

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, APRIL 24, 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.

Zoom link for Board of Trustees Meeting, April 24, 2024
Location: 400 Airport Road, Terrell, Texas
Start Time: 5:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/88374757584?pwd=DtegyAUmB4fOyxabDprntaaRx1y1xh.1>

Meeting ID: 883 7475 7584

Passcode: 950578

Dial by your location

• +1 346 248 7799 US (Houston)

AGENDA

AGENDA NUMBER	TOPIC
04.01.24	CALL TO ORDER <ul style="list-style-type: none">• Roll Call / Introduction of Guest.
04.02.24	APPROVAL OF MINUTES <ul style="list-style-type: none">• Regular Board Meeting Minutes of March 27, 2024
04.03.24	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>
04.04.24	COMMITTEE MEETING REPORTS NA
04.05.24	RECOMMENDATIONS FOR APPROVAL NA
04.06.24	EXECUTIVE DIRECTOR REPORT <i>(John Delaney)</i> <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)
04.07.24	FISCAL REPORT <i>(Erwin Hancock)</i> <ul style="list-style-type: none">• Motion to Accept Center's Financial Statement for Period(s) Ending: March, 2024.• Motion to Accept Center's 2nd Quarterly Report

LRCC Board of Trustees Meeting Agenda

- 04.08.24 MENTAL HEALTH SERVICES REPORT** (*Didi Thurman*)
- Oracle Health EHR Update
 - Assisted Outpatient Treatment (AOT)
 - Morris County Collaborative Update
- 04.09.24 INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT** (*Laurie White*)
- Waivers=Home and Community Services (HCS) & Texas Home Living (TXHML)
 - IDD Workforce Statewide Survey
 - Individual Skills and Socialization (ISS)
 - Intermediate Care Facilities (ICF)
 - Community Services
- 04.10.24 QUALITY MANAGEMENT/CONTRACTS REPORT** (*Kellie Walker*)
- Contracts
 - Rights/Abuse, Neglect & Exploitation Allegations
 - PNAC
 - QM MH, NTBHA & Substance Abuse
 - Corporate Compliance
 - IDD
- 04.11.24 HUMAN RESOURCES REPORT** (*Jessica Ruiz*)
- Staffing Issues
 - Compensation & Benefits
- 04.12.24 ADJOURNMENT**

Lakes Regional Community Center
Upcoming Board-Related Meetings & Events

Regular Meeting of the Board of Trustees
May 22, 2024
4804 Wesley Street
Greenville, Texas

AGENDA ITEM NO. 04.02.24

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 March 2024 as presented.

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, MARCH 27, 2024, 5PM
BOARD MINUTES

AGENDA NUMBER	TOPIC
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03.01.24

CALL TO ORDER

The March 27, 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)
Jan Brecht-Clark, Ph.D. Delta County (Zoom)	
Crystal Richardson, Navarro (Zoom)	

Members Absent: Nancy Leflett (Titus County), Sheriff Ricky Jones (Franklin County), Dana Sills (Hopkins County), Harold Kennington (Camp 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 (Zoom)

Management Staff Zoom: NA

Management Staff Absent: NA

Board Liaison/Recording Secretary:

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

03.02.24

APPROVAL OF MINUTES

Recommended Board Action:

➤ Approval of Minutes of February 28, 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 Steve Earley to approve and seconded by E. P. Pewitt. A sign of aye approved minutes unanimously.

CLOSURE

03.03.24

COMMENTS FROM CITIZENS

➤ NA

CLOSURE

03.04.24

COMMITTEE MEETING REPORT

➤ NA

CLOSURE

03.05.24 RECOMMENDATIONS FOR APPROVAL

- NA
- CLOSURE**

03.06.24 EXECUTIVE DIRECTOR REPORT (*John Delaney*)

Recommended Board Action:

None: Information only

Rationale:

Discussion on the following:

- **1115 Transformation Waiver Update:**
 - ❖ **Direct Payment Plan Update:**
 - Received HHSC's FY23 final reconciliation report. Shows a net positive gain that we will receive and need to book in this current year.
 - April 1st starts the next quality-reporting period for the current year's DPP measures. Due by April 30.
 - 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 has completed their final review and indicated that payment for this cost report should be received by April 1, 2024.
- **Texas Council Update:**
 - ❖ The Texas Council Executive Committee will be on March 20. I will provide an update on items discussed at our Board meeting.
- **HHSC Performance Contracts/Grants and Local Initiatives:**
 - ❖ HHSC
 - We received the renewed IDD contract renewal for extending the Vocational Apprenticeship Program. Next step is to receive their approved purchase order for service billing to start.
 - ❖ North Texas Behavioral Health Network (NTBHA)
 - NTBHA has renewed our network provider status for FY24 going forward.
 - Waiting on final negotiations and allocation issues to be determined.
- **East Texas Behavioral Health Network (ETBHN)**
 - ❖ No update at this time.

CLOSURE

03.07.24 FISCAL REPORT (Erwin Hancock)

Recommended Board Action:

- Motion to Accept Center's Financial Statement for Period(s) Ending: February, 2024.

Rationale:

Discussion on the following:

- **Erwin presented the Center's financial reports for the month(s) of February 2024 for approval.**

- ❖ 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.

Chairperson asked if any questions. With no further discussion, Chairperson asked for motion to approve financials for the month(s) of February 2024. E. P. Pewitt made motion to approve with second by Margaret Webster. Financial(s) were approved unanimously sign of aye.

CLOSURE

03.08.24 MENTAL HEALTH SERVICES REPORT (Didi Thurman)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

- **Property Updates:**
 - ❖ Paris – property purchased
 - New facility will consolidate two existing Mental Health locations
 - ❖ Mt. Pleasant – construction started March 1st.
- **North Texas Community Centers Forum**
 - ❖ Group to meet quarterly regarding current issues or challenges such as how to prepare for OIG Audit and to brain storm strategies.
 - ❖ Participating four centers: Lakes, LifePath, Denton Co., Texoma.
- **Mt. Pleasant Library-Rural Wellness Hub**
 - ❖ In the initial stages
 - ❖ Hub to serve as a safe and secure environment to access needed services.

