

**LAKES REGIONAL COMMUNITY CENTER**  
**REGULAR MEETING OF THE BOARD OF TRUSTEES**  
**WEDNESDAY, FEBRUARY 26, 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: 4804 Wesley Street, Greenville, Texas or by Zoom**

**Date and Time: Wednesday, February 26, 2025, 5:00 PM**

Join by Zoom:

<https://us06web.zoom.us/j/88606627912?pwd=0nvM3VzxEconWGUdUbqkaratb9psZw.1>

Meeting ID: 886 0662 7912

Passcode: 338916

Join by Phone: [346-248-7799](tel:346-248-7799)

Meeting ID: 886 0662 7912

Passcode: 338916

## **AGENDA**

AGENDA NUMBER	TOPIC
02.01.25	<b>CALL TO ORDER</b> <ul style="list-style-type: none"><li>• Roll Call / Introduction of Guest.</li></ul>
02.02.25	<b>CLOSED EXECUTIVE SESSION (Tom Brown, Chair)</b> <b>Pursuant to Section 551.074, Texas Government Code</b> <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> <b>Chairperson to close Executive Session reconvene Open Session.</b>
02.03.25	<b>APPROVAL OF MINUTES</b> <ul style="list-style-type: none"><li>• Regular Board Meeting Minutes of January 22, 2025</li></ul>
02.04.25	<b>COMMENTS FROM CITIZENS</b> <p><i>Presentations are limited to three minutes per person and must pertain to an agenda item. The Board reserves the right to limit the number of speakers and/or the length of comments on any topic. Citizens wishing to address the Board must register prior to the start of the meeting.</i></p>
02.05.25	<b>COMMITTEE MEETING REPORTS</b> NA

**02.06.25 RECOMMENDATIONS FOR APPROVAL**

- Review and take possible action to approve DHR Global Executive Search Agreement and stipulate the source of funds for payment.

**02.07.25 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)

**02.08.25 FISCAL REPORT** (*Erwin Hancock*)

- Motion to Accept Center's Financial Statement for Period(s) Ending: January, 2025.

**02.09.25 MENTAL HEALTH SERVICES REPORT** (*DiDi Thurman*)

Attachment

- Services Report
- Crisis Services
- Training

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

- Waivers Home and Community Services (HCS) & Texas Home Living (TxHML)
- Individual Skills and Socialization (ISS)
- Intermediate Care Facility (ICF)
- Outpatient Biopsychosocial Intervention program (OBI)
- IDD Provider Telemedicine numbers

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

- Contracts
- Rights/Abuse, Neglect & Exploitation Allegations
- Planning
- Corporate Compliance
- QM MH, NTBHA & Substance Abuse
- IDD

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

- Staffing Issues
- Compensation and Benefits

**02.13.25 ADJOURNMENT**

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

***Regular Meeting of the Board of Trustees***

*March 26, 2025  
1525 Airport Road  
Rockwall, Texas*

**AGENDA ITEM NO. 02.03.25**

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 January 22, 2025 as presented.

LAKES REGIONAL COMMUNITY CENTER  
REGULAR MEETING OF THE BOARD OF TRUSTEES  
WEDNESDAY, JANUARY 22, 2025, 5PM  
BOARD MINUTES

AGENDA NUMBER	TOPIC										
01.01.25	<p><b>CALL TO ORDER</b></p> <p>The January 22, 2025 regular meeting of the Lakes Regional Community Center Board of Trustees called to order by Chairperson, Tom Brown at 5:01 PM with a quorum present in person or by Zoom. Chairperson asked for Roll Call.</p> <p><b>Members Present (In Person/Zoom):</b></p> <table><tbody><tr><td>Tom Brown, Hunt County, Chairperson</td><td>Steve Earley, Lamar County (Phone)</td></tr><tr><td>Lisa Heine, Ellis County (Zoom)</td><td>Jan Brecht-Clark, Ph.D. Delta County</td></tr><tr><td>E. P. Pewitt, Morris County</td><td>Shae Green, Rockwall County</td></tr><tr><td>Crystal Richardson, Navarro County (Zoom)</td><td>Nancy Leflett, Titus County</td></tr><tr><td>Sheriff Ricky Jones, Franklin (Zoom)</td><td></td></tr></tbody></table> <p><b>Members Absent:</b> Margaret Webster, Kaufman; Dana Sills, Hopkins County; Harold Kennington, Camp County</p> <p><b>Vacant Seat(s):</b> NA</p> <p><b>Guest(s):</b> NA</p> <p><b>Ex Officio Members Present:</b> Sheriff Martin, Morris County (Zoom)</p> <p><b>Ex Officio Members Absent:</b> NA</p> <p><b>Management Staff Present:</b> John Delaney, Erwin Hancock, Jessica Ruiz and Larry Jonczak</p> <p><b>Management Staff Zoom:</b> Didi Thurman, Laurie White</p> <p><b>Management Staff Absent:</b> Kellie Walker</p> <p><b>Board Liaison/Recording Secretary:</b></p> <p>Judy Dodd, Board Liaison/Recording Secretary</p> <p>Tammy Johnson, CFO Administrative Assistant</p>	Tom Brown, Hunt County, Chairperson	Steve Earley, Lamar County (Phone)	Lisa Heine, Ellis County (Zoom)	Jan Brecht-Clark, Ph.D. Delta County	E. P. Pewitt, Morris County	Shae Green, Rockwall County	Crystal Richardson, Navarro County (Zoom)	Nancy Leflett, Titus County	Sheriff Ricky Jones, Franklin (Zoom)	
Tom Brown, Hunt County, Chairperson	Steve Earley, Lamar County (Phone)										
Lisa Heine, Ellis County (Zoom)	Jan Brecht-Clark, Ph.D. Delta County										
E. P. Pewitt, Morris County	Shae Green, Rockwall County										
Crystal Richardson, Navarro County (Zoom)	Nancy Leflett, Titus County										
Sheriff Ricky Jones, Franklin (Zoom)											
01.02.25	<p><b>APPROVAL OF MINUTES</b></p> <p><b>Recommended Board Action:</b></p> <p>➤ Approval of Minutes of December 4, 2024 meeting.</p> <p><b>Rational:</b></p> <p>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 Jan Brecht-Clark. A sign of aye approved minutes unanimously.</p> <p><b>CLOSURE</b></p>										
01.03.25	<p><b>COMMENTS FROM CITIZENS</b></p> <p>➤ NA</p> <p><b>CLOSURE</b></p>										



**01.04.25 COMMITTEE MEETING REPORT**

- NA
- CLOSURE**

**01.05.25 RECOMMENDATIONS FOR APPROVAL**

- NA.
- CLOSURE**

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

**Recommended Board Action:**

None: Information only

**Rationale:**

Discussion on the following:

➤ **1115 Waiver Update**

- Direct Payment Program – Behavioral Health Services (DPP-BHS)
  - HHSC notified Centers regarding the first IGT refunds related FY24 DPP-BHS payments for the first 6 months of the last fiscal year.
  - Adjustments are due to reconciliations for FY24 MCO premiums that were processed by HHSC for units of service from September through December of FY-24.
  - HHSC notified Centers that the open enrollment for participation in the FY-2026 DPP-BHS period will begin next month.
- CCP Update
  - At the time of this report, HHSC has not finalized what the total state-wide settlement amount will be for this reporting period.
  - Settlement has not been settled as yet.

