

**ADVISORY BOARD AGENDA**

November 7th, 2017

1:00 p.m. – 3:00 p.m.

**CALL TO ORDER & INTRODUCTIONS**

**REVISIONS TO THE AGENDA**

**APPROVAL OF MINUTES FROM PREVIOUS MEETING**

Approval of October Minutes.....TAB 1

**ANNOUNCEMENTS**

North Sound BHO Newly Hired Staff – Ethel Steinmetz Marmount; Administrative Assistant II

**OMBUDS**

Semi Annual Report.....TAB 2

**BRIEF COMMENTS OR QUESTIONS FROM THE PUBLIC**

**STANDING COMMITTEE REPORTS (Briefs from Each Committee Attached)**

- Quality Management Oversight Committee (QMOC) (No October Meeting)

**EXECUTIVE/FINANCE COMMITTEE REPORT**

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

2018 Advisory Board Proposed Budget.....TAB 4

**EXECUTIVE DIRECTOR'S REPORT & ACTION ITEMS**

**Executive Director's Report Items**

- Report from Joe.....TAB 5
- 2018 Proposed North Sound BHO Budget.....TAB 6

**Executive Director's Action Items**

- Action Items/Memorandum.....TAB 7

**OLD BUSINESS**

2018 Vice-Chair Run Off Nominations.....TAB 8

2018 Visual Art & Poetry Contest Theme.....TAB 9

2017 Co-Occurring Disorders & Treatment Conference

**NEW BUSINESS**

2017 Advisory Board Holiday Potluck.....TAB 10

2018 Site Tours and Pre-Meeting Topics.....TAB 11

2018 Legislative Advocacy Priorities.....TAB 12

**REPORT FROM ADVISORY BOARD MEMBERS**

**REMINDER OF NEXT MEETING**

- The next scheduled meeting is December 5th, 2017 in the Conference Room Snohomish

**ADJOURN**

FINAL approved by Advisory Board

**North Sound Behavioral Health Organization**

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

**ADVISORY BOARD MINUTES**

October 3rd, 2017

1:00 p.m. – 3:00 p.m.

**ATTENDANCE**

**Advisory Board Members Present**

Island: Candy Trautman (Phone), Betty Rogers

San Juan: Theresa Chemnick

Skagit: Duncan West, Ron Coakley, Joan Lubbe

Snohomish: Marie Jubie, Jack Eckrem, Fred Plappert, Joan Bethel, Jennifer Yuen,

Carolann Sullivan, Pat O'Maley-Lanphear, Carolyn Hetherwick Goza

Whatcom: David, Kincheloe, Mark McDonald, Arlene Feld, Stephen Jackson

**Excused Advisory Board Members**

Island: Chris Garden

San Juan:

Skagit:

Snohomish:

Whatcom: Michael Massanari, Natasha Raming

**Absent Advisory Board Members**

Island:

San Juan:

Skagit:

Snohomish:

Whatcom:

**NSBHO Staff Present**

Joe Valentine (Executive Director)

Margaret Rojas (Contracts/Human Resource Manager)

Maria Arreola (Advisory Board Coordinator)

**Guests Present**

Amanda Sloan – Behavioral Health Ombuds Supervisor

Boone Sureepisarn – Behavioral Health Ombuds Specialist

Russ Sapienza – National Alliance on Mental Illness (NAMI); Whatcom County Affiliate

Mark Takaoka – Tri-Essence Care

Jared Christen – Snohomish County Community Member

**CALL TO ORDER & INTRODUCTIONS**

The Chair called the meeting to order at 1:01 p.m.

**REVISIONS TO THE AGENDA**

The Chair inquired regarding revisions to the Agenda. The Chair will speak on the North Sound Accountable Community of Health (NSACH) topic under Old Business.

FINAL approved by Advisory Board

### **APPROVAL OF MINUTES FROM PREVIOUS MEETING MINUTES**

September minutes were approved by a motion and vote

### **STANDING COMMITTEE REPORTS (Briefs from Each Committee Attached)**

- Quality Management Oversight Committee (QMOC) Report

### **EXECUTIVE DIRECTOR'S REPORT & ACTION ITEMS**

#### **Executive Director Report**

Joe reported on

- Integration Planning Update
- Behavioral Health Facilities Update
- Opioid Summit

#### **Action Items**

Margaret reviewed each of the Action Items with the Advisory Board

- A motion was made to move the Action to the County Authorities Executive Committee for approval. Motion was seconded all in favor.

### **OLD BUSINESS**

#### **NSACH Leadership Committee**

The Chair encouraged Members to participate on the NSACH Leadership Committee. Natasha, Jack, and Pat have offered to join this committee.

### **NEW BUSINESS**

#### **Announcements**

##### **Meg Massey – San Juan County**

The Chair announced the resignation of Meg Massey. County vacancies were reviewed.

##### **Advisory Board Members Photos**

Members were asked to send Maria a photo or have one taken after the meeting. The photos will be placed in the North Sound BHO hallway around the Advisory Board Retreat schematic. The photos will be framed, and Members name and county will be acknowledged on the frame.

##### **2017 North Sound Regional Opioid Summit**

Members were encouraged to attend the event. The event will be held on October 25<sup>th</sup>, 2017. Members that are registered to attend are Jack, Pat, Carolann, Betty, Candy, David, Marie, Jennifer, and Duncan.

##### **Quality Management Oversight Committee (QMOC)**

The October 11<sup>th</sup>, 2017 meeting has been canceled. The next regular scheduled meeting will be November 8<sup>th</sup>, 2017.

FINAL approved by Advisory Board

### **Greg Wennerberg**

The Chair announced the passing of Greg Wennerberg, Advisory Board Member. Members were given a copy of the Eulogy the Chair wrote. Members were asked to sign a card that will be given to Greg's family on behalf of the Advisory Board. Members were invited to attend the memorial service that will be held on October 8<sup>th</sup>, 2017. Greg will be dearly missed as he made a tremendous contribution to the North Sound BHO Advisory Board.

### **Chair and Vice-Chair 2018 Nominations**

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

The Nominating Committee is Candy (Chair), Marie, Joan Bethel, Jack, and Pat.

### **2018 Visual Art/Poetry Contest Theme**

Discussion took place to gather suggestions themes for the 2018 contest. Motion was made to include a recommendation of individuals support recognition. Motion seconded, all in favor.

## **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 for approval. Motion was approved.

## **REPORT FROM ADVISORY BOARD MEMBERS**

### **Duncan West – Skagit County Steering Toward Success: Achieving Value in Whole Person Care Conference**

Duncan spoke to the meaningfulness and what he learned from attending this conference. The conference agenda will be sent to Members.

Fred spoke to the planning stages of a Clubhouse in Snohomish County.

## **BRIEF COMMENTS OR QUESTIONS FROM THE PUBLIC**

Russ announced several events that will be hosted by NAMI

- Stigma Stomp – Saturday, October 7<sup>th</sup>, 2017

Jared Christen voiced his advocacy for family courts and the mental health system to educate one another of how their systems work.

## **ADJOURNMENT**

The Chair adjourned the meeting at 3:05 p.m.

## **NEXT MEETING**

The next **Advisory Board meeting** is November 7th, 2017 in Conference Room Snohomish

## North Sound Behavioral Health Ombuds 2017 Semi-Annual Report

| GRIEVANCE CATEGORIES  | January-June | July-December | TOTAL     |
|---|--------------|---------------|-----------|
| Access  | 6            | 0             | 6         |
| Dignity & Respect   | 14           | 0             | 14        |
| Quality/Appropriateness                                       | 16           | 0             | 16        |
| Phone Calls Not Returned                                      | 5            | 0             | 5         |
| Services Intensity, Not Available or Coordination of Services | 4            | 0             | 4         |
| Participation in Treatment                                    | 4            | 0             | 4         |
| Physicians, ARNPs, and Medications                            | 7            | 0             | 7         |
| Financial and Administrative                                  | 2            | 0             | 2         |
| Residential   | 3            | 0             | 3         |
| Housing   | 2            | 0             | 2         |
| Transportation  | 0            | 0             | 0         |
| Emergency Services  | 4            | 0             | 4         |
| Violation of Confidentiality                                  | 2            | 0             | 2         |
| Other Rights Violated   | 2            | 0             | 2         |
| Other   | 0            | 0             | 0         |
| <b>TOTAL</b>  | <b>71</b>    | <b>0</b>      | <b>71</b> |

| BHA/BHO GRIEVANCES             | January-June | July-December | TOTAL     |
|--------------------------------|--------------|---------------|-----------|
| Behavioral Health Agency       | 34           | 0             | 34        |
| Behavioral Health Organization | 5            | 0             | 5         |
| <b>TOTAL</b>                   | <b>39</b>    | <b>0</b>      | <b>39</b> |

| OTHER                  | January-June | July-December | TOTAL    |
|------------------------|--------------|---------------|----------|
| Administrative Hearing | 1            | 0             | 1        |
| Appeals                | 2            | 0             | 2        |
| Second Opinion         | 4            | 0             | 4        |
| <b>TOTAL</b>           | <b>7</b>     | <b>0</b>      | <b>7</b> |

## North Sound Behavioral Health Ombuds 2017 Semi-Annual Report

| DESCRIPTION                   | January-June | July-December | TOTAL     |
|-------------------------------|--------------|---------------|-----------|
| Potential Grievances          | 31           | 0             | 31        |
| Other/Family Contacts         | 35           | 0             | 35        |
| Additional Non-BHA/BHO Issues | 23           | 0             | 23        |
| <b>TOTAL</b>                  | <b>89</b>    | <b>0</b>      | <b>89</b> |

| GENDER       | January-June | July-December | TOTAL     |
|--------------|--------------|---------------|-----------|
| Male         | 23           | 0             | 23        |
| Female       | 16           | 0             | 16        |
| <b>TOTAL</b> | <b>39</b>    | <b>0</b>      | <b>39</b> |

| AGE          | January-June | July-December | TOTAL     |
|--------------|--------------|---------------|-----------|
| 0-13         | 1            | 0             | 1         |
| 13-21        | 1            | 0             | 1         |
| 21-65        | 37           | 0             | 37        |
| 65+          | 0            | 0             | 0         |
| <b>TOTAL</b> | <b>39</b>    | <b>0</b>      | <b>39</b> |

| ETHNICITY      | January-June | July-December | AVERAGE    |
|----------------|--------------|---------------|------------|
| Non-Caucasian  | 36%          | 0%            | 18%        |
| Caucasian      | 52%          | 0%            | 26%        |
| Non-Identified | 12%          | 0%            | 6%         |
| <b>TOTAL</b>   | <b>100%</b>  | <b>0%</b>     | <b>50%</b> |

| SERVICE TYPE           | January-June | July-December | AVERAGE    |
|------------------------|--------------|---------------|------------|
| Mental Health          | 97%          | 0%            | 49%        |
| Substance Use Disorder | 0%           | 0%            | 0%         |
| Co-Occurring           | 0%           | 0%            | 0%         |
| WISE                   | 3%           | 0%            | 2%         |
| <b>TOTAL</b>           | <b>100%</b>  | <b>0%</b>     | <b>50%</b> |

# North Sound Behavioral Health Ombuds 2017 Semi-Annual Report

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## Summary:

### January-June 2017

During this reporting period, Ombuds services have seen a decrease in the number of grievance being filed on the behalf of those we serve. This is due to Ombuds working with individuals and services providers to resolve their concerns at the lowest level possible. At the same time, phone contacts have increased as we continue to offer support, resources, and advocacy to a wide variety of individuals. Additionally Ombuds staff have been preparing for an administrative hearing, and changes in both support staff and Ombuds staff. Recruitment continued during this review period.

