

**MINUTES
CENTRAL UTAH COUNSELING CENTER
AUTHORITY BOARD MEETING**

DATE: June 14, 2023

PLACE: Central Utah Counseling Center
282 S 100 E
Richfield, UT 84701

TIME: 5:00 PM

PRESENT: Commissioner Scott Bartholomew, Commissioner Dennis Blackburn, Commissioner Ralph Brown, Kathryn Brown, Commissioner Darin Bushman, Keri Bushman, Commissioner Trevor Johnson, Commissioner Marty Palmer, Kandas Palmer, Nathan Strait, Alyson Strait, Richard Anderson, Leslee Anderson, Anna LaDamus, Chad Williams, Jared Kummer, Shana Kummer, Lynnette Robinson, Christian Matthews, Melanie Matthews, Julie Lynn, Ryan Lynn

EXCUSED: Holly Kunzler

I. APPROVAL OF MINUTES:

A motion was made by Commissioner Ralph Brown to approve the minutes of the May 15th, 2023 Authority Board Meeting. The motion was seconded by Commissioner Trevor Johnson. Motion carried.

II. ABOVE AND BEYOND AWARD:

Jared Kummer introduced Stan Poulsen who represented Employer Support of the Guard and Reserve (ESGR) to present the Above and Beyond Award to the county commissioners and the staff members of the Center for their support of Jared in his military service. Jared thanked the board members and all the staff he has worked with. Commissioner Darin Bushman asked how many years Jared has been in the service and what his specialty is. Jared stated he has been in for 19 years as a linguist. Commissioner Scott Bartholomew stated the commitment is also for Jared's wife and family. Nathan Strait thanked Stan for presenting the award. Military service is tremendous for the country. These employees bring something to the Center that is an integral part of who we are as an agency. Administration is grateful to those who have served and are currently serving. The principal of service is valued at the Center.

III. FINANCIAL REPORT:

Richard Anderson presented the revised fiscal year (FY) 2023 budget, proposed FY2024 budget, and current financial report during the Budget Hearing.

A motion was made by Commissioner Darin Bushman to approve the FY2023 revised budget, FY2024 budget, and current financial report as presented. **This FY2023 revised**

budget includes an increase of \$1,115,115 for substance use disorder (SUD) and \$869,070 for mental health. The FY2024 budget is approved as \$3,407,688 for SUD and \$13,424,596 for MH. The motion was seconded by Commissioner Dennis Blackburn. Motion carried.

IV. SANPETE TEAM CO REVIEW/WORKERS COMP:

Nathan stated the carbon monoxide (CO) leak in January affected 12 employees, and 10 are back to work at an average of 30 hours per week. The other two employees are not currently working, with one off until September per doctor's orders. That staff member had prior long-term health challenges that have been compounded by the CO leak. The other staff member would like to be 100% better before returning to work to not create more stress. Since that time, the Sanpete team has been overstaffed by two and a half therapists, one full-time nurse, one part-time subcontracted prescriber from Four Corners Behavioral Health, and one full-time case manager. In February, the Board approved the Center would make up any difference in pay so these staff members would not have a net loss while they were out of the office getting medical treatment. This was a great benefit as many started out unable to work more than four hours per week and workers compensation (WC) would not cover their regular salary. Moving forward, Nathan's recommendation is to discontinue the Center's contribution because most of the staff are back working an average of 30 hours per week, and WC will cover the difference. They may utilize their vacation and sick time if there are additional services needed. Richard stated the combination of hours they can work plus the tax-free WC should make them whole. WC is designed to encourage staff to return to work so they only pay 66%. Commissioner Marty Palmer asked why the recommendation is to stop the Center's supplemental payment if the staff member who is off will only receive 66%. Richard stated it ends up being more than 66% because it is tax-free. Nathan stated that the employee no longer has a doctor's note and is making the decision not to work. Richard stated the work load on Lynnette Robinson and Julie Lynn has been tremendous, and they have done a great job carrying the lion's share of the load. Commissioner Darin Bushman asked if there have been conversations with WC on how this will affect the experience rating and premiums going forward. Richard stated it will affect it. Some of the staff have heard of a \$20,000 magnetic resonance imaging (MRI) in Las Vegas that can show more detail than anything in Utah. The cost is due up front and will then be reimbursed to the employee. The Center had one request to pay for the MRI that was denied. Commissioner Darin Bushman asked if administration knows the WC payout. Richard stated that is not known, and he does not know if WC even knows the total. Commissioner Marty Palmer asked if WC will make these staff close to whole, only working an average of 30 hours per week. Nathan stated he did some calculations, and even the highest paid employee will have the difference made up. The one staff member who is out until September is bringing home more because the payment is tax-free. Commissioner Scott Bartholomew stated he has had staff reach out to him who are fearful of losing money, but they will not lose it. Nathan stated WC is a lifetime benefit, as long as the symptoms persist, until the person reaches Medicare age. Commissioner Scott Bartholomew stated this situation is so new and unique that the medical team does not really know what will happen. There is a concern of how much is related to the CO leak versus what is experienced as a person ages. Richard stated there is some animosity between those who are trying their best to get back and those who are not.