CLOSURE

03.09.24 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)**
 - ❖ Closed program in South due to COVID.
- **Individual Skills and Socialization (ISS)**
 - ❖ Tim Tebow Foundation – Special needs program
 - ❖ Waxahachie ISS licensure pending

- **Intermediate Care Facilities (ICF)**
 - ❖ Need of RN in Greenville
 - **Community Services**
 - ❖ Vocational Apprenticeship Program (VAP)
 - Umbrella Contract signed for VAP through 03/31/2025
 - PO received
 - ❖ Pre-Admission Screening and Resident Review (PASRR): 99 Individuals
 - **Electronic Health Record:**
 - ❖ Greater access to records/charts from any location because it is in the cloud
 - ❖ Billing is more frequent and consistent
 - ❖ Patient Portal with capability of signing forms, requesting appointments, and sharing important information.
 - ❖ Increase ways to track productivity
 - **Staffing**
 - ❖ Continue working on vacancies
- CLOSURE**

03.10.24

QUALITY MANAGEMENT/CONTRACTS REPORT (Kellie Walker)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

- **Rights/Abuse, Neglect & Exploitation Allegations**
 - ❖ Allegation in Greenville MH 3 is one individual
 - **QM MH, NTBHA & Substance Abuse**
 - ❖ Performance Measures: Met all measures in the month of February.
 - ❖ Superior requested records for a desk review
 - ❖ TCOOMMI conducted a compliance review between March 11-14
 - ❖ TDCJ-site review zero findings
 - ❖ HHSC-submitted a CAP on February 20, 2024 for review in January
 - **IDD**
 - ❖ IDD Service Target: Met target of 181 (Target 169).
 - **EHR Summary**
 - ❖ Live March 1, 2024
 - ❖ Oracle team support ends the week of April 15, 2024
 - ❖ Forms created -266
 - ❖ Billing/Codes – Built billing modalities and completed code mapping
 - ❖ Training-Developed training for ECI, IDDA, IDDP, MH and SUD
 - ❖ Back Charting-completed
 - ❖ Tickets-579 tickets submitted
 - ❖ Post Go-live implementation
 - ❖ Patient Portal – in the final stages of build
- CLOSURE**

03.11.24 HUMAN RESOURCES REPORT (Jessica Ruiz)

Recommended by Board Action:

None: Information only

Rationale:

Discussion on the following:

- **Staffing issues**
 - ❖ Headcount: 422 employees and 449 approved FTE's.
 - Vacancies: 38 vacancies
 - ❖ Separations: 6 separations
 - ❖ Recruitment: Various Sources
 - ❖ Training and Development: 17 classes with a total of 77 participants.
- **Compensation and Benefits:**
 - ❖ Covid: Two employees reporting exposure and testing positive.
 - ❖ YTD: Four large claim; which two of them exceeds the stop loss limit.

CLOSURE

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

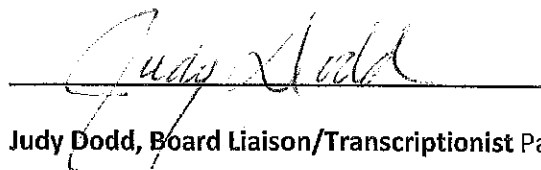
ATTEST:

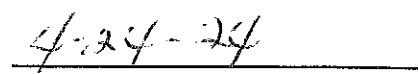


Margaret Webster, Board Secretary



DATE:





AGENDA ITEM NO. 04.03.24

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. 04.04.24

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. 04.05.24

Recommendations for Approval:

➤ NA

Rationale:

No recommendations presented.

AGENDA Item No: 4.06.23
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 April Board Meeting:

The TX 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. We are 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. The report is due by April 30.

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

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

CCP Update for April Board Meeting:

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

2. 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.

The Council is also 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. To that end, they asked each Center to send in their data on any Medicaid denials that are outstanding. We reported that out of 1,242 IDD waiver clients we serve in our 12 counties, 90 have lost their Medicaid and are in the appeal process awaiting HHSC redeterminations. Nine of these clients are in our own HCS or TXHML programs. Private waiver providers in our region serve the rest but all receive Service Coordination from our LIDDA program.

3. HHSC Performance Contracts/Grants and Local Initiatives.

- **HHSC-Behavioral Health:**

We are still waiting for HHSC to send out a contract amendment to include workforce and private psychiatric bed appropriations that were part of the last legislative session.

- **North Texas Behavioral Health Authority (NTBHA)**

No update at this time.

4. East Texas Behavioral Health Network (ETBHN)

- The ETBHN Regional Oversight Committee met on April 11 to interview candidates for the ETBHN Director position. We decided to offer the position to Rachel Coleman who has been the ETBHN Regional Utilization and Authorization Director since 2005. The Regional Authorization Program is a service line offered by ETBHN. Under Rachel's' tenure, the program has grown to 19 Centers contracting for this service.

AGENDA ITEM NO. 04.07.24
Fiscal Reports

RECOMMENDATIONS FOR APPROVAL:

- Center's financial statement for the month(s) of March, 2024.
- Motion to Accept Center's 2nd Quarterly Investment Report.

Rationale:

- Review and take action to approve Center's financial statement for the month(s) of March, 2024.
- Review and take action to approve Center's 2nd Quarterly Investment Report.