Examples of the top three grievance categories reported this period were:

**Quality/Appropriateness: 16**

Unreasonable expectation  
Quality of the staff's skill level  
Timeliness of services provided

**Dignity & Respect: 14**

Rude Staff  
Not listening to needs  
Retaliation

**Physicians, ARNPs, and Medications: 7**

Requests were ignored  
Concerns not taken seriously  
Not meeting individual needs  
Not considering individuals' medical history

## Advisory Board Budget October 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 | \$ 15,000.00    | \$ 3,545.00       | \$ 22,765.00            | \$ 255.00                  | \$ 435.00           |
| Expense               | (26,933.67)  | (7,105.52)      | (3,507.36)        | (15,885.97)             |                            | (434.82)            |
| Under / (Over) Budget | \$ 15,066.33 | \$ 7,894.48     | \$ 37.64          | \$ 6,879.03             | \$ 255.00                  | \$ 0.18             |

|                        |                         |  |  |                               |
|------------------------|-------------------------|--|--|-------------------------------|
| 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 |
|------------------------|-------------------------|--|--|-------------------------------|








## North Sound Behavioral Health Organization, LLC

## Warrants Paid

October 2017

|                                | Type | Date       | Num         | Name                   | Memo           | Amount          |
|--------------------------------|------|------------|-------------|------------------------|----------------|-----------------|
| <b>Advisory Board Supplies</b> |      |            |             |                        |                |                 |
|                                | Bill | 10/31/2017 | 553845      | Mister T Trophies      | Batch # 121012 | 21.70           |
|                                | Bill | 10/31/2017 | Oct2017     | Hobby Lobby-Pic Frame  | Batch # 121012 | 10.86           |
| Total · Supplies               |      |            |             |                        |                | <u>32.56</u>    |
| <b>Travel</b>                  |      |            |             |                        |                |                 |
|                                | Bill | 10/03/2017 | Sep2017     | AA Dispatch            | Batch # 120666 | 653.25          |
|                                | Bill | 10/11/2017 | Oct2017     | McDonald, Mark         | Batch # 120768 | 29.96           |
|                                | Bill | 10/18/2017 | 6750A-B     | Airport Shuttle        | Batch # 120836 | 1,975.00        |
|                                | Bill | 10/18/2017 | Sep-Oct2017 | Kincheloe, David       | Batch # 120836 | 387.88          |
|                                | Bill | 10/18/2017 | 6035        | Adv Travel-COD Meals   | Batch # 120836 | 588.00          |
|                                | Bill | 10/18/2017 | Sep2017     | West, Duncan           | Batch # 120836 | 101.01          |
|                                | Bill | 10/24/2017 | 6152        | Petty Cash-COD Snacks  | Batch # 120928 | 32.97           |
|                                | Bill | 10/24/2017 | Oct2017     | Roosma, Ken-Bus Driver | Batch # 120928 | 70.08           |
|                                | Bill | 10/31/2017 | Oct2017     | Yuen, Jennifer         | Batch # 121012 | 107.00          |
|                                | Bill | 10/31/2017 | Oct2017     | Eckrem, Jack-31076     | Batch # 121012 | 63.04           |
| Total · Travel                 |      |            |             |                        |                | <u>4,008.19</u> |
| <b>Miscellaneous</b>           |      |            |             |                        |                |                 |
|                                | Bill | 10/11/2017 | 66895-AdBrd | Haggen Inc             | Batch # 120768 | 348.83          |
| Total · Miscellaneous          |      |            |             |                        |                | <u>348.83</u>   |
| Total · Advisory Board         |      |            |             |                        |                | <u>4,389.58</u> |
|                                |      |            |             |                        |                | <u>4,389.58</u> |
|                                |      |            |             |                        |                | <u>4,389.58</u> |

## Proposed BHO Advisory Board Budget 2018

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

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

## North Sound BHO Executive Directors Report

### For the Advisory Board

November 7, 2017

#### Integration Planning Update

- I met with MaryAnne Lindeblad and other HCA staff on October 16 to begin negotiations on the conditions we submitted along with our mid-adopter letter. In general, HCA was very supportive of our requests, especially of the proposal to adopt legislation formalizing the Interlocal Leadership Structure and requesting funding in the Governor's budget to support the new BH-ASOs.
- HCA was also supportive of the MCO's contracting back with the BH-ASOs for additional functions during the 2019 transition period and for some continued functions in 2020 and beyond. They are open to proposals from the BHO and Interlocal Leadership Structure on what these additional functions and services might be. However, they also made it clear that the MCOs will not be able to delegate their "risk" and core functions such as Utilization Management. They will provide an initial draft response to our conditions as part of the negotiation of the final MOU.
- Spokane has joined the regions choosing to become a mid-adopter. With King, Pierce, North Sound, Spokane, and Greater Columbia all sending in mid-adopter letters, approximately 80% of the state Medicaid caseload would be transitioned to fully integrated managed care. However, Spokane, as with the other regions, has attached a list of conditions it wants to negotiate if it transitions to mid-adopter and a BH-ASO.
- The 4<sup>th</sup> meeting of the North Sound Interlocal Leadership Structure was held on October 20. We reviewed and discussed a draft charter for the North Sound ILS. Several changes were made at the meeting. This included an agreement by the 5 MCOs to limit their "vote" to one shared vote between them. The counties by contrast, would each have a vote, though consensus was identified as the preferred decision-making method.
- The next meeting of the North Sound ILS is scheduled for November 17. One of the next tasks is to begin working on a conceptual vision for the integrated care in the North Sound, and development of an expanded role for the BH-ASO. We have also formed an internal workgroup to begin developing the North Sound BHO's own proposal for the BH-ASO role.
- The other decision reached at the October 20 North Sound ILS meeting, is to schedule "field trips" for the MCO representatives to each of the 5 counties. County coordinators will arrange county specific briefings and invite other key local stakeholders.
- On October 30, we participated in a state-wide "Behavioral Health Integration Learning Collaborative". This is one of 3 planned state-wide meetings designed to allow BHOs and MCOs to educate each other on our systems and models. The October 30 session focused on use of peers, developing a recovery oriented system of care, and the role BHOs play in working with counties to build community capacity for treatment and recovery services.

## **Opioid Summit**

- The October 25 Opioid Summit appears to have been successful based on the strong positive evaluations filled out by conference participants.
- Approximately 170 people participated representing a wide variety of organizations and interests, including: Public Health, Counties, treatment and social service agencies, law enforcement, prosecutors, drug courts, hospitals, managed care organizations, physicians, EMS, hospitals, Tribes, advocates, and others.
- Commissioner Dahlstedt and Marilyn Scott gave personal welcoming remarks and Caleb Banta-Green from the University of Washington gave the key-note presentation providing the latest research on the use of Medication Assisted Treatment.
- There were 3 panel presentations on the topics of Medication Assisted Treatment, Working with Jails and Drug Courts, and Prevention.
- There was also be a “Gallery Work” where many of the organizations currently working on addressing the Opioid Crisis set up tables providing information on what they are doing.
- The Summit will ended with county specific and tribal break out groups who discussed what they had learned from the summit and how they wanted to incorporate their take-aways into existing county and tribal efforts.
- Conference participants were provided sign up sheets if they wanted to participate in and/or kept informed of activities in specific areas. Over 50 persons signed up expressing interest in follow up activities.
- Our next step will be to work with the county coordinators to identify activities that the counties will continue to work on and/or initiate and which activities the BHO will agree to take the lead on.
- We are also developing a white paper summarizing key policy recommendations that we will be sharing with interested legislators such as Strom Peterson, June Robinson, and Carolyn Eslick – all of whom attended the summit. We will also be sending it to Eileen Cody who is also soliciting ideas for Opioid related policy legislation.

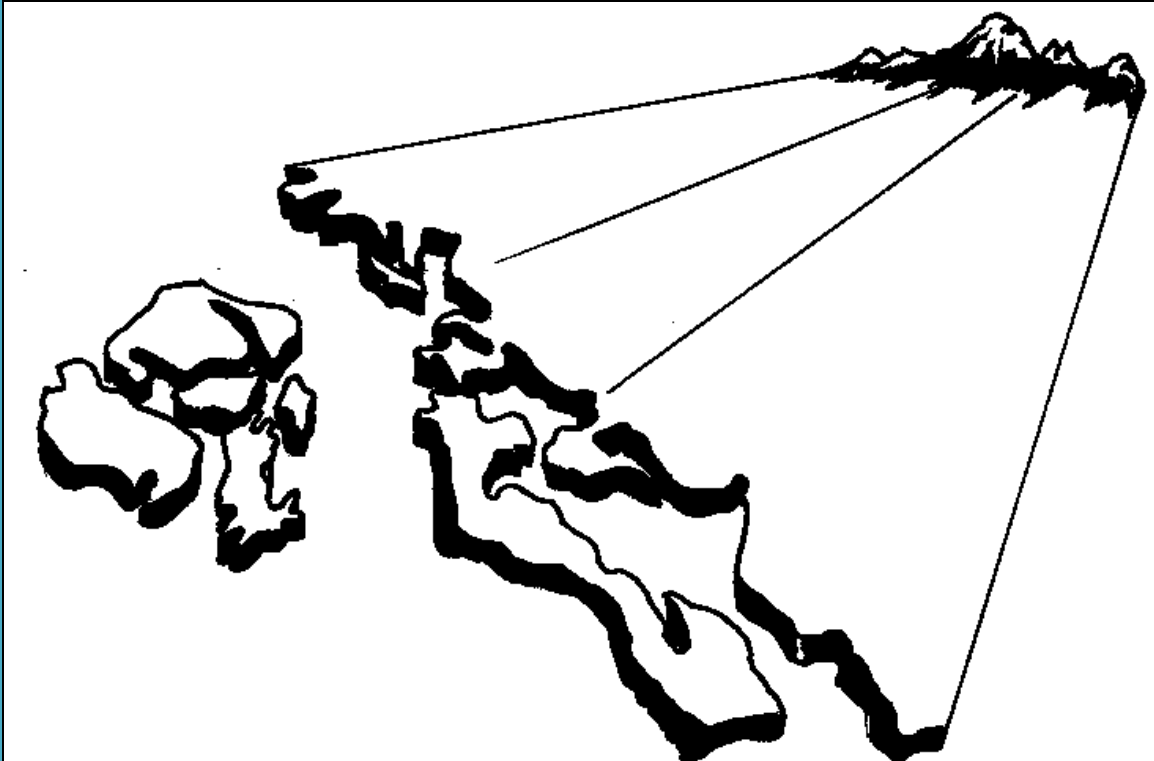
## **Behavioral Health Facilities Update**

- We are continuing to work with Skagit county to identify potential parcels of land for the Skagit Stabilization campus. One of the properties that was closely looked at north of Cook Road appears to have a number of access challenges.
- In the meantime, Island county has moved ahead to purchase property in Oak Harbor that could potentially serve as the location for the “Tri-County Crisis Stabilization facility”. We will be working with our project manager to assess this property as a potential fit for this facility.
- We understand that Whatcom and Snohomish Counties are talking with their legislative liaisons to re-include in the Governor’s 2018 Capital budget request, the same funding request for the Everett and Bellingham facilities that were specified in the 2017 stalled Capitol Budget.

## **Implementation of the North Sound Tele-Psych Network**

- To date, 3 agencies have already signed the agreement to implement the North Sound Tele-Psych system: Catholic Community Services, Sunrise, and Sea Mar.

