- People have been redirected to supervisors who do not take action and have not received the files before removing them from Medicaid.
- Providers are not reimbursed for services and individuals continue to lose services.
- New inexperienced staff are also an issue in completing applications.
- The Texas Council and Private Provider Associations are proposing to designate people at HHSC to respond to Medicaid and TMHP issues concerning waivers.

7. Staffing

- PCC vacancy Central
- RN/LVN vacancy Greenville and Terrell
- Admin position Terrell

AGENDA ITEM NO. 05.10.24

Contracts & Quality Management Report

1. CONTRACTS

- **HHSC MH Contract Amendment:** We received an amendment to our MH Contract for PPB and PASRR. We received an increase of \$314,084 for our performance contract, and \$818,268 for PPB. Our performance contract increase was for maintenance of critical services: local authority workforce capacity. Our PPB bed days increased from 1512 (4.1 beds per day) to 1828 (5.0 beds per day), and our rate increased from \$700 per bed day to \$800 per bed day (inclusive of indirect costs).
- **NTBHA Contracts:** We received an email from NTBHA on May 10, 2024, stating our NTBHA contracts are being uploaded to DocuSign and we should receive them over the coming days.
- **SUD Licensure:** We submitted SUD licensure renewal on all facilities on May 1, 2024.

2. RIGHTS/ABUSE, NEGLECT & EXPLOITATION ALLEGATIONS

- **Rights Allegations**
 - Greenville MH - 1 unconfirmed
- **Pending A,N,&E Allegations:** Greenville MH – 3; MP MH - 1

3. CORPORATE COMPLIANCE

- **IDDA Investigation:** One IDDA staff's documentation did not support service delivery.
 - Recommendations:
 1. Services that were billed and payments received be recouped. Total payback \$4,760.00
 2. In accordance with pages 9 and 11 of the HR procedure 5.10.01, Employee Performance and Progressive Discipline, Group 3, an investigation by HR.
- **Disciplinary Actions Taken:**
 - Due to investigation results, the employee was separated from employment on Tuesday, May 14, 2024.

4. QM MH, NTBHA & SUBSTANCE ABUSE

- **Performance Measures:**
 - We met all performance measures for FY24 Q1 & Q2 except for LTSS Long Term Services and Supports (LTSS referrals within 15 days of receipt). This measure has never been an accountability measure. We received notification from HHSC stating they do not plan to recoup funding relative to our performance and required no further action from us at this time.
 - We missed Effective Crisis Response in April. At least 75.1% of crisis episodes in April shall not be followed by admission to an HHSC inpatient bed within 30 days of the first crisis episode. We are at 74.60% for April.
- **NTBHA 2023 Fiscal Audit:** NTBHA's financial auditors requested we submit confirmation of grant and contract payments. Confirmation was sent on May 2, 2024.
- **HHSC Internal Peer Review:** HHSC requested PASRR de-identified records for six individuals. All records were submitted to HHSC on April 26, 2024.
- **DPP Measures:** DPP measures for SFY24 Round 2 were submitted on April 23, 2024.

5. IDD

- **IDD Service Target:** We met our service target for April with 180, our target is 169.

AGENDA ITEM NO. 05.11.2024

Human Resources Report

Recommended Board Action:

None; information only.

1. Staffing Issues

➤ **Headcount**

We had a total of 461 authorized FTEs and 429 employees in the month of April. We filled ten positions, one internal transfer and nine new hires. This month we had an average of 31 vacancies. Out of those 32 vacancies, one for the admin department, four from ECI, four from IDDA, nine from IDDP and 13 from the Behavioral Health Department. 48% of the vacancies have been posted for more than 90 days and 50% have been posted for less than 90 days.

➤ **Vacancy Report Clarification – See Attached.**

➤ **Separations**

We had four separations in April; three of them were voluntary separations and one due to poor performance (Corporate Compliance Investigation). The reasons for separation this month were; better pay, one is moving out of town and one did not return after first day at the office.

➤ **Recruitment**

Some of the sources used to advertise our openings were Indeed, Newspapers, Colleges and Universities website, Facebook, Texas Workforce Commission website and Chambers of Commerce. We also attended a job Fair at the Terrell Chamber of Commerce.

➤ **Training and Development**

During the month of April, we had 16 classes with a total of 69 participants. Trainings for this month were CPR (*Cardio Pulmonary Resuscitation*), SAMA (*Satori Alternatives for Managing Aggression*), and YMHFA (*Youth Mental Health First Aid*).

2. Compensation & Benefits

➤ No COVID reports this month.

➤ Year to date we have 10 large claims; five of them exceed the stop loss limit.

