

GENESEE HEALTH SYSTEM
1402 S. Saginaw St.
Flint, MI 48503
Board of Directors Meeting
January 25, 2024

Board Members Present: L. Coney, E. Ellenburg, T. Hammon, P. Henry, D. Howard-Coolin, G. Jones-Chair, K. Lemons, J. Patrick-Singleton, R. Speed, C. Winfrey

Board Members Absent: A. Reeves

The meeting was called to order 4:01p.m.

I. **Adoption of Agenda**

(Resolution 01-01-24)

Ellenburg moved, Coney supported the motion to approve the agenda as presented.

Motion carried

II. **Approval of Minutes**

(Resolution 01-02-24)

Winfrey moved, Ellenburg supported the motion to approve the minutes of the December 21, 2023 Board of Directors meeting as presented.

Motion carried

III. **Public Participation**

None

IV. **DEI COMMITTEE**

Presented by Shawn Edwards, PhD, Senior Director of Engagement, Diversity and Inclusion, Training/Education & Customer Services

Edwards presented The Michigan Human Services Antiracism Transformation Team (ARTT). The ARTT is a select group of people who will receive robust antiracism training, which allows the team to plan and implement meaningful antiracist strategies that can be established throughout the MDHHS system. Interested applicants were invited to apply to join the team by 10/20/2023. All applications were reviewed by the Antiracism Planning and Design Taskforces. The taskforce selected a total of 53 people from the applications around the state of Michigan. The program is a 3-year commitment and the training began in December and will go thru February 2025. The trainings will be held both in person and online. The goal of these strategies will continue to disrupt current policies, practices, power structures and procedures that perpetuate disparate outcomes for children of color in our care and replace them with an intentionally antiracist child welfare practice model that realizes equitable outcomes for all children and families we serve. Our GHS Michigan Human Services Antiracism Transformation Team is made up of: Dr. Lisa Shumpert, Dr. Shawn Edwards, Dexter Clarke, Tyra Rogers-Scott, and Christie Caver.

Discussion followed the power point presentation.

(Resolution 01-03-24)

Speed moved; Lemons supported the motion to approve the DEI Report.

Motion carried

V. **HUMAN RESOURCES COMMITTEE**

Presented by Nicole Williams, Chief Human Resource Officer

a. Workforce Overview and Recruitment

Williams presented the Quarterly Hiring Summary and Detail for the first quarter of FY24. There were 46 open positions, 268 applicants, 193 applicants in the screening process, 53 currently interviewing, 18 offers made. 19 New hires and 5 rehires for the 1st quarter.

b. Turnover

Williams reported that the Year-to-Year turnover rate for GHS is currently at 16.14%. The current National average for Behavioral Health services is 27%. Williams states for the 1st quarter of FY24 we have had 25 employees termed, 55 resigned, 8 retired, 10 reached the end of their assignments.

c. Labor Relations

Williams presented the Labor Relations Reports for the 1st Quarter of FY24. Williams noted there were 3 AFSCME grievances and 1 Teamsters grievance. She notes that the grievances resulted in agreed resolutions by both GHS and the Unions. Williams continued, she stated that we had 2 special conferences with Teamsters. The special conferences addressed concerns with working out of classifications, implementing 10 & 12 hour shifts for the urgent care, and consumer access to staff office space. 10- & 12-hour shifts are pending further information.

Discussion followed the presentation of the reports.

(Resolution 01-04-24)

Speed moved, Ellenburg supported the motion to approve the Human Resources Committee reports for 1st Quarter FY2024.

Motion carried

VI. **Finance Committee Business**

Presented by Glen Chipman, Chief Financial Officer

VOUCHERS

Chipman presented the vouchers, totaling \$12,664,398.07 and covering the period of 12-01-23 through 12-31-23, for approval. A brief discussion followed

(Resolution 01-05-24)

Ellenburg moved, Coney supported the motion to approve the vouchers as presented.

Motion carried

Contract Review:

Executive Finance Summary

Chipman presented the executive summary of contracts to the board.

Under Item 1, New Contracts, Chipman reviewed several new contracts:

Crisis Text Line: GHS will enter a new agreement with Crisis Text Line (CTL), for crisis text line services. CTL manages and operates a 24/7 text line where trained volunteer crisis counselors support individuals in crisis. GHS has had an active agreement with CTL since FY2016 at no cost to the agency. However, CTL changed their business model so they are now charging the agency \$6,500.00/year. GHS has found the CTL service valuable so this amount is justified to continue. The contract is under legal review from CTL but is anticipated to be effective 2/1/2024 thru 9/30/2024.

Flint Institute of Music (FIM)

GHS will enter a new agreement with the FIM to provide Music therapy services, as is required by MDHHS to have available for the SEDW population. The discounted rate for Genesee County residents is \$40.50 per 45-min session. The contract will be effective 2/1/2024 thru 9/30/2024

Health West

GHS will enter a new agreement with the FIM to provide Music therapy services, as is required by MDHHS to have available for the SEDW population. The rate is \$95.00/encounter. The contract will be effective 2/1/2024 thru 9/30/2024.

Julia Rupp/Hummingbird Consulting Group, Inc.

GHS will enter a new agreement with Julia Rupp/Hummingbird Consulting Group, Inc., to provide Project Management and technical assistance for the Collaborative Consisting of seven partner Michigan Certified Community Behavioral Health (The Guidance Center, West Michigan CMH, Network 180, CEI, Washtenaw, Integrated Services of Kalamazoo, Genesee CMH, for the purpose of exploring the viability of the development of a joint organization based on concept paper entitled "Proposal for Safety Net Complex Care (SNCC) Integration Model." Dated September/October 2023. As this work will be done on behalf of seven members, GHS will be billed at the rate of \$25.74/hour. The agreement is to be effective 1/1/24 through 4/30/2024.