# North Sound Behavioral Health Organization



2018 Proposed  
Operating Budget  
October 12, 2017



# **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, LLC (NORTH SOUND BHO) 2018 PROPOSED OPERATING BUDGET**

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  - D. Revenue and Expenditure Approval Process
  - E. Concluding Remarks
- II. Revenue Forecast**
- III. North Sound BHO Operating Budget**
  - A. Summary
  - B. Operating Budget Details
  - C. Salary & Benefits Worksheet
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## I. 2018 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 strengthen the integration of mental health and substance use disorder (SUD) services and expand the network of SUD services. It also continues our effort to increase the capacity of the BHO funded network to improve services in rural areas, support the implementation of tele-psychiatry services, continue to expand the WISe caseload – including services to “Transition Age Youth”; continue to support the opening of new Detox and SUD treatment facilities, and continue to procure land and/or buildings to meet the projected future need for behavioral health crisis stabilization and treatment facilities.

We are also beginning to prepare our contractors and counties for the transition to integrated health and behavioral health care. As a “mid-adopter” of integrated care in January 2019, significant staff time will be devoted to planning an integrated system that preserves the strengths of the existing BHO network while taking advantage of the improved access to physical health care that is promised under the integrated care model.

It also lays the groundwork for the BHO to transition to a “Behavioral Health Administrative Services Organization” [BH-ASO]. However, this transition poses risks to the ability of the BHO to retain qualified staff. Consequently, most of the existing vacant positions will be frozen and the resulting salary savings used to provide financial support to staff that will enable them either to take an early retirement and/or remain with the BHO during the transition period. The details of the staff retention proposals are still being developed, but should be ready by the November meeting of the County Authorities Executive Committee (CAEC).

The BHO will also continue to participate actively in the work of the North Sound Accountable Community (ACH) of Health supporting new models of bi-directional integration of care and care coordination. The BHO will also continue to play a lead role in coordinating regional efforts to respond to the Opioid Crisis.

North Sound BHO administrative staff will also be working to support the development of “*value-based payment strategies*” for behavioral health services as well as to continue to support the development of more robust Information Technology Systems. Finally, the North Sound BHO will continue to play a lead role in supporting workforce development and training activities for behavioral health agency staff.



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### 2017 Accomplishments Included:

- Continuing the integration of mental health and SUD services at the clinical level
- Expanding the network of SUD providers
- Supporting the development of a new Acute Detox Facility in Lynnwood and two new SUD residential treatment facilities in Mount Vernon and Bellingham
- Continuing to provide training and technical assistance to SUD agencies to strengthen both their clinical and administrative processes
- Significantly improving the collection and reporting of behavioral health service data
- Implementing an “Open Access” system in behavioral health agencies significantly decreasing the wait time for appointments
- Implementing a regional “tele-psych” network
- Securing tentative legislative approval for new capital funds for new crisis and treatment facilities
- Developing a plan to boost the capacity of behavioral health services in extreme rural areas such as San Juan County
- Completing a “risk assessment” and strengthening internal controls and processes to protect the integrity of data
- Migrating internal information technology systems to more efficient, updated platforms
- Continuing to working with the counties on the development of an Opioid Addiction plan that will include both regional strategies and support of county specific initiatives
- Continuing to provide significant 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
- Successful implementation of new Performance Improvement Projects
- Beginning the planning for moving towards value based payments





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### Looming Challenges for 2018:

- Achieving true “clinical integration” of mental health and SUD services by continuing with training, technical assistance, and quality management activities focused all of our behavioral health agency contractors (BHA’s)
- Developing and implementing new models for “co-occurring” services
- Continuing to work with BHAs so that they are successfully transmitting 100% of service data
- Helping the newly contracted SUD providers successfully being operation
- Supporting the success of the new SUD residential treatment facilities opening up in Mount Vernon and Bellingham
- Implementation of the new “capacity model” for behavioral health services in San Juan County.
- Implementation of the Opioid Addiction reduction strategies for which the North Sound BHO will be the lead
- Continuing to strengthen internal controls to reduce risk and maintain our existing high level of compliance with federal and state regulations
- Playing a lead role in working with the Interlocal Leadership Structure to plan for an effective transition to the integrated care model
- Supporting staff to prepare for the 2019 and 2020 transitions
- Continuing to advocate with the state and the legislature to ensure that the new Managed Care Organization (MCO) Medicaid contracts don’t lead to a reduction in service level or quality for persons with serious mental illness and substance use disorders
- Continuing to develop an approach to value based payments that is realistic and supportable by behavioral health agencies
- Continued expansion of WISE caseloads in order to meet our target
- Continued expansion of the tele-psyche system
- Continuing with an effective “spend-down” plan of BHO reserves to ensure that all of the funds that have been allocated to the North Sound are reinvested in local capacity building



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## B. SUMMARY OF 2018 VERSUS 2017 REVENUES AND EXPENDITURES

|                | REVENUES      | EXPENDITURES  |
|----------------|---------------|---------------|
| 2017 Budget    | \$154,784,119 | \$154,784,119 |
| 2017 Projected | \$154,889,540 | \$159,687,890 |
| 2018 Budget    | \$147,775,296 | \$147,775,296 |

### 2018 Projected Revenues Include:

|   |               |
|---|---------------|
| PIHP Medicaid Funding                       | \$110,569,500 |
| State Funds                                 | 22,223,678    |
| PATH Grant                                  | \$142,332     |
| Federal Block Grant Funding SAPT            | \$3,289,437   |
| Federal Block Grant Funding – Mental Health | \$1,098,520   |
| WISe  | \$9,336,839   |
| PACT Team Funding                           | \$358,212     |
| Jail Services                               | \$382,746     |
| Other funds                                 | \$374,032     |
| Total                                       | \$147,775,296 |

## C. 2018 NORTH SOUND BHO OPERATING BUDGET SPECIFICS

| 2018 BUDGET AREA                | Compared to 2017 Budget     | Comments   |
|---------------------------------|-----------------------------|--|
| Salaries                        | (\$154,783), 4% decrease    | Expecting less employees in 2018   |
| Personnel Benefits and Taxes    | (\$592,601), 22.8% decrease | Expecting less employees in 2018 and new health plan                               |
| Office/Operating Supplies       | (\$20,500), 17.4 % decrease | Decrease based on not adding more new employees.                                   |
| Small Tools/Minor Equipment     | (\$30,500), 23.9% decrease  | Anticipate spending less for adding new equipment for the building                 |
| Professional Services Contracts | \$295,600, 67.8% increase   | Increase in legal fees, IS/IT, HR, audit fees and BHO contracting costs.           |
| Communications                  | (\$5,000), 5.26% decrease   | Estimated decrease due to less employees   |
| Travel                          | \$6,291, 5.1% increase      | Less staff and a little more travel  |
| Advertising                     | (\$3,000), 27.3 % decrease  | The addition of less new staff than prior year                                     |
| Space/Equipment Rentals         | \$22,000 7.6% increase      | Rent increases in space, copiers and IS equipment.                                 |
| Insurance                       | \$19,000, 15.4% increase    | Estimated increase inflation, historical   |
| Utilities                       | \$10,000, 50% increase      | Increase based on actual cost of new space   |
| Repairs/Maintenance             | \$20,000, 33% increase      | Estimated increase based on maintenance contract, added additional days of service |
| Miscellaneous                   | \$113,045, 47% increase     | Increase in dues and subscriptions, and training budgets                           |



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**C. 2018 NORTH SOUND BHO OPERATING BUDGET SPECIFICS (Continued)**

|  |                              |  |
|--|------------------------------|--|
| Machinery/Equipment                    | Same                         | Same   |
| North Sound BHO Total Operating Budget | (\$329,948), 4.2% decrease   | Increases based on Medicaid expansion and full year of substance use funding |
| Tribal Conference                      | (\$12,000), 34.3% decrease   | Smaller conference expected in 2018  |
| Advisory Board                         | Same                         | Same   |
| Systems of Care Conference             | \$23,000, 100% increase      | No conference in 2017  |
| Peer Network                           | (\$7,000) 100% decrease      | Program ended in 2017  |
| Provider Training                      | Same                         | Same   |
| Agency/County and Other Services       | (\$6,646,875), 5% decrease   | Decrease in Medicaid clients and rates                                       |
| Inpatient Hospital Services            | Same                         | Same   |
| Total Budget                           | (\$7,018,823), 4.5% decrease | Decrease in Medicaid clients and rates                                       |

**D. REVENUE AND EXPENDITURE APPROVAL PROCESS**

1. Preliminary review & recommendation of Finance Committee 10/12/17
2. Introduction to the Executive Committee 10/12/17
3. Distribution to:
  - a. Advisory Board 10/13/17
  - b. Interested Public and Stakeholders 10/13/17
  - c. Available on North Sound BHO Website 10/13/17
4. Review and recommendation of the Advisory Board 11/07/17
5. Review at the Executive Committee meeting 11/09/17
6. Review and approval by Advisory Board 12/05/17
7. Review and recommendation of all stakeholders Up to 12/14/17
8. Recommended Budget presented for Executive Committee adoption 12/14/17

**E. CONCLUDING REMARKS**

The proposed 2018 operating budget will ensure the 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 “integrated” system of health and behavioral health services in the future.

## II. Revenue Forecast

**REVENUE DETAIL**  
**NORTH SOUND MENTAL HEALTH ADMINISTRATION**  
**Estimated**  
**2018 ANNUAL BUDGET**

| <b>SOURCE DESCRIPTION</b>                            | <b>Amount</b>         | <b>2018<br/>BHO<br/>Operating<br/>Budget</b> |
|--|-----------------------|--|
| <i>INTERGOVERNMENTAL REVENUE</i>                     |                       |  |
| 33399 Federal Block Grant                            | \$ 1,100,750          |  |
| 33399 Federal Block Grant SAPT                       | 3,289,437             |  |
| 33399 PATH Grant                                     | 142,332               |  |
| FYSBERT  | 75,000                |  |
| -----  |                       |  |
| <b>TOTAL INTERGOVERNMENTAL SERVICE</b>               | <b>\$ 4,607,519</b>   |  |
| <i>CHARGES FOR SERVICE</i>                           |                       |  |
| 34640 Prepaid Health Care Funding Medicaid MH        | 110,569,500           | 110,569,500                                  |
| 34640 Medicaid WISE Kick payments 254 Slots          | 9,336,839             | 9,336,839                                    |
| 34640 State Funds Mental Health & Substance Use Diso | 22,223,678            | 22,223,678                                   |
| 34640 PACT   | 347,496               | 347,496                                      |
| 34640 Jail Services                                  | 382,764               | 382,764                                      |
| 34640 Enhanced Community Service                     | 187,500               | 187,500                                      |
| -----  |                       |  |
| <b>TOTAL CHARGES FOR SERVICE REVENUE</b>             | <b>\$ 143,047,777</b> | 143,047,777                                  |
|  |                       | 5.250%                                       |
|  |                       | <b>\$ 7,510,008</b>                          |
| <i>MISCELLANEOUS REVENUES</i>                        |                       |  |
| 36110 Investment Interest                            | 100,000               | FYSPRT                                       |
| 36990 Charges for Conference                         | 20,000                | 75,000                                       |
| -----  |                       |  |
| <b>36000 * MISCELLANEOUS REVENUES</b>                | <b>120,000</b>        | \$ 7,585,008                                 |
| <b>TOTAL REVENUE</b>                                 | <b>\$ 147,775,296</b> |  |

