

GOOCHLAND POWHATAN COMMUNITY SERVICES
MINUTES
February 7, 2022

Goochland Powhatan Community Services Board of Directors held its February 2022 meeting on Monday, February 7, 2022, virtually via a public zoom link.

Present

Jackie Cahill
Angela Cimmino
Parthenia Dinora
Julie Franklin
Erin Harnage
Mariah Leonard
GaElla Matthews
Crystal Neilsen-Hall
Renee Sottong
Yvette McDermott Thomas

Absent

Staff Attending

Les Saltzberg
Lateshia Brown
Carinne Kight
Cheryl Smith
Irene Temple
Setera Stevens
Cassidy Giles

Welcome

Les Saltzberg welcomed all attending Board members and thanked them for joining the meeting.

Minutes

January 2022 meeting minutes were reviewed for approval. There was one notation that the motion action on page 2 under COVID-19 policy included language for the FY21 audit. The motion needs editing to read "Motion carried by all, and Covid-19 policy as presented was approved".

ACTION: Motion to approve January 2022 meeting minutes with noted correction, was made by A. Cimmino, seconded by Y. McDermott Thomas. Motion carried by all, and December 2021 minutes were approved.

FY 2022 December Budget Report

Cheryl Smith, Finance Director, provided the December 2021 Budget Report to the Board. She noted that in expenses are where they are expected to be this time of year. The facility expenses are still significantly under for the year and that is due to the Taylor buildings not needing as many repairs as in

years prior. Additionally of note is the high expense in job advertisements. Unfortunately, this remains high due to the number of open positions that GPCS had during the year. There was discussion about where GPCS is advertising and if recruitment is down. Carinne Kight, Senior Director of Administration, explained that positions are being filled except for the hard to fill part time positions which ads are still running for. In addition, GPCS has created several positions this year which has required more consistent advertising than in years past.

ACTION: Motion to approve FY 2022 December Budget Report as presented, was made by C. Neilsen-Hall, seconded by P. Dinora. Motion carried by all, and FY 2022 December Budget Report was approved.

Agency Workgroup Update

Les explained to the Board that Leadership team is working on developing several work groups to address specific areas within the agency which require updating.

Lateshia Brown, Senior Director of Community Supports, updated the Board on the Performance Evaluation workgroup. She explained that the group will be meeting to modify and update the agency performance evaluation. This hasn't been done in many years and at this point the workgroup will be looking to update it to a merit-based evaluation.

Cheryl Smith, Finance Director, updated the Board on the pay scale workgroup. She explained that VACSB is doing a salary study, however in preparation for that coming up the agency needs to review the structure of pay bands and pay families. The workgroup will be looking to develop career ladders and possibly include in the structure increases based on credentials.

Carinne Kight, Senior Director of Administration, updated the Board on the recruitment, hiring, orientation workgroup. She explained that the workgroup will be looking at revamping the agency application and moving it to an online platform possibly. Also reviewing where applicants are being referred to the agency from using the application. In addition, the workgroup will review the current orientation process and see what improvements can be made, or training provided, to support supervisors.

Prescriber Update

Les reminded the Board that several months ago he let them know he was interested in finding a prescriber to do Medication Assisted Treatment (MAT) and the Board approved the agency working with company called Genoa to find one. Genoa has worked with several other CSBs and DBHDS to complete similar tasks. Les is pleased to say that on Friday he, Irene, and Pam Davis, Nurse Coordinator, met with a perspective prescriber, so this process is moving ahead. She will contract with GPCS for 16 hours per week to do MAT and psychiatric services for consumers ages 6 and up. She is already credentialed just need to get her under GPCS contracts so she should be fully onboard by mid to late March.

Conversion of Substance Use Disorder (SUD) Clinician into Mental Health (MH) Outpatient Clinician

Irene informed the Board that GPCS has had opening for about 9 months for a SUD clinician. Unfortunately, SUD clinicians are in high demand among all agencies and finding someone who wants to do that work who hasn't already landed where they want to be has been very difficult. Irene has found that often consumers come in and the SUD component is what they aren't as forthcoming with and usually is revealed through MH treatment. It is because of this that most times SUD treatment is woven throughout MH Outpatient services unless it is truly a case of acute SUD. Due to this, Irene would like

the opportunity to hire another MH Outpatient Clinician to serve the clients in this manner. To do this the agency would convert the current open SUD Clinician position to a MH outpatient clinician

ACTION: Motion to approve converting the current open SUD Clinician position to a MH Outpatient clinician, was made by G. Matthews, seconded by A. Cimmino. Motion carried by all; conversion of the position was approved.

ARPA Block Grant

Les introduced Setera Stevens, Emergency Services clinician. Les explained that Setera has taken the lead on applying for the ARPA grant and she was there to provide the Board with her proposed application. Setera reviewed her proposal, of note in the proposal is the creation of an advisory board which would include consumers that GPCS serves and provision of mentorship opportunities within the agency. Additionally, the funds could provide for attendance at conferences with highlight diversity, equity, and social justice within behavioral health. There was discussion among the Board about the advisory group including frequency of meetings, number of members, etc.

ACTION: Motion to approve application for the ARPA Grant as presented, was made by A. Cimmino, seconded by P. Dinora. Motion carried by all, and the ARPA application was approved.

Reports

Senior Community Supports Director –

GPCS just received its waiver slot allocation from the state. GPCS received one Community Living (CL) waiver slot (access to any services under the waiver), and 5 Family and Individual Support (FIS) slots. In total GPCS has 8 slots to allocate, as two slots will be reallocated due to consumer deaths. Currently, GPCS has 10 individuals on Priority One of the waiver wait list. The majority of those individuals will be offered a waiver.

The Psychosocial Rehabilitation program, Virginia House, has received new tables and chairs. Board members will notice the upgraded look at the next meeting. Consumers and staff are very pleased and excited about the fresh look.

Two social work students are starting with Community Supports. Virginia House has a BSW student from Longwood University, and PIEP/ Early Intervention has a MSW student from Virginia Commonwealth University. Both students will participate and observe other programs which will provide a well rounded experience.

Senior Clinical Director –

Irene introduced Cassidy Griles. Cassidy is currently a Mental Health Case Manager with the agency however is also a masters level student completing her required student time with the agency as well. A new MH Outpatient clinician has been hired and will be starting in March.

The unit has developed a chart review process to help with being more objective regarding performance evaluations etc.

Clinicians and case managers are going to trainings, including seeking safety training, in order to move towards more evidence-based practices

Senior Administrative Director –

There have been many positions filled recently, including the new PIEP Speech Pathologist and the MH Clinician position. The van driver and PRN DSP positions remain difficult to fill due to the varying schedules the positions require.

New lights have been installed throughout the Taylor and Annex buildings which have increased lighting while also being more economical.

Recently the front office staff recently made responsible for staff credentialing has moved out of the front office into a separate office. This should increase the agency getting the credentialing program off the ground and increase the speed with which new staff get credentialed. Given the increase in possible revenue from credentialed employees this move is necessary despite the current front office vacancy.

Executive Director –

There are currently a lot of bills in the General assembly and lots of budget amendments have been proposed which could have an effect on CSBs. A month from now CSBs should have a better sense of what would happen with many of the bills and amendments.

There was a JLARC memo that there will be another study of the CSBs to determine effectiveness and efficiency of them.

Currently working through a DBHDS administrative audit. The initial list of documents, policies, procedures requested is due next Wednesday. They will request more specific information following that submission.

Meeting was adjourned at 5:36 pm.

The next meeting is March 7, 2022. Location: TBD

Erin Harnage, Secretary

EH/ck

Date