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

Erwin Hancock
Chief Financial Officer

April 16, 2024

Lakes Regional Community Center
Financial Report Outline

I. Financial Summary	Page 1
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Lakes Regional Community Center
 Financial Summary for the Month Ending March 31, 2024

Profit and Loss Summary

	Current Month	Year to Date
Revenues	\$3,629,996	\$25,203,708
Expenses	\$3,539,090	\$24,380,910
Net Income	\$90,906	\$822,798

Balance Sheet Summary

	Current YTD as of March 31, 2024	Last YTD as of March 31, 2023	Year to Year Change
Total Assets	\$41,897,559	\$40,892,222	\$ 1,005,337
Total Liabilities	\$9,225,811	\$10,720,665	\$ (1,494,854)
Fund Balance	\$32,671,748	\$30,171,557	\$ 2,500,191

Lakes Regional Community Center
Balance Sheet

	As of 3/31/2024	As of 3/31/2023	Net Change
Current Assets			
Cash	\$ 20,797,130	\$ 23,737,852	\$ (2,940,722)
Accounts Receivable	8,033,015	3,712,705	4,320,310
Other Current Assets	840,705	1,255,869	(415,164)
Total Current Assets	\$ 29,670,850	\$ 28,706,426	\$ 964,424
Long-Term Assets			
Fixed Assets (net of depreciation)	\$ 8,444,617	\$ 8,904,657	\$ (460,040)
Other Long-Term Assets	3,782,092	3,281,139	500,953
Total Long-Term Assets	\$ 12,226,709	\$ 12,185,796	\$ 40,913
Total Assets	\$ 41,897,559	\$ 40,892,222	\$ 1,005,337
Current Liabilities			
Accounts Payable	\$ 659,556	\$ 764,602	\$ (105,046)
Accrued Expenses	644,956	1,202,248	(\$557,292)
Short-term Debt	4,139,206	5,472,676	(1,333,470)
Total Current Liabilities	\$ 5,443,718	\$ 7,439,526	\$ (1,995,808)
Long-term Debt	\$ 3,782,093	\$ 3,281,139	\$ 500,954
Total Long-Term Debt	\$ 3,782,093	\$ 3,281,139	\$ 500,954
Total Liabilities	\$ 9,225,811	\$ 10,720,665	\$ (1,494,854)
Investment In General Fund Assets	\$ 8,444,617	\$ 8,904,657	\$ (460,040)
Fund Balance	24,227,131	21,266,900	2,960,231
Total Equities and other Credits	\$ 32,671,748	\$ 30,171,557	\$ 2,500,191
Total Liabilities, Equities and other Credits	\$ 41,897,559	\$ 40,892,222	\$ 1,005,337

Lakes Regional Community Center
Income Statement Recap by Division
As Of March 31, 2024

Division	Current Month	Year to Date
Mental Health Adult	\$ 51,205	\$ 653,561
Mental Health C&A	(13,697)	\$ (58,192)
Substance Abuse	42,477	\$ 60,756
IDDP	(60,121)	\$ (34,147)
IDDA	817	\$ 176,511
ECI	59,943	\$ 62,818
Other	\$ 10,282	\$ (38,510)
Total Lakes	<u>\$ 90,906</u>	<u>\$ 822,798</u>

Other		
Hospitality House	\$ (37)	\$ 2,135
Mental Health First Aid	\$ 1,628	\$ 6,660
CCBHC/CMHC SAMSHA Grants	\$ 606	\$ (81,740)
Expending Fund Raising	\$ (426)	\$ (2,366)
Administration	\$ 8,511	\$ 36,801
	\$ 10,282	\$ (38,510)

Lakes Regional Community Center
Comparative Income Statement for the Month ended March 31, 2024

	<u>3/31/2024</u>	<u>3/31/2023</u>	Variance	Var %
Revenues				
General Revenue IDD	\$207,185	\$214,736	(\$7,551)	-4%
General Revenue MH	\$735,065	\$723,049	\$12,016	2%
Early Childhood Intervention Revenue	\$214,751	\$147,866	\$66,885	45%
Charity Care Pool / DPP	note1 \$792,949	\$773,006	\$19,943	3%
NTBHA Revenue	\$223,482	\$209,735	\$13,747	7%
Medicaid Revenue	\$261,195	\$270,815	(\$9,620)	-4%
Medicare Revenue	\$5,398	\$3,067	\$2,331	76%
HCS Revenue	\$353,975	\$399,443	(\$45,468)	-11%
Managed Care Revenue	\$68,136	\$153,326	(\$85,190)	-56%
Private Insurance	\$24,838	\$14,710	\$10,128	69%
Client Fees	\$6,656	\$9,454	(\$2,798)	-30%
Other Revenue	\$736,365	\$881,625	(\$145,260)	-16%
Total Revenues	<u>\$3,629,996</u>	<u>\$3,800,832</u>	<u>(\$170,836)</u>	<u>-4%</u>
Expenses				
Salaries and Wages	\$1,776,685	\$1,644,104	\$132,581	8%
Employee Benefits	\$658,221	\$593,026	\$65,195	11%
Staff Training	\$3,959	\$3,357	\$602	18%
Furniture and Equipment	\$3,891	\$10,822	(\$6,931)	-64%
Maintenance and Repairs	\$16,721	\$36,434	(\$19,713)	-54%
Utilities	\$39,494	\$37,998	\$1,496	4%
Client Support	\$9,270	\$7,263	\$2,007	28%
Supplies	\$34,157	\$30,252	\$3,905	13%
Vehicle Maintenance	\$8,808	\$7,844	\$964	12%
Insurance Costs	\$29,182	\$29,597	(\$415)	-1%
Debt Service	\$39,650	\$36,757	\$2,893	8%
Other Expenses	note1 \$919,052	\$821,053	\$97,999	12%
Total Expenses	<u>\$3,539,090</u>	<u>\$3,258,507</u>	<u>\$280,583</u>	<u>9%</u>
Net Surplus/(Deficit)	<u>\$90,906</u>	<u>\$542,325</u>	<u>(\$451,419)</u>	<u>-83%</u>

note1. DPP Revenue - recording monthly total amount received. Account 5283 (included in "Other") Includes 10% IGT & Admin Expense Fees, to be reclassified against DPP revenue at year-end, pending settle-up.