### III. 2018 NSMHA OPERATING BUDGET

2018

#### A. Summary Budget

| <b><u>EXPENDITURES</u></b>         | Total          |
|------------------------------------|----------------|
| Regular Salaries                   | \$ 3,680,528   |
| Personnel Benefits                 | 2,000,251      |
| Office, Operating Supplies         | 97,000         |
| Small Tools                        | 97,000         |
| Professional Services              | 745,000        |
| Communications                     | 90,113         |
| Travel                             | 128,466        |
| Advertising                        | 8,000          |
| Operating Rentals & Leases         | 310,500        |
| Insurance                          | 63,500         |
| Utilities                          | 30,000         |
| Repairs & Maintenance              | 81,000         |
| Miscellaneous                      | 213,650        |
| Machinery & Equipment              | 40,000         |
| Debt Service                       | -              |
| Subtotal - NSMHA Operations Budget | \$ 7,585,008   |
| Tribal Conference                  | 23,000         |
| Advisory Board                     | 42,000         |
| Provider Training                  | 350,000        |
| Agency County and Other Services   | 124,775,288    |
| Inpatient Hospital Costs           | 15,000,000     |
| Total NSMHA Budget                 | \$ 147,775,296 |

| 2015<br>BUDGET      | 2015<br>ACTUAL   | 2016<br>BUDGET                | 2016<br>ACTUAL   | 2017<br>BUDGET   | 2018<br>BUDGET   | B. 2018 OPERATING BUDGET DETAILS  |
|---------------------|------------------|-------------------------------|------------------|------------------|------------------|---|
| 2,100,750           | 2,030,878        | 3,168,788                     | 2,689,406        | 3,839,295        | 3,573,328        | <b>REGULAR SALARIES</b><br>this does not take into account any salary scale adjustments from salary survey<br>COLA SALARY CONTINGENCY<br>Cost of living adjustment budgeted 3%.<br>(If the COLA not approved, this amount becomes zero)<br>Retention Bonus ?<br>Health savings converted to COLA. This increases the COLA 1.44% 2016<br>New Salary Grid starting April 1, 2016<br>Phase in reduction for 2017 staff |
| 48,317              |                  | 32,519                        |                  | 76,786           | 107,200          |   |
| 29,986              |                  | 46,828<br>83,136<br>(249,841) |                  | (80,770)         |                  |   |
| <b>2,179,053</b>    | <b>2,030,878</b> | <b>3,081,430</b>              | <b>2,689,406</b> | <b>3,835,311</b> | <b>3,680,528</b> | <b>REGULAR SALARIES</b>   |
|                     | 1,175,914        |                               | 1,749,369        |                  |                  | <b>PERSONNEL BENEFITS</b>   |
| 932,333<br>(35,036) |                  | 1,571,079<br>(55,646)         |                  | 1,858,388        | 1,206,533        | <b>HEALTH, LIFE, DENTAL, VISION</b><br>Savings from Wellness Plan 4 % of health care premiums   |
| 193,059             |                  | 354,271                       |                  | 429,233          | 453,812          | <b>PERS RETIREMENT</b><br>Based on 2017 rate of 12.7% for Public Employee Retirement Systems.   |
| 160,707             |                  | 242,412                       |                  | 293,706          | 273,359          | <b>SOCIAL SECURITY</b><br>The rate remains at 7.65% of FTE salaries.  |
| 7,446               |                  | 11,490                        |                  | 13,378           | 11,805           | <b>UNEMPLOYMENT COMPENSATION</b><br>The 2017 rate is .54% of FTE salaries, capped at \$44,000 per employee.   |
| 20,656              |                  | 33,680                        |                  | 37,536           | 32,926           | <b>WORKERS COMPENSATION</b><br>The 2017 rate is \$.3166 multiplied by the FTE annual hours.   |
| 8,137               |                  | 6,124                         |                  | 14,459           |                  | <b>COLA BENEFIT CONTINGENCY</b><br>Cost of living adjustment budgeted 3%.   |
| 5,050               |                  | 8,818<br>16,170<br>(166,560)  |                  | (53,848)         | 21,816           | 1.44% use of Health Care Premium Savings<br>(If the COLA not approved, this amount becomes zero)<br>New Salary Grid starting April 1, 2016<br>Phase in reduction for 2017 staff   |
| <b>1,292,352</b>    | <b>1,175,914</b> | <b>2,021,838</b>              | <b>1,749,369</b> | <b>2,592,852</b> | <b>2,000,251</b> | <b>PERSONNEL BENEFITS</b>   |
|                     | 72,173           |                               | 282,749          |                  |                  | <b>OFFICE, OPERATING SUPPLIES</b><br>For office supplies such as software, books, paper, pens, food.  |
| 30,000              |                  | 45,000                        |                  | 55,000           | 60,000           | Leadership  |
| 12,000              |                  | 25,000                        |                  | 58,500           | 35,000           | ISIT (software)   |
| 1,500               |                  | 2,000                         |                  | 2,000            | 0                | Support Services  |
| 2,000               |                  | 4,000                         |                  | 2,000            | 2,000            | System Operations   |
|                     |                  |                               |                  |                  |                  | Clinical Oversight  |
| <b>45,500</b>       | <b>72,173</b>    | <b>76,000</b>                 | <b>282,749</b>   | <b>117,500</b>   | <b>97,000</b>    | <b>OFFICE, OPERATING SUPPLIES</b>   |
|                     | 266,893          |                               | 191,027          |                  |                  | <b>SMALL TOOLS &amp; MINOR EQUIPMENT</b><br>For operating equipment including desks, chairs, file cabinets, computers.  |
| 9,000               |                  | 11,000                        |                  | 25,000           | 25,000           | Leadership  |
| 20,000              |                  | 20,000                        |                  | 95,000           | 70,000           | ISIT (hardware)   |
| 2,500               |                  | 4,000                         |                  | 4,000            | 0                | System Operations   |
| 1,000               |                  | 7,000                         |                  | 3,500            | 2,000            | Clinical Oversight  |
| <b>32,500</b>       | <b>266,893</b>   | <b>42,000</b>                 | <b>191,027</b>   | <b>127,500</b>   | <b>97,000</b>    | <b>SMALL TOOLS &amp; MINOR EQUIPMENT</b>  |
|                     | 267,475          | 65,000                        | 398,987          | 65,000           | 339,000          | <b>PROFESSIONAL SERVICES</b>  |
| 65,000              |                  | 4,000                         |                  | 4,000            | 4,000            | <b>LEGAL SERVICES</b>   |
| 2,000               |                  | 42,000                        |                  | 42,000           | 42,000           | Translators - Leadership  |
| 30,000              |                  |                               |                  |                  |                  | <b>TREASURER &amp; ACCOUNTING SERVICES</b><br>\$3,500 a month for charges of processing voucher and payroll, issuing warrants by Skagit County and investing, accounting and budget services.   |
|                     |                  | 75,000                        |                  | 75,000           | 60,000           | <b>MEDICAL SERVICES</b>   |
| 29,000              |                  | 60,000                        |                  | 60,000           | 60,000           | System Operations DR Brown and peer review, second opinions, etc.   |
| 20,625              |                  |                               |                  |                  |                  | Clinical Oversight  |
|                     |                  | 25,000                        |                  | 30,000           | 35,000           | <b>AUDIT SERVICES</b><br>For annual NSBHO financial audit by WA State Examiner.   |
| 25,000              |                  |                               |                  |                  |                  | Leadership  |
|                     |                  | 15,000                        |                  | 15,000           | 30,000           | <b>HUMAN RESOURCES SERVICES</b>   |
| 15,000              |                  |                               |                  |                  |                  | Leadership  |
|                     |                  |                               |                  |                  |                  | Contracts HR  |
|                     |                  | 17,000                        |                  | 20,400           | 25,000           | <b>TEMPORARY HELP Admin. Services</b>   |
| 15,000              |                  |                               |                  |                  |                  | Support Services  |
|                     |                  |                               |                  |                  |                  | System Operations   |
| 0                   |                  | 0                             |                  | 0                | 0                | Admin   |
| 7,000               |                  |                               |                  |                  |                  | Crisis Redesign   |
| 5,000               |                  |                               |                  |                  |                  | Peer Support Network Development HR   |
| 100,000             |                  | 83,000                        |                  | 63,000           | 100,000          | Performance Improvement Project consultant - System Operations  |
| 5,000               |                  | 5,000                         |                  | 5,000            |                  | BHO consulting - LT   |
|                     |                  | 40,000                        |                  | 60,000           |                  | Contracts HR training   |
| 310,204             |                  |                               |                  |                  |                  | FYSPRT Contracting - CL   |
|                     |                  |                               |                  |                  |                  | Budget Reserve  |
|                     |                  |                               |                  |                  | 50,000           | ISIT In house training  |
| <b>628,829</b>      | <b>267,475</b>   | <b>431,000</b>                | <b>398,987</b>   | <b>449,400</b>   | <b>745,000</b>   | <b>PROFESSIONAL SERVICE</b>   |