➤ **Texas Council Update:**

- Major topics included:
  - Center Transitions
  - Ending of COVID Block Grant Funding
  - Implications of House Speaker race
  - IDD Legislative items focus from interim hearings
  - HHSC Public Notification of Privacy Breach
  - OIG Audit Discussion
  - YCOT and YCOT-Plus Presentation

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

- FY 26 Substance Use Treatment Services-HHS0015355 State Procurement Notice released November 19<sup>th</sup>.
  - Our renewal applications for our Region 3 and 4 have been submitted.
- North Texas Behavioral Health Authority (NTBHA): No updates
- ECI – renewal application which covers services in Hunt, Hopkins, Lamar, Delta, Franklin, Morris and Camp counties has been submitted.

➤ **East Texas Behavioral Health Network (ETBHN)**

- No update.

**CLOSURE**

**01.07.25 FISCAL REPORT (Erwin Hancock)**

**Recommended Board Action:**

- Motion to accept Center's financial statement(s) for the month(s) of November/December, 2024.
- Motion to Accept Center's 1st Quarterly Financial Report.

**Rationale:**

Discussion on the following:

- Erwin presented the financials for the months of November and December, 2024.
  - Noted: 3 payrolls for the month of November
  - Ratio thru December corrected
  - Excess (deficiency) of revenues over expenditures
- Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve November and December financial reports. E. P. Pewitt made motion to approve and seconded by Crystal Richardson. Financials were approved unanimously sign of aye.
- Erwin presented Center's 1st Quarterly Financial Report.
  - Noted: Date corrected in statement
  - Noted: 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 for approval for the Center's 1st Quarterly Financial Report. Jan Brecht-Clark made motion to approve with second by Shae Green. Financials were approved unanimously sign of aye.

**CLOSURE**

**01.08.25 MENTAL HEALTH SERVICES REPORT (Didi Thurman)**

**Recommended by Board Action:**

None: Information only

**Rationale:**

Discussion on the following:

- Trauma Informed Care Training
  - A picture of an individual's life situation – past and present – in order to provide effective health care services with a healing orientation.
  - Strong focus of being a CCBHC
  - Training with all Behavioral Health Staff
- Titus County SIM Mapping Workshop
  - The Model details how people with mental illness, substance use disorders, and /or intellectual and developmental disabilities encounter and move through the criminal justice system
  - Kickoff for Planning Committee was held 01/14/25.

- Invites for this event will go out February 3<sup>rd</sup>, 2025.
- Event scheduled for March 27-28<sup>th</sup> at the Titus County Extension Office
- Supportive Housing Rental Assistance Funds
  - Funds available to anyone with need.
  - Funds are paired with ongoing individualized support services.

#### **CLOSURE**

### **01.09.25 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)**
  - New Provider Care Coordinator for the central area, Nicole Wilson.
  - 12 counties to be joined to 2 vendor numbers in lieu of 4.
  - 1 Group Home opening in Waxahachie at the Royal Street Group Home.
  - One individual has been temporary suspension in Paris for 3 months.
- **Individual Skills and Socialization (ISS)**
  - Training held December 5<sup>th</sup> in Pittsburg was very informative.
  - ISS Programs have participated in many different classes.
  - Calendar planning meetings occur at each location monthly.
- **Intermediate Care Facilities (ICF)**
  - Group home opening @ Sayle Street in Greenville.
  - Special Olympics Basketball season has opened and Athletes are excited.
  - Needing an LVN to join the ICF Team. (Issue Salary)
- **Texas Workforce Solutions (TWS)**
  - Referrals are needed as we are a credentialed Community Rehab Provider with TWS.
- **Outpatient Biopsychosocial Intervention Program (OBI)**
  - Priority for the 89<sup>th</sup> Legislative Session, E1 17, is to expand OBI model to 34 other Centers.
  - Collaborative case management and skills training services were provided to 29 individuals with dual diagnoses and their families.
  - OBI served individuals across six counties.
  - FY25 Quarter 1, reporting was completed and submitted by the designated deadline.
  - Hospitalization Updates: No Hospitalizations in the month of December.
- **Vocation Apprenticeship Program (VAP)**
  - ARPA funds ended for grant (12/31/24).
- **IDD Provider Telemedicine numbers**
  - Follow-ups – 68

#### **CLOSURE**

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

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

None: Information only



**Rationale:**

Discussion on the following:

- **Contracts**
  - Received contract amendment for TDCJ increasing rates.
  - Received contract amendment extending ARPA Workforce Challenges funding in FY25.
- **Rights/Abuse, Neglect & Exploitation Allegations**
  - APS Investigations: 5
  - HHSC Investigations: 1
- **Planning**
  - Regional PNAC met and approved our LPND with no recommendations.
  - RPNAC next meeting February 4, 2025.
  - Local Service Area Plan (LSAP) was submitted to HHSC on December 27, 2024.
- **Corporate Compliance**
  - ECI Investigation: One staff's documentation did not support service delivery.
    - Service identified and will be paid back. Total payback \$0.00
    - Disciplinary Action taken: Formal written warning is recommended.
  - MH investigation: Two MH staff's documentation did not support service delivery.
    - Service identified are not billed. Total services not billed: \$2,719.93.
    - Disciplinary Action:
      - Staff 1 will be placed in a plan of correction with additional training.
      - Staff 2 employment was ended due to the results of the QM Department and HR investigations.
- **QM MH, NTBHA & Substance Abuse**
  - Performance Measures: Received a sanction of \$43 for the second half of FY24 for Effective Crisis Response at 74.8%, the target 75.1%.
  - HHSC MH Comprehensive Audit: Accepted our corrective action plan on January 6, 2025. Will return in 6 months to ensure all items have been corrected.
  - Molina Audit: Requested documentation on thirty individuals for a chart audit. All documentation was submitted.
- **IDD**
  - IDD Service Target: Missed our service target at 113, target 169.

**01.11.25**

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

**Recommended by Board Action:**

None: Information only

**Rationale:**

Discussion on the following:

- **Staffing issues**
  - Headcount: 435 employees and 449 approved FTE's.
  - Vacancies: 18 vacancies November; 24 vacancies December



- Separations: 6 separations November; 7 separations December
- Recruitment: Various Sources
- Training and Development: 32 classes with a total of 239 participants.

➤ **Compensation and Benefits:**

- Covid: No covid reports for the reporting month of November; two reports of positive COVID test results in December.
- YTD: Four large claims; one of these exceeds the stop loss limit.