Lakes Regional Community Center
Comparative Income Statement for the Period ended March 31, 2024

	<u>YTD ended</u> 03/31/2024	<u>YTD ended</u> 03/31/2023	Variance	Var %
Revenues				
General Revenue IDD	\$1,491,250	\$1,471,362	\$19,888	1%
General Revenue MH	\$5,086,212	\$5,142,405	(\$56,193)	-1%
Early Childhood Intervention Revenue	\$1,303,924	\$988,407	\$315,517	32%
Charity Care Pool / DPP	\$4,652,597	\$4,744,476	(\$91,879)	-2%
NTBHA Revenue	\$1,559,859	\$1,463,702	\$96,157	7%
Medicaid Revenue	\$1,872,876	\$1,830,681	\$42,195	2%
Medicare Revenue	\$40,022	\$38,906	\$1,116	3%
HCS Revenue	\$2,875,741	\$2,794,152	\$81,589	3%
Managed Care Revenue	\$710,212	\$923,090	(\$212,878)	-23%
Private Insurance	\$150,636	\$129,833	\$20,803	16%
Client Fees	\$34,380	\$35,056	(\$676)	-2%
Other Revenue	\$5,425,999	\$5,397,747	\$28,252	1%
Total Revenues	\$25,203,708	\$24,959,817	\$243,891	1%
Expenses				
Salaries and Wages	\$12,286,078	\$12,246,455	\$39,623	0%
Employee Benefits	\$4,272,336	\$4,188,859	\$83,477	2%
Staff Training	\$59,147	\$37,848	\$21,299	56%
Furniture and Equipment	\$140,550	\$365,516	(\$224,966)	-62%
Maintenance and Repairs	\$174,150	\$153,999	\$20,151	13%
Utilities	\$285,830	\$263,862	\$21,968	8%
Client Support	\$43,875	\$38,667	\$5,208	13%
Supplies	\$217,027	\$201,630	\$15,397	8%
Vehicle Maintenance	\$69,518	\$36,734	\$32,784	89%
Insurance Costs	\$203,125	\$207,246	(\$4,121)	-2%
Debt Service	\$270,449	\$224,142	\$46,307	21%
Other Expenses	\$6,358,827	\$5,885,088	\$473,739	8%
Total Expenses	\$24,380,910	\$23,850,046	\$530,864	2%
Net Surplus/(Deficit)	\$822,798	\$1,109,771	(\$286,973)	-26%

Lakes Region Community Center
Statement of Revenues and Expenditures
For the Period Ending March 31, 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	\$ 83,442	\$ 214,597	\$ 97,724	\$ 92,456	\$ 92,630	\$ 223,305	\$ 57,009	\$	\$	\$	\$	\$	\$ 863,162
State Programs	1,692,768	1,692,454	1,692,631	1,692,626	1,692,631	1,692,631	1,692,631						11,445,132
Federal Programs	1,891,165	1,480,211	1,486,863	1,629,825	1,660,888	1,471,004	1,692,524						10,791,488
Interest Income	79,657	58,146	95,660	75,397	108,663	63,990	64,405						544,087
North Texas 5th Assoc	217,696	216,987	226,669	218,379	224,950	229,495	229,495						1,569,859
TOTAL REVENUES	\$ 3,524,118	\$ 3,655,394	\$ 3,536,907	\$ 3,606,682	\$ 3,605,753	\$ 3,647,890	\$ 3,629,995	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 25,203,708
Expenditures													
Current	\$ 1,035,961	\$ 1,666,334	\$ 1,742,171	\$ 2,589,214	\$ 1,730,860	\$ 1,746,852	\$ 1,776,685	\$	\$	\$	\$	\$	\$ 12,268,078
Salaries & Wages	387,759	603,560	626,911	723,974	630,891	640,991	658,221						4,272,336
Employee Benefits	3,430	10,565	5,455	12,651	5,960	5,688	4,638						47,967
Other Operating Expenses:	120,033	120,429	124,229	132,075	137,135	120,232	111,569						865,746
Client Respite	2,904	2,904	11,565	13,703	13,703	10,406	13,508						71,403
HCS Contract	363,377	360,598	342,287	385,729	354,028	433,195	385,871						2,625,045
Consult/Pro Svcs - External	7,146	9,766	6,869	7,107	6,348	6,933	7,269						48,631
Contracts with Other Orgs-Ext	7,550	9,766	11,160	10,087	8,768	5,463	6,766						58,579
ICF/MR Quality Assurance Fees	133	1,968	1,263	101	854	637	637						5,356
TXHHL Contracts	13,102	(1,593)	4,239	9,341	9,127	20,972	3,999						59,147
Contracted Lab Services	10,383	17,687	7,113	7,865	5,794	14,519	9,661						73,123
Staff Development/Training	6,333	14,273	12,202	13,959	21,437	7,162	11,676						86,493
Non-Clinical Contracts with Others	1,300	3,597	3,601	3,590	3,608	3,124	3,124						23,345
Pharmaceuticals/Supplies	1,500	1,500	1,500	1,500	193	1,339	891						8,423
Physical Meds	53,285	53,285	56,225	43,544	44,038	53,537	46,267						312,125
Patient Asst Program/Filling Fees	15,170	15,170	15,170	15,170	15,170	15,170	15,170						217,027
Traveling and Travel	24,955	33,285	28,585	29,864	27,168	41,414	34,167						173,768
Building Capital Outlay	52,500	(32,570)	109,502	9,800	94,255	40,827	14,980						26,702
Furniture/Equipment over \$5,000	13,100	22,079	0	8,200	0	0	0						59,005
Computer Capital Outlay	573	2,804	(27,190)	10,335	10,335	10,335	3,891						13,847
Furniture/Equipment under \$5,000	9,829	11,350	10,635	9,319	11,534	13,628	11,403						77,698
Copier Equipment Rental	9,381	6,542	6,715	5,640	5,740	26,093	27,429						87,480
Computer Equipment Under \$5,000	9,337	9,572	12,144	11,670	15,436	12,812	12,812						88,331
Other Monthly Expenses	13,015	18,220	29,931	13,688	14,640	15,864	15,864						134,318
Computer Software Support Fees	0	0	3,202	3,202	13,688	5,169	10,725						50,101
Computer Software Fees for HR System	0	0	369	0	0	174	0						542
Bad Debts	162,923	104,076	159,515	151,428	143,309	146,031	120,809						978,090
Building Rent, Repair, Maintenance	8,545	10,620	6,916	6,845	16,672	9,311	8,809						69,618
Vehicle Operating Expense	11,696	11,588	8,688	7,670	6,491	0	0						63,802
Vehicle Fuel Costs	44,632	11,875	59,222	39,089	43,101	48,416	39,494						285,930
Non-Client Utilities	16,175	28,518	28,812	27,632	30,462	29,444	29,444						192,526
Telecommunications	7,923	7,895	7,895	7,832	7,895	7,866	7,866						54,436
Data Connect/Internet Access	27,347	30,634	28,990	28,990	28,990	28,990	28,990						17,900
Crisis Hotline Answering Svc	11,173	7,763	2,500	0	0	2,500	2,500						203,125
Insurance	3,936	20,834	17,050	8,855	3,818	2,493	2,493						86,536
Client Reimbursable Services	5,009	3,875	3,969	3,673	12,060	4,110	4,580						43,875
NTBHA Supported Housing	36,973	36,973	39,213	39,213	39,213	39,213	39,213						270,449
Debt Service	4,945	4,945	43,636	14,024	4,945	32,861	22,508						128,262
DPF BHS Prem Tax Risk Admin	428	362	914	268	268	268	270						2,776
COVID-19 Expenses	520	300	300	520	520	378	1,344						2,696
Expanding Fund Raising Funds	624	453	1,535	220	1,431	378	1,344						6,265
LRW/MRC Board Expenses	10,653	8,690	14,953	14,072	10,950	11,982	14,841						85,732
Expanding Empowerment Funds	1,044,968	1,074,860	1,103,937	1,104,274	1,166,593	1,223,230	1,104,164						7,892,495
Service Costs Unallowable													
Other Operating Expenses													
TOTAL EXPENDITURES	2,466,728	3,344,734	3,473,020	4,417,462	3,558,743	3,611,132	3,559,090	0	0	0	0	0	24,380,910
Excess (deficiency) of revenues over expenditures	\$ 1,057,390	\$ 310,660.12	\$ 63,887	\$ (810,780)	\$ 77,010	\$ 36,727	\$ 90,906	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 922,798