| 2015 BUDGET    | 2015 ACTUAL    | 2016 BUDGET    | 2016 ACTUAL    | 2017 BUDGET    | 2018 BUDGET    | B. 2018 OPERATING BUDGET DETAILS   |
|----------------|----------------|----------------|----------------|----------------|----------------|--|
| 10,000         | 48,372         | 12,000         | 51,693         | 19,000         | 19,000         | <b>COMMUNICATIONS</b><br>POSTAGE<br>Leadership<br>Support Services (newsletter, posters, OCA mailings)   |
| 15,000         |                | 15,000         |                | 20,000         | 20,000         | TELEPHONE<br>Monthly telephone and internet<br>Leadership  |
| 13,000         |                | 15,000         |                | 25,000         | 20,000         | T1 Connection SO<br>T1 & DSL Connection IT   |
| 2,400          |                | 1,740          |                | 1,345          | 1,345          | CELLULAR PHONES<br>Leadership  |
| 1,200          |                | 2,400          |                | 1,742          | 1,742          | Contracts HR   |
| 4,800          |                | 6,000          |                | 4,355          | 1,742          | System Operations  |
| 15,600         |                | 29,220         |                | 23,197         | 23,197         | Admin<br>Clinical Oversight  |
|                |                | 540            |                | 474            | 2,216          | IS/IT  |
| <b>62,000</b>  | <b>48,372</b>  | <b>81,900</b>  | <b>51,693</b>  | <b>95,113</b>  | <b>90,113</b>  | <b>COMMUNICATIONS</b>  |
| 13,000         | 66,781         | 13,000         | 89,908         | 13,000         | 13,000         | <b>TRAVEL</b><br>MILEAGE, FARES<br>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          | 10,000         | Leadership<br>Support Services   |
| 11,020         |                | 11,020         |                | 27,675         | 17,510         | Contracts HR<br>System Operations  |
| 52,000         |                | 74,132         |                | 65,000         | 65,646         | Admin<br>Clinical Oversight  |
| 2,500          |                | 4,000          |                | 4,000          | 4,000          | Fiscal   |
| 4,000          |                | 7,500          |                | 7,500          | 8,310          | IS/IT  |
| <b>84,520</b>  | <b>66,781</b>  | <b>114,652</b> | <b>89,908</b>  | <b>122,175</b> | <b>128,466</b> | <b>TRAVEL</b>  |
| 1,000          | 6,182          | 1,000          | 6,172          | 1,000          | 1,000          | <b>ADVERTISING</b><br>Advertising of vacant positions, RFQ's, RFP'S, Board meetings, etc..   |
| 5,000          |                | 20,000         |                | 10,000         | 7,000          | Leadership<br>Contracts HR   |
| <b>6,000</b>   | <b>6,182</b>   | <b>21,000</b>  | <b>6,172</b>   | <b>11,000</b>  | <b>8,000</b>   | <b>ADVERTISING</b>   |
| 205,000        | 252,837        | 284,192        | 302,463        | 250,000        | 260,000        | <b>OPERATING RENTALS</b><br>For renting rooms, training, short term equipment rentals, etc.<br><br>SPACE RENTAL OFFICE<br>The 2017 estimated lease<br>Leadership |
| 23,000         |                | 25,000         |                | 30,000         | 32,000         | COPY LEASE<br>Lease of two copy machines.<br>Leadership  |
| 2,800          |                | 8,500          |                | 8,500          | 8,500          | POSTAGE METER LEASE<br>Leadership  |
|                |                |                |                |                | 10,000         | IS/IT  |
| <b>230,800</b> | <b>252,837</b> | <b>317,692</b> | <b>302,463</b> | <b>288,500</b> | <b>310,500</b> | <b>OPERATING RENTALS</b>   |
| 32,000         | 23,658         | 36,000         | 52,717         | 55,000         | 63,500         | <b>INSURANCE</b><br>Endures formerly WGEP (Washington Gov't Entity Pool) membership fee.<br>Leadership   |
| <b>32,000</b>  | <b>23,658</b>  | <b>36,000</b>  | <b>52,717</b>  | <b>55,000</b>  | <b>63,500</b>  | <b>INSURANCE</b>   |
| 12,000         | 8,335          | 16,000         | 23,842         | 20,000         | 30,000         | <b>UTILITIES</b><br>Leadership   |
| <b>12,000</b>  | <b>8,335</b>   | <b>16,000</b>  | <b>23,842</b>  | <b>20,000</b>  | <b>30,000</b>  | <b>UTILITIES</b>   |
| 3,000          | 31,141         | 3,000          | 164,863        | 3,000          | 5,000          | <b>REPAIR &amp; MAINTENANCE</b><br>For repair of office equipment and maintenance of phone system.<br>Leadership   |
| 10,000         |                | 10,000         |                | 10,000         | 10,000         | Maintenance contracts and repairs IS/IT  |
| 30,000         |                | 36,000         |                | 47,000         | 66,000         | Janitorial Services - Leadership   |
| <b>43,000</b>  | <b>31,141</b>  | <b>49,000</b>  | <b>164,863</b> | <b>60,000</b>  | <b>81,000</b>  | <b>REPAIR &amp; MAINTENANCE</b>  |
| 3,000          | 27,637         | 3,000          | 44,290         | 3,000          | 3,000          | <b>MISCELLANEOUS</b><br>PRINTING & BINDING<br>For printing of forms, reports, brochure, letterhead stationary, envelopes, business cards etc.<br>Leadership      |
| 2,000          |                | 4,000          |                | 4,000          | 4,000          | NSBHO Brochures - Leadership   |
| 3,000          |                | 3,000          |                | 3,000          | 3,000          | DUES AND SUBSCRIPTIONS<br>For cost of periodical and other professional journals, hosting web page.<br>Leadership  |
| 1,000          |                | 1,165          |                | 1,805          | 2,100          | IS/IT  |
| 500            |                | 500            |                | 500            | 1,000          | System Operations<br>Contracts HR  |
| 10,000         |                | 20,000         |                | 20,000         | 20,000         | REGISTRATION AND FEES<br>To provide off site work related training<br>WSAC dues - Leadership   |
| 12,000         |                | 10,000         |                |                |                | Board Summit- Leadership<br>Annual Recovery Conference - Support Services  |
| 800            |                | 800            |                | 800            | 800            | Dignity and Respect Conference - leadership<br>Leadership  |
| 2,000          |                | 5,500          |                | 6,000          | 21,400         | Support Service<br>Contracts HR  |
| 11,500         |                | 15,150         |                | 14,300         | 10,350         | System Operations Numbers  |
| 21,550         |                | 22,400         |                | 24,000         | 9,200          | Admin<br>Clinical Oversight  |
| 2,400          |                | 3,200          |                | 3,200          | 3,200          | Fiscal Training  |
| 4,000          |                | 10,000         |                | 10,000         | 34,800         | IS/IT  |
|                |                |                |                |                | 30,000         | Leadership Training Contingency  |
| <b>73,750</b>  | <b>27,637</b>  | <b>98,715</b>  | <b>44,290</b>  | <b>100,605</b> | <b>213,650</b> | <b>MISCELLANEOUS</b>   |

| 2015<br>BUDGET | 2015<br>ACTUAL | 2016<br>BUDGET   | 2016<br>ACTUAL   | 2017<br>BUDGET | 2018<br>BUDGET | B. 2018 OPERATING BUDGET DETAILS  |
|----------------|----------------|------------------|------------------|----------------|----------------|---|
|                | 0              | 61,331<br>15,320 | 293,239<br>6,512 | 0              | 0              | Redemption of Long-Term Debt<br>Interest on Debt Service  |
| 0              | 0              | 76,651           | 299,751          | 0              | 0              | <b>REDEMPTION OF LONG TERM DEBT</b>   |
| 0              | 668,237        | 0                | 137,067          | 40,000         | 40,000         | MACHINERY & EQUIPMENT IS/IT<br>To purchase new Computers, software & equipment over \$7,500.  |
| 0              | 668,237        | 0                | 137,067          | 40,000         | 40,000         | <b>MACHINERY &amp; EQUIPMENT</b>  |
| 4,722,304      | 4,946,513      | 6,463,878        | 6,484,304        | 7,914,956      | 7,585,008      | <b>NSBHO BUDGET</b><br>Budget Limit Calculation: (see revenue detail for explanation )<br>\$7,585,008   |
| 4,722,304      | 4,946,513      | 6,463,878        | 6,484,304        | 7,914,956      | 7,585,008      | <b>TOTAL NSBHO OPERATING BUDGET</b>   |
| 35,000         | 23,744         | 35,000           | 38,101           | 35,000         | 23,000         | Tribal Conference Budget.   |
| 35,000         | 23,744         | 35,000           | 38,101           | 35,000         | 23,000         | <b>Total Tribal Conference</b>  |
| 34,000         | 27,217         | 42,000           | 37,923           | 42,000         | 42,000         | Advisory Board expenses; travel, training, conferences, supplies, etc.  |
| 34,000         | 27,217         | 42,000           | 37,923           | 42,000         | 42,000         | <b>Total Advisory Board Expenditures</b>  |
|                | 2,579          | 7,000            | 15,436           | 7,000          | 0              | Peer Support Network  |
| 0              | 2,579          | 7,000            | 15,436           | 7,000          | 0              | <b>Total Peer Support Network</b>   |
| 12,000         | 15,632         | 0                |                  | 23,000         | 0              | Systems of Care conference.   |
| 12,000         | 15,632         | 0                | 0                | 23,000         | 0              | <b>Total Systems of Care Conference</b>   |
| 250,000        | 199,350        | 350,000          | 247,726          | 350,000        | 350,000        | Provider Training - Relias learning system, WISe and CANS, WRAP<br>motivational interviewing, mental health first aid, peer counselor development,<br>CD/Mental Health cross training, Illness Management Recovery training |
| 250,000        | 199,350        | 350,000          | 247,726          | 350,000        | 350,000        | <b>Total Provider Training Budget</b>   |
| 79,266,544     | 81,836,848     | 107,421,857      | 129,404,195      | 131,422,163    | 124,775,288    | <b>AGENCY/COUNTY AND OTHER SERVICES TOTAL</b>   |
| 84,319,848     | 87,049,304     | 114,319,735      | 136,227,685      | 139,794,119    | 132,775,296    | <b>Total NSBHO Budget without Inpatient Expense</b>   |
| 8,000,000      | 13,864,095     | 11,000,000       | 13,623,795       | 10,000,000     | 10,000,000     | Medicaid Inpatient Funding  |
| 3,500,000      | 1,188,776      | 1,500,000        | 1,332,779        | 5,000,000      | 5,000,000      | State Only Inpatient Funding  |
| 95,819,848     | 102,102,175    | 126,819,735      | 151,184,259      | 154,794,119    | 147,775,296    | <b>TOTAL NSBHO Budget</b>   |



