



Management Update summary Minutes

Monday, December 7, 2015, 9:00 a.m.
Courthouse Square, 555 Court St. NE, Salem
5th Floor, Suite 5232, Silverton Conference Room

ATTENDANCE

Commissioners Janet Carlson, Kevin Cameron, and Sam Brentano; John Lattimer, Jan Fritz, Rod Calkins, Alan Haley, Gloria Roy, Leslie Stainbrook, Cary Moller, Scott Richards, Stefani Nichols, Russ Dilley, Justine Flora, Amy Rose Fish, Jolene Kelley, Barb Young, and Allycia Weathers as recorder.

Guests:

John Lattimer called the meeting to order at 9:03 a.m.

INFORMATIONAL

Discuss Anticipated Reimbursement Changes for Adult Foster Care Providers

Summary of presentation:

- Rate change for adult foster care provider payments;
- Many clients with mental illness in the foster care homes;
- Concerns with change;
- New rate system based on the level of care determination;
- Highest need individual are in adult foster homes;
- Highest need seeing greatest reduction in payments at approximately 40 percent;
- Approximately 130 individuals in adult foster care system currently;
- Service Employees International Union (SEIU) negotiating rates for homes covered in the collective bargaining agreement;
- Previously, rate was negotiated on an individual basis based on client needs;
- Individuals previously discharged or refused in a secure setting going to adult foster care with wrap around services:
 - Most likely to be discharged;
- Lower, base service individuals transitioned to the community rather than adult foster care;
- Providers indicating they may close or discharge clients;
- Providers must give 30 days' notice prior to discharging clients:
 - Will refer individuals to other contract providers in the community;
 - Will look for independent living or supported housing for these individuals; and
 - Resolve living situations on a case by case basis.
- Independent owner-operated homes are being negotiated through collective bargaining agreement;
- Marion County has a higher percentage of adult foster care compared to other counties with more structured housing;
 - Disproportionate amount of impact in Marion County.
- Level of care recommendations and tool were implemented a year ago, but the rates were added at the last minute:
 - Announcement regarding rates went out to all providers in November 2015;
 - Some providers filing suit against SEIU regarding rates;

- Scale applies to all providers regardless of membership to SEIU.

Assertive Community Treatment (ACT) Update and Report on Fidelity Review

Summary of presentation:

- ACT serves adults with mental illness;
- Implemented about one year ago;
- Third high-fidelity, evidence based practice program serving adults;
- Model dates back to the 1970's;
- Focus on individuals not engaging in traditional, office-based services;
- Team approach to treatment with specialists:
 - Alcohol and drug specialist;
 - Nurse practitioner;
 - Supported employment specialist; and
 - Mental health specialists and associates.
- Most services delivered in the community;
- Operates seven days per week; and
- Clients receive services for up to four years before graduating them on to more traditional services.
- Fidelity review by State of Oregon:
 - Requires score of 114 or higher;
 - Most programs within one point of the minimum standard;
 - Difficult standard to meet, even for programs running longer than one year;
 - Marion County score 124; and
 - Highest program in the state at the time.
- ACT targets individuals with negative interactions with systems:
 - Frequent policy contact;
 - Incarcerations;
 - Previous psychiatric hospitalization; and
 - Overuse of emergency room.
- Client case story:
 - Early ACT client previously served by Marion County on and off for years without really engaging in treatment;
 - Referred to ACT;
 - Alcoholism contributing factor;
 - Staff conducted visits to home;
 - People in his home abusing drugs and alcohol;
 - Two staff members for home visits each time for safety;
 - Voluntarily went into alcohol and drug treatment;
 - Worked to keep him in treatment longer;
 - Currently sober for 15 months and engaged in services;
 - Staying in adult foster care;
 - Program helped purchase hearing aids;
 - Interviewed as part of the fidelity review; and
 - Working on independent living skills and continuing to work on recovery.

Board Discussion:

- Jolene Kelley will work on a press release and include in newsletter:
 - Have available for Willamette Valley Community Health (WVCH) meeting.
- Funding for program comes through WVCH to Behavioral Care Network (BCN), then to the county.

Senate Bill (SB) 454 Oregon Mandatory Sick Leave Law Review

Summary of presentation:

- Mandatory sick leave law going into effect January 2016;
- Regulations clear, but there are some options to choose from;
- Any employer with 10 or more employees in the state of Oregon must provide sick leave to all employees:
 - Includes temporary and part time employees;
- Separate from Affordable Care Act Regulations;
- Marion County currently offering appropriate sick leave to most employees; and
- Not offering sick leave to temporary or part time employees at less than 0.5 FTE.
- Program affects 140 employees:
 - Average wage \$18.22 per hour.
- Technology component:
 - Oracle updates.
- Accrual options:
 - One hour for every 30 hours of work:
 - \$52,000 cost; and
 - Just over 2,000 hours.
 - 1.33 hours for every 40 hours of work:
 - Potentially more complicated from a technology perspective.
 - Front load at hire and annually after:
 - \$130,000 cost; and
 - Just over 7,000 hours.
 - Can begin using sick leave on 91st day of employment;
 - Accrual method of sick hours for every hour of work causes less liability for the county;
 - Discussion about impacts to operations with temporary employees calling in sick;
 - Move forward with least impact to county, not front loading:
 - Work out details with John Lattimer and Jan Fritz.
- Limit options:
 - Can cap accrual or use of sick time;
 - Recommends limiting usage to 40 hours;
- Use options:
 - Begin sick leave usage at 91st day of employment;
 - Use sick time in increments as small as one hour;
 - Must allow carry over up to 40 hours per year (unless front loading); and
 - Must allow sick leave for any reason qualifying under Oregon Family Leave Act (OFLA).
- Has changed some policies for on-call work:
 - Can require scheduled work for sick leave;
- Look at county use of temporary employees;
- Human Resources and departments are looking at use of temporary employees currently;
- Set up meeting with John and Jan.

