

PATHWAYS BOARD

*George Botbyl, Elizabeth Brotherton, Patricia Bureau,
Katie Carlson-Lynch, Bill Davie, Larry Kirschner, Frederick Margrif
Julie Moker, Nancy Morrison, Cathy Pullen, Gerard Tatrow, Glenn Wing*

PATHWAYS MISSION STATEMENT

We serve and empower people with Severe Mental Illnesses, Severe Emotional Disturbances, or Developmental Disabilities to enhance their quality of life.

PATHWAYS APPROVED REGULAR BOARD MEETING MINUTES

June 5, 2019 12:15 P.M.

Escanaba, Michigan – Board Room

Video Connection: Marquette County

Present:

Botbyl, George		Margrif, Frederick
Brotherton, Elizabeth	(Marquette)	Moker, Julie
Bureau, Pat	(Marquette)	Morrison, Nancy
Carlson-Lynch, Katie	(Absent)	Pullen, Cathy
Davie, Bill		Tatrow, Gerard
Kirschner, Larry		Wing, Glenn

Marquette Staff/Guest: John Blemberg, Sherry Dyszel, Karen LaFave, Joe Lavey, Matt Maskart, Kimberly Randell, Deb Upson, Derick Wall

Delta Staff/Guest: Jeanne Lippens, Shelly Sundstrom

CALL TO ORDER AND ROLL CALL

Chairperson Pullen called the meeting to order at 12:15 p.m. Roll call was taken by Dawn Mercier, Executive Assistant, a quorum was present.

*** Nancy Morrison was noticed in attendance at 12:22 P.M.***

ADOPTION OF AGENDA

Additions/Changes: Contracts – AMSR Proposal

MOTION/SECOND/CARRIED TO ADOPT THE AGENDA AS AMENDED.

Davie/Tatrow

APPROVAL OF PREVIOUS MEETING MINUTES

**MOTION/SECOND/CARRIED TO APPROVE THE MINUTES FROM MAY 1, 2019
REGULAR BOARD MEETING AS PRESENTED.**

Wing/Margrif

PUBLIC COMMENT

Delta – None

Marquette – Kimberly Randell, LMSM provided public comment. She introduced herself and requested her presentation be wholly included in the board minutes. Therefore, the document is attached hereto and made a part of the record.

CHAIR REPORT

No report.

CEO REPORT

CEO Swift opened the floor to questions. She highlighted the information regarding the mental health forums included in the packet. In response to questions regarding her tour of the new hospital, specifically the inpatient unit, she said it is has been thought out in terms of self-harm and safety features. There are three units which will eventually include geriatric, kids, and adults. Right now they are only running the one unit that they had (adults) until they can recruit. She recalled that there are approximately 90 beds. She and Lynn Johnson (head of our crisis team in Marquette) also toured the emergency department. This was helpful to see what the ED looks like, where our staff would be working, and to make sure our laptops work.

- IT Report – IT Director, Matt Maskart summarized his report as presented. With regard to the recent hospital move, he advised his IT staff did an outstanding job working with the clinical staff to make sure that they had what they needed from a technical perspective, made sure the hospital was set up, knew where we were going to be, knew what was going on, and met with numerous clinical staff at the hospital to make sure the move went as smooth as possible. He placed himself on call over the weekend for our staff to reach out if there were any problems and reported there were no issues.

The tele-emergency services pilot project for Alger and Luce County which began October 2018 went live June 4. It is up and running without any problems. Again he put himself on call and reported there were no issues. Matt reminded the Board of the pilot process -

If someone presents at the hospital, in Munising and the on-call staff is Alger - Pathways, staff would go to the hospital to meet face to face with the individual. If the individual presents at Helen Newberry Joy the Alger on-call staff would go to Pathways in Munising and dial in with tele-med to the hospital. The same would be true for Newberry if the on-call staff is in Luce.

This project has reduced the number of on call staff from two teams of four between the two counties to one team of eight between the two counties, reduced ES shifts per clinician, and strengthened Pathways collaboration with the hospitals and community.

Matt said other peers of his downstate are dabbling in this process also. Once we get our feet under us we will see where this can go in the other counties.

Botbyl questioned whether Marquette staff could help with the Munising pool. CEO Swift advised that Marquette staff did volunteer to help however, it crossed over into a non-union county so it is no longer being done.

