

North Sound Behavioral Health Organization
301 Valley Mall Way, Suite 110, Mount Vernon, WA 98273

ADVISORY BOARD AGENDA

November 1st, 2016

1:00 pm – 3:00 pm

CALL TO ORDER & INTRODUCTIONS

REVISIONS TO THE AGENDA

APPROVAL OF MINUTES FROM PREVIOUS MEETING

Approval of October Minutes.....TAB 1

ANNOUNCEMENTS

Award Presentation – 2016 Visual Art & Poetry Contest Winners
COD Conference
Virtual Resource Room

STANDING COMMITTEE REPORTS (Briefs from Each Committee Attached)

- Planning Committee (No October Meeting)
- Quality Management Oversight Committee (QMOC)TAB 2

EXECUTIVE/FINANCE COMMITTEE REPORT

Approval of the October Expenditures.....TAB 3

- 2017 Proposed North Sound BHO Budget.....TAB 4
- 2017 Advisory Board Proposed Budget.....TAB 5

OMBUDS

EXECUTIVE DIRECTOR’S REPORT & ACTION ITEMS

Executive Director’s Report Items

- Report from Joe.....TAB 6
- Have Your Say Cafés – Julie de Losada

Executive Director’s Action Items

- Action Items/Memorandum (available at meeting).....TAB 7

Chair and Vice-Chair Elections

OLD BUSINESS

North Sound BHO Mission, Vision and Values – Draft Form.....TAB 8
Legislative Advocacy Plan 2017.....TAB 9

NEW BUSINESS

REPORT FROM ADVISORY BOARD MEMBERS

BRIEF COMMENTS OR QUESTIONS FROM THE PUBLIC

REMINDER OF NEXT MEETING

- The next scheduled meeting is December 6th, 2016 in the Snohomish Conference Room

ADJOURN

JULY-SEPTEMBER 2016 OMBUDS REPORT

I am Kim Olander from North Sound Regional Ombuds. This is our Behavioral Healthcare 3rd quarter report, covering July 1st through September 30th, 2016.

We opened case files on approximately **82** people and had approximately **110** issues of concern. Numbers are remaining steady! There were **27** male and **45** female clients. We assisted **1** child and **1** senior this quarter. We helped **12** family members submit their issues. Besides these statistics, this quarter we helped an additional **14** people deal with concerns about hospitals, Medicaid Transportation and other agencies on the periphery of the community behavioral health program. These **14** people are not included in this report, nor are the estimated **150** people to whom we provided information and referral services.

Only **1** of our cases was solely related to substance use disorder services, but we had **7** co-occurring cases and **1** WISE services case.

This quarter **21** people initiated behavioral health agency-level grievances, **5** people initiated behavioral health organization-level grievances and **2** filed Administrative Hearings. There were no Appeals.

The top three concern type categories this period were Dignity & Respect, Service Intensity/Coordination, and Physicians, ARNPs & Medications.

Right around **29%** of our clients were Non-Caucasian, **70%** were Caucasian and **1%** Non-Identifying.

Ombuds' Comments:

There seems to have been a bigger number of callers, this quarter, that want (and sometimes demand) Ombuds to provide case management type assistance. We are working hard to re-direct them to their provider agency to discuss their needs and then file grievances if they still aren't getting the services they are requesting.

Thanks to Charles, with the BHO, Ombuds began working with a new database the first of August. Once all of the kinks are worked out, it will be a huge asset to our day-to-day duties, creating reports and overall efficiency. Unfortunately, it is taking extra time to learn exactly how the system works, find consistency in our data entry and tweak our intake process. Thus, this quarter's reports are a bit different, so please let us know what you would like added, changed or deleted from our report.

Due to the new Ombuds, Becky, leaving, return call and action times may be a little longer than normal, but we are doing the very best we can to keep up!

Success Stories:

A client reported to Ombuds she had been requesting Eating Disorder services from her provider for many years, but was told "we don't do that". She had a couple of other concerns, so contacted Ombuds to file a Grievance. During our conversation, she brought up her request for ED services and what she had been told. Ombuds suggested that be included in her Grievance and she was happy to do that. We met with the provider and she is in the process of being transferred to a Therapist, who has ED training, and after an appropriate amount of time, she will be referred to the provider's trauma team for more extensive holistic services. She is thrilled!

DRAFT not approved by Advisory Board

North Sound Behavioral Health Organization

301 Valley Mall Way, Suite 110, Mount Vernon, WA 98273

ADVISORY BOARD MINUTES

October 11th, 2016

1:00 p.m. – 3:00 p.m.

ATTENDANCE

Advisory Board Members Present

Island: Candy Trautman, Betty Rogers, Chris Garden

San Juan:

Skagit: Faviola Lopez, Joan Lubbe, Ron Coakley

Snohomish: Carolyn Hetherwick Goza, Greg Wennerberg, Fred Plappert, Jennifer Yuen,

Joan Bethel, Marie Jubie, Pat O'Maley-Lanphear, Jack Eckrem

Whatcom: David Kincheloe, Mark McDonald, Stephen Jackson

Excused Advisory Board Members

Island:

San Juan: Peg Leblanc

Skagit:

Snohomish: Carolann Sullivan

Whatcom: Michael Massanari, Rachel Herman

Absent Advisory Board Members

Island:

San Juan:

Skagit:

Snohomish:

Whatcom:

NSBHO Staff Present

Joe Valentine (Executive Director)

Joanie Williams (Advisory Board Coordinator)

Maria Arreola (Administrative Assistant)

Charles DeElena (Quality Improvement Coordinator)

Dennis Regan (Data Support Analyst)

Guests Present

Debbi Knowles – Office of Community & Homeless Services of Snohomish County

CALL TO ORDER & INTRODUCTIONS

The Chair called the meeting to order at 1:00pm and initiated introductions

REVISIONS TO THE AGENDA

The Chair inquired regarding revisions to the Agenda. None were mentioned

APPROVAL OF MINUTES FROM PREVIOUS MEETING MINUTES

September minutes were approved by a motion and vote

STANDING COMMITTEE REPORTS (Briefs from Each Committee Attached)

- Planning Committee
- Quality Management Oversight Committee (QMOC) Report

EXECUTIVE DIRECTOR'S REPORT & ACTION ITEMS

Executive Director Report

Behavioral Health Facilities Planning

- The Regional Behavioral Health Facilities Workgroup is waiting for a few more estimates before finalizing the "Behavioral Health Facilities and Recovery System of Care Plan". This includes more solid estimates for the remodel of a portion of the Denney Youth Center to accommodate a SUD Residential Treatment Center
- On Monday North Sound BHO met with Al Aldrich from "Strategies 360" to seek their assistance in developing the legislative communications plan
- North Sound BHO is also working with Skagit County on a conceptual design for a "Stabilization Campus" somewhere in Skagit County to possibly include: the relocated E&T, a 16 bed Acute Detox Center, the relocation of the Skagit Triage Center, office space for DMHPs and crisis staff, and office space for case management and case coordination staff
- North Sound BHO attorney, Brad Furlong, is continuing to make revisions to the terms of the grant agreements to allocate capital dollars to support the development of the needed facilities based on input from the county attorneys

Behavioral Health Integration Discussion

The state BHO Administrators are working with our new WSAC legislative liaison, Brad Banks, on an issue paper that would propose an alternative path to behavioral health-primary care integration. This proposal would provide an alternative model to the one being tested in Southwest Washington and would preserve the current infrastructure of county administered BHOs

2013-2016 Strategic Plan Dashboard

- North Sound BHO closed out the 3 year 2013-2016 Strategic Plans and is providing the Advisory Board and Executive Committee with the final "dashboard" [attached]. Please note that the percentage of completions noted is as of the end of 2015. Since that time, continued progress has continued to be made in some areas, but there are other areas such as expansion of Peer Networks and Work force development where much more work needs to be done

DRAFT not approved by Advisory Board

- The core areas of the Strategic Goals for at least 2016-2017 will be implementation of the Behavioral Health Organization work plan and development and implementation of a plan for a recovery system of care for behavioral health treatment facilities

Stillaguamish Medication Assisted Treatment

The Medication Assisted Treatment (MAT) operated by the Stillaguamish Tribe is providing services to several hundred non-Native Americans. Recently, Snohomish County allocated them additional slots in order to balance out the number of persons being served by the other MAT clinic in Snohomish County operated by Therapeutic Health Services. North Sound BHO have agreed to develop an agreement with the Stillaguamish Tribe that would provide reimbursement for the cost of transportation of non-Natives from the Stillaguamish clinic to SUD Residential Treatment programs as North Sound BHO does with other Outpatient providers

The Swinomish are also proposing to expand outpatient and Medication Assisted Treatment, and would be serving non-Native Americans as well. North Sound BHO has provided a letter of support for this expansion

2016 Tribal Behavioral Health Conference

A successful Tribal Behavioral Health Conference was held on September 7-8. Over 230 persons participated. Key note speakers and workshops focused on understanding historical trauma, suicide prevention, opioid addiction prevention, and incorporating traditional Native American beliefs and practices in a “whole person” approach to healing

2016 External Quality Review Report

- North Sound BHO has received the final annual “External Quality Review” report conducted by Qualis Health in May of this year. This review was also intended to be a “readiness” review for transition to a BHO. Attached is the letter from Qualis summarizing recommendations and areas for corrective action. Many of these have to do with updating policies and client notification forms
- Because of the amount of time that was focused on preparing for transition to a BHO, North Sound BHO had not yet completed the work of updating all of our existing policies as well as creating new policies and forms related to SUD services
- As you can see from the attached letter North Sound BHO did not agree with all of their interpretations of the federal CFR. However, a detailed work plan is being developed to address all of their findings before next year’s review

North Sound Accountable Community of Health

The North Sound ACH has hired an Executive Director, Liz Baxter. Liz is extremely qualified to support the ACH as it prepares to administer the new dollars that would be made available through the “1115” Waiver. The state and CMS have agreed “in principle” on the terms of the state’s waiver request

Liz moved to Whatcom County last fall and in June of this year, she left her past position as Executive Director of the Oregon Public Health Institute (OPHI), which is committed to building vibrant communities of health statewide. Prior to OPHI, she spent seven years leading We Can Do Better (founded as the Archimedes Movement), an organization that believes small groups of people can have great impact on policy and practice, and influence the state and national dialogues on health and health care. Liz has an undergraduate degree in social work, two years of graduate study in gerontology and a Master's in Public Health. She chaired the board for Cover Oregon, and serves on the board of Oregon Health Decisions. Liz was vice chair of Oregon’s Future of Public Health Task Force, and remains an elected member of the Oregon Health Authority’s Health Equity Policy Committee