Recommended Board Action: 05.11.24
Vacancy Report Clarification

- **Staffing Issues**

- **New Hires by department**
 - 3 IDDA- less than 90 days to fill
 - 3 IDDP- less than 90 days to fill
 - 1 Admin- less than 90 days to fill
 - 1 ECI- less than 90 days to fill, not licensed position
 - 1 MH-234 days to fill, LCDC.
- The average of time to fill positions this Fiscal year is 37.5 days.
- Current vacancy rate is 6.9%
- Time to fill:
 - 16 vacancies have been opened for less than 90 days
 - 15 vacancies have been opened for more than 90 days. Those positions that have been vacant for more than 90 days include a variety of positions from all departments.
- Reasons for vacancies opened for more than 90 days:
 - Two of the postings are contract requirements.
 - One posting included two FTE's, we filled one of the FTE and the other one remains available. The initial posting date is the one that counts for reporting purposes.
 - Licensed positions with a low salary rate on the competing market.
 - New Supervisors taking on the hiring process where it was left by previous employees.
- Duties and responsibilities of positions that are vacant are distributed/covered by current employees; temporary stipends are approved for positions taking on additional duties. Although they are able to cover while the positions are vacant, the goal is to fill them as soon as possible, as the coverage should be temporary and a new permanent load.
- **Separations by department**
 - 2 MH
 - 2 IDDA
 - 1 internal transfer within the MH department
- Year to date turnover rate is at 12.4%. FY23 ended with a 17.3% turnover rate.

HR Monthly Report
FY2024

I. Head Count (end of mo)	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
Overall Total													
# Positions	449	449	451	454	460	460	460	461					
# FTE	444	444	447	449	449	449	450	451					
# Employees	407	408	413	410	418	422	425	429					
# Vacant Positions	42	40	42	48	42	38	35	31					
# Full-Time Vacancies	39	38	40	43	37	33	32	26					
# Part-Time Vacancies	3	2	2	4	5	5	3	5					
General Administration													
# Positions	41	41	41	41	41	41	41	41					
# FTE	41.0	41.0	41.0	41.0	41.0	41.0	41.0	41					
# Employees	39	39	39	38	38	37	39	40					
# Vacant Positions	2	2	2	3	3	4	2	1					
# Full-Time Vacancies	2	2	2	3	3	4	2	1					
# Part-Time Vacancies	0	0	0	0	0	0	0	0					
ECI Services													
# Positions	32	32	32	35	35	35	36	36					
# FTE	32	32	32	35	35	35	36	36					
# Employees	25	29	29	29	30	31	31	32					
# Vacant Positions	7	3	3	6	5	4	5	4					
# Full-Time Vacancies	6	3	3	5	5	4	5	4					
# Part-Time Vacancies	1	0	0	1	0	0	0	0					
IDD Authority Services													
# Positions	64	64	64	64	59	59	59	61					
# FTE	64.0	64.0	64.0	64.0	59.0	59.0	59.0	61					
# Employees	54	53	56	56	55	57	56	57					
# Vacant Positions	10	11	8	8	4	2	2	4					
# Full-Time Vacancies	10	11	8	8	4	2	2	4					
# Part-Time Vacancies	0	0	0	0	0	0	0	0					
IDD Provider Services													
# Positions	115	115	115	116	122	122	122	122					
# FTE	114.00	114	114	115	119	119	119	119					
# Employees	109	106	103	104	114	116	118	120					
# Vacant Positions	8	11	12	12	12	10	8	9					
# Full-Time Vacancies	7	9	12	11	9	7	6	7					
# Part-Time Vacancies	1	1	0	1	3	3	2	2					
Medical Prescriber Services													
# Positions	13	13	13	13	13	13	13	12					
# FTE	13	13	13	13	13	13	13	12					
# Employees	12	12	12	12	12	12	11	11					
# Vacant Positions	1	1	1	1	1	1	2	1					
# Full-Time Vacancies	1	1	1	1	1	1	1	0					
# Part-Time Vacancies	0	0	0	0	0	0	1	1					
Mental Health Adult Services													
# Positions	182	182	185	185	185	185	186	186					
# FTE	182	182	185	185	185	185	186	186					
# Employees	168	169	172	168	170	170	170	170					