**CLOSURE**

**01.12.25 CLOSED EXECUTIVE SESSION (Tom Brown, Chair)**

**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.

**Rational:**

Discussion by Board Members of Personnel matters.

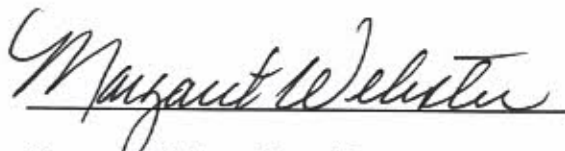
- ❖ Chairperson noted motion was made to approve.

Chairperson ask for motion to close and reconvene Open Session.

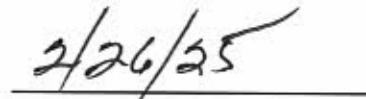
**01.13.25 ADJOURMENT**

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 Sheriff Jones. Motion carried unanimously by a sign of aye.

**ATTEST:**



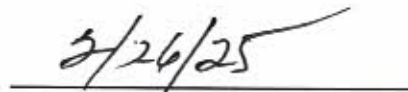
Margaret Webster, Board Secretary



**DATE:**



Judy Dodd, Board Liaison/Transcriptionist 2/12/25



**AGENDA ITEM NO. 02.04.25**

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. 02.05.25**

Committee Meeting Reports

**RECOMMENDATIONS FOR APPROVAL:**

➤ NA

**Rationale:**

No recommendations presented.

**Agenda Item No. 02.06.25**

**Recommendation for Approval:**

Review and take possible action to approve DHR Global Executive Search Agreement and stipulate the source of funds for payment.

**Rationale:**

On January 22, John Delaney announced his intention to retire as the Executive Director of Lakes Regional Community Center sometime in July or August of 2025.

To prepare Lakes for a smooth transition, the Board has designated four members as a recruitment committee with Shae Green as its designated Chair.

It is the committee's recommendation to engage DHR Global, a professional executive recruiting organization to conduct a regional/national search for a viable list of candidates for consideration.

Essential elements of DHR Global agreement include:

- Building Consensus and Developing the Position Specification
- Identifying a viable pool of candidates for interview
- Interview management and candidate evaluation

Acceptable payment terms at the discretion of the recruitment committee and the general Board. Generally:

- Invoices consistent with the terms of the ratified contract will be considered authorized.
- Any recruitment related costs will be paid upon receipt specifically from Lakes' unrestricted reserves.
- No expenditures for the purpose of executive recruitment will be made from performance contract funds.
- No expenditures for the purpose of executive recruitment will be made from Current contracted Federal or State awarded funds.
- The Board has authorized up to 100,000.00 from Lakes Regional's unrestricted reserves for execution of the DHR Global contract.



Tom Brown, Chair, Lakes Regional Board of Trustees

*February 24, 2025*  
Date



**AGENDA Item No: 02.07.25**  
**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 February Board Meeting:**

- HHSC in coordination through the TX. Council has requested all Centers to complete a new CCBHC cost report by February 26. The data from these reports will be used to set the DPP-BHS component 1 rate for FY-26.
- The open enrollment application for participation in the FY-2026 DPP-BHS period has been completed and submitted.

**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 February Board Meeting:**

- HHSC has finalized what the total state-wide settlement amount will be for this reporting period. As expected, our claim amount reduction will be around 600,000 less than originally budgeted.

**2. Texas Council Update:**

The Texas Council Executive Committee met on 2/19/25. Legislative committee assignments were discussed and hearings on appropriations have begun. Representative Gary VanDeaver, who represents Lamar and Morris counties, was named chair of the House Public Health Committee.

### **3. HHSC Performance Contracts/Grants and Local Initiatives.**

- Our FY 26 Substance Use Treatment procurement bids for our Region 3 and 4 contracts are still pending.
- ECI

HHSC received our application for the Texas Early Childhood Intervention (ECI) program renewal. We expect them to announce program awards by this summer.

### **4. East Texas Behavioral Health Network (ETBHN)**

- The ETBHN IDD group meets monthly and is currently examining member LIDDAs and how they track Case Manager productivity and billing strategies.

**AGENDA ITEM NO. 02.08.25**

Fiscal Reports

**RECOMMENDATIONS FOR APPROVAL:**

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

**Rationale:**

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

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

Erwin Hancock  
Chief Financial Officer

February 19, 2025



# **Lakes Regional Community Center**

## **Financial Report Outline**

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

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

Profit and Loss Summary

	Current Month	Year to Date
Revenues	\$3,589,584	\$18,556,552
Expenses	\$3,678,106	\$17,695,281
Net Income	<u><u>(\$88,522)</u></u>	<u><u>\$861,270</u></u>

Balance Sheet Summary

	Current YTD as of January 31, 2025	Last YTD as of January 31, 2024	Year to Year Change
Total Assets	\$44,356,208	\$43,161,680	\$ 1,194,528
Total Liabilities	\$10,639,147	\$10,617,564	\$ 21,583
Fund Balance	<u><u>\$33,717,061</u></u>	<u><u>\$32,544,116</u></u>	<u><u>\$ 1,172,945</u></u>

Lakes Regional Community Center  
Balance Sheet

	As of 1/31/2025	As of 1/31/2024	Net Change
<b>Current Assets</b>			
Cash	\$ 19,839,908	\$ 23,274,229	\$ (3,434,321)
Accounts Receivable	7,400,254	6,748,997	\$ 651,257
Other Current Assets	2,995,591	904,359	\$ 2,091,232
<b>Total Current Assets</b>	<b>\$ 30,235,753</b>	<b>\$ 30,927,585</b>	<b>\$ (691,832)</b>
<b>Long-Term Assets</b>			
Fixed Assets (net of depreciation)	\$ 10,547,991	\$ 8,444,617	\$ 2,103,374
Other Long-Term Assets	3,572,464	3,789,478	\$ (217,014)
<b>Total Long-Term Assets</b>	<b>\$ 14,120,455</b>	<b>\$ 12,234,095</b>	<b>\$ 1,886,360</b>
<b>Total Assets</b>	<b>\$ 44,356,208</b>	<b>\$ 43,161,680</b>	<b>\$ 1,194,528</b>
<b>Current Liabilities</b>			
Accounts Payable	\$ 700,790	\$ 994,147	\$ (293,357)
Accrued Expenses	1,098,243	967,733	\$ 130,510
Short-term Debt	4,826,055	4,866,206	\$ (40,151)
Notes Payable	281,764	0	\$ 281,764
Work In Progress	159,831	0	\$ 159,831
<b>Total Current Liabilities</b>	<b>\$ 7,066,683</b>	<b>\$ 6,828,086</b>	<b>\$ 238,597</b>
Long-term Debt	\$ 3,572,464	3,789,478	\$ (217,014)
<b>Total Long-Term Debt</b>	<b>\$ 3,572,464</b>	<b>\$ 3,789,478</b>	<b>\$ (217,014)</b>
<b>Total Liabilities</b>	<b>\$ 10,639,147</b>	<b>\$ 10,617,564</b>	<b>\$ 21,583</b>
Investment In General Fund Assets	\$ 11,199,376	8,444,617	\$ 2,754,759
Fund Balance at Beginning of Year	22,517,685	24,099,498	\$ (1,581,813)
<b>Total Equities and other Credits</b>	<b>\$ 33,717,061</b>	<b>\$ 32,544,115</b>	<b>\$ 1,172,946</b>
<b>Total Liabilities, Equities and other Credits</b>	<b>\$ 44,356,208</b>	<b>\$ 43,161,679</b>	<b>\$ 1,194,529</b>