Action Items

- Joe reviewed each of the Action Items with the Advisory Board
- A motion was made to move the Action items to the County Authorities Executive Committee for approval. Motion was seconded and approved
- Motion approved to forward the Action Items to the County Authorities Executive Committee for approval

OLD BUSINESS

Judge the Visual Art/Poetry Contest Entries

2016 Visual Art/Poetry Contest judging took place. Winning entries will be announced to all provider agencies and the community. All winners will be invited to the November 1st, 2016 meeting for presentation of awards

PACT – Oversight via the North Sound BHO AB

Members were asked to participate in the Program of Assertive Community Treatment (PACT) training. Those who want to participate are to notify the Chair

Charles DeElena, Quality Improvement Coordinator – Presentation on the Substance Use Disorder Performance Improvement Project (PIP)

- Substance Use Disorder (SUD) Penetration PIP is to increase the number of individuals with a disorder that are actually in treatment
- Currently barriers are being discussed. Once the barriers are recognized a root cause analysis will be conducted
- The next scheduled meeting will be the beginning of December

DRAFT not approved by Advisory Board

- An informational online Basecamp that includes an interactive discussion forum and documents was created. Those who want to participate with the online Basecamp should contact Lisa Hudspeth
- Advisory Board members participating: Pat and Jack
- Charles was invited to attend the December 6th, 2016 Advisory Board meeting to give a detailed presentation on the Kids PIP

North Sound BHO Mission, Vision, and Values Document – Draft Form

Joe introduced the Mission, Vision, and Values Document. Members reviewed and made recommendations. The revised final draft form will be voted on during the December meeting

NEW BUSINESS

Announcements

The Chair announced Susie Spencer's resignation from the Board

Accepting Nominations for Chair and Vice-Chair

Nominations for Chair and Vice-Chair were taken; a list of nominees will be announced during the November meeting. Voting will take place during the December meeting

A motion was made to waive the 6 month minimum service on the Board to be a nominee this year. Members all in favor; Fred was opposed

Collaborative Alliances

Topic was tabled until further information is gathered

Legislative Advocacy Plan 2017

Advisory Board Legislative Action Plan for 2017 was discussed. It was determined to include the plan to replace the lost beds at Pioneer Center North (PCN) and the Evaluation and Treatment Center (E&T) during the legislative visit in 2017. Discussion will continue during the November meeting

ACTION ITEMS

Executive & Finance Committee

The September Expenditures were reviewed and discussed. A motion was made to move the Expenditures to the County Authorities Executive Committee (formally known as the Board of Directors) for approval. Motion was approved

REPORT FROM ADVISORY BOARD MEMBERS

Island – None

San Juan – None

Skagit – None

DRAFT not approved by Advisory Board

Snohomish – None

Whatcom – None

BRIEF COMMENTS OR QUESTIONS FROM THE PUBLIC

None

ADJOURNMENT

The Chair adjourned the meeting at 2:50 pm

NEXT MEETING

The next **Advisory Board meeting** is November 1st, 2016



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QMOC Brief October 12, 2016

Crisis Module Sandy Whitcutt

The North Sound BHO Crisis Module was due for review and revision. Revisions made were minor, with mostly formatting changes and addition of integration language. Once finalized, the updated module will be put on Relias for use by providers. It was noted that *Compass Whatcom* needs to be changed to *Compass Health*. The Crisis Module had been previously approved by ICRS. The Crisis Module was approved with the above noted revision and needed formatting changes.

Policy 1571.00 – Inpatient Psychiatric Authorization Michael McAuley

Purpose of this policy is to provide rapid and appropriate access to medically necessary inpatient mental health services, voluntary and involuntary, for Medicaid eligible individuals and other individuals eligible for publicly funded inpatient mental health. This policy was due for revision. It was noted that the Washington Administrative Code (WAC) reference for Mental Health Professionals (MHPs) was outdated. This policy was approved with the correction of updating the WAC for MHPs and one rewording of a sentence for clarity.

Policy 1582.00 – Voluntary Inpatient Psychiatric Authorization for Electroconvulsive Therapy (ECT) Michael McAuley

Policy 1582.00 is a new policy that was developed to streamline Volunteers of America (VOA) procedures to authorize *Episodes* of Inpatient Psychiatric care when the request is made that include physician ordered ECT. It should be noted that North Sound BHO does not have authority to authorize or deny ECT, but oversees the management of the inpatient bed that would be required for inpatient ECT treatment. This policy was approved as written with one abstention.

Policy 1545.00 – Voluntary Inpatient Psychiatric Authorization – Tribal Community Members Michael McAuley

North Sound BHO and Tribes throughout the North Sound Region commit to actively work together to provide culturally competent and appropriate services when members of tribal communities are referred for and / or receive inpatient psychiatric services. Purpose of this policy is to delineate the procedure for facilitating a voluntary hospitalization when it is deemed necessary and appropriate, and to comply with the North Sound BHO's current Tribal Coordination of Implementation of Service Plan. This policy was due for routine revision. It was noted that the Washington Administrative Code (WAC) reference for Mental Health Professionals (MHPs) was outdated. This policy was approved with the correction of updating the WAC for MHPs.

No Show Encounters / Group Report Jessie Ellis

Following the reminder at the September QMOC meeting for providers to submit no-show encounters, questions arose via email regarding whether no-shows needed to be submitted for group services. Discussion occurred at the October QMOC meeting around the concerns / barriers providers feel are prohibiting them from submitting no-show data for

group services. While some providers have the capabilities already built in and are reporting easily, many providers feel that the submitting no-shows for groups would have an impact on staff and increased workload. It was also discussed how providers are collecting data and are able to provide data via reports rather than electronically.

10/28/16

**North Sound
Behavioral Health Organization, LLC
Warrants Paid
October 2016**

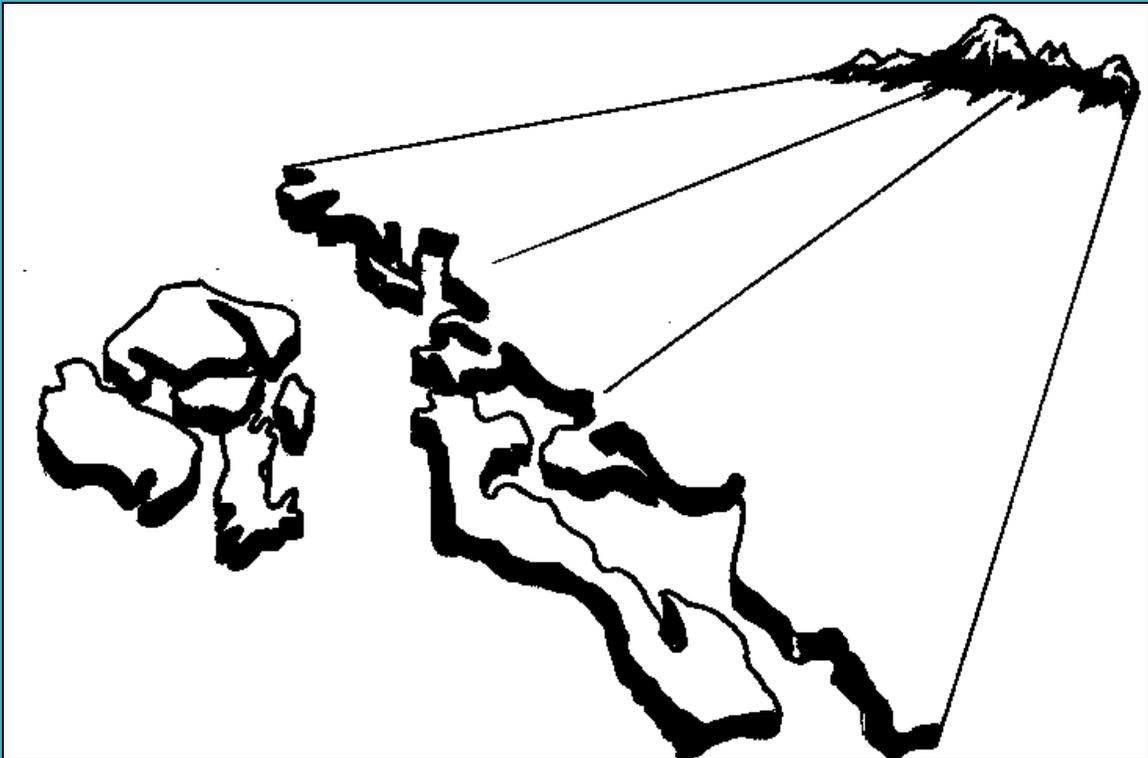
	Type	Date	Num	Name	Memo	Amount
Advisory Board Supplies	Bill	10/04/2016	6133-9.30.16	NSRSN (Petty Cash)	Batch # 116159	12.66
Total Supplies						<u>12.66</u>
Travel	Bill	10/04/2016	Sep2016	AA Dispatch	Batch # 116159	2,102.75
	Bill	10/04/2016	6032-9.30.16	NSRSN (Advanced Travel)	Batch # 116159	304.00
	Bill	10/11/2016	YKO-3456	Oxford Suites Yakima	Batch # 116242	1,120.90
	Bill	10/18/2016	Sep-Oct2016	Kincheloe, David	Batch # 116338	186.30
	Bill	10/18/2016	Sep2016-2	McDonald, Mark	Batch # 116338	540.42
	Bill	10/18/2016	Oct2016	McDonald, Mark	Batch # 116338	135.50
	Bill	10/18/2016	6031-9.22.16	NSRSN (Advanced Travel)	Batch # 116338	204.00
	Bill	10/18/2016	Aug-Oct2016	Trautman, Candy	Batch # 116338	394.20
	Bill	10/18/2016	Sep2016	US Bank Purchase Card	Batch # 116338	1,475.24
	Bill	10/18/2016	Sep-Oct2016	Yuen, Jennifer	Batch # 116338	246.86
	Bill	10/25/2016	Sep2016	City Cab, Inc.	Batch # 116432	264.50
Total Travel						<u>6,974.67</u>
Miscellaneous	Bill	10/18/2016	63200-AdBrd	Haggen Inc	Batch # 116338	399.74
	Bill	10/25/2016	TC2016-025	NSRSN	Batch # 116432	1,125.00
Total Miscellaneous						<u>1,524.74</u>
Total Advisory Board						<u>8,512.07</u>
						<u>8,512.07</u>
						<u>8,512.07</u>