HR Monthly Report
FY2024

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
# Vacant Positions	14	13	13	17	15	15	16	12					
# Full-Time Vacancies	12	11	11	15	13	13	15	11					
# Part-Time Vacancies	2	2	2	2	2	2	1	1					
II. Recruitment													
# Applications Received	139	219	193	195	221	202	213	208					1590
# Applicants	114	181	160	165	169	167	171	175					1302
# Positions Filled	7	11	12	7	17	14	10	10					88
# New Hires	6	9	11	7	15	11	8	9					76
# Internal Promotions/Transfers	1	2	1	0	2	3	2	1					12
III. Separations													
# Separations *	7	8	6	10	5	6	6	4					52
YTD Avg # Employees	408	408	410	409	413	415	416	418					400
YTD Turnover Rate	6.90%	3.70%	5.10%	7.60%	8.70%	10.10%	11.50%	12.40%					13.00%
* excludes temporary, PRN, & RIF													0
Avg LOS (Yrs)													
# Involuntary Separations	1	1	2	1	1	1	1	1					9
# Voluntary Separations	6	7	4	9	4	5	4	3					42
# Vol Separations < 90 Days Empl	0	1	1	1	0	3	2	1					9
# Vol Separations > 90 Days < 1 Yr	2	2	2	3	1	1	1	0					12
IV. Training													
# NEO Classes	2	2	2	1	2	2	2	2					15
# NEO Participants	6	9	11	7	15	11	7	9					75
# CPR Classes	6	8	5	5	6	6	6	5					47
# CPR Participants	18	23	14	14	14	14	16	17					130
# SAMA Initial Classes	2	2	1	2	1	3	2	2					15
# SAMA Initial Participants	5	4	4	12	6	17	6	7					61
# SAMA Refresher Classes	6	5	2	4	3	4	5	5					34
# SAMA Refresher Participants	23	19	5	11	9	16	21	18					122
# ASIST Initial Classes	1	0	1	0	1	0	1	0					4
# ASIST Initial Participants	9	0	10	0	11	0	7	0					37
# ASIST Refresher Classes	1	0	1	1	2	2	1	0					8
# ASIST Refresher Participants	4	0	14	4	13	19	6	0					60
# SOSAM Classes	0	1	0	0	0	0	0	0					1
# SOSAM Participants	0	2	0	0	0	0	0	0					2
# YMHFA Classes	0	0	1	0	1	0	2	2					6
# ISD Participants	0	0	1	0	9	0	15	18					43
# AMHFA Classes	0	0	0	0	0	0	0	0					0
# Community Participants	0	0	3	0	0	0	0	0					3
Total # Events	18	18	13	13	16	17	19	16					130
Total # Participants	65	57	62	48	77	77	78	69					533
V. Benefits													
<i>Retirement</i>													
# Eligible Employees	366	366	372	372	372	377	379	385					2989
# 457(b) Participants	310	306	304	302	302	302	300	305					2431
# Participating at 5% or More	199	198	193	193	191	190	187	187					1538
\$ Avg Contribution Amount	239	246	246	370	247	248	247	242					2,085.27
\$ Total 457(b) Contribution	74,206	75,308	74,593	111,767	74,449	74,806	74,925	73,958					633,103
\$ Total Center's Match to 401(a)	57,447	57,247	56,595	84,396	56,213	56,704	56,262	56,349					481,205

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	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
Health Insurance													
# Eligible Employees	366	366	372	372	372	377	379	385					374
# With Coverage	330	326	329	330	328	333	334	339					331
\$ Total Premium per Month	518,772	509,845	511,775	513,383	510,092	516,681	515,587	521,139					4,117,274
Value Plan Enrollment													
# Employee Only	151	152	157	158	157	162	165	171					159
# Employee & Child	34	34	35	37	36	37	36	36					36
# Employee & Spouse	17	17	17	16	16	16	16	16					16
# Employee & Family	26	24	24	24	24	24	24	24					24
\$ Paid by Employee	57,931	56,272	57,029	57,310	56,813	57,570	57,333	57,723					457,981
\$ Paid by Center	314,163	310,525	317,567	320,104	317,310	324,352	325,806	332,178					2,562,005
Enhanced Plan Enrollment													
# Employee Only	88	85	83	82	82	81	81	80					662
# Employee & Child	6	6	6	6	6	6	5	5					46
# Employee & Spouse	2	2	2	2	2	2	2	2					16
# Employee & Family	6	6	5	5	5	5	5	5					42
\$ Paid by Employee	27,900	27,426	25,820	25,662	25,662	25,504	24,788	24,630					207,392
\$ Paid by Center	118,778	115,622	111,359	110,307	110,307	109,255	107,660	106,608					889,896
Total Expenses													
\$ Total Admin Fee Paid	44,909	69,489	68,389	69,333	67,616	67,694	73,172	75,855					536,456
\$ Total Premium Paid	518,772	509,845	511,775	513,383	510,092	516,681	515,587	521,139					4,117,274
\$ Total Claims Paid (Med & Rx)	522,400	335,059	361,938	665,226	424,022	375,866	710,544	384,111					3,778,866
Loss Ratio	100.6%	65.7%	70.7%	129.6%	83.1%	72.7%	137.8%	73.7%					91.8%
# Large Claims > \$50,000	1	1	2	3	4	4	6	10					1
# Claims Exceeding Ind Stop Loss	1	1	1	2	2	2	4	5					1
VI. COVID Tracking													
# Employees with Exposure/Tested	9	0	19	4	2	2	1	0					9
# with Positive Results	7	0	19	4	2	2	1	0					35
# Hospitalized	0	0	0	0	0	0	0	0					0