note1: Reclassify Capital Outlay - Insurance Claim.
note2: Reclassify Capital Outlay expense to Schwaba Support Fees per audit. Likelihood should be based on one year.
note3: Includes DPF Revenue - recording monthly total amount received. Amount "DPF BHS Prem Tax Risk Admin" includes 10% GST & Admin Expense Fees, to be reclassified against DPF revenue at year-end, pending settle-up.
note4: December 2023 included 3 payrolls.
note5: February Vehicle Fuel Costs was recorded to March business field invoice. Estimated expense = \$5,000.00.
note6: Includes recalculation for work in progress at the Mt Pleasant Office - February Correction (\$50,887.44)
note7: Includes February and March fuel costs. (Also noted in Note6 - February).

Lakes Regional Community Center

FY24 Aged Accounts Receivable

MARCH

Accounts Receivable Description	GL A/R Balance	Mar Current	Feb 30 Day	Jan 60 Days	Dec 90 Days	Nov & prior 120 +
MAC Adm Claim	1,339,498.52	143,825	143,825	143,825	143,825	764,199
Medicaid	397,755.43	237,507	24,371	26,743	20,277	88,857
Medicare	5,264.60	2,751	2,165	93	43	212
Private Insurance	19,967.47	10,326	4,329	2,181	1,918	1,214
Chip	234.74	163	33	-	38	-
MANAGED CARE:						
Amerigroup	23,099.88	20,450	330	-	22	2,297
Superior (Cenpatico)	14,312.07	13,533	381	398	-	-
Optum	18,678.02	15,535	1,290	1,212	641	-
Cigna	369.17	42	74	20	-	234
Texas Childrens Plan	2,017.32	459	1,285	273	-	-
Beacon	7,549.58	7,354	171	24	-	-
Molina	25,623.17	15,038	7,144	2,709	733	-
Aetna Better Health	1,100.42	1,052	-	48	-	-
Texas Home Living - North **	28,861.22	26,036	2,825	-	-	-
Texas Home Living - South **	6,955.63	3,967	2,989	-	-	-
HCS - North **	190,103.77	190,104	-	-	-	-
HCS - South **	194,295.43	98,824	95,471	-	-	-
VAP (Vocational Apprenticeship)	6,757.81	6,758	-	-	-	-
Reimbursable Svcs-TxHmL North & South	977.00	977	-	-	-	-
Reimbursable Svcs-HCS North	20,130.20	18,475	1,010	148	15	483
Reimbursable Svcs-HCS South	3,205.58	3,059	13	95	-	39
HCS Rm/Brd	5,992.00	-	868	1,708	2,492	924
ICF Residential Homes	137,939.02	132,167	5,772	-	-	-
Block Grant/TANF-Title XX Gen Revenue	23,706.95	23,707	-	-	-	-
CCBHC Samsha Grant (799) 1370-6500	76,828.62	76,829	-	-	-	-
MCOT-Hotline ARPA	9,457.01	4,734	4,723	-	-	-
HR133-Outpatient Cap Activity **	26,022.55	14,540	11,483	-	-	-
Supported Employment	4,962.00	1,287	-	-	-	3,675
Day Hab Billings (Private Providers)	48,684.49	20,613	15,196	5,825	4,800	2,251
1048 IDD Billed Svcs	10,852.07	5,313	5,539	-	-	-
ECI Grant Revenue	172,110.12	172,110	-	-	-	-
ECI Respite	-	-	-	-	-	-
ECI Priv Ins	19,669.80	9,719	2,719	2,197	1,769	3,267
ECI Medicaid	34,259.08	32,497	556	127	380	700
ECI Managed Care	59,562.50	39,604	7,415	3,269	1,537	7,738
ECI Chip	533.77	316	31	-	-	187
A/R Other Employees	1,013.64	1,014	-	-	-	-
A/R Employee Insurance (Cobra)	-	-	-	-	-	-
TCCOMMI GRANT	92,928.71	30,772	30,929	31,228	-	-
TDCJ Contract-Greenville **	18,441.29	5,571	6,030	6,569	271	-
TDCJ - Sherman/Bonham/Paris **	49,243.34	16,788	15,490	16,942	23	-
Fannin County Drug Court	3,000.00	3,000	-	-	-	-
Hopkins County Drug Court	3,500.00	3,500	-	-	-	-
Titus County Drug Court	4,200.00	2,600	1,600	-	-	-
DSHS Region 3	17,597.64	17,598	-	-	-	-
DSHS Region 4	23,327.40	23,327	-	-	-	-
DSHS MHFA Outreach	19,708.05	7,916	5,040	6,753	-	-
ICF Upper Payment Limit	97,467.00	32,489	32,489	32,489	-	-
SAC Prog -Hunt County	2,230.98	2,231	-	-	-	-
ECC - (Enhanced Comm Coord)	16,122.45	7,292	8,831	-	-	-
Pharmacy Rental Income	-	-	-	-	-	-
Comm Education (Curt Pitton)	7,200.25	7,200	-	-	-	-
CCP (Charity Care Pool)	3,745,357.91	557,018	531,390	531,390	537,447	1,588,113