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

Division	Current Month	Year to Date
Mental Health Adult	\$ 18,560	\$ 396,387
Mental Health C&A	9,611	44,321
Substance Abuse	22,820	100,903
IDDP	(75,114)	187,282
IDDA	12,059	69,994
ECI	(37,162)	45,211
Other	\$ (39,295)	\$ 17,172
Total Lakes	<u>\$ (88,522)</u>	<u>\$ 861,270</u>
Other	Current Month	Year to Date
Hospitality House	\$ 2,670	\$ 13,104
Mental Health First Aid	\$ (16)	\$ 11,945
CCBHC/CMHC SAMSHA Grants	\$ (42,283)	\$ -
Expending Fund Raising	\$ -	\$ 580
Administration	\$ 333	\$ (8,456)
	\$ (39,295)	\$ 17,172



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

	<u>1/31/2025</u>	<u>1/31/2024</u>	Variance	Var %
<b>Revenues</b>				
General Revenue IDD	\$201,676	\$207,613	(\$5,937)	-3%
General Revenue MH	\$748,508	\$689,665	\$58,843	9%
Early Childhood Intervention Revenue	\$149,754	\$200,413	(\$50,659)	-25%
Charity Care Pool / DPP	\$603,276	\$698,667	(\$95,391)	-14%
NTBHA Revenue	\$293,876	\$224,950	\$68,925	31%
Medicaid Revenue	\$286,860	\$266,424	\$20,436	8%
Medicare Revenue	\$5,630	\$6,115	(\$485)	-8%
HCS Revenue	\$411,255	\$435,901	(\$24,646)	-6%
Managed Care Revenue	\$100,092	\$90,771	\$9,321	10%
Private Insurance	\$42,938	\$15,022	\$27,917	186%
Client Fees	\$11,322	\$4,014	\$7,308	182%
Other Revenue	\$734,397	\$766,197	(\$31,799)	-4%
<b>Total Revenues</b>	<b>\$3,589,584</b>	<b>\$3,605,753</b>	<b>(\$16,169)</b>	<b>0%</b>
<b>Expenses</b>				
Salaries and Wages	\$1,819,148	\$1,730,860	\$88,288	5%
Employee Benefits	\$691,797	\$630,891	\$60,907	10%
Staff Training	\$7,878	\$9,127	(\$1,249)	-14%
Furniture and Equipment	\$3,882	\$9,029	(\$5,147)	-57%
Maintenance and Repairs	\$32,229	\$24,890	\$7,339	29%
Utilities	\$46,822	\$43,101	\$3,721	9%
Client Support	\$698	\$3,818	(\$3,120)	-82%
Supplies	\$27,938	\$27,168	\$770	3%
Vehicle Maintenance	\$8,932	\$16,672	(\$7,740)	-46%
Insurance Costs	\$32,828	\$28,990	\$3,838	13%
Debt Service	\$47,804	\$39,213	\$8,590	22%
Other Expenses	\$958,150	\$964,984	(\$6,834)	-1%
<b>Total Expenses</b>	<b>\$3,678,106</b>	<b>\$3,528,744</b>	<b>\$149,363</b>	<b>4%</b>
<b>Net Surplus/(Deficit)</b>	<b>(\$88,522)</b>	<b>\$77,010</b>	<b>(\$165,532)</b>	<b>-215%</b>

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

	YTD ended 01/31/2025	YTD ended 01/31/2024	Variance	Var %
<b>Revenues</b>				
General Revenue IDD	\$1,022,227	\$1,074,360	(\$52,133)	-5%
General Revenue MH	\$3,776,281	\$3,571,958	\$204,323	6%
Early Childhood Intervention Revenue	\$1,072,347	\$869,370	\$202,978	23%
Charity Care Pool / DPP	\$3,385,241	\$3,257,174	\$128,067	4%
NTBHA Revenue	\$1,289,036	\$1,106,882	\$182,154	16%
Medicaid Revenue	\$1,404,817	\$1,342,006	\$62,810	5%
Medicare Revenue	\$26,563	\$29,245	(\$2,682)	-9%
HCS Revenue	\$2,097,041	\$2,111,693	(\$14,652)	-1%
Managed Care Revenue	\$483,085	\$553,956	(\$70,871)	-13%
Private Insurance	\$172,450	\$97,438	\$75,012	77%
Client Fees	\$32,860	\$22,192	\$10,668	48%
Other Revenue	\$3,794,604	\$3,889,581	(\$94,977)	-2%
<b>Total Revenues</b>	<b>\$18,556,552</b>	<b>\$17,925,853</b>	<b>\$630,699</b>	<b>4%</b>
<b>Expenses</b>				
Salaries and Wages	\$8,997,415	\$8,762,541	\$234,874	3%
Employee Benefits	\$3,099,729	\$2,973,124	\$126,605	4%
Staff Training	\$44,888	\$34,215	\$10,673	31%
Furniture and Equipment	\$15,167	\$134,561	(\$119,394)	-89%
Maintenance and Repairs	\$108,822	\$119,597	(\$10,776)	-9%
Utilities	\$197,086	\$197,919	(\$833)	0%
Client Support	\$33,746	\$32,112	\$1,634	5%
Supplies	\$121,110	\$141,457	(\$20,346)	-14%
Vehicle Maintenance	\$34,689	\$51,399	(\$16,709)	-33%
Insurance Costs	\$164,495	\$144,952	\$19,543	13%
Debt Service	\$230,769	\$191,586	\$39,184	20%
Other Expenses	\$4,647,364	\$4,447,225	\$200,139	5%
<b>Total Expenses</b>	<b>\$17,695,281</b>	<b>\$17,230,688</b>	<b>\$464,593</b>	<b>3%</b>
<b>Net Surplus/(Deficit)</b>	<b>\$861,270</b>	<b>\$695,165</b>	<b>\$166,105</b>	<b>24%</b>

