

LCMH Board of Directors Meeting Minutes

Date: 09.19.2018

Start time: 5:00 pm

Adjourned: 6:04 pm

Board Members: Fred Ober, Dot Reeve, Mary Anne Lewis, Sharon Menard, Savi Van Sluytman, Michele Whitmore, Zach Williams, Chip Troiano

Absent: Bev Allen, Fein Rosenblum,

Staff: Rebecca Copans, Christina Glowac, Michael Hartman, Denis Houle, Bill Frattini, Ginny Havemeyer

Notes: Luciana Swenson

Guests: Brittany Rhoads, Sarah Williams

Topic	Discussion	Action	Person Responsible
1. Introductions	Mr. Ober started the meeting per Mr. Williams' request, as he was caught on traffic.		
2. Approval of Minutes	<p>The board reviewed the meeting notes from August 2018.</p> <p>Ms. Menard moved the motion to approve the minutes from the August meeting. Ms. Lewis seconded the motion. All approved.</p>	By unanimous vote, the minutes of August meeting were approved.	
3. CEO Report	<p>Ms. Van Sluytman said that she has been away on personal matters, and acknowledged the senior leadership team for watching over the agency during her absence. She presented the CEO report.</p> <p>Ms. Van Sluytman invited all board members to attend the working day for the Childrens' playground. She also invited the board to attend and/or sponsor the NAMI walk scheduled for 9/30/2018. Information on how to donate can be found at: https://www.crowdrise.com/o/en/campaign/lcmhs</p> <p>She shared LCMHS' staffing challenges and how they impact staff on coverage and increase of caseloads.</p>		

	<p>The employee satisfaction survey taken the past few weeks is available on the board portal.</p> <p>The collective bargaining agreement (CBA) was signed in August. Ms. Van Sluytman said we wish we could pay more to our staff, but we have our hands tied. Due to the legislation last year that increased all staff to a minimum \$14/hour, we tried to do our best in adjusting salaries according to academic levels, but it became a huge challenge with the wage compression. Consequently, we are now in the red, the year just started.</p> <p>Mr. Frattini said that the agency's turnover went down from last year.</p> <p>Mr. Troiano recommended that lobbying starts early this year, to help with pay grades.</p> <p>Ms. Van Sluytman said that Sen. Tim Ashe reached out to LCMHS and will be visiting the agency to discuss mental health issues, wages, etc with staff.</p> <p>Mr. Ober said that during conversations with a few legislators, representatives were surprised that the money dispersed to the DAs was not enough to help with the agencies' issues. Ms. Van Sluytman said that the original request was much more than the amount dispersed.</p>		
<p>4. Finance Committee</p>	<p>Mr. Ober said that the news were not great, and the agency is still going through the audit process; numbers already show \$230K in the hole. Auditors are going through materials and the finance committee is also reviewing. Due to the ongoing audit process, the agency's finance team has not been able to create a final report of FY18 nor the initial report for FY19.</p> <p>Mr. Houle said that both salary increase to \$14/hr and the agency's health insurance plan played a big part on the current financial status.</p> <p>The board discussed the current health insurance plan. Mr. Houle said that employees pay 15% of the health insurance plan premiums, and the high deductible is paid by the agency. There has been</p>		

	<p>many high costs with insurance this year, paid by the agency; the health insurance cost to the agency in fiscal year 2019 is budgeted at aprox. \$3 million.</p> <p>There was a discussion on healthcare packages from state and other agencies.</p> <p>Ms. Sarah Williams said that the wellness committee will be working on educating employees on the agency’s benefits and best practices to use the health insurance.</p> <p>Mr. Zach Williams mentioned his personal preference on a higher pay versus benefits received; that some companies will pay more and offer a more expensive health insurance, not as inclusive as what the agency has been offering. Mr. Troiano asked if there was any analysis comparing a lower versus higher deductible, and usage/claims.</p> <p>Ms. Van Sluytman said that the DAs have looked on combining health insurance in the past, but when they started to look into insurance usage there was a high risk for the insurance companies, who backed out.</p> <p>Ms. Van Sluytman said that historically there was no high deductible, and staff were responsible for co-pays. After some time, management made the decision to move to the excellent insurance now being offered by the agency.</p> <p>Mr. Houle said that a committee has been created to review and discuss health insurance, with the participation of management and union members. This committee be looking at alternatives and should have options by the end of the Fall.</p>		
<p>5. Governance committee</p>	<p>The committee did not meet.</p> <p>Mr. Williams said that Ms. Carlson has resigned from the board.</p> <p>Ms. Van Sluytman said that she has a meeting with a potential board member next week, she’s an attorney.</p> <p>Mr. Ober said that Article 8 of By Laws reads that the board must elect officers at the annual meeting. He suggested to change the By Laws, which can be done at the annual meeting, to move</p>		