Accounts Receivable Description	GL A/R Balance	Mar Current	Feb 30 Day	Jan 60 Days	Dec 90 Days	Nov & prior 120 +
Misc Tarrant Co A/R - 1320-1200 \$743.49						
**Laci Northam LOSS (11/09-11/10)	25.00	25	-	-	-	-
Misc Revenue - 1370-1200 - \$994,314.15						
**FY23 Aud Adj DPP Tx Council Prelim IGT	39,423.22	-	-	-	-	39,423
**FY23 Aud Adj DPP Rev Com 1	954,890.93	243,076	-	-	68,189	643,626
	-	-	-	-	-	-

FY24

	GL bal	bal ck
Mar Bal Due	8,033,014.82	8,033,014.82 \$ -
Feb Bal Due	7,451,286.42	581,728.40
Jan Bal Due	6,748,996.59	702,289.83
Dec Bal Due	6,693,516.30	55,480.29
Nov Bal Due	5,975,373.42	718,142.88
Oct Bal Due	4,100,253.30	1,875,120.12
Sep Bal Due	3,899,447.93	200,805.37

Financial Ratios
Lakes Regional Community Center

For period ended Feb 29, 2024
 Unaudited

Current Ratio:		
Current Assets	\$	30,153,166
Current Liabilities	\$	6,016,941
Ratio		5.01
	Greater than 1.5?	yes

Tangible Net Worth		
Equity	\$	32,580,842
Subordinated debt		
Intangible Assets		
Adjusted	\$	32,580,842
Debt/Worth Ratio:		
Total Liabilities	\$	9,828,771
Tangible Net Worth	\$	32,580,842
Ratio		0.30
	Less than 2.0?	yes

Cash Flow Coverage		
Net Income	\$	731,892
Add Depreciation	\$	-
Add Interest Expense	\$	60,154
Cash Flow Available	\$	792,046
Debt Service	\$	170,645
Cashflow Surplus	\$	621,401
Ratio		4.64
	Greater than 1.0?	yes

Days Cash on Hand		
Cash and Equivalents	\$	21,861,111
Annual Expenditures (budgeted)	\$	43,107,189
Daily Expenditure	\$	118,102
Days Cash on hand		185

**Center's Quarterly
Investment Report
2nd Quarter**

**Lakes Regional Community Center Quarterly Investment Report
For the 3 Months Ending February 29, 2024**

Particulars		Amount
Beginning Balance November 30, 2023:		
	TexPool	\$11,058,186
	Certificate of Deposit	\$ 1,036,861
	Business Star A/C	\$ 3,954,886
	Wealth Mgmt Acct	\$ 4,213,993
	Omaha Res. Savings	\$ 11,020
	Total Sept. 1, 2022	\$20,274,946
Ending Balance February 29, 2024:		
	TexPool	\$11,206,260
	Certificates of Deposit	\$ 1,037,097
	Business Star A/C	\$ 3,460,642
	Wealth Mgmt Acct	\$ 4,248,475
	Omaha Res. Savings	\$ 11,023
	Total August 31, 2023	\$19,963,497
Net Change		\$ -311,450

The market value and the book value of our fund in TexPool are the same. The aforementioned funds are available upon demand and thus do not have a maturity date. Lakes' investments include 2 certificates of deposit that pay interest at the rate of 0.40%. Lakes, additionally, earns 4.99% interest on its business investment account at the American National Bank. TexPool account earns 4.763% on its investment account. Wealth Management account earns 4.06%.

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.

Respectfully submitted,

Erwin Hancock
Chief Financial Officer
Investment Officer

**AGENDA ITEM NO.
Behavioral Health Director**

4.8.24

Recommended Board Action:
None. Informational purposes only.

Rationale:

1. Oracle Health EHR Update
2. Assisted Outpatient Treatment (AOT)
3. Morris County Collaborative Update

AGENDA Item No.: 4.09.24

Intellectual and Developmental Disabilities Director's Report

Recommended Board Action: None- Information Only

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

- Medicaid Unwinding
- Several transfers/enrollments in all regions
- United Way of Hopkins County

2. IDD Workforce Statewide Survey –State Direct Care Workforce Shortage:

- HCS:
 - 43% Closed Group Homes
 - 47% Unable to Accept Referrals
 - 29% Closing for Shifts
 - 24% Planning to Close Group Home
 - 19% Capped Contracts
- ICF:
 - 14% Closed Group Homes
 - 20% Unable to Accept Referrals
 - 20% Closing for Shifts
 - 16% Planning to Close Group Home
 - % Capped Contracts
- 179 HCS Home Closed from January 2023 – February 2024.
- Vacancy Rate HCS: 34% and ICF: 33%
- HCS Staff Average Time worked (62 hours per week)

3. Individual Skills and Socialization (ISS):

- Waxahachie Training Center is still not open. We are waiting for state inspection.
- Statewide Licensing Status:
 - 465 Licenses have been issued.
 - 214 Temporary License
 - 33 Pending Health Survey
 - 21 Applications in Process

4. Intermediate Care Facility (ICF):

- Annual survey at Bonnie Lea group home.