**Advisory Board Budget
October 2016**

	Total	All Conferences	Board Development	Advisory Board Expenses	Stakeholder Transportation	Legislative Session
		Project # 1	Project # 2	Project # 3	Project # 4	Project # 5
Budget	\$ 42,000.00	\$ 16,736.00	\$ 1,910.00	\$ 19,329.00	\$ 225.00	\$ 3,800.00
Expense	(34,853.70)	(10,456.02)	(3,115.81)	(20,016.66)		(1,265.21)
Under / (Over) Budget	\$ 7,146.30	\$ 6,279.98	\$ (1,205.81)	\$ (687.66)	\$ 225.00	\$ 2,534.79

BHC , NAMI, COD, OTHER	BOARDS SUMMIT (RETREAT)	Costs for Board Members (meals mileage, misc.)	Non- Advisory Board Members, to attend meetings and special events	Shuttle, meals, hotel, travel
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North Sound Behavioral Health Organization



2017 Proposed
Operating Budget
October 13, 2016



North Sound Behavioral Health Organization, LLC

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NORTH SOUND BEHAVIORAL HEALTH ORGANIZATION, LLC (NORTH SOUND BHO) 2017 RECOMMENDED OPERATING BUDGET

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- I. 2017 Proposed Operating Budget Narrative**
 - A. Budget Highlights, Accomplishments, Challenges
 - B. Personnel Changes
 - C. Summary of 2017 Versus 2016 Revenues and Expenditures
 - D. 2017 North Sound BHO Operating Budget Specifics
 - E. Revenue and Expenditure Approval Process
 - F. Concluding Remarks
- II. Revenue Forecast**
- III. North Sound BHO Operating Budget**
 - A. Summary
 - B. Operating Budget Details
 - C. Salary & Benefits Worksheet
- IV. Organizational Chart**



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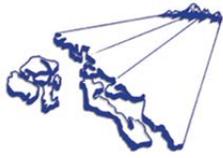
I. 2017 PROPOSED OPERATING BUDGET NARRATIVE

A. BUDGET HIGHLIGHTS

This budget proposal reflects the intent of North Sound Behavioral Health Organization (North Sound BHO) to continue to support the integration of Mental Health and Substance Use Disorder (SUD) Services as part of an effective continuum of behavioral health services. A series of significant new state requirements resulting from litigation and state policy initiatives have also required North Sound BHO to continue to support the expansion of services that began in 2015 and 2016. This has included: expanding mental health crisis services; funding nurses in the Triage Centers, expanding the WISE program, increasing training in Evidence Based Practices, implementing a bed tracking system, converting a boarding house to a Residential Treatment Facility and re-opening the 16 bed Evaluation and Treatment (E&T) Facility in Sedro Woolley.

Developing and implementing an integrated behavioral health system and expanding the availability of SUD services in response to the new Medicaid entitlement created by this integration, will take several years. The SUD treatment system has been underfunded for a long time. Investment of funding support from the new BHO has created a sustainable level of funding for core services. Beyond that however, achieving better outcomes from behavioral health treatment services will require the creation of a new “continuum of care” that expands the level of outreach and engagement, development of “co-occurring” services for persons with dual disorders and a system of recovery supports. In addition, North Sound BHO continues to work on combining disparate Medicaid and non-Medicaid funding sources to fund a continuum of behavioral health services. Some of these services can only be paid for out of its limited allocation of State General Funds and Substance Abuse and Prevention and Treatment (SAPT) federal block grant funds.

An additional planning challenge has been created by the State’s decision to terminate the leases in two (2) years for two (2) critical behavioral health facilities in Sedro Woolley: North Sound E&T and Pioneer Center North. North Sound BHO has worked with the counties to develop a “Behavioral Health Facilities and Recovery System of Care Plan” that identifies the needed residential facilities, stabilization programs and recovery services. Developing the necessary facilities will require state financial assistance for the needed capital dollars. North Sound BHO has already provided seed money to Snohomish, Skagit and Whatcom counties to begin procuring the essential land and/or buildings. In order to improve clinical integration for high need persons and persons with co-occurring disorders, North Sound BHO will be participating in a number of projects with North Sound Accountable Community of Health and Apple Health Managed Care plans. Finally, the new North Sound BHO will also be actively involved in working towards the state’s goal of a better integration of behavioral health and primary care services.

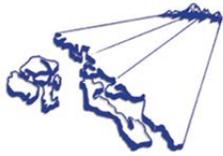


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2016 Accomplishments Included:

- Developing and implementing the new BHO structure and network of services;
- Maintaining continuity of care with SUD treatment providers by ensuring services would continue to be paid for without interruption;
- Developing a SUD “contracting consortium” with King County that provided access to SUD services in King County and to most SUD residential providers across the state;
- Increasing rates for SUD providers to ensure long-term sustainability;
- Providing significant financial and technical assistance to SUD providers to assist them in upgrading their electronic record systems;
- Significantly increasing training support to the new SUD agency partners;
- Supporting the development of new SUD treatment facilities in Lynnwood, Mount Vernon, and Bellingham;
- Expanding the integrated Mental Health/SUD “Community Prevention and Intervention Team” model that was piloted in Skagit County to Snohomish and Whatcom Counties;
- Developing a comprehensive “Behavioral Health Facilities and Recovery System of Care” plan to identify our future need for behavioral health facilities and develop a vision for moving towards a recovery system of care;
- Procuring a contract with a tele-health provider to begin implementing a regional tele-psych system;
- Co-hosting with the 8 North Sound Tribes the 16th Annual North Sound Tribal Behavioral Health Conference that resulted in over 230 participants;
- Working with Whatcom Community College and Spokane Falls Community College to establish a 15 credit fast track for licensed mental health counselors/licensed social works to attain a Chemical Dependency Certificate;
- Working with the counties on the development of an Opioid Addiction plan that will include both regional strategies and support of county specific initiatives;
- Implementing a “Same Day Access” project to significantly reduce wait times for outpatient services appointments;
- Significantly expanding the size of North Sound BHO staff to be able to take on the new program responsibilities;
- On our own initiative, arranging for a detailed “Health Insurance Portability and Accountability Act (HIPAA) Risk Analysis” conducted by a professional HIPAA Risk Assessment consultant. This analysis resulted in recommendations which we are now implementing to strengthen both IT security and HIPAA compliance.
- Involving all staff and Advisory Board members in developing a new “Mission, Vision, and statement of Values” for the BHO with extensive involvement of staff and Advisory Board;
- Providing leadership support to the North Sound Accountable Community of Health and assisting it in preparing to take on the responsibility of health care transformation waiver projects.



North Sound Behavioral Health Organization, LLC

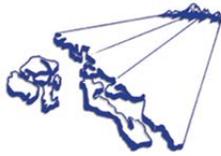
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Looming Challenges for 2017:

- Fiscal challenges may loom ahead if significant reductions are made to our Medicaid rates. If the legislature restricts our ability to invest reserves in building the capacity, we will need to provide medically necessary services to Medicaid and low-income enrollees.
- We will need to continue to provide extensive training and technical assistance to the new SUD agencies, as well as some up-front financial support. If the state continues to make changes to the data reporting requirements, our providers will face further challenges in programming their electronic record systems to meet the state's reporting requirements.
- North Sound BHO must continue to make significant upgrades to its existing Information System and clinical database in order to meet the requirements of managing new SUD programs.
- We will continue to work on Health Information Exchange protocols to support better coordination with the Apple Health Managed Care Organizations and primary care.
- One of the critical challenges the BHO will face related to its new program responsibilities is working with counties and tribes to address the growing Opioid epidemic.
- The demand of new legal and policy mandates will continue. This includes expansion of WISE services with a limited availability of the workforce to provide these services and the requirement to create a new family and youth partner advisory group with limited resources.
- The need to reduce the incidences of psychiatric boarding will continue to be an important priority. In particular, we will need to continue to work with the smaller community hospitals on strategies that can quickly transition persons brought to Emergency Departments to an appropriate psychiatric treatment facility.
- The lack of an adequate, qualified labor pool is as much of a challenge as the available funding levels to fully meet the goal of providing medically necessary services to all Medicaid enrollees.
- Even with the expansion of Medicaid eligibility, a segment of the low-income population in need of behavioral health services has been left with limited insurance coverage. The existing levels of state GF-S will create a dilemma for BHOs on how to manage their limited dollars to meet this need.
- In addition to continuing to integrate mental health and SUD treatment services into a true behavioral health system of care, we also need to be actively working with the Apple Health Plans and primary care providers to create local systems of behavioral health/health care coordination.

B. PERSONNEL CHANGES

In 2016, North Sound BHO obtained the Executive Committees' approval for a staffing plan to augment its capacity to address both the existing increase in the need for mental health services as well as create and implement the new SUD treatment programs. The 2017 budget supports the additional positions we have identified as necessary as well as funding the new 2016 positions that have not yet been filled.