Lakes Regional Community Center  
Statement of Revenues and Expenditures  
For the Period Ending January 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	\$ 143,260	\$ 182,485	\$ 116,220	\$ 129,879	\$	\$	\$	\$	\$	\$	\$	\$ 666,396
State Programs	1,667,774	1,785,771	1,767,863	1,681,329	1,735,019								8,647,557
Federal Programs	1,348,842	1,510,508	1,819,261	1,574,801	1,999,597								7,852,009
Interest Income	77,162	72,723	68,247	67,754	66,111								351,998
North Texas BH Assoc	232,063	240,302	251,235	244,013	260,978								1,238,591
<b>TOTAL REVENUES</b>	<b>\$ 3,419,374</b>	<b>\$ 3,752,595</b>	<b>\$ 4,058,891</b>	<b>\$ 3,685,117</b>	<b>\$ 3,589,594</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$ 18,556,552</b>
Expenditures													
Current:													
Salaries & Wages	\$ 894,957	\$ 1,782,274	\$ 2,700,632	\$ 1,800,405	\$ 1,819,148	\$	\$	\$	\$	\$	\$	\$	\$ 8,967,415
Employee Benefits	328,635	656,300	761,953	661,044	681,797								3,059,729
Other Operating Expenses:													
Client Respite	2,075	7,288	5,329	19,485	6,967								41,171
HCS Contract	119,882	123,767	128,475	114,068	123,738								657,931
ConsultPro Svc - External	6,900	6,473	14,150	6,021	7,423								40,908
Contracts with Other Orgs-Ext	386,564	433,846	349,246	379,941	388,435								1,938,031
ICF/MR Quality Assurance Fees	6,721	6,845	6,550	7,116	7,236								34,567
TX-HML Contracts	5,224	7,286	6,861	4,047	9,188								31,698
Contracted Lab Services	825	320	1,782	724	3,285								6,948
Staff Development/Training	7,991	9,526	9,064	10,430	7,878								44,688
Non-Clinical Contracts with Others	6,233	7,424	5,343	24,016	22,915								66,732
Pharmaceuticals/Supplies	6,839	14,774	8,126	17,767	15,777								63,293
Physical Meds	1,691	3,731	1,463	4,049	5,932								16,777
Patient Asst Program/Filing Fees	789	641	0	791	605								2,608
Training and Travel	16,567	50,902	72,544	47,715	44,019								231,747
Consumable Supplies	22,092	21,085	24,308	25,688	27,638								121,110
Building Capital Outlay	480	-	13,577	18,125	19,553								51,714
Computer Capital Outlay	15,430	-	0	12,840	0								28,270
Furniture/Equipment under \$5,000	1,078	7,545	1,451	1,212	3,882								44,240
Copier Equipment Rental	8,660	7,676	3,277	6,872	17,554								23,705
Computer Equipment Under \$5,000	6,034	1,114	4,975	5,385	6,197								97,668
Other Monthly Expenses	12,990	48,979	14,426	6,770	14,510								145,194
Computer Software Support Fees	35,859	26,524	24,767	24,511	33,533								67,999
Computer Software Fees for HR System	10,725	11,838	13,440	18,095	13,869								692,085
Building Rent, Repair, Maintenance	155,106	120,310	129,964	133,758	153,948								(1,871)
Building Rent to Other Programs	note1	-	0	0	0								34,689
Vehicle Operating Expense	5,669	3,562	9,494	7,013	8,932								46,147
Vehicle Fuel Costs	10,366	note2	19,647	9,178	8,977								197,596
Non-Client Utilities	48,520	(21) note1	38,289	39,262	48,822								140,476
Telecommunications	20,156	24,204	30,770	31,807	28,629								29,945
Data Connect/Internet Access	4,694	20,114	6,310	6,310	6,320								12,500
Crisis Hotline Answering Svc	2,500	2,900	2,500	2,500	2,500								164,495
Insurance	31,539	34,472	32,828	32,828	32,828								33,746
Client Support Costs	5,098	9,715	10,151	8,094	698								58,986
Client Reimburseable Services	12,285	14,756	10,544	8,534	12,875								28,007
NTBHA Supported Housing	2,468	7,896	6,301	5,525	5,818								230,789
Debt Service	42,597	45,986	48,798	47,625	47,804								103,940
DPP BHS Prem Tax Risk Admin	20,095	20,040	23,092	20,287	20,425								1,291
COVID-19 Expenses	269	268	269	248	238								536
ECI Client Support Costs	0	56	201	120	158								1,320
Expanding Fund Raising Funds	360	360	360	0	223								3,737
LRAHARC Board Expenses	336	348	1,457	401	1,195								97,687
Service Costs Unallowable	10,003	21,028	22,604	32,747	11,287								\$ 5,598,137
Total Other Operating Expenses	\$ 1,051,704.41	\$ 1,138,756.68	\$ 1,098,020	\$ 1,142,494	\$ 1,167,161	\$	\$	\$	\$	\$	\$	\$	\$ 5,598,137
<b>TOTAL EXPENDITURES</b>	<b>2,275,297</b>	<b>357,730</b>	<b>4,560,605</b>	<b>3,803,843</b>	<b>3,678,106</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$ 17,695,281</b>
Excess (deficiency) of revenues over expenditures	\$ 1,144,078	\$ 175,255	\$ 148,713	\$ 82,174	\$ (88,522)	\$	\$	\$	\$	\$	\$	\$	\$ 861,270

note1 Prior Year Correction - pending audit adjustment entry  
note2 Correction Sept and October will be reported in November  
note3 Includes October and November expenses  
note4 Wesley St. Parking Lot = \$19,210. Measurement Gap = \$343  
note5 Includes late invoices received through January, 2025