5. Community Services

Electronic Visit Verification (EVV)

- March 31st ended the EVV Claims Matching Bypass
- April 1st begins Unmatched EVV claims will deny for payment

Employment Services:

- TWS- 2 - Placement Contracts & 1 - Supported Employment Contract for Lamar County.
 - 1 - Supported Employment Contract for South
- 1 -TWS Placement Contracted placed at Embark Care providing hospice services.

Vocational Apprenticeship Program (VAP):

- 12 apprentices, 12 hours at worksite and hour's weekly classroom time.
- The VAP Grant was approved through March 31, 2025. The current purchase order is through 8/31/24. We expect the next po 9/1/24 through 3/31/25.
- 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

AGENDA ITEM NO. 04.10.24

Contracts & Quality Management Report

1. CONTRACTS

- We are starting the FY25 renewal process. We anticipate FY25 contracts will begin going out for signature in May.
- Contracts is reviewing available contract management software options to streamline the contracting process.

2. RIGHTS/ABUSE, NEGLECT & EXPLOITATION ALLEGATIONS

Rights allegations:

- MH
 - 1 unconfirmed – Greenville
 - 1 unconfirmed – Mt. Pleasant
 - 1 confirmed - Rockwall
- IDDA
 - 1 unconfirmed

Previous Pending A,N,&E Allegations: GV MH – 2; MP MH - 1

3. PNAC

- PNAC
 - Scheduled for April 23, 2024
 - The PNAC will review and discuss the Local Provider Network Development Plan (LPND) and Consolidated Local Service Plan (CLSP). The LPND and CLSPs are due to HHSC by September 30, 2024

4. QM MH, NTBHA & SUBSTANCE ABUSE

- Performance Measures: We missed the following measures in March:
 - Adult Monthly Service Provision: We were at 62.6% for March, our target is 65.6%
 - Effective Crisis Response: At least 75.1% of crisis episodes in March. We were at 67.31% for March.
- Superior Desk Review: Superior conducted a desk review on March 28, 2024. Overall chart compliance was 91.19%, and overall claims compliance was 84.72%.
- HHSC Internal Peer Review: HHSC has selected us to participate in a PASRR internal peer review. Participants were randomly selected by HHSC's Decision Support Services and we were selected to submit records. All documents are due to HHSC on April 26, 2024.
- TDCJ Review: The Texas Department of Criminal Justice Rehabilitation Program Division will be conducting a Continuum of Care Review of us in Sherman on April 23, 2024.

5. CORPORATE COMPLIANCE

- IDDA Investigation: One ECC Service Coordinator's documentation did not support service delivery.
 - Recommendations:
 - Services that were billed and payments received by us be recouped. Total payback is \$1,577.60.
 - 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:
 - HR investigation results: Due to the findings, the employee was separated from employment on Tuesday, April 2, 2024.

6. IDD

- We missed our service target at 137 for the month of March. Our target is 169. We are held harmless for our service target in FY24.

AGENDA ITEM NO. 04.11.2024

Human Resources Report

Recommended Board Action:

None; information only.

1. Staffing Issues

➤ **Headcount**

We had a total of 460 authorized FTEs and 425 employees in the month of March. We filled ten positions, two internal transfers and eight new hires. This month we had an average of 35 vacancies.

➤ **Separations**

We had six separations in March five of them were voluntary, and one involuntary due to performance issues. The reasons for the voluntary separations this month were; moving out of State, retirement, and new job opportunities with higher pay.

➤ **Recruitment**

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

➤ **Training and Development**

During the month of March, we had 19 classes with a total of 78 participants. Trainings for this month were ASIST (*Applied Suicide Intervention Skills Training*), CPR (*Cardio Pulmonary Resuscitation*), and SAMA (*Satori Alternatives for Managing Aggression*). These trainings were for both current and new employees. We also had two YMHFA (*Youth Mental Health First Aid*) classes for school staff in Region 8.

2. Compensation & Benefits

➤ Only one employee reported COVID exposure and tested positive this month. 32 hours were granted from the COVID sick pool to cover the pay while in quarantine.

➤ We currently have six large claims; four of them are exceeding the stop loss limit.