	<p>the election to September, and have the new officers take office in October. This change could only be effective next year. Another option is to have a “special meeting”, which requires a 10-day warning for changes in the by-laws.</p> <p>Ms. Reese said that the Governance committee has other changes that will be proposed.</p> <p>Mr. Williams said that they are looking for a board member to be nominated as treasurer. Mr. Ober will be recommended as the Vice-President. The Treasurer must attend the finance committee meeting. Mr. Ober will continue to be part of the finance committee.</p>		
<p>6. Community Engagement Committee</p>	<p>Ms. Copans said that the committee did not formally meet but she shared some updates.</p> <p>The agency was part of the Art on Park</p> <p>LCMHS and partners are putting together a forum for candidates to discuss human services issues, including mental health. It will be on Oct 30 at 5:30pm at the Green Mountain Tech Center.</p> <p>There will be a playground working day on Sep 22nd from 9am-noon and Sep 26th from 3-6:30pm.</p> <p>We’ve just received a grant from the Department of Buildings and General Services Recreation for some of the fencing that will go around the playground area. The grant is for \$3000.</p> <p>Will take a photo of the board of directors after this meeting. The photo will be used for the annual report.</p> <p>Ms. Whitmore said that the committee is hoping to have a Paint and Sip in November, the place is still tbd, but have graduate students from the Northern Vermont University-Johnson volunteering.</p>		

<p>7. CRT Standing Committee</p>	<p>Mr. Hartman said that they are keeping standing committee in the loop on the payment reform discussions; there will be changes that affect this group; CRT and AOP programs will start fading and joining to one program, the Adult Program.</p> <p>We are encouraging people to talk to the pharmacist from Genoa Pharmacy; at least 25 staff have started using their services.</p> <p>Mr. Hartman invited board members to join the CRT standing committee meetings, every 4th Thursday of the month, at LCMHS.</p>		
<p>8. CYFS Standing Committee</p>	<p>Ms. Glowac presented the meeting notes. We have shared information about the Center of Excellence (COE) and the Unified Electronic Medical Records (UEMR) with the standing committee.</p> <p>Updated the committee on Success Beyond Six Dollars and how state is restructuring Funding</p> <p>Will be offering the Attachment, Regulation and Competency (ARC) Trauma Treatment For Children and Adolescents 2-day webinar at the agency for staff. A DVD version of the training will also be available for future agency use in 6-8 week.</p> <p>Bev Allen is coming up to 10 years as a board member; the committee is looking into Sadia Lamont to join the board.</p>		
<p>9. Development Services Standing Committee</p>	<p>Ms. Stratton was not present. Board members reviewed the meeting notes.</p> <p>Mr. Houle explained that the survey's goal is to review reimbursement rates, and if there is legitimate need to provide the services offered; the reimbursement rates have not been adjusted for many years. They will use that data to evaluate costs of DS services statewide.</p>		
<p>10. New business:</p>	<p>There were no new businesses.</p>		

11. Old business	There were no old businesses		
12. Other discussions	<p>The board was missing the negotiation notes with union, missing the list of changes on agreement.</p> <p>Ms. Rhoads said that Mr. Frattini was been incredibly helpful with union matters; we are trying to change the culture and create a more collaborative, mutual and respectful relationship with leadership. She also said that they will have union members reaching out to help with community engagement activities, and they are interested in advocating with legislators for increase in funding.</p>	Upload notes to the board portal	Ms. Swenson
13. Adjourn	Mr. Troiano moved the motion to adjourn the meeting. Ms. Lewis seconded the motion. All approved.	By unanimous vote, the meeting was adjourned at 6:04pm	