

Location	Attendees
Virtual	<p>Governing Board Members Present: Molly Morris, Cathy Meuret, Carlene Anders, Deb Murphy, Jesus Hernandez (left at 2:15), Kaitlin Quirk, Ken Sterner, Senator Warnick, Nancy Nash Mendez, Rebecca Davenport, Michael Tuggy, Kelsey Potter, Ramona Hicks, Theresa Adkinson</p> <p>Governing Board Members Absent: Ray Eickmeyer, Dell Anderson, Rosalinda Kibby</p> <p>Public: Veronica Arroyo-Perez, Rachel Lange, Deb Miller, Chenia Flint, Kelsey Gust, Sioban Brown, Jerry Perez, Loretta Stover, Armando Isais-Garcia</p> <p>NCACH Staff: Linda Parlette, John Schapman, Caroline Tillier, Wendy Brzezny, David Goehner, Joey Hunter, Teresa Davis – Minutes</p>
Agenda Item	Minutes
<ul style="list-style-type: none"> Review of Agenda & Declaration of Conflicts Public Comment 	<ul style="list-style-type: none"> Meeting called to order at 1:00 PM by Molly Morris. Molly started the meeting with a land acknowledgment. Honoring the open meetings act, all conversations need to be public. Board members can chat with staff member that is monitoring the chat and they can relay the message if you are having trouble speaking. Declarations of conflicts: None Public Comment: None ❖ <i>Deb Murphy moved, Jesus Hernandez seconded the motion to approve the consent agenda, motion passed.</i>
<ul style="list-style-type: none"> Executive Director Report 	<ul style="list-style-type: none"> ACH/HCA Symposium: November 2, 3 & 4 8:30-12:00. Linda will be a moderator on the third day. Waiver Renewal: Will not be submitted at the end of the year as originally proposed. 6th Year Extension, ACH's have weighed in on the reporting criteria. Lisa Apple has resigned from OBHC and from the NCACH Board. New Office – shared pictures of new office. Gave and update on Hope Squad & Communities in Schools. Alexie Orr has been hired as new full-time recovery coach at FYRE (Foundation for Youth Resiliency) program in Okanogan County. Position started in October and is funded into December 2022. Wendy shared her experience in attending the NW Tech Alliance meeting and also shared that that group is applying for the Digital Navigator funding.
<ul style="list-style-type: none"> 2022 Budget 	<p>John Schapman reviewed the draft 2022 NCACH Budget that will be brought for approval at the December annual meeting. He responded to a question on past county funding distribution by showing how funds have been distributed. He also noted that we plan to keep this on our radar to remind us to reach out to the counties and find partners to work with and/or fund.</p> <p>Shared budget adjustments in response to board retreat comments and feedback</p> <ul style="list-style-type: none"> Increased equity line item to \$50K Added funding for BH work

- Increased funding for training for grassroots orgs 10K for consulting / \$4K training supports
- Operations – adjusted salary & benefits to reflect updated assumptions
- Added an additional FTE to account for capacity needs
- Updated known expenditures

Strategic Priority	Capacity Building	Organizational Redesign	System Redesign	Consultants	Operations	Grand Total
Equity	\$40,000	\$600,000		\$59,000		\$699,000
Cross Sector Collaboration	\$7,500	\$954,000	\$1,647,325	\$60,000		\$2,668,825
Behavioral Health and Recovery	\$139,150	\$1,344,000	\$1,000,000	\$105,000	\$82,500	\$2,670,650
Education and Advocacy	\$8,000			\$10,000		\$18,000
Capacity Building	\$39,100	\$800,000		\$214,000		\$1,053,100
Operations				\$300,520	\$1,106,511	\$1,407,031
Grand Total	\$233,750	\$3,698,000	\$2,647,325	\$748,520	\$1,189,011	\$8,516,605

Bold = Adjustments in budget

- Awarded accounting contract to Clifton Larson Allen

Questions:

- Behavioral Health – How will that work? We are looking to put out a joint collaborative application in the future. It is still in development. We are working to simplify and streamline our application and reporting process.

Transition Update

John provided and update on the transition to the new agency. Everything is running on schedule.

Organizational Chart – John shared the new job titles and rolls for the staff starting in 2022.