## Lakes Regional Community Center

## FY25 Aged Accounts Receivable

JANUARY 02062025

Accounts Receivable Description	GL A/R Balance	JAN	DEC 30 Day	NOV 60 Days	OCT 90 Days	Sep & prior 120 +
MAC Adm Claim	1,229,307.32	145,681	145,681	145,681	145,681	646,583
Medicaid	346,282.41	250,430	13,873	7,965	7,917	66,098
Medicare	7,257.98	2,832	683	465	223	3,055
Private Insurance	57,109.65	13,400	3,975	5,566	4,196	29,972
Chip	721.56	204	30	-	55	432
<b>MANAGED CARE:</b>						
Amerigroup	28,822.95	21,821	386	452	1,230	4,934
Superior (Cenpatco)	30,280.67	20,309	4,884	83	421	4,584
Optum	31,085.29	20,920	1,435	1,439	379	6,913
Cigna	155.32	-	-	-	-	155
Texas Childrens Plan	2,358.21	474	612	62	229	981
Beacon	13,398.70	10,011	240	398	703	2,047
Molina	56,022.13	19,431	1,682	2,280	1,823	30,807
Aetna Better Health	8,919.29	3,916	3,691	167	343	802
Cooks Children	150.12	150	-	-	-	-
Texas Home Living - North **	25,144.57	25,145	-	-	-	-
Texas Home Living - South **	4,546.89	1,077	1,767	1,703	-	-
HCS - North **	231,795.67	231,796	-	-	-	-
HCS - South **	173,694.52	110,089	197	63,409	-	-
VAP (Vocational Apprenticeship)	20,734.33	-	20,734	-	-	-
Reimbursable Svcs-TxHmL North & South	1,647.00	1,485	-	-	-	162
Reimbursable Svcs-HCS North	6,634.63	6,528	-	107	-	-
Reimbursable Svcs-HCS South	777.54	778	-	-	-	-
HCS Rm/Brd	-	-	-	-	-	-
ICF Residential Homes	314,278.10	126,099	47,360	47,588	47,391	45,839
Block Grant/TANF-Title XX Gen Revenue	118,510.00	23,702	23,702	23,702	23,702	23,702
CCBHC Samsha Grant (799) 1370-6500	550,198.56	82,835	75,267	111,649	71,522	208,925
MCOT-Hotline ARPA	14,000.67	3,578	3,667	-	3,674	3,081
HR133-Outpatient Cap Activity **	88,907.13	13,346	13,186	-	-	62,376
Coordinated Specialty Care	127,717.28	31,616	27,728	41,258	27,115	-
FEMA Grant ISP (end 10/31)	-	-	-	-	-	-
FEMA Grant RSP	40,879.36	16,644	15,661	8,575	-	-
MP Coffee House	32,898.00	18,747	14,151	-	-	-
CCP (Charity Care Pool)	2,699,322.00	475,570	555,938	555,938	555,938	555,938
Supported Employment	-	-	-	-	-	-
Day Hab Billings (Private Providers)	42,290.02	22,469	16,285	3,147	200	190
1048 IDD Billed Svcs	9,279.54	4,572	4,707	-	-	-
ECI Grant Revenue	93,972.15	93,972	-	-	-	-
ECI Respite	159.25	159	-	-	-	-
ECI Pre-School Develop	-	-	-	-	-	-
ECI Priv Ins	32,950.00	17,813	3,669	2,781	3,069	5,619
ECI Medicaid	52,997.51	52,099	-	253	187	459
ECI Managed Care	74,993.32	54,899	11,767	2,308	1,731	4,289
ECI Chip	2,171.15	978	406	208	121	459
A/R Employee Insurance (Cobra)	117.12	-	-	-	-	117
TCOOMMI GRANT	130,972.47	33,359	30,986	41,705	24,922	-
TDCJ Contract-Greenville **1320-1275	43,937.37	10,536	8,301	7,955	8,761	8,382
TDCJ - Sherman/Bonham/Paris **1320-1902	115,464.93	31,893	15,591	18,091	27,591	22,299
Fannin County Drug Court 1320-1903	10,200.00	3,400	3,400	3,400	-	-
Hopkins County Drug Court 1320-1908	7,000.00	3,500	-	3,500	-	-
Titus County Drug Court	1,000.00	-	1,000	-	-	-
DSHS Region 3	10,682.07	10,682	-	-	-	-
DSHS Region 4	23,841.73	23,842	-	-	-	-
DSHS MHFA Outreach	17,328.60	5,619	11,710	-	-	-
ICF Upper Payment Limit	231,653.00	33,335	33,335	33,335	33,335	98,313
SAC Prog -Hunt County	587.10	587	-	-	-	-
Comm Education (Curt Pitton)	7,749.50	7,750	-	-	-	-



Accounts Receivable Description	GL A/R Balance	JAN	DEC 30 Day	NOV 60 Days	OCT 90 Days	Sep & prior 120 +
Misc A/R 1320-1200 - \$149,218.53						
**FY24 ECI 807 Superior DPP(2) reimb	22,914.83	-	-	-	-	22,915
**DEC DPP1 scorecard pmt due	28,111.22	-	28,111	-	-	-
**JAN DPP1 scorecard pmt due	98,192.48	98,192	-	-	-	-
Misc Revenue - 1370-1200 - \$79,080.01						
**FY23 Aud Adj DPP Tx Council Prelim IGT	39,423.21	-	-	-	-	39,423
**Tarpley Rent Reduction (sewer)	1,600.00	-	-	-	-	1,600
**FY24 Forfeiture Balance	38,056.80	-	-	38,057	-	-
<b>FY25</b>		GL bal	bal ck			
JAN Bal Due	7,400,254.19	7,400,254.19	\$			

## **AGENDA ITEM NO. 02.09.25**

### **Behavioral Health Director**

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

None. Informational purposes only.

#### **Rationale:**

Director of Behavioral Health Report:

#### **1. Services Report**

*(see attachment)*

#### **2. Crisis Services**

##### **A. General Revenue Counties** (Camp, Delta, Franklin, Hopkins, Lamar, Morris, and Titus)

- AVAIL Crisis Hotline received 94 after-hours/weekend calls in January, 33 calls were activated for response from Mobile Crisis Outreach Team (MCOT).
- 73 crisis services were provided
- 12 admissions to Private Psychiatric Bed (PPB) with an average length of stay of 5 days. 10 out of 12 were admitted to Glen Oaks Hospital, 2 were admitted to Texoma, all were adults.

##### **B. North Texas** (Hunt, Kaufman, Rockwall) – Services provided by North Texas Behavioral Health Authority (NTBHA)

- Crisis Hotline
- After-Hours Walk-in Crisis Clinic in Kaufman
- Crisis Drop Off Center in Kaufman

#### **3. Training**

- January 30<sup>th</sup> concluded the in-person Trauma Informed Care training. 171 staff were trained in January
- Relias Learning Management System Report for January
  - 101 staff completed 542 modules
    - New employees
    - Annual Training
    - Self-enrolled/non-required trainings

**Services Report**  
as of 02/17/25

Counties Served	General Revenue (GR)					North Texas (NTX)				TCOOMMI		SUD		Education Classes	Total in Services
	AMH	CMH	CSC - FEP	Crisis	PPB	AMH	CMH	Coffee House	ACT	Probation	Parole	Adult	Youth		
Camp	104	8	3	4	0				3	0	1				123
Delta	35	3	1	2	1				0	0	2				44
Franklin	67	7	0	4	1				3	3	2				87
Hopkins	291	31	9	15	7				3	13	10	21			400
Lamar	571	72	1	21	7				2	12	4	54			744
Morris	120	12	0	8	3				1	1	1	0			146
Titus	250	19	4	19	10				5	0	4	13			324
Hunt						734	182	92	32			70	18	14	1142
Kaufman						702	208		32			2			944
Rockwall						418	104		0			3			525
Fannin												34			34
Grayson												65			65
<b>Total</b>	<b>1438</b>	<b>152</b>	<b>18</b>	<b>73</b>	<b>29</b>	<b>1854</b>	<b>494</b>	<b>92</b>	<b>81</b>	<b>29</b>	<b>24</b>	<b>262</b>	<b>18</b>	<b>14</b>	<b>4578</b>

AMH Adult Mental Health  
CMH Children's Mental Health  
CSC - FEP Coordinated Specialty Care - First Episode Psychosis  
ACT Assertive Community Treatment (NTX: Includes Medicaid and NTSHA)  
TCOOMMI Texas Council on Offenders with Medical and Mental Illness  
SUD Substance Use Disorder  
PPB Private Psychiatric Beds (# admits per county since beginning of January)

**1. Waivers -Home and Community Services (HCS) & Texas Home Living (TXHML)**

- One individual is still on temporary suspension in Paris Group Home.