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C. SUMMARY OF 2017 VERSUS 2016 REVENUES AND EXPENDITURES

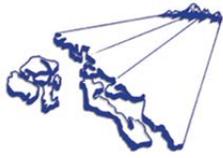
	REVENUES	EXPENDITURES
2016 Budget	\$126,819,735	\$126,819,735
2016 Projected	\$131,798,100	\$137,000,000
2017 Budget	\$154,784,119	\$154,784,119

2017 Projected Revenues Include:

PIHP Medicaid Funding Mental Health	\$124,926,800
PIHP State Funding Mental Health & Substance Use Disorder	\$18,577,878
PATH Grant	\$138,820
Federal Block Grant Funding SAPT	\$4,207,529
Federal Block Grant Funding – Mental Health	\$1,100,750
WISe	\$4,719,600
PACT Team Funding	\$347,496
Jail Services	\$382,746
Other funds	\$382,500
Total	\$154,784,119

D. 2017 NORTH SOUND BHO OPERATING BUDGET SPECIFICS

2017 BUDGET AREA	Compared to 2016 Budget	Comments
Salaries	\$723,165, 23.5% increase	Added six (6) FTE's this year includes unfreezing two (2) positions compared to 2016
Personnel Benefits and Taxes	\$601,730, 25.3% increase	Added six (6) FTE's, Medical Premiera increased 3%, Group Health increased 13%
Office/Operating Supplies	\$41,500, 54.61% increase	Increase based on historical costs and adding more employees
Small Tools/Minor Equipment	\$85,500, 200% increase	Anticipate spending more for adding new staff and increase in IT replacement costs
Professional Services Contracts	\$18,400, 4.3% increase	Increase in estimated audit costs and FYSPT contracting.
Communications	\$13,213, 16.1% increase	Estimated increase adding more employees and send out more notices
Travel	\$7,523, 6.16% increase	Additional staff and anticipating additional BHO travel
Advertising	\$10,000, 47.6 % decrease	Adding less new employees than prior year
Space/Equipment Rentals	(\$29,192), 9.2% decrease	Rent overlapped during 2016 due to move
Insurance	\$19,000, 52.8% increase	Estimated increase adding more employees and new business
Utilities	\$4,000, 25% increase	Estimated increase for renting new space
Repairs/Maintenance	\$11,000, 22.5% increase	Estimated increase based on maintenance contract, added additional space
Miscellaneous	(\$8,110), 8.2% decrease	Decrease in North Sound BHO conferences and Board summit



North Sound Behavioral Health Organization, LLC

301 Valley Mall Way, Suite 110, Mount Vernon, WA 98273
<http://northsoundbho.org> • 360.416.7013 • 800.684.3555 • F 360.416.7017

D. 2017 NORTH SOUND BHO OPERATING BUDGET SPECIFICS (Continued)

Machinery/Equipment	\$40,000, 100% increase	Increase due to replacing computer servers
Debt Service	(\$76,651), 100% decrease	No leasehold improvements payed off debt in 2016
North Sound BHO Total Operating Budget	\$1,441,078, 37% increase	Increases based on Medicaid expansion and full year of substance use funding
Tribal Conference	Same	Same
Advisory Board	Same	Same
Systems of Care Conference	\$23,000, 100% increase	No conference in 2016
Peer Network	Same	Same
Provider Training	Same	Same
Agency/County and Other Services	\$27,964,384, 22% increase	Increase based on full year of SUD funding
Inpatient Hospital Services	\$2,500,000, 20% increase	Increase based on Institution for Mental Diseases (IMD) rule change

E. REVENUE AND EXPENDITURE APPROVAL PROCESS

1. Preliminary review & recommendation of Finance Committee 10/13/16
2. Introduction to the Executive Committee 10/13/16
3. Distribution to:
 - a. Advisory Board 10/14/16
 - b. Interested Public and Stakeholders 10/14/16
 - c. Available on North Sound BHO Website 10/14/16
4. Review and recommendation of the Advisory Board 11/01/16
5. Review at the Executive Committee meeting 11/10/16
6. Review and approval by Advisory Board 12/01/16
7. Review and recommendation of all stakeholders Up to 12/08/16
8. Recommended Budget presented for Executive Committee adoption 12/08/16

F. CONCLUDING REMARKS

The proposed 2017 operating budget will ensure North Sound BHO will be able to meet its contractual obligations to operate an integrated behavioral health system as well as to continue to develop the foundation for a sustainable and coordinated behavioral health system in the future. It will also ensure we have the ability to respond to a number of new state program requirements and legal mandates, and begin planning for the new behavioral health facilities that will need to be operational in two (2) years. North Sound BHO plans on working with the state in 2017 to develop co-occurring rules and regulations that will truly integrate the behavioral health service delivery system.

II. Revenue Forecast

REVENUE DETAIL
NORTH SOUND BEHAVIORAL HEALTH ORGANIZATION
Estimated
2017 ANNUAL BUDGET

SOURCE DESCRIPTION	Amount	2017 BHO Operating Budget
<i>INTERGOVERNMENTAL REVENUE</i>		
33399 Federal Block Grant	\$ 1,100,750	
33399 Federal Block Grant SAPT	\$ 4,207,529	
33399 PATH Grant	138,820	
FYSBERT	75,000	

TOTAL INTERGOVERNMENTAL SERVICE	\$ 5,522,099	
<i>CHARGES FOR SERVICE</i>		
34640 Prepaid Health Care Funding Medicaid MH	124,926,800	124,926,800
34640 Medicaid WISE Kick payments 200 Slots	4,719,600	4,719,600
34640 State Funds Mental Health & Substance Use Diso	18,577,878	18,577,878
34640 PACT	347,496	347,496
34640 Jail Services	382,746	382,746
34640 Enhanced Community Service	187,500	187,500

TOTAL CHARGES FOR SERVICE REVENUE	\$ 149,142,020	149,142,020
		5.250%
		\$ 7,829,956
<i>MISCELLANEOUS REVENUES</i>		
36110 Investment Interest	100,000	FYSPRT
36990 Charges for Conference	20,000	75,000

36000 * MISCELLANEOUS REVENUES	120,000	\$ 7,904,956
TOTAL REVENUE	\$ 154,784,119	

III. 2017 NORTH SOUND BHO OPERATING BUDGET

A. Summary Budget

<u>EXPENDITURES</u>	Total
Regular Salaries	\$ 3,804,595
Personnel Benefits	2,623,568
Office, Operating Supplies	117,500
Small Tools	127,500
Professional Services	449,400
Communications	95,113
Travel	122,175
Advertising	11,000
Operating Rentals & Leases	288,500
Insurance	55,000
Utilities	20,000
Repairs & Maintenance	60,000
Miscellaneous	90,605
Machinery & Equipment	40,000
Debt Service	
Subtotal - North Sound BHO Operations Budget	\$ 7,904,956
Tribal Conference	35,000
Advisory Board	42,000
Peer Support Network	7,000
Systems of Care Conference	23,000
Provider Training	350,000
Agency County and Other Services	131,422,163
Inpatient Hospital Costs	15,000,000
Total North Sound BHO Budget	\$ 154,784,119

2014 BUDGET	2014 ACTUAL	2015 BUDGET	2015 ACTUAL	2016 BUDGET	2017 BUDGET	B. 2017 OPERATING BUDGET DETAILS
1,698,035	1,684,261	2,100,750	2,030,878	3,168,788	3,839,295	REGULAR SALARIES this does not take into account any salary scale adjustments from salary survey COLA SALARY CONTINGENCY Cost of living adjustment budgeted 2%. (If the COLA not approved, this amount becomes zero)
22,075		48,317		32,519	76,786	Health savings converted to COLA. This increases the COLA 1.44% New Salary Grid starting April 1, 2016 Phase in reduction for 2017 staff
11,886		29,986		46,828 83,136 (249,841)	(80,770)	
1,731,996	1,684,261	2,179,053	2,030,878	3,081,430	3,835,311	REGULAR SALARIES
			1,175,914			PERSONNEL BENEFITS
737,082	958,545	932,333		1,571,079	1,858,388	HEALTH LIFE DENTAL Medical, Premera increased 3%, Group Health increased 13% Dental, Vision and Life are the same Savings from Wellness Plan 4 % of health care premiums
(25,571)		(35,036)		(55,646)		
156,049		193,059		354,271	429,233	PERS RETIREMENT Based on 2016 rate of 11.18% for Public Employee Retirement Systems.
129,899		160,707		242,412	293,706	SOCIAL SECURITY The rate remains at 7.65% of FTE salaries.
17,085		7,446		11,490	13,378	UNEMPLOYMENT COMPENSATION The 2016 rate is .54% of FTE salaries, capped at \$44,000 per employee.
17,695		20,656		33,680	37,536	WORKERS COMPENSATION The 2016 rate is \$.3175 multiplied by the FTE annual hours.
5,719		8,137		6,124	14,459	COLA BENEFIT CONTINGENCY Cost of living adjustment budgeted 2%. 1.44% use of Health Care Premium Savings (If the COLA not approved, this amount becomes zero) New Salary Grid starting April 1, 2016 Phase in reduction for 2017 staff
		5,050		8,818 16,170 (166,560)	(53,848)	
1,037,958	958,545	1,292,352	1,175,914	2,021,838	2,592,852	PERSONNEL BENEFITS
	35,609		72,173			OFFICE, OPERATING SUPPLIES For office supplies such as software, books, paper, pens, food.
23,000		30,000		45,000	55,000	Leadership
12,757		12,000		25,000	58,500	ISIT (software)
1,000						Support Services (exemplary service awards)
0		1,500		2,000	2,000	Support Services
2,000		2,000		4,000	2,000	System Operations
						Clinical Oversight
38,757	35,609	45,500	72,173	76,000	117,500	OFFICE, OPERATING SUPPLIES
	128,113		266,893			SMALL TOOLS & MINOR EQUIPMENT For operating equipment including desks, chairs, file cabinets, computers.
7,633		9,000		11,000	25,000	Leadership
10,000		20,000		20,000	95,000	ISIT (hardware)
200		2,500		4,000	4,000	System Operations
584		1,000		7,000	3,500	Clinical Oversight
18,417	128,113	32,500	266,893	42,000	127,500	SMALL TOOLS & MINOR EQUIPMENT
						PROFESSIONAL SERVICES
35,000	159,600	65,000	267,475	65,000	65,000	LEGAL SERVICES Translators - Support Services
2,000		2,000		4,000	4,000	Translators - Leadership
30,000		30,000		42,000	42,000	TREASURER & ACCOUNTING SERVICES \$3,500 a month for charges of processing voucher and payroll, issuing warrants by Skagit County and investing, accounting and budget services.
25,000		29,000		75,000	75,000	MEDICAL SERVICES System Operations DR Brown and peer review, second opinions, etc.
20,625		20,625		60,000	60,000	Clinical Oversight
25,000		25,000		25,000	30,000	AUDIT SERVICES For annual NSBHO financial audit by WA State Examiner. Leadership
15,000		15,000		15,000	15,000	HUMAN RESOURCES SERVICES Leadership Contracts HR
5,000		15,000		17,000	20,400	TEMPORARY HELP Admin. Services Support Services System Operations