Employee benefits are as follows:

- **Medical:** (Employee Only + **50% premium for spouse/dependents**)
 - PPO Plan (Covered in Full)
 - High Deductible Plan (Covered in full)
 - Employer contributes to HSA difference between PPO Premium & High Deductible Premium
 - Sample PPO Plan Premium (\$600) | High Deductible Premium (\$500) | Employer HSA Contribution: \$600 - \$500 = \$100 contribution
 - * Depending on discussions, may end up with High Deductible Plan Option only
 - Estimated Premium: \$500 - \$600 per Employee per month
- **Vision/Dental:** (Employee Covered in full + **50% premium for spouse/dependent**)
 - Estimated Premium:
 - Dental: \$50 per Employee per Month
 - Vision: \$5-\$10 per Employee per Month
- **Medical Stipend:** \$500/year per employee
 - *If go with High deductible plan only, would look at folding this into Health Savings Account each year*

- **Group Life & Long Term Disability**
 - Group Life: \$50,000 (Employee Only)
 - Long Term Disability: 60% of monthly earnings to a maximum benefit of \$5,000 per month (Depending on plan)
- **Cell Phone Stipend: \$40 a month per employee (\$480/year)**
- **403(b) Plan (Vanguard) – Up to 6% match**
 - Working out details on employer match/contribution.
 - Up to amount of 6%
 - Hoping to include a mix of a match and set rate (TBD)
- **Salary/Job Descriptions:**
 - Finalizing job descriptions with Diversified HR services & NCACH Staff
 - Conducting a Market analysis with other ACHs on position salaries
 - *Goal: Finalize salary analysis and have recommendations mid November*

PTO Format:

NCACH Modified					
Leave Type	0 yrs - 2 yrs	2.1 yrs - 5 yrs	5.1yr - 10 yr	10.1+ yrs	20+ yrs
Holidays	10	10	10	10	10
Personal Days	2	2	2	2	2
PTO	20	25	30	35	40
Vacation	0	0	0	0	0
Sick	0	0	0	0	0
TOTAL	32	37	42	47	52

PTO **Carry Over 160 hours**
Paid out up to 160 hours
anything unused above 160 hours paid out at end of year

** Reviewed with Legal and complies with PFML*

Personnel Handbook:

We are still working on the Personnel Handbook (draft was attached to meeting invite). We are asking Board and staff to review and send any comments to John. John will send a follow up email to all with instructions.

BH Internship Program
Funding HB1504 Workforce
Education Funding Act

As part of the pilot program, Washington State Health Care Authority (HCA) awarded \$292,666 to North Central Accountable Community of Health (NCACH) to implement a 2 year workforce pilot program (\$146,333 per intern year) in this region. NCACH adapted a framework designed by Greater Columbia ACH to meet the needs of our region and Health Care Authority requirements. At the September Board meeting, Board members gave consent to the process outlined by NCACH and also signified interest in funding internships above the original awarded amount. An RFP was released on October 5th with a due date of October 22nd.

NCACH received responses from five organizations requesting a total of \$180,000 for 12 interns. Intern levels include 5 SUDP-SUDPT, 6 Master-level and 1 Doctoral-level intern. Three of the organizations serve Chelan & Douglas, one in Chelan County, and one organization serves all four counties: Chelan, Douglas, Grant and Okanogan Counties. One organization's focus is on the pediatric population while the other 4 organizations focus on adults.

	<p>❖ <i>Carlene Anders moved, Senator Warnick seconded the motion to approve \$180,000 to support 12 behavioral health interns across 5 organization's behavioral health internship programs, motion passed.</i></p>
Round table	<ul style="list-style-type: none"> • Confluence – Struggling with loss of staff due to mandate • Education – A lot of work going on to identify sites to begin doing pediatric vaccines • Senator Warnick – Sad to hear of struggles of loss of personnel / this is why she is supporting workforce funding. • Public Health – Working on finalizing 2022 operating budget. Working very closely as a region on sharing positions as needed. Continue to work in vaccine efforts. Kudos to all school nurses • MCO – COVID in the front of minds. • CD CHI – Next CHI Meeting 10/10/2021, will be hearing from CHI initiative funding recipients • Carlene – Childcare stabilization grants started. That is going to help provide additional staffing this year until June. Poured 4 foundations on the reservation for families that are currently living in their cars. • Deb Miller – Medicare open enrollment is underway. Have clients call Action Health Partners for free assistance. • Molly is getting settled in her new office