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Emergence Health Network

El Paso Center for Mental Health/Intellectual Disabilities

EMERGENCE HEALTH NETWORK BOARD OF TRUSTEES

MINUTES

(Audio copy of the meeting is available upon request)

Emergence Health Network Board of Trustees (“EHNBOT”) Meeting
Thursday, September 26, 2019 at 3:32 PM

Central Administration, Boardroom, 201 E. Main St. Ste. 600, El Paso, Texas

PRESENT: DRISCOLL, STOUT, GOLDFARB, MYER, THOMPSON, ANNELLO and LEUTENANT ROMERO

ABSENT: WILSON

1. INTRODUCTORY ITEMS

A. Call to Order and Certification of a Quorum

Quorum was certified.

B. Citizens’ comment

No members of the public spoke during public comment.

2. CONSENT AGENDA

A. Approve minutes of the Board of Trustees meeting held on July 25, 2019, August 6, 2019, August 8, 2019 and August 13, 2019 (reviewed by Finance/Executive Committee).

B. Approve and authorize CEO to execute agreement ratification of Facility Video Surveillance Systems Equipment and Installation with Dorney Security Systems, Inc. for RFP #19-001 (reviewed by Finance/Executive Committee).

C. Adopt Employee Assistance Program Policy (reviewed by Planning and Development Committee).

D. Approve and authorize CEO to execute contract renewal with Relias LLC (reviewed by Finance/Executive Committee).

E. Adopt the Chief Financial Officer’s report on EHN financials (reviewed by Finance/Executive Committee).

EHNBOT Action: MYER moved/ THOMPSON seconded to approve Consent Agenda. Motion Carried (6/0)

3. REPORTS AND PRESENTATIONS

A. Receive CEO report regarding current EHN operations to include strategic plan update.

Ms. Kristen Daugherty provided a presentation highlighting the center wins accomplished in the month of July/August.

- EHN coordinated multiple media interviews regarding the Walmart shootings with local and national media outlets including NPR and Time Magazine.
- EHN received \$973,000 from the El Paso Coalition for the Homeless HUD funding for continuum of care program competition. This amount includes both

grant renewals and two additional funding bonuses to be used for staff salaries in the homeless program.

- The EHN Mental Health Learning Library was launched introducing several new trainings to the community related to various aspects of behavioral health and prevention.
- EHN hosted the Texas Legislative Wrap-Up featuring Sen. Rodriguez and Rep. Mary Gonzalez providing insight into the results of the last legislative session.
- The Military Veteran Peer Network launched two new veteran support groups: A sexual trauma group and a LGBT veteran group.
- The Veteran One Stop Shop hosted 7th Annual Veteran Symposium featuring over 100 veteran participants.
- EHN provided an update at City Council meeting regarding CIT; EHN has responded to over two-thousand calls between Feb-Aug; Meadows Foundation will conduct a study of CIT.
- Since the shooting on Aug. 3rd the EHN team has been available to any requests; 944 lives have been served affected from the shooting;
- Community Recovery Center at 8730 Boeing location; all inquiries related to Aug. 3rd incident are now being routed to Recovery Center
- CIRT is being funded by VOCA; conversations are being held with HHSC to assist with Psychiatrist funding as VOCA did not provide funds.
- Ms. Daugherty is chair of workgroup for office of emergency management regarding community mental health needs and response; EHN met with consumer-focused organizations such as ISDs, faith based, Red Cross, United Way and YWCA to get information out to people who might need services
- In communication with Walmart to help position their staff with trauma related services including training for when location reopens.
- EHN will meet with Borderland 100, a peer group that is creating their CIRT team and EHN will assist with the mental health component
- Dr. Myer has offered to assist the EHN staff/leadership who responded to the Aug. 3rd incident.
- A strategic plan review of the 4th quarter completion was provided to the board in detail to include: Service Excellence, Integration, Human Resources, Financial Stability and Additional Overall Strategic Initiatives.
- EHN's Balance Sheet reflects \$11.3 million in cash.
- For the month of August revenues are down by \$217k largely due to local government funds lower than budgeted by \$128k and general revenue lower than budgeted by \$44k.
- In expenses the agency had a positive variance of \$137k largely due to salaries and benefits.
- Net Revenue over expenses for the month came in at a loss of \$1.6 million with a negative variance over budget of \$802k largely due to the prepayment of the EHR.
- YTD Net Revenue over expenses is at a positive \$1.1 million which is higher than budgeted by \$3.5 million.