**C. NSBHO SALARY & BENEFITS WORKSHEET**

**2018 ANNUAL BUDGET**

| <u>POSITION</u>                    | TEAM | <u>FTE</u> | <u>MONTHLY</u> |             | Months x<br>Amount | <u>ANNUAL</u><br><u>SALARY</u> | <u>BENEFITS</u><br>Health, Life etc<br>Fixed Amount | <u>PERS</u><br>Retirement<br>Salary x .127 | <u>Social</u><br>Security<br>Salary x .0765 | <u>Unemployment</u><br>Compensation<br>\$44,000 x .0054 | <u>Workers</u><br>Compensation<br>Hours x \$.3166 | <u>TOTAL</u><br><u>BENEFITS</u> | <u>TOTAL</u><br><u>SALARY</u><br><u>AND BENEFITS</u> |                  |                   |
|------------------------------------|------|------------|----------------|-------------|--------------------|--------------------------------|---|--|---|---|---|---------------------------------|--|------------------|-------------------|
|                                    |      |            | <u>RANGE</u>   | <u>STEP</u> |                    |                                |   |  |   |   |   |                                 |  | <u>SALARY</u>    | <u>Amount</u>     |
|                                    |      |            | No. of Mths    | Amount      |                    |                                |   |  |   |   |   |                                 |  | Amount           | Amount            |
| Executive Director                 | LT   | 1.00       | N/A            |             | 12                 | \$11,900.00                    | \$142,800.00  | \$142,800.00                               | 15,635.76                                   | 18,135.60   | 10,924.20   | 237.60                          | 658.53   | <b>45,591.69</b> | <b>188,391.69</b> |
| Deputy Director                    | CL   | 1.00       | 40             | E           | 12                 | \$9,634.56                     | \$115,614.72  | \$115,614.72                               | 15,635.76                                   | 14,683.07   | 8,844.53  | 237.60                          | 658.53   | <b>40,059.48</b> | <b>155,674.20</b> |
| Quality Specialist # 1             | CL   | 1.00       | 35             | D           | 10                 | \$5,964.11                     | \$59,641.10   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | E           | 2                  | \$6,262.32                     | \$12,524.64   | \$72,165.74                                | 15,635.76                                   | 9,165.05  | 5,520.68  | 237.60                          | 658.53   | <b>31,217.62</b> | <b>103,383.36</b> |
| Quality Specialist # 2             | CL   | 1.00       | 35             | E           | 12                 | \$6,139.51                     | \$73,674.12   | \$73,674.12                                | 15,635.76                                   | 9,356.61  | 5,636.07  | 237.60                          | 658.53   | <b>31,524.57</b> | <b>105,198.69</b> |
| Quality Specialist # 3             | CL   | 1.00       | 35             | D           | 12                 | \$6,139.51                     | \$73,674.12   | \$73,674.12                                | 13,705.20                                   | 9,356.61  | 5,636.07  | 237.60                          | 658.53   | <b>29,594.01</b> | <b>103,268.13</b> |
| Quality Specialist # 4             | CL   | 1.00       | 35             | A           | 3                  | \$5,277.68                     | \$15,833.04   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | B           | 9                  | \$5,409.63                     | \$48,686.67   | \$64,519.71                                | 13,705.20                                   | 8,194.00  | 4,935.76  | 237.60                          | 658.53   | <b>27,731.09</b> | <b>92,250.80</b>  |
| Quality Specialist # 5             | CL   | 1.00       | 35             | E           | 12                 | \$6,262.32                     | \$75,147.84   | \$75,147.84                                | 15,635.76                                   | 9,543.78  | 5,748.81  | 237.60                          | 658.53   | <b>31,824.47</b> | <b>106,972.31</b> |
| Quality Specialist # 6             | SO   | 1.00       | 35             | E           | 12                 | \$6,262.32                     | \$75,147.84   | \$75,147.84                                | 13,705.20                                   | 9,543.78  | 5,748.81  | 237.60                          | 658.53   | <b>29,893.91</b> | <b>105,041.75</b> |
| Quality Specialist # 7             | CL   | 1.00       | 35             | C           | 3                  | \$5,680.11                     | \$17,040.33   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | D           | 9                  | \$5,964.11                     | \$53,676.99   | \$70,717.32                                | 13,705.20                                   | 8,981.10  | 5,409.87  | 237.60                          | 658.53   | <b>28,992.30</b> | <b>99,709.62</b>  |
| Quality Specialist # 8             | CL   | 1.00       | 36             | A           | 4                  | \$5,699.89                     | \$22,799.56   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | B           | 8                  | \$5,842.39                     | \$46,739.12   | \$69,538.68                                | 13,705.20                                   | 8,831.41  | 5,319.71  | 237.60                          | 658.53   | <b>28,752.45</b> | <b>98,291.13</b>  |
| Quality Specialist # 9             | CL   | 1.00       | 35             | C           | 12                 | \$5,680.11                     | \$68,161.32   | \$68,161.32                                | 13,705.20                                   | 8,656.49  | 5,214.34  | 237.60                          | 658.53   | <b>28,472.16</b> | <b>96,633.48</b>  |
| Quality Specialist # 10            | CL   | 1.00       | 35             | B           | 4                  | \$5,409.63                     | \$21,638.52   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | C           | 8                  | \$5,680.11                     | \$45,440.88   | \$67,079.40                                | 13,705.20                                   | 8,519.08  | 5,131.57  | 237.60                          | 658.53   | <b>28,251.99</b> | <b>95,331.39</b>  |
| Quality Specialist # 11            | CL   | 1.00       | 35             | B           | 3                  | \$5,409.63                     | \$16,228.89   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | C           | 9                  | \$5,680.11                     | \$51,120.99   | \$67,349.88                                | 13,705.20                                   | 8,553.43  | 5,152.27  | 237.60                          | 658.53   | <b>28,307.03</b> | <b>95,656.91</b>  |
| Quality Specialist # 12            | CL   | 1.00       | 35             | A           | 4                  | \$5,277.68                     | \$21,110.72   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | B           | 8                  | \$5,409.63                     | \$43,277.04   | \$64,387.76                                | 13,705.20                                   | 8,177.25  | 4,925.66  | 237.60                          | 658.53   | <b>27,704.24</b> | <b>92,092.00</b>  |
| Quality Specialist # 13            | CL   | 1.00       | 35             | B           | 9                  | \$5,409.63                     | \$48,686.67   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | C           | 3                  | \$5,680.11                     | \$17,040.33   | \$65,727.00                                | 13,705.20                                   | 8,347.33  | 5,028.12  | 237.60                          | 658.53   | <b>27,976.77</b> | <b>93,703.77</b>  |
| Quality Specialist # 14            | CL   |            | 35             |             |                    | freeze                         |   |  |   |   |   |                                 |  |                  |                   |
| Quality Specialist # 15 Crisis     | CL   | 1.00       | 35             | B           | 3                  | \$5,409.63                     | \$16,228.89   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | C           | 9                  | \$5,680.11                     | \$51,120.99   | \$67,349.88                                | 13,705.20                                   | 8,553.43  | 5,152.27  | 237.60                          | 658.53   | <b>28,307.03</b> | <b>95,656.91</b>  |
| Quality Specialist # 16 Kids       | CL   | 1.00       | 35             | B           | 10                 | \$5,409.63                     | \$54,096.30   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | C           | 2                  | \$5,680.11                     | \$11,360.22   | \$65,456.52                                | 13,705.20                                   | 8,312.98  | 5,007.42  | 237.60                          | 658.53   | <b>27,921.73</b> | <b>93,378.25</b>  |
| QS Manager - Crisis                | CL   | 1.00       | 37             | E           | 12                 | \$7,372.10                     | \$88,465.20   | \$88,465.20                                | 15,635.76                                   | 11,235.08   | 6,767.59  | 237.60                          | 658.53   | <b>34,534.56</b> | <b>122,999.76</b> |
| Quality Specialist Manager - Kids  | CL   | 1.00       | 37             | A           | 2                  | \$6,212.97                     | \$12,425.94   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | B           | 10                 | \$6,368.30                     | \$63,683.00   | \$76,108.94                                | 13,705.20                                   | 9,665.84  | 5,822.33  | 237.60                          | 658.53   | <b>30,089.50</b> | <b>106,198.44</b> |
| Quality Specialist Manager - Adult | CL   | 1.00       | 37             | B           | 8                  | \$6,368.30                     | \$50,946.40   |  |   |   |   |                                 |  |                  |                   |
|                                    |      |            |                | C           | 4                  | \$6,686.71                     | \$26,746.84   | \$77,693.24                                | 13,705.20                                   | 9,867.04  | 5,943.53  | 237.60                          | 658.53   | <b>30,411.90</b> | <b>108,105.14</b> |

**C. NSBHO SALARY & BENEFITS WORKSHEET**

**2018 ANNUAL BUDGET**

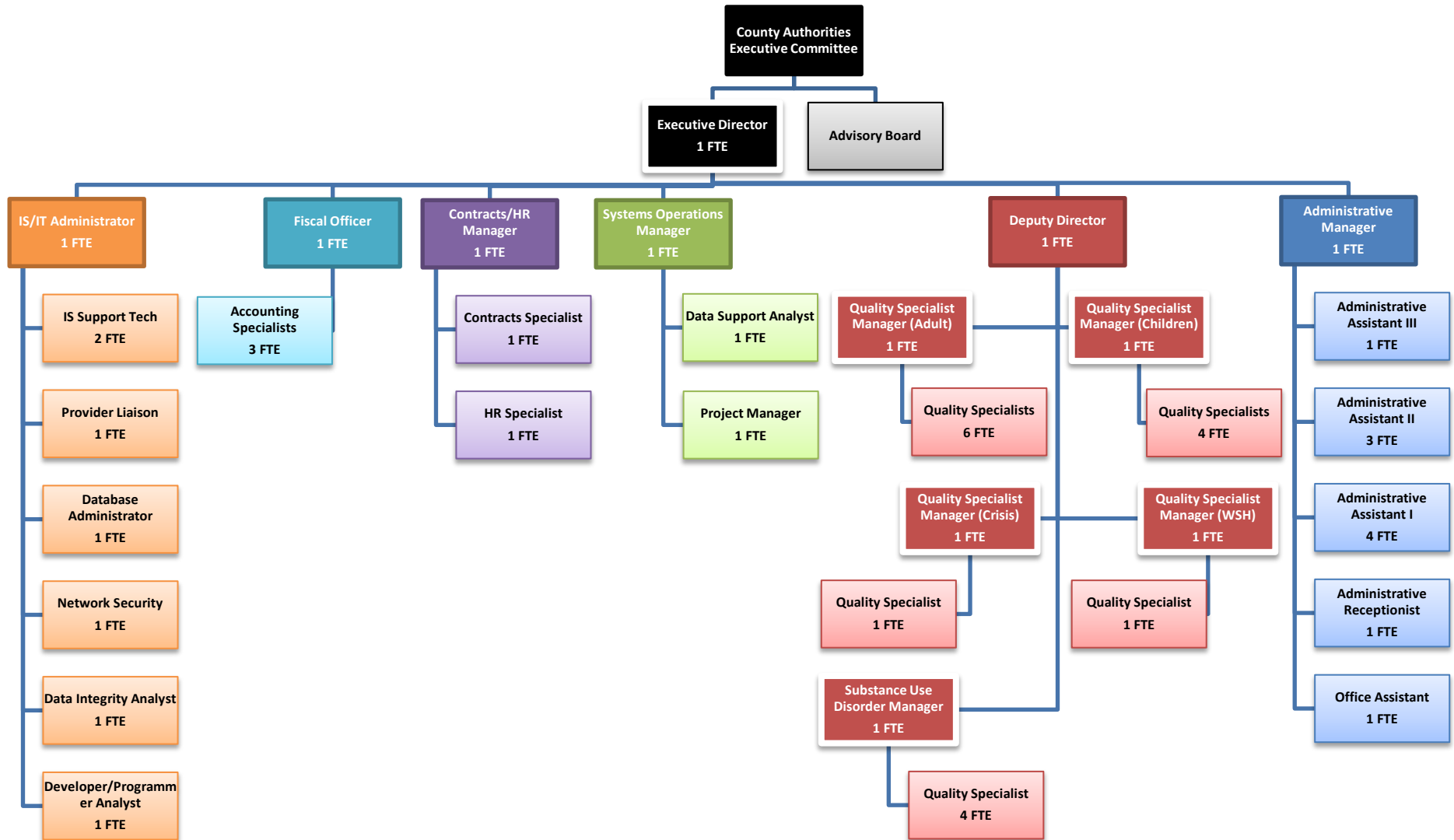
| POSITION                         | TEAM  | FTE  | MONTHLY |      | ANNUAL SALARY | BENEFITS Health, Life etc Fixed | PERS Retirement Salary x .127 | Social Security Salary x .0765 | Unemployment Compensation \$44,000 x .0054 | Workers Compensation Hours x \$.3166 | TOTAL BENEFITS | TOTAL SALARY AND BENEFITS |             |                  |                   |
|----------------------------------|-------|------|---------|------|---------------|---------------------------------|-------------------------------|--------------------------------|--|--------------------------------------|----------------|---------------------------|-------------|------------------|-------------------|
|                                  |       |      | RANGE   | STEP |               |                                 |                               |                                |  |                                      |                |                           | No. of Mths | Amount           |                   |
| Quality Manager - Quality        | CL    |      | 37      |      |               |                                 |                               |                                |  |                                      |                |                           | freeze      |                  |                   |
| Quality Specialist Manager - WSH | CL    | 1.00 | 37      | C    | 12            | \$6,686.71                      | \$80,240.52                   | \$80,240.52                    | 13,705.20                                  | 10,190.55                            | 6,138.40       | 237.60                    | 658.53      | <b>30,930.27</b> | <b>111,170.79</b> |
| Quality Specialist - WSH         | CL    | 1.00 | 36      | D    | 12            | \$6,441.23                      | \$77,294.76                   | \$77,294.76                    | 13,705.20                                  | 9,816.43                             | 5,913.05       | 237.60                    | 658.53      | <b>30,330.81</b> | <b>107,625.57</b> |
| Quality Specialist - CD Manager  | CL    | 1.00 | 37      | E    | 12            | \$7,372.10                      | \$88,465.20                   | \$88,465.20                    | 13,705.20                                  | 11,235.08                            | 6,767.59       | 237.60                    | 658.53      | <b>32,604.00</b> | <b>121,069.20</b> |
| Crisis QS                        | CL    |      | 35      |      |               |                                 |                               |                                |  |                                      |                |                           |             |                  | freeze            |
| Contracts Manager                | HR/C  | 1.00 | 38      | D    | 6             | \$7,652.84                      | \$45,917.04                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      |         | E    | 6             | \$8,035.48                      | \$48,212.88                   | \$94,129.92                    | 13,705.20                                  | 11,954.50                            | 7,200.94       | 237.60                    | 658.53      | <b>33,756.77</b> | <b>127,886.69</b> |
| Contracts Specialist             | HR/C  | 1.00 | 33      | E    | 12            | \$5,368.91                      | \$64,426.92                   | \$64,426.92                    | 15,672.12                                  | 8,182.22                             | 4,928.66       | 237.60                    | 658.53      | <b>29,679.13</b> | <b>94,106.05</b>  |
| HR Specialist                    | HR/C  | 1.00 | 33      | B    | 8             | \$4,637.87                      | \$37,102.96                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      | 33      | C    | 4             | \$4,869.76                      | \$19,479.04                   | \$56,582.00                    | 13,705.20                                  | 7,185.91                             | 4,328.52       | 237.60                    | 658.53      | <b>26,115.77</b> | <b>82,697.77</b>  |
| Administrative Receptionist      | Admin | 1.00 | 29      | D    | 3             | \$3,793.54                      | \$11,380.62                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      |         | E    | 9             | \$3,983.21                      | \$35,848.89                   | \$47,229.51                    | 13,705.20                                  | 5,998.15                             | 3,613.06       | 237.60                    | 658.53      | <b>24,212.53</b> | <b>71,442.04</b>  |
| Office Assistant                 | Admin | 1.00 | 27      | A    | 4             | \$2,932.10                      | \$11,728.40                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      | 27      | B    | 8             | \$3,005.41                      | \$24,043.28                   | \$35,771.68                    | 13,705.20                                  | 4,543.00                             | 2,736.53       | 193.17                    | 658.53      | <b>21,836.43</b> | <b>57,608.11</b>  |
| Administrative Manager           | Admin | 1.00 | 34      | E    | 12            | \$5,798.45                      | \$69,581.40                   | \$69,581.40                    | 13,705.20                                  | 8,836.84                             | 5,322.98       | 237.60                    | 658.53      | <b>28,761.14</b> | <b>98,342.54</b>  |
| Administrative Assistant I       | Admin |      |         |      |               |                                 |                               |                                |  |                                      |                |                           |             |                  | freeze            |
| Administrative Assistant II      | Admin |      | 32      |      |               |                                 |                               |                                |  |                                      |                |                           |             |                  | freeze            |
| Administrative Assistant III     | Admin | 1.00 | 32      | C    | 3             | \$4,175.03                      | \$12,525.09                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      |         | D    | 9             | \$4,383.78                      | \$39,454.02                   | \$51,979.11                    | 13,705.20                                  | 6,601.35                             | 3,976.40       | 237.60                    | 658.53      | <b>25,179.08</b> | <b>77,158.19</b>  |
| Administrative Assistant I       | Admin | 1.00 | 29      | E    | 12            | \$3,983.21                      | \$47,798.52                   | \$47,798.52                    | 13,705.20                                  | 6,070.41                             | 3,656.59       | 237.60                    | 658.53      | <b>24,328.33</b> | <b>72,126.85</b>  |
| Administrative Assistant II      | Admin | 1.00 | 31      | B    | 11            | \$3,976.22                      | \$43,738.42                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      | 31      | C    | 1             | \$4,175.03                      | \$4,175.03                    | \$47,913.45                    | 13,705.20                                  | 6,085.01                             | 3,665.38       | 237.60                    | 658.53      | <b>24,351.72</b> | <b>72,265.17</b>  |
| Administrative Assistant I       | Admin | 1.00 | 29      | B    | 11            | \$3,440.85                      | \$37,849.35                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      | 29      | C    | 1             | \$3,612.89                      | \$3,612.89                    | \$41,462.24                    | 13,705.20                                  | 5,265.70                             | 3,171.86       | 223.90                    | 658.53      | <b>23,025.19</b> | <b>64,487.43</b>  |
| Administrative Assistant I       | Admin | 1.00 | 29      | A    | 6             | \$3,356.93                      | \$20,141.58                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      |         | B    | 6             | \$3,440.85                      | \$20,645.10                   | \$40,786.68                    | 13,705.20                                  | 5,179.91                             | 3,120.18       | 220.25                    | 658.53      | <b>22,884.07</b> | <b>63,670.75</b>  |
| Administrative Assistant II      | Admin | 1.00 | 31      | 1    | 3             | \$3,784.63                      | \$11,353.89                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      | 31      | A    | 9             | \$3,879.24                      | \$34,913.16                   | \$46,267.05                    | 13,705.20                                  | 5,875.92                             | 3,539.43       | 237.60                    | 658.53      | <b>24,016.67</b> | <b>70,283.72</b>  |
| Operations Manager               | SO    | 1.00 | 38      | E    | 4             | \$8,035.48                      | \$32,141.92                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      | 38      | 1    | 6             | \$6,606.88                      | \$39,641.28                   |                                |  |                                      |                |                           |             |                  |                   |
|                                  |       |      | 38      | A    | 2             | \$6,772.05                      | \$13,544.10                   | \$85,327.30                    | 13,705.20                                  | 10,836.57                            | 6,527.54       | 237.60                    | 658.53      | <b>31,965.43</b> | <b>117,292.73</b> |
| Data Support Analyst             | SO    | 1.00 | 35      | E    | 12            | \$6,262.32                      | \$75,147.84                   | \$75,147.84                    | 13,705.20                                  | 9,543.78                             | 5,748.81       | 237.60                    | 658.53      | <b>29,893.91</b> | <b>105,041.75</b> |
| Q.I. Coordinator                 | SO    |      | 35      |      |               |                                 |                               |                                |  |                                      |                |                           |             |                  | freeze            |