**2. Individual Skills and Socialization (ISS):**

- Some individuals are involved in a water challenge daily, increasing their daily water intake. Individuals are still involved with East Texas A&M exercising and having fun. Dr. Featherston and her students have been teaching them pickleball, basketball, rowing machine and a cooking class. The Human Science department is very involved and we are looking into the Art Department to do some collaborative projects. The Aktion club goes to the Kiwanis meetings 4 times a month and continue to deliver Meals on Wheels and work with FISH ministries in packing meals for students in need. A group of individuals absolutely love going to Mugs On The Square in Commerce. The coffee shop has card games, board games, great drinks (not just coffee) and amazing service.
- Waxahachie still operating under temp license.

**3. Intermediate Care Facility (ICF):**

- LVN hired for Greenville
- 2 openings in Group Homes, 1 @ Sayle Street and 1 @ Bonnie Lea in Greenville
- 1 weekend position vacant/1PRN position vacant
- Requesting assistance on back payment due to TMHP, SSA & HHS issues.

**4. Outpatient Biopsychosocial Intervention program (OBI):**

- Collaborative Case Management (CCM) and Skills Training services were provided to 27 individuals with dual diagnoses and their families.
- **2 individual closures**
- OBI provided support across six counties:
  1. Ellis County: 4 individuals,
  2. Hopkins County: 2 individuals,
  3. Hunt County: 9 individuals,
  4. Kaufman County: 7 individuals,
  5. Morris County: 1 individual,
  6. Rockwall County: 4 individuals.
- Presentation to the BH Consortium

**5. IDD Provider Telemedicine numbers:**

IDD Services 3 days a week:

Follow –ups (95) = Corsicana-28, Greenville-14, Mt. Pleasant-10, Paris-5, Sulphur Springs-8, Terrell-6, Waxahachie-24. No Shows-17, New Evals-3, Hospital Discharges-4 (2 Dallas Behavioral Hospital and 2 Terrell State Hospital)



## **AGENDA ITEM NO. 02.11.25**

### **Contracts & Quality Management Report**

#### **Recommended Board Action**

None. Information only.

#### **1. CONTRACTS**

- NTBHA SUD Amendment #5: We received an additional \$45,000 in funding for FY25.
- HHSC IDDA PASRR Assistive Technology Contract: We received an \$8,500 contract from HHSC for PASRR assistive technology equipment.

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

- APS Investigations
  - 1 MH Mt. Pleasant – From January 2024
  - 3 MH Greenville – From March 2024
- HHSC Investigations
  - 1 IDDP – From January 2025
- Rights Allegations
  - 3 IDDP – Confirmed HIPAA violations

#### **3. PLANNING**

- Regional PNAC met on February 4, 2025, and reviewed peer services provided by each center.

##### **Challenges:**

1. Peers being pressured into case management roles.
2. Billing requirements complicate peer support delivery.
3. Lack of coordination among centers to standardize peer roles.

##### **Proposed Solutions:**

1. Improve documentation and reporting methods.
  2. Establish peer networking and collaborative meetings.
  3. Encourage centers to provide wellness tools and training.
- Local PNAC met on January 7, 2025. The next meeting is scheduled for April 24, 2025 the members will receive their annual training and elect new officers at this meeting.

#### **4. CORPORATE COMPLIANCE**

- IDDP Investigation: During an exit interview a former staff member alleged compliance issues at a group home.
  - The staff member submitted copies of text messages as evidence of compliance violations. The nurse and staff exchanged client PHI that was sent using private phones instead of calling. A recommendation was made for additional HIPAA training and follow-up with HR for any disciplinary actions.
  - Lakes QM conducted a walk-through of the group home and completed the Waiver Survey and Certification Residential Checklist. The group home scored 89%. A plan of correction is required for the following areas: home interior and exterior. In addition, a plan of correction was recommended for 26 TAC 565.23(b)(16) due to having expired food in the freezer and kitchen cabinets.



## **5. QM MH, NTBHA & SUBSTANCE ABUSE**

- Performance Measures: We missed Effective Crisis Response in January with 73.13%, our target is 75.1%. Effective crisis response is the percentage of crisis episodes during the measurement period shall not be followed up by an admission to a HHSC inpatient bed within 30 days of the first day of the crisis episode.
- Government Accountability Office (GAO) Interview: We received a request for an interview from GAO concerning the CCBHC-E and CMHC grants, it is scheduled for March 19, 2025.
- Superior Risk Assessment: Superior requested twenty (20) records to conduct a risk assessment. Records are due by March 14, 2025.
- Possible Breach of PHI (NTBHA): An unknown staff at the Terrell MH clinic mailed a financial packet with an individual's information to another individual. The individual who received the financial packet returned it to the MH clinic. On February 11, 2025, all clinic support staff were trained to double-check the financial packets to ensure all documents are blank before mailing the packet.
- SUD HHSC Audit: HHSC conducted a Health and Safety Code audit in Paris on February 5, 2025. Preliminary findings included the following: building, policy and procedures, signage, training, files, treatment plan reviews, and QCC sign-off.

## **6. IDD**

- IDD Service Target: We met our service target at 169, our target is 169.
- NCQA Reaccreditation for LTSS Case Management: We will submit the required documents by March 4, 2025, to reapply for NCQA accreditation.

## **AGENDA ITEM NO. 02.12.25**

### **Human Resources Report**

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

None; information only.

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

##### **➤ Headcount**

We had a total of 449 authorized FTEs and 432 employees in the month of January. We filled 12 positions; 11 of them were new hires and one internal transfer. The month ended with 18 vacancies, these vacancies are from all departments including Admin.

##### **➤ Separations**

We had seven separations last month. Five of them were voluntary, and two were due to performance issues. The voluntary separations were because of better pay elsewhere, and looking for a job closer to home. During exit interviews, employee mentioned that benefits at new jobs are the same or similar however, the pay was a big difference (e.g. \$5.00 to \$8.00 more per hour, \$7,500 annual increase).

##### **➤ 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. Due to budgetary needs, we have paused the jobs sponsorship through Indeed until further notice.

##### **➤ Training and Development**

In January we had 25 classes with a total of 103 participants. Trainings for this month were CPR (*Cardio Pulmonary Resuscitation*), SAMA (*Satori Alternatives for Managing Aggression*), SOSAM (*Supervision of Self Administration of Medication*), and ASIST (*Applied Suicide Intervention Skills Training*). We also had one YMHFA (*Youth Mental Health First Aid*) class for school staff in Region 8. As of January, we have used all the State Funds for MHFA trainings.