Alicia D. Smith LLC

GHS will enter a new agreement with Alicia D. Smith LLC to provide CCBHC consultation services and key deliverables related to the SNCC Model Integration Planning Project. Total reimbursement will be \$7,714.00 and contract will be effective upon signature through June 30, 2024 or upon completion of all deliverables.

ABO (America's Back Office) staff transitioning to GHS Independent Contractors:

Genesee Health's Systems contract with ABO is ending. GHS has several staff that were contracted thru ABO that have ended their contracts with ABO and have accepted positions within GHS. Staff include: Brian Littleton LP, Abigail Peskin LP, Kandice Andrews NP, Amy Savage, and Julie Jones. Staff compensation and contracts were discussed.

A brief discussion followed.

(Resolution 01-06-24)

Ellenburg moved, Lemons supported the motion to approve the new contracts as presented.

Motion carried

Amendment:

Grater Flint Mental Health Facilities (GFMHF)- Increase of Group Home Rent
In order to create a balanced budget and to account for the increased amount of group home capital improvements, repairs and maintenance, GHS will amend the lease with the Facility Board Owned Group Homes to increase their monthly rent amount. The rent increase will take place over an 18-month, 3 step plan. The beginning of the increase is effective 2/1/2024. All other terms of the lease will remain the same.

(Resolution 01-07-24)

Speed moved; Henry supported the motion to approve the contract amendment as presented.

Motion carried

RFP:

Personal Accounting Services, Inc.

As the result of an open procurement RFP process, Personal Accounting Services, Inc. is selected to provide Fiscal Intermediary (FI)/ Financial Management Services (FMS) for authorized GHS consumers. Personal Accounting Services, Inc. was the best value respondent to the RFP. The monthly rate per client for F1 services is \$145.00 and GHS standard rates apply for all other services. The contract will be effective 2/1/24 through 9/30/25.

(Resolution 01-08-24)

Ellenburg moved; Lemons supported the motion to approve the RFP as presented.

Motion carried

Other:

Kentwood Office

Genesee Health System agrees to purchase from Kentwood Office Furniture demountable modular walls and office furniture for Project 1 (outpatient services/administrative offices) of the 1040 W. Bristol Road property in the amount up to \$800,000. The purchase will be made through Omnia Group Purchasing. Purchases will be made January 2024 until completion of the project.

Living Works Education USA, Inc.

In accordance with the Genesee Health System's Community Mental Health Millage fund with Genesee County Board of Commissioners:

Living Works Education USA, Inc. will provide a 2-day Suicide Intervention Skills Training Workshop which will cover barriers to undertaking interventions and explores community resources available to support a person having thoughts of suicide. The workshop will be 8 hours each day at a cost of \$7500.

Discussion followed.

(Resolution 01-09-24)

Ellenburg moved; Coney supported the motion to approve the purchase agreement with Kentwood Office and to utilize millage funds for the Living Works training, as presented.

Motion carried

Region 10 Renovation Loan:

Genesee Health System is entering into an agreement with region 10 to receive a percentage of the Region's Performance Based Incentive Pool (PBIP) funds in the form of a loan. The amount agreed upon is \$2,748,711. This will be used as part of the funding for renovations needed for project 2 at the Bristol Road location. GHS is asking for board approval for the Renovation loan and for Danis Russell, CEO to sign the agreement with Region 10.

Discussion followed.

(Resolution 01-10-24)

Ellenburg moved; Winfrey supported the motion to approve the Region 10 Renovation loan and for Mr. Russell to sign as presented.

Motion carried

GHS Budget Amendment FY24 Q1:

Chipman gave a brief overview of the 1st Quarter Financials for FY2024. As expected, we are right around a quarter of our budget. Chipman is asking for a budget amendment at this time, approved grants have been added to the budget. A brief discussion followed the presentation.

(Resolution 01-11-24)

Hammon moved, Lemons supported the Budget Amendment as presented.

Motion carried

OTHER BUSINESS

None

A copy of the Executive Finance Summary will be on file with the minutes.

This concluded the presentation of the Finance Committee business.

VII. **Program & Evaluation Committee Business**

R. Speed presented the Crisis Supports and Hospital Admission report for the board's review. A brief discussion followed.

(Resolution 01-12-24)

Hammon moved, Coney supported the motion to approve the Crisis Supports and Hospital Admissions reports as presented.

Motion carried

Public Participation Follow up

None

Subcommittee Reports

SUD Advisory Council meeting minutes were reviewed.

This concluded the presentation of the Program and Evaluation Committee business.

VIII. **Chair Report**

Jones presented the February 2024 meeting calendar.

This concluded the chair report.

IX. **Executive Directors Report**

Russell reports that we are continuing construction on the Bristol Road location. We are hopeful that Administration will begin to move to the new building in March and the Clinical teams to move mid-April with everyone being moved by May.

Next Russell reports that he has received a lot of great feedback from the Holiday tea that was held at the new location in December. Everyone seemed to be happy with the space and that parking was not an issue.

Next Russell made a staff announcement. Congratulations to Dr. Shawn Edwards and Dr. Lisa Shumpert on receiving their Doctorate in Health Administration.

Finally, Russell reported that we have another board appointment for the GHS Board. The Genesee County Commissioners will be meeting on February 14th to vote. This is a consumer position, and if filled will allow us to have a full board again.

This concluded the CEO's report.

X. **Other Business**

None

With nothing further to come before the Board, the meeting was adjourned at 5:14 p.m.
Submitted by Ginger Gorton, Administrative Assistant