**C. NSBHO SALARY & BENEFITS WORKSHEET**

**2018 ANNUAL BUDGET**

| POSITION                     | TEAM  | FTE       | RANGE | MONTHLY     |        | ANNUAL     | BENEFITS            | PERS                  | Social              | Unemployment      | Workers           | TOTAL            | TOTAL            |                     |                     |
|------------------------------|-------|-----------|-------|-------------|--------|------------|---------------------|-----------------------|---------------------|-------------------|-------------------|------------------|------------------|---------------------|---------------------|
|                              |       |           |       | STEP        | SALARY |            |                     |                       |                     |                   |                   |                  |                  | Months x            | SALARY              |
|                              |       |           |       | No. of Mths | Amount | Amount     | Fixed               | Salary x .127         | Salary x .0765      | \$44,000 x .0054  | Hours x \$.3166   |                  | AND BENEFITS     |                     |                     |
| Project Management           | SO    | 1.00      | 37    | 1           | 6      | \$6,061.44 | \$36,368.64         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           | 37    | A           | 6      | \$6,212.97 | \$37,277.82         | \$73,646.46           | 13,705.20           | 9,353.10          | 5,633.95          | 237.60           | 658.53           | <b>29,588.38</b>    | <b>103,234.84</b>   |
| IS/IT Administrator          | IS/IT | 1.00      | 39    | 1           | 6      | \$7,201.46 | \$43,208.76         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           |       | A           | 6      | \$7,381.49 | \$44,288.94         | \$87,497.70           | 13,705.20           | 11,112.21         | 6,693.57          | 237.60           | 658.53           | <b>32,407.11</b>    | <b>119,904.81</b>   |
| IS Support Technician        | IS/IT | 1.00      | 35    | 1           | 6      | \$5,148.96 | \$30,893.76         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           | 35    | A           | 6      | \$5,277.68 | \$31,666.08         | \$62,559.84           | 13,705.20           | 7,945.10          | 4,785.83          | 237.60           | 658.53           | <b>27,332.26</b>    | <b>89,892.10</b>    |
| IS Support Technician #2     | IS/IT | 1.00      | 35    | B           | 6      | \$5,409.63 | \$32,457.78         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           |       | C           | 6      | \$5,680.11 | \$34,080.66         | \$66,538.44           | 13,705.20           | 8,450.38          | 5,090.19          | 237.60           | 658.53           | <b>28,141.90</b>    | <b>94,680.34</b>    |
| Programmer/Developer Analyst | IS/IT | 1.00      | 37    | C           | 3      | \$6,686.71 | \$20,060.13         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           | 37    | D           | 9      | \$7,021.05 | \$63,189.45         | \$83,249.58           | 15,635.76           | 10,572.70         | 6,368.59          | 237.60           | 658.53           | <b>33,473.18</b>    | <b>116,722.76</b>   |
| Data Integrity Analyst       | IS/IT | 1.00      | 35    | D           | 6      | \$5,964.11 | \$35,784.66         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           | 35    | E           | 6      | \$6,262.32 | \$37,573.92         | \$73,358.58           | 15,635.76           | 9,316.54          | 5,611.93          | 237.60           | 658.53           | <b>31,460.36</b>    | <b>104,818.94</b>   |
| Database Administrator       | IS/IT | 1.00      | 37    | E           | 12     | \$7,372.10 | \$88,465.20         | \$88,465.20           | 15,635.76           | 11,235.08         | 6,767.59          | 237.60           | 658.53           | <b>34,534.56</b>    | <b>122,999.76</b>   |
| Provider Support IT          | IS/IT | 1.00      | 37    | D           | 6      | \$5,964.11 | \$35,784.66         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           | 37    | E           | 6      | \$6,262.32 | \$37,573.92         | \$73,358.58           | 13,705.20           | 9,316.54          | 5,611.93          | 237.60           | 658.53           | <b>29,529.80</b>    | <b>102,888.38</b>   |
| Network Security             | IS/IT | 1.00      | 37    | A           | 2      | \$6,212.97 | \$12,425.94         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           | 37    | B           | 10     | \$6,368.30 | \$63,683.00         | \$76,108.94           | 13,705.20           | 9,665.84          | 5,822.33          | 237.60           | 658.53           | <b>30,089.50</b>    | <b>106,198.44</b>   |
| Fiscal Officer               | F     | 1.00      | 39    | E           | 12     | \$8,758.62 | \$105,103.44        | \$105,103.44          | 13,705.20           | 13,348.14         | 8,040.41          | 237.60           | 658.53           | <b>35,989.88</b>    | <b>141,093.32</b>   |
| Accounting Specialist        | F     | 1.00      | 33    | E           | 12     | \$5,368.91 | \$64,426.92         | \$64,426.92           | 15,635.76           | 8,182.22          | 4,928.66          | 237.60           | 658.53           | <b>29,642.77</b>    | <b>94,069.69</b>    |
| Accounting Specialist        | F     | 1.00      | 33    | E           | 12     | \$5,368.91 | \$64,426.92         | \$64,426.92           | 13,705.20           | 8,182.22          | 4,928.66          | 237.60           | 658.53           | <b>27,712.21</b>    | <b>92,139.13</b>    |
| Accounting Specialist        | F     | 1.00      | 33    | D           | 4      | \$5,113.25 | \$20,453.00         |                       |                     |                   |                   |                  |                  |                     |                     |
|                              |       |           | 33    | E           | 8      | \$5,368.91 | \$42,951.28         | \$63,404.28           | 13,705.20           | 8,052.34          | 4,850.43          | 237.60           | 658.53           | <b>27,504.10</b>    | <b>90,908.38</b>    |
|                              |       |           |       |             |        |            |                     |                       |                     |                   |                   |                  |                  | <b>0.00</b>         | <b>0.00</b>         |
| COLA 3%                      |       |           |       |             |        |            |                     | \$107,199.85          | 500,000.00          | 13,614.38         | 8,200.79          |                  |                  | <b>521,815.17</b>   | <b>629,015.02</b>   |
| HRA                          |       |           |       |             |        |            |                     |                       |                     |                   |                   |                  |                  | <b>0.00</b>         | <b>0.00</b>         |
| <b>TOTAL</b>                 |       | <b>50</b> |       |             |        |            | <b>\$ 3,573,328</b> | <b>\$3,680,528.06</b> | <b>\$ 1,206,533</b> | <b>\$ 467,427</b> | <b>\$ 281,560</b> | <b>\$ 11,805</b> | <b>\$ 32,926</b> | <b>\$ 2,000,251</b> | <b>\$ 5,680,779</b> |