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

- This month we had one employee who reported testing positive to COVID.
- Year to date we have nine large claims, one of them exceed 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
<b>Overall Total</b>													
# Positions	449	449	449	449	449								
# FTE	440	440	440	440	440								
# Employees	429	436	435	429	432								
# Vacant Positions	24	17	18	24	18								
# Full-Time Vacancies	22	16	17	21	15								
# Part-Time Vacancies	2	1	1	3	3								
<b>General Administration</b>													
# Positions	41	41	41	41	41								41
# FTE	41	41.0	41.0	41.0	41.0								41
# Employees	39	40	39	39	38								39
# Vacant Positions	2	1	2	2	2								2
# Full-Time Vacancies	2	1	2	2	2								2
# Part-Time Vacancies	0	0	0	0	0								0
<b>ECI Services</b>													
# Positions	36	36	36	36	36								36
# FTE	36	36	36	36	36								36
# Employees	34	34	34	34	33								34
# Vacant Positions	3	3	3	3	3								3
# Full-Time Vacancies	3	3	3	3	2								3
# Part-Time Vacancies	0	0	0	0	0								0
<b>IDD Authority Services</b>													
# Positions	61	61	61	61	61								61
# FTE	61	61.0	61.0	61.0	61.0								61
# Employees	59	59	59	56	57								58
# Vacant Positions	2	2	2	5	3								3
# Full-Time Vacancies	2	2	2	5	3								3
# Part-Time Vacancies	0	0	0	0	0								0
<b>IDD Provider Services</b>													
# Positions	122	122	122	122	122								122
# FTE	119	119	119	119	119								119
# Employees	119	121	123	121	117								120
# Vacant Positions	11	9	6	8	4								8
# Full-Time Vacancies	9	8	5	5	2								6
# Part-Time Vacancies	2	1	1	3	2								2
<b>Medical Prescriber Services</b>													
# Positions	12	12	12	12	12								12
# FTE	12	12	12	12	12								12
# Employees	11	11	11	11	11								11
# Vacant Positions	1	1	1	1	1								1
# Full-Time Vacancies	0	0	0	0	0								0
# Part-Time Vacancies	1	1	1	1	1								1
<b>Mental Health Adult Services</b>													
# Positions	180	180	180	180	180								180
# FTE	180	180	180	180	180								180
# Employees	176	179	179	178	176								178



	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
# Vacant Positions	4	1	4		5	6							4
# Full-Time Vacancies	4	1	4		5	6							4
# Part-Time Vacancies	0	0	0		0	0							0
<b>II. Recruitment</b>													
# Applications Received	181	169	229	173	162								914
# Applicants	158	144	186	162	145								795
# Positions Filled	7	12	10	1	12								42
# New Hires	7	10	6	1	11								35
# Internal Promotions/Transfers	0	2	4	0	1								7
<b>III. Separations</b>													
# Separations *	7	3	5	7	7								29
YTD Avg # Employees	408	432	432	429	430								426
YTD Turnover Rate	1.63%	2.30%	3.00%	5.00%	6.70%								20.70%
* excludes temporary, PRN, & RIF													
Avg LOS (Yrs)	2.10	7.80	2.74	3.60	3.60								
# Involuntary Separations	1	2	0	1	2								6
# Voluntary Separations	6	1	5	6	5								23
# Vol Separations < 90 Days Empl	1	0	0	1	0								2
# Vol Separations > 90 Days < 1 Yr	4	1	0	1	3								9
<b>IV. Training</b>													
# NEO Classes	2	2	2	1	2								9
# NEO Participants	7	10	5	1	12								35
# CPR Classes	7	6	4	2	7								26
# CPR Participants	25	19	11	6	23								84
# SAMA Initial Classes	2	2	2	1	2								9
# SAMA Initial Participants	7	9	5	1	10								32
# SAMA Refresher Classes	3	6	5	4	4								22
# SAMA Refresher Participants	10	29	12	17	17								85
# ASIST Initial Classes	1	0	1	1	0								3
# ASIST Initial Participants	15	0	17	16	0								48
# ASIST Refresher Classes	3	2	0	3	2								10
# ASIST Refresher Participants	17	12	0	33	11								73
# SOSAM Classes	0	0	0	0	7								7
# SOSAM Participants	0	0	0	0	22								22
# YMHFA Classes	1	3	3	3	1								11
# ISD Participants	9	80	46	69	8								212
# AMHFA Classes	0	1	0	0	0								1
# Community Participants	0	5	0	0	0								5
Total # Events	19	22	17	15	25								98
Total # Participants	90	164	96	143	103								596
<b>V. Benefits</b>													
<b>Retirement</b>													
# Eligible Employees	397	387	394	395	399								1972
# 457(b) Participants	311	313	323	321	322								1590
# Participating at 5% or More	194	197	200	200	200								991
\$ Avg Contribution Amount	255	261	376	252	288								1,412.90
\$ Total 457(b) Contribution	79,443	81,792	121,549	80,975	86,158								449,917
\$ Total Center's Match to 401(a)	56,962	57,743	88,900	59,869	59,748								323,223

# HR Monthly Report FY2025

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	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
<b>Health Insurance</b>													
# Eligible Employees	397	387	394	395	399								394
# With Coverage	335	335	341	340	343								339
\$ Total Premium per Month	525,994	527,010	533,635	532,381	536,978								2,655,998
<b>Value Plan Enrollment</b>													
# Employee Only	171	169	174	174	176								173
# Employee & Child	34	36	37	37	38								36
# Employee & Spouse	17	17	16	16	16								16
# Employee & Family	19	19	19	19	19								19
\$ Paid by Employee	55,376	56,138	56,253	56,253	56,838								280,858
\$ Paid by Center	333,845	335,240	340,496	340,496	344,508								1,694,584
<b>Enhanced Plan Enrollment</b>													
# Employee Only	83	84	85	84	84								420
# Employee & Child	4	3	3	3	3								16
# Employee & Spouse	3	3	3	3	3								15
# Employee & Family	4	4	4	4	4								20
\$ Paid by Employee	25,017	24,436	24,600	24,436	24,436								122,925
\$ Paid by Center	111,756	111,196	112,286	111,196	111,196								557,631
<b>Total Expenses</b>													
\$ Total Admin Fee Paid	62,578	73,718	75,266	71,943	76,814								360,319
\$ Total Premium Paid	525,994	527,010	533,635	532,381	536,978								2,655,998
\$ Total Claims Paid (Med & Rx)	500,597	483,561	526,874	560,256	435,351								2,506,639
Loss Ratio	95.2%	91.8%	98.7%	105.2%	81.1%								94.4%
# Large Claims > \$50,000	0	2	2	4	9								0
# Claims Exceeding Ind Stop Loss	0	0	0	1	1								0
<b>VI. COVID Tracking</b>													
# Employees with Exposure/Tested	9	0	0	2	1								12
# with Positive Results	9	0	0	2	1								12
# Hospitalized	0	0	0	0	0								0