After discussion by the Board no formal action was taken regarding the CEO or IT Report.

ACTION ITEMS

Finance

- April 2019 Check Disbursement Report \$2,982,816.44

MOTION/SECOND/CARRIED

Botbyl/Tatrow

TO APPROVE THE APRIL 2019 CHECK DISBURSEMENT REPORT AS PRESENTED

- Contracts/Leases/Agreements – Contract/Compliance Manager, Jeanne Lippens summarized the contracts as presented.

MOTION/SECOND/CARRIED

Wing/Tatrow

TO APPROVE THE FOLLOWING CONTRACTS AS PRESENTED: Office Planning Group (Maintenance Agreement – Munising), Lakestate Industries Amendment (Cleaning Services – Defant), Lakestate Industries (Defant, Brantley, Delta, Delta Autism, DeFant Toys), Mahar Psychiatric Services PLLC (Psychiatric Services), Listening Ear (Children Foster Care – CLS And Child Placing Agency), Lakestate Industries Amendment (Respite Services), Real Life Living Services Amendment (Unlicensed Community Living Supports), MORC Amendment (Clinical Outpatient Services – Unlicensed CLS), Beacon Specialized Living Services, Inc Amendment (Clinical Services), M-CEITA (Meaningful Use Agreement), Eastern Kentucky University (Internship Agreement), AMSR Proposal Form (Assessing and Measuring Suicide Risk Training)

- Resolution for Designation of Signatures – CFO Blemberg explained that we are moving our checking account from Range Bank to First Bank. We have wanted to get our financial arrangements in one location. This will give us more access in terms of activity

between funds. It lists out the authorized signatures as well as those that will have viewing access only to the accounts. All benefits that we received at Range Bank will be available through First Bank and the maintenance fees we were paying at Range are being waived at First Bank.

MOTION/SECOND/CARRIED

Botbyl/Tatrow

TO ADOPT THE CERTIFIED RESOLUTION OF THE BOARD OF DIRECTORS WHICH DESIGNATES FIRST BANK, MARQUETTE, MICHIGAN AS THE DEPOSITORY FOR THE PATHWAYS FUNDS; AND TO CERTIFY THE CEO, BOARD CHAIRPERSON AND BOARD TREASURER ARE EMPOWERED TO ACT FOR AND, ON BEHALF OF THIS BOARD, ARE AUTHORISED SIGNATORIES FOR BUSINESS ACTIVITIES.

- March 2019 Finance Report – CFO Blemberg in response to questions regarding a check disbursement to Wells Fargo advised it represents payment of our agency credit cards. Further discussion took place and suggestions were made by the Board to move the agency credit cards to a local bank and/or look into cash back incentives. John said that is something that can and would be looked into.

CFO Blemberg summarized his report as presented. He said we are doing very well. As the balance sheet shows, our \$99k deficit will be wiped out by the \$232k performance based incentive which was distributed, leaving us in the black. We will put the \$232k into the previous year's performance incentive leaving at us at approximately \$600k in Local dollars. We will be discussing at our next regional CFO meeting as to how to best utilize the funds. This will come to the Board for recommendations on where we feel that money will be best fit.

The next round of statements will include adjustments, if necessary for the mid-year budget. Major adjustments do not seem to be expected because we seem to be operating well within the Medicaid revenues coming in. All of our funding buckets are in the positive except for Healthy Michigan, which was expected. Medicaid savings was not included in the report because that did not come out until after this report was completed. We did get a good share of the Medicaid savings back. We did get back most of what we asked for except like most of the other affiliates we were charged with funding the Healthy Michigan deficit.

Botbyl asked from a financial perspective if the proposed financing of an ES team as mentioned earlier in public comment was feasible. CEO Swift advised there is a regional team looking at ES right now. Michael St. John is sitting on that team for us trying to come up with some ways to provide those services. Everyone in the State is in the same boat. Now that Tele-ES is allowed to some degree, one of the things that is being looked into is a regional hub.

CFO Blemberg advised we have put together several meetings with the appropriate staff to try to research this. It has not been a no or a negative from a financial stand point it has been more trying to orchestrate how it will work. The concerns our understood. We are engaged in this process and we are very well aware of the issue. Matt, Mary, myself and others have been involved in this process.