Board Discussion:

- Sick leave is not paid out at end of employment.

North Fork Parks Update

Summary of presentation:

- Update from previous meeting:
- Cooperative effort to collect fees:
 - Public Works staff met with leadership at the Bureau of Land Management (BLM);

- Need to work with the Forest Service;
- Differences in park opening dates and frequency of collection;
- Drop box changes may be required; and
- Leadership change at BLM since last meeting;
- Trash issue:
 - Trash is generally not a problem in parks;
 - Trash is picked up by Public Works parks staff daily;
 - Camp host picks up trash as well;
 - Two dumpsters at Bear Creek; and
 - Issues on nearby private property and the roadway near the bridge:
 - Install a trash can on the roadway near the bridge.
 - Potential for issues with people dumping trash from home.
- Portable bathrooms during peak season:
 - Already two portable restrooms at North Fork Park;
 - Cost is \$450 per year to add one at Salmon Falls; and
 - 2015 was busier than most years.
- Road conditions:
 - North Fork Road to Three Pools;
 - County assisting the Forest Service;
 - Road maintenance funds for Forest Service may be limited;
 - Public Works potential to assist:
 - Cost is \$8,000 for rock to fix holes; and
 - Cost for maintenance grading is \$1,000.
- Parking lot:
 - Survey complete in mid-January; and
 - Board previously authorized use of Good Neighbor fund for survey work.
- Phone line:
 - Working to get phone at Bear Creek and Elkhorn.
- Discussion about shared employee with BLM for North Fork parks; and
- BLM and Forest Service both charge \$5 per day for day use fee.

COMMISSIONERS' COMMITTEE ASSIGNMENTS and UPDATE

Commissioner Janet Carlson

- City of Donald:
 - Christmas presentation;
 - Well attended;
 - Included a band and Christmas carols; and
 - Would like to have on board schedule next year.
- Keizer Big Toy phase two:
 - Working on a grant;
 - American's with Disabilities Act (ADA) restrooms and playground surface;
 - Parks commission voted unanimously to support the grant; and
 - Site visit Friday with a case worker, care giver and a parent:
 - Suggestions about grab-bars and slides; and
 - Adaptive equipment.
 - Presentation coming up at the Intellectual and Developmental Disability Advisory Committee (IDDAC) meeting.
- BCN:
 - Discussion about encounterable and non-encounterable data;
 - Discussion about accountability measures; and

- Executive committee approved contract.
- Public Safety Forums:
 - How best to connect with efforts in the canyon;
 - Combine with State of the County;
 - Community Center in Gates is a good location;
 - Scheduling in April; and
 - Could combine the Santiam update.

Commissioner Sam Brentano

- Mid-Willamette Valley Area Commission on Transportation (MWACT):
 - Hayesville road project is a candidate to receive enhanced roadway funds.

Commissioner Kevin Cameron

- Environmental Council:
 - Global warming issues;
 - Ballot measures in the works;
 - Would eliminate coal power in Oregon;
 - Request for assistance with ballot measures; and
 - Not in support.
- Legislative fix on marijuana:
 - March 1 date; and
 - Encourage legislative fix in February.
- North Santiam Canyon meeting:
 - Well attended;
 - Making progress;
 - Cities provided updates;
 - Joel Rubin able to attend:
 - Talked about National Association of Counties (NACo); and
 - Suggested coming in March rather than during NACo.
- Clackamas County economic development team:
 - \$1.6 million in lottery funds;
 - No organization like SEDCOR in Clackamas County;
 - Use \$1 million for departmental costs;
 - Use \$600,000 for special projects; and
 - Mapping project ongoing.
- Governor’s Reentry Council:
 - Goals and objectives from subgroups; and
 - Will share with Commissioner Carlson.
- Regional Solutions:
 - 18 percent funding reduction;
 - Eliminated Dallas food innovation project; and
 - Reduced funding for Newberg road construction project.
- State Harvest:
 - State Forest harvest;
 - Provided more data;
 - More revenue for county; and
 - Oregon Department of Fish and Wildlife (ODFW) is responsible for managing.

OPEN POSITION UPDATE

- Department Specialist 3 position:

- Interviews conducted; and
 - Only one candidate moved forward so reopened.
- Policy Research Analyst closed:
 - 44 applicants;
 - 34 met minimum qualifications;
 - Moving forward with process.

Adjourned at 10:16 a.m.

COMPLETED BY: **Allycia Weathers**

Reviewed by: *Gordean Ash*