HR Monthly Report
FY2024

4/17/2024

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
I. Head Count (end of mo)													
Overall Total													
# Positions	449	449	451	454	460	460	460						
# FTE	444	444	447	449	449	449	450						
# Employees	407	408	413	410	418	422	425						
# Vacant Positions	42	40	42	48	42	38	35						
# Full-Time Vacancies	39	38	40	43	37	33	32						
# Part-Time Vacancies	3	2	2	4	5	5	3						
General Administration													
# Positions	41	41	41	41	41	41	41						
# FTE	41.0	41.0	41.0	41.0	41.0	41.0	41.0						
# Employees	39	39	39	38	38	37	39						
# Vacant Positions	2	2	2	3	3	4	2						
# Full-Time Vacancies	2	2	2	3	3	4	2						
# Part-Time Vacancies	0	0	0	0	0	0	0						
ECI Services													
# Positions	32	32	32	35	35	35	36						
# FTE	32	32	32	35	35	35	36						
# Employees	29	29	29	29	30	31	31						
# Vacant Positions	7	3	3	6	5	4	5						
# Full-Time Vacancies	6	3	3	5	5	4	5						
# Part-Time Vacancies	1	0	0	1	0	0	0						
IDD Authority Services													
# Positions	64	64	64	64	59	59	59						
# FTE	64.0	64.0	64.0	64.0	59.0	59.0	59.0						
# Employees	54	53	56	56	55	57	56						
# Vacant Positions	10	11	8	8	4	2	2						
# Full-Time Vacancies	10	11	8	8	4	2	2						
# Part-Time Vacancies	0	0	0	0	0	0	0						
IDD Provider Services													
# Positions	115	115	115	116	122	122	122						
# FTE	114.00	114	114	115	119	119	119						
# Employees	109	106	103	104	114	116	118						
# Vacant Positions	8	11	12	12	12	10	8						
# Full-Time Vacancies	7	9	12	11	9	7	6						
# Part-Time Vacancies	1	1	0	1	3	3	2						
Medical Prescriber Services													
# Positions	13	13	13	13	13	13	13						
# FTE	13	13	13	13	13	13	13						
# Employees	12	12	12	12	12	12	11						
# Vacant Positions	1	1	1	1	1	1	2						
# Full-Time Vacancies	1	1	1	1	1	1	1						
# Part-Time Vacancies	0	0	0	0	0	0	1						
Mental Health Adult Services													
# Positions	182	182	185	185	185	185	186						
# FTE	182	182	185	185	185	185	186						
# Employees	168	169	172	168	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						
# Full-Time Vacancies	12	11	11	15	13	13	15						
# Part-Time Vacancies	2	2	2	2	2	2	1						
II. Recruitment													
# Applications Received	139	219	193	195	221	202	213						1382
# Applicants	114	181	160	165	169	167	171						1127
# Positions Filled	7	11	12	12	17	14	10						78
# New Hires	6	9	11	7	15	11	8						67
# Internal Promotions/Transfers	1	2	1	0	2	3	2						11
III. Separations													
# Separations *	7	8	6	10	5	6	6						48
YTD Avg # Employees	408	408	410	409	413	415	416						400
YTD Turnover Rate	1.72%	1.96%	1.46%	2.44%	1.21%	1.45%	1.44%						12.00%
* excludes temporary, PRN, & RIF													
Avg LOS (Yrs)													0
# Involuntary Separations	1	1	2	1	1	1	1						8
# Voluntary Separations	6	7	4	9	4	5	4						39
# Vol Separations < 90 Days Empl	0	1	1	1	0	3	2						8
# Vol Separations > 90 Days < 1 Yr	2	2	2	3	1	1	1						12
IV. Training													
# NEO Classes	2	2	2	1	2	2	2						13
# NEO Participants	6	9	11	7	15	11	7						66
# CPR Classes	6	8	5	5	6	6	6						42
# CPR Participants	18	23	14	14	14	14	16						113
# SAMA Initial Classes	2	2	1	2	1	3	2						13
# SAMA Initial Participants	5	4	4	12	6	17	6						54
# SAMA Refresher Classes	6	5	2	4	3	4	5						29
# SAMA Refresher Participants	23	19	5	11	9	16	21						104
# ASIST Initial Classes	1	0	1	0	0	0	1						4
# ASIST Initial Participants	9	0	10	0	11	0	7						37
# ASIST Refresher Classes	1	0	1	1	2	2	1						8
# ASIST Refresher Participants	4	0	14	4	13	19	6						60
# SOSAM Classes	0	1	0	0	0	0	0						1
# SOSAM Participants	0	2	0	0	0	0	0						2
# YMHFA Classes	0	0	1	0	1	0	2						4
# ISD Participants	0	0	1	0	9	0	15						25
# AMHFA Classes	0	0	0	0	0	0	0						0
# Community Participants	0	0	3	0	0	0	0						3
Total # Events	18	18	13	13	16	17	19						114
Total # Participants	65	57	62	48	77	77	78						464
V. Benefits													
Retirement													
# Eligible Employees	366	366	372	372	372	377	379						2604
# 457(b) Participants	310	306	304	302	302	302	300						2126
# Participating at 5% or More	199	198	193	193	191	190	187						1351
\$ Avg. Contribution Amount	239	246	246	370	247	248	247						1,842.78
\$ Total 457(b) Contribution	74,206	75,308	74,583	111,767	74,449	74,806	74,025						559,145
\$ Total Center's Match to 401(a)	57,447	57,247	56,585	84,396	56,213	56,704	56,262						424,856

HR Monthly Report
FY2024

4/17/2024

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	YTD
Health Insurance													
# Eligible Employees	366	366	372	372	372	377	379						372
# With Coverage	330	326	329	330	328	333	334						330
\$ Total Premium per Month	518,772	509,845	511,775	513,383	510,092	516,681	515,587						3,596,135
Value Plan Enrollment													
# Employee Only	151	152	157	158	157	162	165						157
# Employee & Child	34	34	35	37	36	37	36						36
# Employee & Spouse	17	17	17	16	16	16	16						16
# Employee & Family	26	24	24	24	24	24	24						24
\$ Paid by Employee	57,931	56,272	57,029	57,310	56,813	57,570	57,333						400,258
\$ Paid by Center	314,163	310,525	317,567	320,104	317,310	324,352	325,806						2,229,827
Enhanced Plan Enrollment													
# Employee Only	88	85	83	82	82	81	81						582
# Employee & Child	6	6	6	6	6	6	5						41
# Employee & Spouse	2	2	2	2	2	2	2						14
# Employee & Family	6	6	5	5	5	5	5						37
\$ Paid by Employee	27,900	27,426	25,820	25,662	25,662	25,504	24,788						182,762
\$ Paid by Center	118,778	115,622	111,359	110,307	110,307	109,255	107,660						783,288
Total Expenses													
\$ Total Admin Fee Paid	44,909	69,489	68,389	69,333	67,616	67,694	73,172						460,801
\$ Total Premium Paid	518,772	509,845	511,775	513,383	510,092	516,681	515,587						3,596,135
\$ Total Claims Paid (Med & Rx)	522,100	335,059	361,938	665,226	424,022	375,866	710,544						3,394,755
Loss Ratio	100.6%	65.7%	70.7%	129.6%	83.1%	72.7%	137.8%						94.3%
# Large Claims > \$50,000	1	1	2	3	4	4	6						1
# Claims Exceeding Ind Stop Loss	1	1	1	2	2	2	4						1
VI. COVID Tracking													
# Employees with Exposure/Tested	9	0	19	4	2	2	1						9
# with Positive Results	7	0	19	4	2	2	1						35
# Hospitalized	0	0	0	0	0	0	0						0