2014 BUDGET	2014 ACTUAL	2015 BUDGET	2015 ACTUAL	2016 BUDGET	2017 BUDGET	B. 2017 OPERATING BUDGET DETAILS
10,000		0		0	0	Crisis Redesign
17,000		7,000				Peer Support Network Development HR
5,000		5,000				Performance Improvement Project consultant - System Operations
15,000		100,000		83,000	63,000	BHO consulting - LT
		5,000		5,000	5,000	Health Care Alliance consulting
				40,000	60,000	Contracts HR training
		310,204			10,000	FYSPRT Contracting - CO
						Risk Assessment - SO
						Budget Reserve
204,625	159,600	628,829	267,475	431,000	449,400	PROFESSIONAL SERVICE
	69,963		48,372			COMMUNICATIONS
6,000		10,000		12,000	19,000	POSTAGE
						Leadership
						Support Services (newsletter, posters, OCA mailings)
13,000		15,000		15,000	20,000	TELEPHONE
						Monthly telephone and internet
13,000		13,000		15,000	25,000	Leadership
						T1 Connection SO
2,400		2,400		1,740	1,345	T1 & DSL Connection IT
2,400						CELLULAR PHONES
						Leadership
3,600		1,200		2,400	1,742	Support Services
12,000		4,800		6,000	4,355	Contracts HR
		15,600		29,220	23,197	System Operations
				540	474	Clinical Oversight
						IS/IT
52,400	69,963	62,000	48,372	81,900	95,113	COMMUNICATIONS
	63,187		66,781			TRAVEL
10,500		13,000		13,000	13,000	MILEAGE, FARES
4,000						Reimbursement for NSBHO employees to use personal vehicles to attend meetings or perform work on behalf of the NSRSN.
		2,000		5,000	5,000	Leadership
10,580		11,020		11,020	27,675	Support Services
31,000		52,000		74,132	65,000	Contracts HR
1,500		2,500		4,000	4,000	System Operations
2,500		4,000		7,500	7,500	Clinical Oversight
						Fiscal
						IS/IT
60,080	63,187	84,520	66,781	114,652	122,175	TRAVEL
	8,748		6,182			ADVERTISING
6,000		1,000		1,000	1,000	Advertising of vacant positions, RFQ's, RFP'S, Board meetings, ect.
		5,000		20,000	10,000	Leadership
						Contracts HR
6,000	8,748	6,000	6,182	21,000	11,000	ADVERTISING
	183,792		252,837			OPERATING RENTALS
133,350		205,000		284,192	250,000	For renting rooms, training, short term equipment rentals, etc.
						SPACE RENTAL OFFICE
						The 2017 estimated lease
20,200		23,000		25,000	30,000	Leadership
						COPY LEASE
2,400		2,800		8,500	8,500	Lease of two copy machines.
						Leadership
						POSTAGE METER LEASE
						Leadership
155,950	183,792	230,800	252,837	317,692	288,500	OPERATING RENTALS
	27,812		23,658			INSURANCE
33,000		32,000		36,000	55,000	Enduris formerly WGEP (Washington Gov't Entity Pool) membership fee.
						Leadership
33,000	27,812	32,000	23,658	36,000	55,000	INSURANCE
	7,123		8,335			UTILITIES
8,000		12,000		16,000	20,000	Leadership
8,000	7,123	12,000	8,335	16,000	20,000	UTILITIES
	26,758		31,141			REPAIR & MAINTENANCE
2,000		3,000		3,000	3,000	For repair of office equipment and maintenance of phone system.
9,000		10,000		10,000	10,000	Leadership
20,000		30,000		36,000	47,000	Maintenance contracts and repairs IS/IT
						Janitorial Services - Leadership
31,000	26,758	43,000	31,141	49,000	60,000	REPAIR & MAINTENANCE

2014 BUDGET	2014 ACTUAL	2015 BUDGET	2015 ACTUAL	2016 BUDGET	2017 BUDGET	B. 2017 OPERATING BUDGET DETAILS
	46,677		27,637			MISCELLANEOUS
3,000		3,000		3,000	3,000	PRINTING & BINDING For printing of forms, reports, brochure, letterhead stationary, envelopes, business cards etc.
2,000		2,000		4,000	4,000	Leadership NSBHO Brochures - Leadership
1,000		3,000		3,000	3,000	DUES AND SUBSCRIPTIONS For cost of periodical and other professional journals, hosting web page.
1,300						Leadership IS/IT - code books
		1,000		1,165	1,805	System Operations
		500		500	500	Contracts HR
						REGISTRATION AND FEES To provide off site work related training
5,000		10,000		20,000	20,000	WSAC dues - Leadership Board Summit- Leadership
8,000		12,000				Annual Recovery Conference - Support Services Dignity and Respect Conference - leadership
						Exemplary Service Awards - Support Services Exemplary Service Awards - Leadership
0						System of care - System Operations - move to separate budget
800		800		800	800	Leadership
4,800						Support Service
		2,000		5,500	6,000	Contracts HR
4,000		11,500		15,150	14,300	System Operations
8,000		21,550		22,400	24,000	Clinical Oversight
2,400		2,400		3,200	3,200	Fiscal Training
2,400		4,000		10,000	10,000	IS/IT
42,700	46,677	73,750	27,637	98,715	90,605	MISCELLANEOUS
0			0	61,331	0	Redemption of Long-Term Debt
				15,320	0	Interest on Debt Service
0	0	0	0	76,651	0	REDEMPTION OF LONG TERM DEBT
0	22,559	0	668,237	0	40,000	MACHINERY & EQUIPMENT IS/IT To purchase new Computers, software & equipment over \$7,500.
0	22,559	0	668,237	0	40,000	MACHINERY & EQUIPMENT
3,420,883	3,422,747	4,722,304	4,946,513	6,463,878	7,904,956	NSBHO BUDGET Budget Limit Calculation: (see revenue detail for explanation) \$7,904,956
3,420,883	3,422,747	4,722,304	4,946,513	6,463,878	7,904,956	TOTAL NSBHO OPERATING BUDGET
35,000	46,096	35,000	23,744	35,000	35,000	Tribal Conference Budget.
35,000	46,096	35,000	23,744	35,000	35,000	Total Tribal Conference
28,590	31,435	34,000	27,217	42,000	42,000	Advisory Board expenses; travel, training, conferences, supplies, etc.
28,590	31,435	34,000	27,217	42,000	42,000	Total Advisory Board Expenditures
			2,579	7,000	7,000	Peer Support Network
0	0	0	2,579	7,000	7,000	Total Peer Support Network
	5,500	12,000	15,632	0	23,000	Systems of Care conference.
0	5,500	12,000	15,632	0	23,000	Total Systems of Care Conference
		250,000	199,350	350,000	350,000	Provider Training - Relias learning system, WISE and CANS, WRAP motivational interviewing, mental health first aid, peer counselor development, CD/Mental Health cross training, Illness Management Recovery training
0	0	250,000	199,350	350,000	350,000	Total Provider Training Budget
55,561,638	66,173,329	79,266,544	81,836,848	107,421,857	131,422,163	AGENCY/COUNTY AND OTHER SERVICES TOTAL
59,046,111	69,673,607	84,319,848	87,049,304	114,319,735	139,784,119	Total NSBHO Budget without Inpatient Expense
7,500,000	9,587,846	8,000,000	13,864,095	11,000,000	10,000,000	Medicaid Inpatient Funding
4,000,000	1,834,734	3,500,000	1,188,776	1,500,000	5,000,000	State Only Inpatient Funding
70,546,111	81,096,187	95,819,848	102,102,175	126,819,735	154,784,119	TOTAL NSBHO Budget