A motion was made by Commissioner Darin Bushman to discontinue the Center's contribution effective July 1st. The motion was seconded by Commissioner Dennis Blackburn. Motion carried.

V. CONSTRUCTION PROJECTS:

Richard stated the residential expansion will be used for office space while the new clinical building is being constructed. The home was partially demolished today. The room where this meeting is being held will be utilized for day treatment and residents. The Richfield clinical and day treatment buildings will cost \$5.5 million, which is \$2 million short of the Community Impact Board (CIB) funding. The Center signed a contract with Tushar Contracting Inc out of Beaver on June 5th for a 290 day construction schedule. The treatment modular sold for \$50,000 and will be moved. The administrative office in Gunnison will be built with United States Department of Agriculture (USDA) funding instead of pulling all the funding from reserves. The corner lot is owned by a pharmacy who is still planning to build there. A meeting will be held to discuss development plans, including access to the state road. Commissioner Darin Bushman asked about doing the pharmacy and administrative office in one building. Richard stated that is a possibility, but he does not know who would own the building and who would lease it. The Center is tax exempt so that may cause a problem. There could be an issue if one agency decided to sell. The Center is also under an agreement with the city to have the building complete by March. Richard is hopeful they will extend that timeframe. Commissioner Scott Bartholomew stated the pharmacy paid \$65,000 for the property and is under the same agreement, but then COVID-19 delayed everything. Commissioner Marty Palmer asked if there are grants available. Richard stated there are. Nathan stated the grants are based on population size and income. The lower those numbers are, the higher the grant can be up to 85%. Commissioner Marty Palmer asked if the other percentage is a match. Richard thinks the match is the portion the Center would be required to pay. There has been conversation on moving the administrative team virtual, but there will always be a need for space for Health Insurance Portability and Accountability Act (HIPAA) protected information. Gunnison Valley Hospital would like the Center out of their rental by March. There may need to be an interim solution. In Nephi, staff are using residential rooms as office space. That area is on the radar for future expansion and an application might be made with USDA as well.

VI. PERSONNEL ACTIONS:

Nathan stated two therapists, one nurse, one maintenance, and one custodian were hired, two therapist interns became licensed therapists, one therapist moved to part-time, and one custodian resigned. Commissioner Scott Bartholomew asked if the new staff in Sanpete are on top of the additional staff. Nathan stated Zachary Barnes and Kami Brito were therapist interns who are now licensed as clinical social workers so they can act as licensed therapists. Shandi Michael worked for the Center in the past as a therapist and was hired back. April King is another therapist who was reported on last month. Richard stated it is exciting to have Shandi back. Jared and Lea Gibson did a lot of work to get her back as a subcontractor, and then she decided to come back full-time. Richard stated the new nurse lives in Mona and took over for the nurse from Aurora who will now work in Sanpete. Commissioner Scott Bartholomew stated the eventual goal is to not need them there. Nathan stated the office is currently overstaffed and will

sort out through natural attrition over time. The number of clients on each therapist's caseload is very high and should be half of what they are. Staff can flex until things are back to normal.

VII. CEO/CFO PERFORMANCE EVALUATIONS:

Nathan stated the CEO and CFO performance evaluations can be done in an open or closed session. Commissioner Scott Bartholomew asked if this could be completed at another time so the other staff did not have to wait. The next meeting will not be until September. Commissioner Darin Bushman stated any changes can be made retroactive to the due date for the review. A virtual meeting will be held on Wednesday, June 21st at 4 p.m. for the performance evaluations. Richard will email a link.

VIII. EXECUTIVE SESSION:

Not needed.

IX. EXECUTIVE SESSION ACTION:

Not needed.

X. MEETING SCHEDULE:

The next Authority Board meeting is scheduled for Wednesday, September 13th, 2023 at 4:30 p.m. at Steve's Steakhouse in Richfield.

XI. OTHER:

Nothing to report.

XII. MATTERS FROM THE BOARD:

Nothing to report.

A motion was made by Commissioner Darin Bushman to adjourn the meeting. The motion was seconded by Commissioner Marty Palmer. Motion carried.

The meeting was adjourned at 6:18 p.m.

Julie Lynn, Accountant