CEO Swift said everything we have looked at in house was not going to work. If we were just going to create that team it was really expensive. HR Director, Shelly Sundstrom followed up stating it would be extremely expensive plus it would not solve the complete issue because we could not hire enough staff to be able to man all four counties, provide all of the ES without still relying on our staff as back up.

Wing questioned if this has been listed as one of the major reasons for leaving. Shelly responded that this varies. In some areas, yes. The nurses were very upset about being included in the rotation, they came to a Board meeting. We are hiring new nurses and they understand it is part of the expectation. Other staff listed, left for other reasons. Most people do not like doing ES after hours but, is that the only reason they left? Shelly said she could not say. Wing followed up by saying he knows some listed left for more lucrative positions.

MOTION/SECOND/CARRIED

Margrif/Tatrow

TO APPROVE THE MARCH 2019 FINANCIAL REPORT AS PRESENTED

- FY19 PBIP Distribution – CFO Blemberg explained the information included in the packet is informational regarding the distribution amongst the affiliates. The decision was how the money was being delegated in was how the performance based incentive was going to be distributed out.

Personnel – HR Director, Shelly Sundstrom

- Personnel Updates – Shelly summarized the report as presented, provided additions/changes since the report was printed and answered questions.
- Retirement Resolutions

MOTION/SECOND/CARRIED

Davie/Kirschner

TO APPROVE THE RETIREMENT RESOLUTION OF RENAE NELSON

MOTION/SECOND/CARRIED

Davie/Botbyl

TO APPROVE THE RETIREMENT RESOLUTION OF NANCY OLLERO

- Deficit Reduction Act Policy – HR Director Shelly Sundstrom explained we updated this policy to coincide with NorthCare. Changes were made to language and definitions as presented.

MOTION/SECOND/CARRIED

Davie/Margrif

TO ADOPT THE DEFICIT REDUCTION ACT POLICY AS PRESENTED**Planning/Programming**

- Crisis Services Training Policy – CEO Swift advised this is a new policy for the process of AMSR training for staff who provide emergency services.

MOTION/SECOND/CARRIED

Wing/Margrif

TO ADOPT THE CRISIS SERVICES TRAINING POLICY AS PRESENTED

- Great Lakes Rural Mental Health Association Office Nominations

MOTION/SECOND

Morrison/Wing

TO RENOMINATE FOR THE CURRENT OFFICES HELD: JIM TERVO - PRESIDENT, BOB BARR - VICE PRESIDENT, GEORGE BENINGHAUS – TREASURER & PAST PRESIDENT, JOAN LUHTANEN - SECRETARY

- Pathways Board Committee Assignment 2019-2020 - *informational*

CONSENT AGENDA

No Items

BOARD MEMBER COMMENT

Davie expressed gratification for all of the public relations benefits we received from the Walk-A-Mile Rally stating it is something that needs to continue in the future.

Brotherton expressed concerns about the public comment made earlier in the meeting. Chair Pullen addressed her concerns stating this is not a new issue, not all of the departures have taken place recently and some of the people left for other reasons. This is an issue within the system. She is certain that there has been discussion and discussions will continue.

Moker agreed with Brotherton stating it is alarming when someone comes before the Board stressed that colleagues are under duress. As a Board we are obligated to follow through.

Tatrow questioned if this was a union decision or not. CEO Swift stated that 24/7 on-call is required by the Michigan Mental Health Code. Every CMH has to do it. In terms of the requirement of all staff participating in the rotation that was negotiated with the union and the union accepted it. Adding the nurses into the pool just happened with the last contract.

Pullen requested future updates regarding the ES issue.

MEETING SCHEDULE

Recipient Rights Advisory Committee	June 13, 2019	4:00 p.m.
Committee of the Whole	June 25, 2019	12:15 p.m.
Committee of the Whole	July 23, 2019	12:15 p.m.
Regular Board Meeting	August 7, 2019	12:15 p.m.
** Recipient Rights Training **		

ADJOURNMENT

Motion by Wing, Second by Tatrow to adjourn at 1:36 P.M.

Chairperson Pullen adjourned the meeting at

Respectfully submitted,

	June 5, 2019
Dawn Mercier, Executive Assistant	Date

Approved by,

	Date
Catherine A. Pullen, Board Chairperson	