B. Receive presentation regarding program operation

Ms. Amanda Munoz, Team Lead Manager provided the following:

- Coordinated Specialty Care (CSC) overview was presented. Presentation included program eligibility, criteria and population served. Treatment approach is based on recovery-oriented treatment and shared decision making. Program challenges consists of finding program diagnosis, maintaining engagement, medication adherence and maintaining flexibility/consistency of treatment with unengaged clients.

C. Committee updates

1. Board Public Relations committee report.

Commissioner David Stout reported the following points for the meeting held on September 11, 2019:

- Mental Health Learning Library event held August 14th.
- Legislative Wrap-up event held August 28th.
- Online search refinement update was provided which will include review of key factors such as online advertisement, key word refinement and directory updates.

2. Board Planning and Development committee report.

Dr. Rick Myer reported the following points for the meeting held on September 11, 2019:

- Coordinated Specialty Care Program overview was presented.
- Mediset and CIT policies were reviewed and require corrections
- EAP policy will be presented to Board for approval

3. Board Human Resources committee report.

Tommy Goldfarb reported the following points for the meeting held on September 12, 2019:

- HR will continue to monitor turnover over 20%; time to fill 55 days
- Loss Analysis Report – 31 claims total cost of \$24,408 for FY19; compliance has identified programs to focus on for FY20 to provide additional training to reduce claims.
- Employee forum held August 7th and focused on trauma informed care
- Employee handbook has been distributed to all employees for acknowledgment by way of Policy Tech.

4. Board Planning and Network Advisory Committee (PNAC).

Mr. Rene Hurtado reported the following points for the meeting held September 11, 2019:

- Committee received updates on EHN budget process and strategic plan
- EHN crisis response
- Notification of upcoming events including NAMIWalks held September 21st.

4. EXECUTIVE SESSION

The Board of Trustees went into executive session at 4:13 PM to discuss items 4A-4B. Present at executive session was Rene Hurtado (left at 4:18 PM), Peter Fargo (left at 4:18 PM), David Driscoll, Commissioner David Stout, Dr. Rick Myer, Dr. Peter Thompson, Representative Alexandra Annello, Tommy Goldfarb, Attorney Michael Wyatt, Attorney Anthony Martinez, Lieutenant Romero and Jessika Franco. The board concluded executive session at 4:44 PM.

- A. CEO FY2019 goals and incentive compensation pursuant to Texas Gov't Code Section 551.074
- B. CEO FY2019 performance evaluation pursuant to Texas Gov't Code Session 551.074.

5. **OPEN SESSION**

The Board of Trustees returned to Open Session at 4:44 PM.

- A. Discuss and take appropriate action regarding CEO FY2019 goals and incentive compensation.
EHNBOT Action: THOMPSON moved/ MYER seconded to approve merit pay increase to CEO salary in the amount of \$7,360 added to base pay for current year retroactive to the first of the fiscal year.
- B. Discuss and take appropriate action regarding CEO FY2019 performance evaluation.
EHNBOT Action: MYER moved/ GOLDFARB seconded to approve performance evaluation-based incentive pay for the past fiscal year in the amount of \$34,500.

6. **ADJOURNMENT**

THE MEETING ADJOURNED AT 4:48 PM.

Approval Date: 10/24/19
By: Peter M. Thompson
Dr. Peter Thompson, Board Secretary