C. NSMHA SALARY & BENEFITS WORKSHEET

2017 ANNUAL BUDGET

POSITION	TEAM	FTE	RANGE	STEP	MONTHLY SALARY		ANNUAL SALARY	BENEFITS		PERS Retirement Salary x .111	Social Security Salary x .0765	Unemployment Compensation \$44,000 x .0054	Workers Compensation Hours x \$.3166	TOTAL BENEFITS	TOTAL SALARY AND BENEFITS	
					No. of Mths	Amount		Months x Amount	Health, Life etc Fixed							Amount
Executive Director	LT	1.00	N/A	N/A	12	\$11,666.67	\$140,000.04	\$140,000.04	33,002.64	15,652.00	10,710.00	237.60	658.53	60,260.78	200,260.82	
Deputy Director	CL	1.00	40	E	12	\$9,445.63	\$113,347.56	\$113,347.56	33,002.64	12,672.26	8,671.09	237.60	658.53	55,242.11	168,589.67	
Quality Specialist # 1	CL	1.00	35	C	10	\$5,568.72	\$55,687.20	\$67,381.50	33,002.64	7,533.25	5,154.68	237.60	658.53	46,586.70	113,968.20	
				D	2	\$5,847.15	\$11,694.30									
Quality Specialist # 2	CL	1.00	35	D	6	\$5,847.15	\$35,082.90	\$71,919.96	33,002.64	8,040.65	5,501.88	237.60	658.53	47,441.30	119,361.26	
				E	6	\$6,139.51	\$36,837.06									
Quality Specialist # 3	CL	1.00	35	D	6	\$5,847.15	\$35,082.90	\$71,919.96	32,370.36	8,040.65	5,501.88	237.60	658.53	46,809.02	118,728.98	
				E	6	\$6,139.51	\$36,837.06									
Quality Specialist # 4	CL	1.00	35	1	6	\$5,047.99	\$30,287.94	\$61,333.08	32,370.36	6,857.04	4,691.98	237.60	658.53	44,815.51	106,148.59	
				A	6	\$5,174.19	\$31,045.14									
Quality Specialist # 5	CL	1.00	35	D	6	\$5,847.15	\$35,082.90	\$71,919.96	32,370.36	8,040.65	5,501.88	237.60	658.53	46,809.02	118,728.98	
				E	6	\$6,139.51	\$36,837.06									
Quality Specialist # 6	CL	1.00	35	D	6	\$5,847.15	\$35,082.90	\$71,919.96	32,370.36	8,040.65	5,501.88	237.60	658.53	46,809.02	118,728.98	
				E	6	\$6,139.51	\$36,837.06									
Quality Specialist # 7	CL	1.00	35	B	4	\$5,303.54	\$21,214.16	\$65,763.92	33,002.64	7,352.41	5,030.94	237.60	658.53	46,282.11	112,046.03	
				C	8	\$5,568.72	\$44,549.76									
Quality Specialist # 8	CL	1.00	35	B	12	\$5,303.54	\$63,642.48	\$63,642.48	32,370.36	7,115.23	4,868.65	237.60	658.53	45,250.37	108,892.85	
Quality Specialist # 9	CL	1.00	35	B	12	\$5,303.54	\$63,642.48	\$63,642.48	32,370.36	7,115.23	4,868.65	237.60	658.53	45,250.37	108,892.85	
Quality Specialist # 10	CL	1.00	35	A	5	\$5,174.19	\$25,870.95	\$62,995.73	32,370.36	7,042.92	4,819.17	237.60	658.53	45,128.58	108,124.31	
				B	7	\$5,303.54	\$37,124.78									
Quality Specialist # 11	CL	1.00	35	A	4	\$5,174.19	\$20,696.76	\$63,125.08	32,370.36	7,057.38	4,829.07	237.60	658.53	45,152.94	108,278.02	
				B	8	\$5,303.54	\$42,428.32									
Quality Specialist # 12	CL	1.00	35	A	6	\$5,174.19	\$31,045.14	\$62,866.38	32,370.36	7,028.46	4,809.28	237.60	658.53	45,104.23	107,970.61	
				B	6	\$5,303.54	\$31,821.24									
Quality Specialist # 13	CL	1.00	35	A	6	\$5,174.19	\$31,045.14	\$62,866.38	32,370.36	7,028.46	4,809.28	237.60	658.53	45,104.23	107,970.61	
				B	6	\$5,303.54	\$31,821.24									
Quality Specialist # 14	CL	1.00	35	1	6	\$5,047.99	\$30,287.94	\$61,333.08	32,370.36	6,857.04	4,691.98	237.60	658.53	44,815.51	106,148.59	
				A	6	\$5,174.19	\$31,045.14									
Quality Specialist # 15 Crisis	CL	1.00	35	A	4	\$5,174.19	\$20,696.76	\$63,125.08	32,370.36	7,057.38	4,829.07	237.60	658.53	45,152.94	108,278.02	
				B	8	\$5,303.54	\$42,428.32									
Quality Specialist # 16 Crisis	CL	1.00	35	1	6	\$5,047.99	\$30,287.94	\$61,333.08	32,370.36	6,857.04	4,691.98	237.60	658.53	44,815.51	106,148.59	
				A	6	\$5,174.19	\$31,045.14									
Quality Specialist # 17 Kids	CL	1.00	35	1	6	\$5,047.99	\$30,287.94	\$61,333.08	32,370.36	6,857.04	4,691.98	237.60	658.53	44,815.51	106,148.59	
				A	6	\$5,174.19	\$31,045.14									
QS Manager - Crisis	CL	1.00	37	C	6	\$6,555.55	\$39,333.30	\$80,633.28	33,002.64	9,014.80	6,168.45	237.60	658.53	49,082.01	129,715.29	
				D	6	\$6,883.33	\$41,299.98									
Quality Specialist Manager - Kids	CL	1.00	37	D	6	\$6,883.33	\$41,299.98	\$84,664.98	32,370.36	9,465.54	6,476.87	237.60	658.53	49,208.90	133,873.88	
				E	6	\$7,227.50	\$43,365.00									
Quality Specialist Manager - Adult	CL	1.00	37	A	8	\$6,091.11	\$48,728.88	\$73,702.44	32,370.36	8,239.93	5,638.24	237.60	658.53	47,144.66	120,847.10	
				B	4	\$6,243.39	\$24,973.56									
Quality Improvement Manager	CL	1.00	37	1	6	\$5,942.54	\$35,655.24	\$72,201.90	33,002.68	8,072.17	5,523.45	237.60	658.53	47,494.42	119,696.32	
				A	6	\$6,091.11	\$36,546.66									
Quality Specialist Coordinator - WS	CL	1.00	36	E	12	\$6,630.71	\$79,568.52	\$79,568.52	33,002.64	8,895.76	6,086.99	237.60	658.53	48,881.52	128,450.04	
Quality Specialist - WSH	CL	1.00	35	C	5	\$5,568.72	\$27,843.60	\$68,773.65	33,002.64	7,688.89	5,261.18	237.60	658.53	46,848.85	115,622.50	
				D	7	\$5,847.15	\$40,930.05									

C. NSMHA SALARY & BENEFITS WORKSHEET

2017 ANNUAL BUDGET

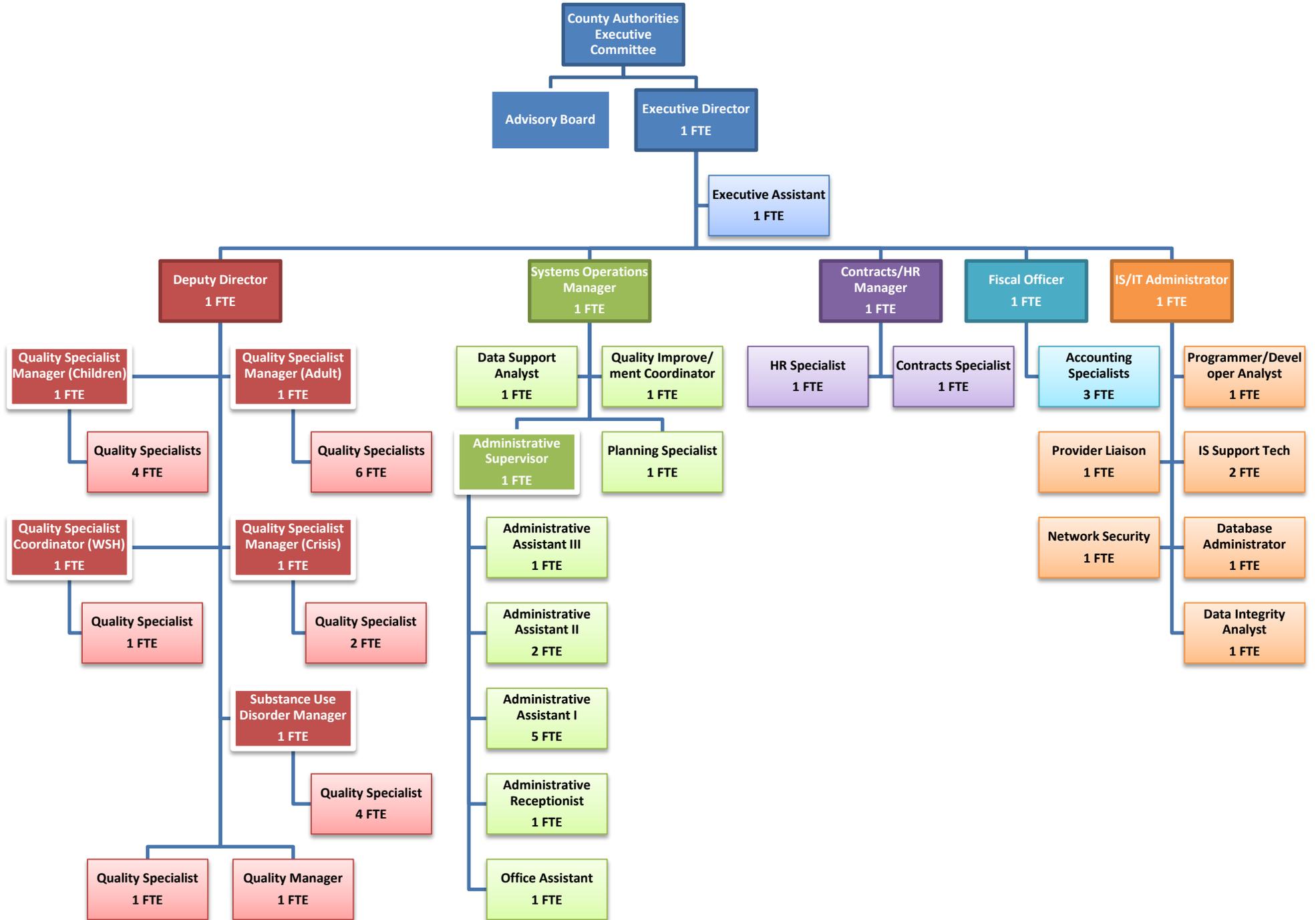
POSITION	TEAM	FTE	RANGE	STEP	MONTHLY		ANNUAL SALARY	BENEFITS		PERS Retirement Salary x .1116	Social Security Salary x .0765	Unemployment Compensation \$44,000 x .0054	Workers Compensation Hours x \$.3166	TOTAL BENEFITS	TOTAL SALARY AND BENEFITS	
					No. of Mths	Amount		Months x Amount	Health, Life etc Fixed							Amount
Quality Specialist - CD Manager	CL	1.00	37	E	12	\$7,227.50	\$86,730.00	\$86,730.00	33,002.64	9,696.41	6,634.85	237.60	658.53	50,230.03	136,960.03	
Contracts Manager	HR/C	1.00	38	C	6	\$7,145.55	\$42,873.30	\$87,890.22	33,002.64	9,826.13	6,723.60	237.60	658.53	50,448.50	138,338.72	
				D	6	\$7,502.82	\$45,016.92									
Contracts Specialist	HR/C	1.00	33	E	12	\$5,263.64	\$63,163.68	\$63,163.68	32,370.36	7,061.70	4,832.02	237.60	658.53	45,160.21	108,323.89	
HR Specialist	HR/C	1.00	33	B	9	\$4,546.93	\$40,922.37	\$55,245.21	33,002.64	6,176.41	4,226.26	237.60	658.53	44,301.44	99,546.65	
				C	3	\$4,774.28	\$14,322.84									
Operations Manager	SO	1.00	38	C	6	\$7,145.55	\$42,873.30	\$87,890.22	33,002.64	9,826.13	6,723.60	237.60	658.53	50,448.50	138,338.72	
				D	6	\$7,502.82	\$45,016.92									
Administrative Receptionist	SO	1.00	28	C	6	\$3,310.36	\$19,862.16	\$40,717.44	33,002.64	4,552.21	3,114.88	219.87	658.53	41,548.14	82,265.58	
				D	6	\$3,475.88	\$20,855.28									
Office Assistant	SO	1.00	27	A	5	\$2,874.58	\$14,372.90	\$34,997.98	32,370.36	3,912.77	2,677.35	188.99	658.53	39,808.00	74,805.98	
				B	7	\$2,946.44	\$20,625.08									
Administrative Supervisor	SO	1.00	34	B	12	\$4,910.71	\$58,928.52	\$58,928.52	32,370.36	6,588.21	4,508.03	237.60	658.53	44,362.73	103,291.25	
Administrative Assistant 3	SO	1.00	32	1	6	\$4,007.28	\$24,043.68	\$48,688.44	32,370.36	5,443.37	3,724.67	237.60	658.53	42,434.52	91,122.96	
				A	6	\$4,107.46	\$24,644.76									
Executive Assistant	SO	1.00	34	D	6	\$5,414.05	\$32,484.30	\$66,592.86	32,370.36	7,445.08	5,094.35	237.60	658.53	45,805.92	112,398.78	
				E	6	\$5,684.76	\$34,108.56									
Administrative Assistant 2	SO	1.00	31	1	12	\$3,710.38	\$44,524.56	\$44,524.56	32,370.36	4,977.85	3,406.13	237.60	658.53	41,650.46	86,175.02	
Administrative Assistant 2	SO	1.00	31	1	12	\$3,710.38	\$44,524.56	\$44,524.56	32,370.36	4,977.85	3,406.13	237.60	658.53	41,650.46	86,175.02	
Administrative Assistant 1	SO	1.00	29	E	12	\$3,905.08	\$46,860.96	\$46,860.96	32,370.36	5,239.06	3,584.86	237.60	658.53	42,090.41	88,951.37	
Administrative Assistant 1	SO	1.00	29	B	11	\$3,373.36	\$37,106.96	\$40,648.99	32,370.36	4,544.56	3,109.65	219.50	658.53	40,902.60	81,551.59	
				C	1	\$3,542.03	\$3,542.03									
Administrative Assistant 1	SO	1.00	29	1	6	\$3,210.81	\$19,264.86	\$39,011.34	32,370.36	4,361.47	2,984.37	210.66	658.53	40,585.38	79,596.72	
				A	6	\$3,291.08	\$19,746.48									
Administrative Assistant 1	SO	1.00	29	1	6	\$3,210.81	\$19,264.86	\$39,011.34	32,370.36	4,361.47	2,984.37	210.66	658.53	40,585.38	79,596.72	
				A	6	\$3,291.08	\$19,746.48									
Administrative Assistant 1	SO	1.00	29	1	6	\$3,210.81	\$19,264.86	\$39,011.34	32,370.36	4,361.47	2,984.37	210.66	658.53	40,585.38	79,596.72	
				A	6	\$3,291.08	\$19,746.48									
Data Support Analyst	SO	1.00	35	E	12	\$6,139.51	\$73,674.12	\$73,674.12	32,370.36	8,236.77	5,636.07	237.60	658.53	47,139.32	120,813.44	
Q.I. Coordinator	SO	1.00	35	B	6	\$5,303.54	\$31,821.24	\$65,233.56	32,370.36	7,293.11	4,990.37	237.60	658.53	45,549.97	110,783.53	
				C	6	\$5,568.72	\$33,412.32									
Planning Specialist	SO	1.00	35	1	6	\$5,047.99	\$30,287.94	\$61,333.08	32,370.36	6,857.04	4,691.98	237.60	658.53	44,815.51	106,148.59	
				A	6	\$5,174.19	\$31,045.14									
IS/IT Administrator	IS/IT	1.00	39	C	4	\$7,788.56	\$31,154.24	\$96,578.16	33,002.64	10,797.44	7,388.23	237.60	658.53	52,084.44	148,662.60	
				D	8	\$8,177.99	\$65,423.92									
IS Support Technician	IS/IT	1.00	35	B	3	\$5,303.54	\$15,910.62	\$66,029.10	33,002.64	7,382.05	5,051.23	237.60	658.53	46,332.05	112,361.15	
				C	9	\$5,568.72	\$50,118.48									
IS Support Technician	IS/IT	1.00	35	A	6	\$5,174.19	\$31,045.14	\$62,866.38	32,370.36	7,028.46	4,809.28	237.60	658.53	45,104.23	107,970.61	
				B	6	\$5,303.54	\$31,821.24									
Programmer/Developer Analyst	IS/IT	1.00	37	B	3	\$6,243.39	\$18,730.17	\$77,730.12	33,002.64	8,690.23	5,946.35	237.60	658.53	48,535.35	126,265.47	
				C	9	\$6,555.55	\$58,999.95									
Data Integrity Analyst	IS/IT	1.00	35	C	6	\$5,568.72	\$33,412.32	\$68,495.22	33,002.64	7,657.77	5,239.88	237.60	658.53	46,796.42	115,291.64	
				D	6	\$5,847.15	\$35,082.90									
Database Administrator	IS/IT	1.00	37	B	6	\$6,243.39	\$37,460.34	\$76,793.64	33,002.64	8,585.53	5,874.71	237.60	658.53	48,359.01	125,152.65	
				C	6	\$6,555.55	\$39,333.30									
Provider Support IT	IS/IT	1.00	37	E	12	\$7,227.50	\$86,730.00	\$86,730.00	32,370.36	9,696.41	6,634.85	237.60	658.53	49,597.75	136,327.75	