# North Sound Behavioral Health Organization Staff Position Org Chart Organizational Chart – CY2018





## 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

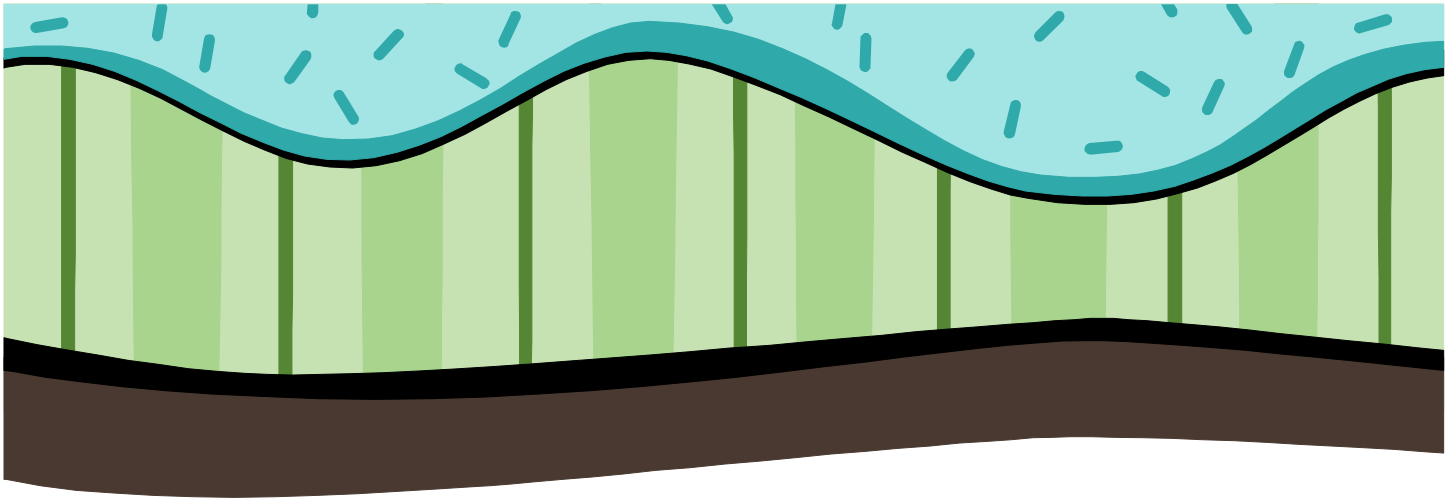
# Advisory Board 2018 Official Run-Off Ballot

**Instructions: Make an X in the square box beside the name of the candidate you prefer.**

## Advisory Board Official Run-Off Ballot

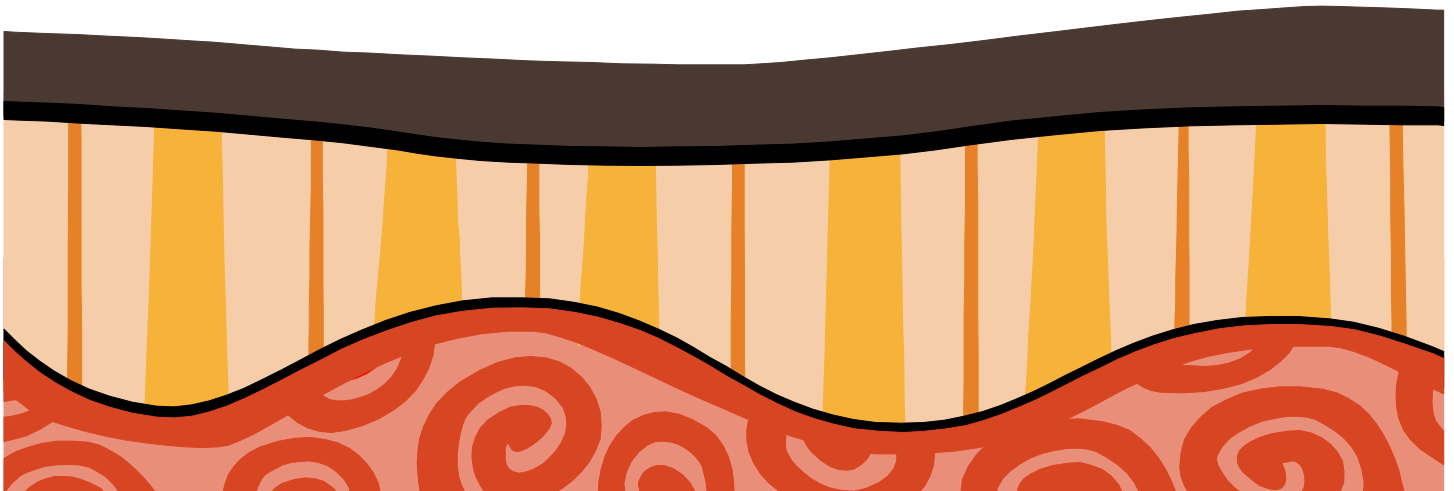
### Vice-Chair

- Ron Coakley
- Carolyn Heatherwick-Goza
- Stephen Jackson
- Fred Plappert
- Duncan West



## 2018 Visual Art & Poetry Contest Themes

I am More  
Behind the Mask  
This is my Courage  
Hope is in Bloom  
Nurturing Our Community  
Coming out of the Darkness into the Light  
Write, Create, Recover  
Accomplish, Create, Enjoy  
Art & Poetry, Hope & Recovery



Celebrate the Season  
North Sound Behavioral  
Health Organization  
Advisory Board  
Holiday Potluck

Join us for Holiday Cheer. Eat, Laugh,  
and Be Merry

Tuesday, December 5, 2017

12:00 - 1:00 PM

# 2018 Pre-Meeting, Site Visits, Conferences and Advocacy Planning

## PROPOSED PRE-MEETINGS

Sea Mar Co-Occurring Outpatient Treatment  
Tribal Behavioral Health Programs  
Crisis Intervention Team (CIT)  
Certified Peer Specialist Model and Recovery Coach Model  
Disparities in Behavioral Healthcare  
Eating Disorders  
Medication Assisted Treatment

2016

## PRE-MEETINGS

|   |                  |
|---|------------------|
| Phoenix Recovery Center – SUD Services          | Corky Hundahl    |
| Adult and Youth Access to Care Standards & SUD  | Sharon Toquinto  |
| Northwest Youth Services Housing/Homelessness   | Riannon Bardsley |
| Alternatives to Jail                            | Ron Coakley      |
| Pioneer Center North (Focus on SUD Residential) | Rob Sullivan     |
| Snohomish County Homelessness Adults & Youth    | Debbi Knowles    |

## SITE VISITS

North Sound E&T  
Pioneer Center North

2017

## PRE-MEETINGS

|   |                  |
|---|------------------|
| Phoenix Recovery Center – SUD Services          | Corky Hundahl    |
| Adult and Youth Access to Care Standards & SUD  | Sharon Toquinto  |
| Northwest Youth Services Housing/Homelessness   | Riannon Bardsley |
| Alternatives to Jail                            | Ron Coakley      |
| Pioneer Center North (Focus on SUD Residential) | Rob Sullivan     |
| Snohomish County Homelessness Adults & Youth    | Debbi Knowles    |

## SITE VISITS

Phoenix Recovery Center – Needle Exchange  
Therapeutic Health Services Methadone Clinic – Everett Location



NSBHO ADVISORY BOARD  
2017 ADVOCACY PRIORITIES  
(revised 1.5.2017)

BHO CAPITAL REQUESTS

- Evaluation & Treatment Center (E&T) – Skagit County
- 16-Bed Acute SUD Detoxification Facility – Skagit County (adjacent to E&T)
- 8-Bed Sub-Acute Detoxification and Mental Health Triage Facility – West Skagit County
- Two (2) 16-Bed SUD Inpatient Treatment Facilities – Snohomish County (Everett)
- 16-Bed Mental Health Triage Facility – Whatcom County (Bellingham)
- 16-Bed Acute SUD Detoxification Facility – Whatcom County (Bellingham)
- 16-Bed Long-Term SUD Treatment Facility – Location in North Sound Region
- Step-down Transitional Housing

CHILDREN & ADOLESCENTS

- School-based Behavioral Health (SMI & SUD) Treatment Options
- Inpatient Treatment
- Emergency Medical Services
- Law Enforcement Training (CIT for Youth)
- Youth Homeless
- Behavioral Healthcare Needs for Incarcerated
- Community-Based SUD and MH Treatment Facilities (Detox, Long-Term, and Outpatient)

HOMELESSNESS

- Permanent Housing
- Supported Housing
- Military Veterans
- LGBTQ Youth
- Tenant Rights
- Outreach Services and Staff

OPIOID TREATMENT OPTIONS

- Medication-Assisted Treatment
- Naloxone Distribution to First Responders and People with SUDs
- Needle Exchange Program Expansion
- Outreach Program Expansion
- Safe Injection Sites

GERIATRIC POPULATION

- Affordable, Low Income Housing
- Home-Based Outreach

- Access to Care
- Transportation
- Critical Behavioral Healthcare for Pre-demented and Demented

INTER-SERVICE COOPERATION / COLLABORATION

- Team-Based Outreach and Treatment (SWs + LE; CPIT; CDPs + MHPs + CPCs)
- Developmentally/Intellectually Disabled (Comorbidities; Complex Healthcare Needs)
- Primary Care Providers (Comorbidities; Complex Healthcare Needs)
- Community Health Workers
- Peer Recovery Coaches to support recovery from SUDs
- Home-based Nursing Care Workers
- Geriatric Facilities
- Criminal Justice (LE, Courts, Jails)

FORENSIC

- Jail-Based Behavioral Healthcare
- Alternatives to Jail
- Behavioral Health Courts (Mental Health; Drug; Family)

WORKFORCE

- New Housing and Recovery Services Teams
- Mobile Crisis Teams

GOVERNOR'S PROPOSED BUDGET

**NORTH SOUND BEHAVIORAL HEALTH ORGANIZATION  
ADVISORY BOARD  
2017 LEGISLATIVE PRIORITIES**

- 1. Support the request of the North Sound BHO and 5 North Sound Counties for capital funding for new Behavioral Health Facilities.**

These are needed to address the historical lack of treatment facilities in the region; respond to the growing opioid epidemic; and replace the beds that will be lost with the state's lease with Pioneer Center North and the North Sound Evaluation and Treatment Facility expires in June 2018.
- 2. Children's Mental Health Services**
  - a) Expand funding for school based Behavioral Health Treatment services. Include funding for school based primary health care clinics that behavioral health services can be integrated with.
  - b) Ensure that the reorganization of DSHS Children's Services includes adequate consideration of children's mental health services.
- 3. Expand funding for services to reduce homelessness related to behavioral health disorders.**

This includes transitional housing, permanent housing and supportive housing services.
- 4. Expand prevention and treatment services to reduce Opioid use.**

Expand funding for Medication Assisted Treatment, including in jails. Expand funding for and encourage the distribution of Naloxone kits to first responders. Support local efforts to promote safe storage and disposal, including a "take-back system" for prescription and over the counter medicines.
- 5. Increase non-Medicaid funding for treatment services in the jail and to support jail transition services.**
- 6. Peer Recovery Coaches.**

Support a process to "certify" and fund Peer Recovery Coaches for SUD services similar to those for mental health services.
- 7. Maintain the Behavioral Health Organizations under fully integrated managed care.**

Incorporate the existing Behavioral Health Organizations into the plan for fully integrated managed care rather than dissolving them and losing their historical expertise in providing for the care of persons with serious behavioral health disorders.
- 8. Support the creation of a "continuum of care" in the regions to reduce the usage of the State Psychiatric Hospitals for persons who do not need that level of care.**

Support the goals of the Governor's budget request, but make sure there is adequate funding for the community based services intended to replace treatment beds at the state hospitals.