C. NSMHA SALARY & BENEFITS WORKSHEET

2017 ANNUAL BUDGET

POSITION	TEAM	FTE	RANGE	STEP	MONTHLY SALARY		ANNUAL SALARY	BENEFITS		PERS Retirement	Social Security	Unemployment Compensation	Workers Compensation	TOTAL BENEFITS	TOTAL SALARY AND BENEFITS
					No. of Mths	Amount		Months x Amount	Health, Life etc Fixed						
Network Security	IS/IT	1.00	37	1	6	\$5,942.54	\$35,655.24	\$72,201.90	32,370.36	8,072.17	5,523.45	237.60	658.53	46,862.11	119,064.01
				A	6	\$6,091.11	\$36,546.66								
Fiscal Officer	F	1.00	39	D	6	\$8,177.99	\$49,067.94	\$100,589.28	33,002.64	11,245.88	7,695.08	237.60	658.53	52,839.73	153,429.01
				E	6	\$8,586.89	\$51,521.34								
Accounting Specialist	F	1.00	33	E	12	\$5,263.64	\$63,163.68	\$63,163.68	33,002.64	7,061.70	4,832.02	237.60	658.53	45,792.49	108,956.17
Accounting Specialist	F	1.00	33	E	12	\$5,263.64	\$63,163.68								
Accounting Specialist	F	1.00	33	C	5	\$4,774.28	\$23,871.40	\$58,962.33	32,370.36	6,591.99	4,510.62	237.60	658.53	44,369.09	103,331.42
				D	7	\$5,012.99	\$35,090.93								
COLA 2%							\$76,785.91			8,584.66	5,874.12			14,458.79	91,244.70
TOTAL		57					\$ 3,839,295	\$ 3,916,081	\$ 1,858,388	\$ 437,818	\$ 299,580	\$ 13,378	\$ 37,536	\$ 2,646,701	\$ 6,562,782

IV - North Sound Behavioral Health Organization
Staff Position Organizational Chart - CY2017



Advisory Board Proposed Budget 2017

		All Conferences	Board Development	Advisory Board Expenses	Stakeholder Transportation	Legislative Session
Total		Project # 1	Project # 2	Project # 3	Project # 4	Project # 5
Budget	\$ 42,000.00	\$16,000.00	\$2,545.00	\$20,200.00	\$255.00	\$3,000.00
Expense	0.00					
Under / (Over) Budget	\$ 42,000.00	\$ -	\$ -	\$ -	\$ -	\$ -

BHC , NAMI, COD, OTHER	BOARDS SUMMIT (RETREAT)	Costs for Board Members (meals mileage, misc.)	Non- Advisory Board Members, to attend meetings and special events	Shuttle, meals, hotel, travel
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Frederick P. Plappert

North Sound BHO Executive Directors Report

November, 2016

Behavioral Health Facilities Planning

- We are continuing to work with “Strategies 360” on developing a talking paper to use with both legislators and with community stakeholders whose support we will need. We’re hoping that our Advisory Board can also provide support.
- On October 20, ourselves, Snohomish, Skagit, and Whatcom County met with “Cumming”, the project management firm we have hired to assist with development and implementation of our Behavioral Health Facilities Plan. We identified the initial scope of work needed to carry the project through to the legislative request phase, and the level of assistance each of the 3 counties would need. Since Snohomish and Whatcom have already identified specific projects and locations, Cumming would provide more of a secondary review and technical assistance. For Skagit County, their scope of work would be much more extensive, including identification of potential sites, more detailed specification of facilities needed, costs etc. This would include assisting with the development of plans for both a “Stabilization Campus” as well as a West Skagit County Triage/Sub-Acute detox center.

Proposed Changes to the BHO Medicaid Rates

The state actuary, Mercer, is updating the Medicaid rates for the BHOs. Based on the “baseline data” they have adopted, the final rates will likely result in reductions to our level of Medicaid reimbursement for both Mental Health and Substance Use Disorder Services.

Behavioral Health Integration Discussion

The state BHO Administrators are moving ahead in developing an issue paper that would propose an alternative path to behavioral health-primary care integration. This proposal would provide an alternative model to the one being tested in Southwest Washington and would preserve the current infrastructure of county administered BHOs.

Last Wednesday, Joe had the opportunity to participate in budget stakeholder session with the Governor and expressed our concerns about a model of full integration that does not include the BHO structure.

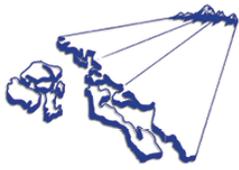
Individual County Meetings

Myself and Betsy have been having individual meetings with each of the county human service departments to identify county specific issues that we need to address in the coming year. One example of critical county specific issues is the continued lack of service capacity in the rural areas. Consequently, we are beginning work on a clinical/fiscal model that might better address the need for capacity in rural counties and or rural sections of counties where long travel distances make it difficult to fully fund the number of staff needed.

Funding Engagement Specialists

We have now received proposals from most of our providers regarding funding “engagement specialists” to assist persons in being able to get to and keep their appointments, as well as increase

overall engagement in services. There are varying proposals on how to achieve this goal, but we're willing to test out different models. We'll be reviewing the proposals to determine which can be funded under this model then moving ahead with the necessary contract amendments.



North Sound Behavioral Health Organization, LLC

301 Valley Mall Way, Suite 110, Mount Vernon, WA 98273
<http://northsoundbho.org> • 360.416.7013 • 800.684.3555 • F 360.416.7017

North Sound Behavioral Health Organization Mission, Vision and Values

Revised Draft – October 18, 2016

Mission Statement

Empowering individuals and families to improve their health and well-being.

Vision of the North Sound BHO

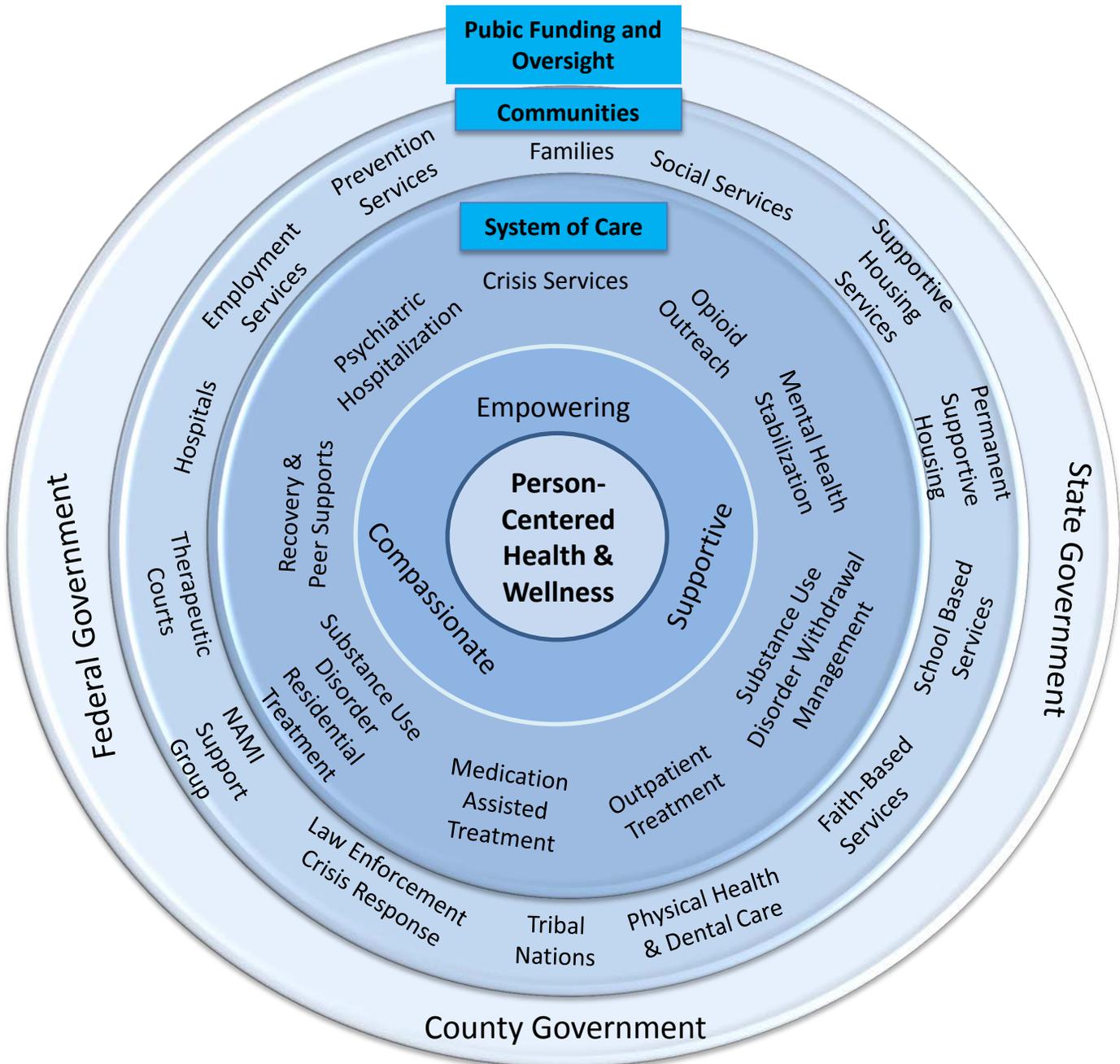
A system of care that is shaped by the voices of our communities; and people using behavioral health services. The people who work in this system are competent, compassionate, and empowering and supportive of personal health and wellness.

Values

- ✓ **Integrity:** We nurture an environment of transparency, trust and accountability
- ✓ **Collaboration:** We believe every voice matters
- ✓ **Respect:** We accept and appreciate everyone we encounter
- ✓ **Excellence:** We strive to be the best in everything we do
- ✓ **Innovation:** We endeavor to try new things, be forward thinking, learn from mistakes and be adaptable
- ✓ **Culturally Responsive:** We endeavor to be culturally educated and responsive

The Vision of the North Sound Behavioral Health Organization

A system of care that is shaped by the voices of our communities; and people using behavioral health services. The people who work in this system are competent, compassionate, and empowering and supportive of personal health and wellness.



Advisory Board Advocacy Priorities

0	Traumatic Brain Injury; Support for individuals, family and caregivers
0	Global Community; Research how other countries support individuals with mental illness and what we can learn
0	Individuals who have attempted suicide; Research and education in suicidality
1	Greater Community; Improvement in healthcare delivery; development, education and involvement of individuals/families in improving healthcare delivery; cultural awareness and sensitivity toward those experiencing disparities in care
1	Individuals with disabilities; Protection of Civil Rights
2	Individuals involved in the criminal justice system; Mental Health Court
2	Non-English speakers; navigating the healthcare system; accessibility and assistance in resource attainment
3	Older adults, Accessibility; Transportation to health care facilities
4	Homeless of all ages, to include Vets; Attainment of housing; community meals & shelter; opportunities for engagement in services
5	Incarcerated individuals; availability of treatment while in jail; support for family members
5	Legislators, schools & colleges; Stigma reduction
7	Children, youth & adolescents E&T for children & Youth; RCW changes in ITA; provide awareness of services to children/youth; treatment available in schools
1	Collaborative Alliances

Priority #1: Children, youth & adolescents

- E&T (Evaluation and Treatment) for children & youth
- RCW changes in ITA
- Supporting BHO in Monetary Requests (Carolyn)
- Provide awareness of services to children/youth Treatment available in schools
 - Mental Health Services
 - SUD Services
 - Connect Gay Youth into services (Marie)

Priority #2: Advocacy, education, and stigma reduction among legislators, and educational institutions

Priority #3: Homeless of all ages, to include Vets

- Attainment of housing
- Community meals & shelter
- Opportunities for engagement in services

Resources for family members to access voluntary & involuntary services. (Where to place in priorities) (Faviola)

Opioid Addictions (Where to place in priorities) (Fred)

Aspects to Consider:

- Substance Use Disorder Treatment and Mental Health Services Integration
- Rural (e.g., Access to Care, Integration of Care, Community Schools)
- Culture, Language, Ethnicity
- Age Groups (e.g., Children, Adolescents, TAY, Seniors)
- Special Populations (e.g., Vets, LGBT, Religious Organizations)
- Peer Involvement (e.g., United Peers of WA, CPCs)
- Disabilities/Comorbidities (e.g., Diabetes, Obesity, DD/ID)
- Criminal Justice / Alternatives to Jail
- Crises (e.g., Suicide, Disasters, Crime)

NEXT UP

Transportation forum updates public on projects
BURLINGTON — The Skagit Council of Governments sought public input on transporta...



Crisis care center has a successful first year

By KIMBERLY CAUVEL
@Kimberly_SVH

Oct 19, 2016 (0)



By the numbers

430: patients admitted during the past year

40: full-time staff at the center

25: percent of patients from Skagit County

13: average number of beds used at a time

SEDRO-WOOLLEY — When the North Sound Evaluation and Treatment Center opened about a year ago, it was said to be a step toward improving the region’s mental health treatment options.

Representatives from Telecare Corp., the company operating the 16-bed mental health treatment facility, are happy with what the facility has been able to do.

“It has been a really successful first year,” said Linda Reese, Telecare vice president of acute operations.



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Since opening Sept. 18, 2015, the facility has treated about 430 patients, facility administrator Gregg von Femppe said. On average, about 13 beds have been used at a time, although on occasion all 16 beds were full.

Most patients stayed at the facility five to seven days, but some have stayed as long as six to eight weeks while waiting for a bed at Western State Hospital, Reese said.

The facility serves residents in the North Sound Behavioral Health Organization's five-county region.

The organization manages behavioral health services, including mental health and substance use treatment, for Whatcom, Skagit, Snohomish, Island and San Juan counties.

Before the North Sound Evaluation and Treatment Center opened, the closest evaluation and treatment center, in Mukilteo, turned away an average of 30 patients a month from the North Sound region, forcing them to travel as far as Yakima County for care.

"Thinking back to why this program was started, before it existed people had to go great distances and sometimes have long waits in emergency rooms," Reese said. "Now that they are being served locally ... we think for the residents in the area it has been a huge improvement."

It is important for people to receive treatment where they have a support system of family and friends, von Femppe said. Staying local for treatment also makes it easier to re-enter the community.

The North Sound Evaluation and Treatment Center offers crisis care services, meaning it addresses immediate mental health

needs when a person is in danger of harming themselves or others.

About 25 percent of patients admitted during the first year were from Skagit County, von Fempe said.

The majority came from Whatcom and Snohomish counties combined. Five percent or less came from San Juan and Island counties combined.

All patients admitted to the North Sound Evaluation and Treatment Center are done so on an involuntary basis. But Telecare's goal is to help those patients transition to voluntary treatment, which keeps the courts from having to get involved and allows the patients to make some decisions about their treatment.

"Telecare has a very strong recovery focus. When people come in, we see the potential in them and not just the problems they are having," von Fempe said.

During the first year the North Sound facility was open, about a quarter of the patients transitioned to voluntary treatment within the first 72 hours of care, which kept the courts from having to determine whether involuntary treatment needed to continue.



For those who went before the courts, half transitioned to voluntary treatment after their first court appearance.

“They feel safe enough and empowered enough to seek treatment on their own, without having to go to court,” von Fempé said.

Achieving that level of voluntary care is a point of pride for Telecare and the staff at the treatment center.

“We’re meeting the goals we set before opening, including serving those who need care with limited force,” Reese said.

The center has about 40 full-time employees and another 10 on-call staff members. Among them are enough psychiatrists to have one on duty every day, Reese said.

Reese said having psychiatrists available full time is a challenge for other treatment centers in the area, including Skagit Valley Hospital.

Not having to use psychiatrists from other agencies to treat patients is another point of pride for the North Sound Evaluation and Treatment Center, von Fempé said.

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— Reporter Kimberly Cauvel: 360-416-2199,